

Local Government Remuneration and Discipline Tribunal

Local Government Remuneration and Discipline Tribunal Report 2014

**Local Government
Remuneration and
Discipline Tribunal**

4 December 2014

The Honourable David Crisafulli MP
Minister for Local Government, Community Recovery
and Resilience
Level 18 Mineral House
41 George Street
Brisbane QLD 4000

Dear Minister

On 28 November 2014 the Local Government Remuneration and Discipline Tribunal concluded its review of remuneration for mayors, deputy mayors and councillors of Local Governments as required by Chapter 8, Part 1, Division 1 of the *Local Government Regulation 2012*.

Our determinations on the matters we are required to address, as well as the remuneration schedule to apply from 1 July 2015, are included in the enclosed Report which we commend to you.

Yours sincerely



Deputy President Adrian Bloomfield
Chairperson



Col Meng
Member

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2014 Report at a glance

Remuneration matters

As result of its deliberations the Tribunal has decided to:

- maintain 10 categories of Councils, albeit that no Councils are assigned to Category 1, Category 2 or the Special Category;
- increase the maximum remuneration levels previously determined for each category of Council, by 2.3% from 1 July 2015; and
- restructure the method of remunerating Category 3 councillors (that is, not including mayors and deputy mayors) to comprise a base rate of two thirds of the determination amount with the remaining one third to be paid as meeting fees reflecting attendance at, and participation in, each of the twelve mandated Council meetings each year.

In making its determination this year the Tribunal has considered the following facts and circumstances:

- the CPI increase for Brisbane (2.6%) and the weighted average for the eight capital cities (2.3%) for the year ended 30 September 2014
- the wages policy of the Queensland Government (2.2% per annum)
- movement in the wage price index in Queensland for 2013-2014 of 2.6% for all industries and 2.6% for the public sector
- increases in average weekly ordinary time earnings (AWOTE) in Queensland for 2013-2014 of 1.1% for all industries and 2.4% for the public sector
- the decision of the (federal) Remuneration Tribunal not to increase the remuneration levels of Members of Federal Parliament for the financial year 2014-2015
- the approximate 21% increase granted to State MLA's from 1 July 2014
- the continuing, and in some cases increasing, financial pressures being experienced by many Councils
- community expectations as represented in submissions made to the Tribunal.

Discipline matters

There were six cases of alleged serious misconduct referred to the Tribunal in 2014. All of these cases, as well as the three which remained open at the time of preparation of the 2013 Report, have been finalised.

Of the matters referred in 2014:

- three involved allegations of councillors exercising responsibilities in a way that was not honest or impartial;
- two related to the release of confidential information obtained from a closed session of Council; and
- one related to the failure to leave a meeting while allegedly having a material personal interest in the outcome of a matter being discussed.

1. The Tribunal

Formation and composition of the Tribunal

The Local Government Remuneration and Discipline Tribunal is an independent entity established under the *Local Government Act 2009* (the Act).

On 26 June 2014, Her Excellency the Governor approved the appointment of a Chairperson and Members to the Tribunal from 1 July 2014 for a four year term. Details of current membership is as follows:

Adrian Bloomfield – Chairperson (1 July 2014 to 30 June 2015) and Member (1 July 2015 to 30 June 2018)

Adrian Bloomfield is a Deputy President of the Queensland Industrial Relations Commission. Prior to joining the Queensland Industrial Relations Commission in 1993, he was the Director, Queensland Branch of Metal Trades Industry Association of Australia. Adrian Bloomfield also has an accountancy background having held chartered accountancy positions in both Australia and New Zealand.

Deputy President Bloomfield is the Chairperson of the Tribunal up to, and including, 30 June 2015 and thereafter will continue as a Member until 30 June 2018. He brings to the role extensive knowledge of and experience in industrial relations, local government and public administration. He was appointed as the first Chairperson of the former Local Government Remuneration Tribunal upon its formation in October 2007 before his appointment as Chairperson of the Local Government Remuneration and Discipline Tribunal in 2010.

Colin (Col) Meng – Member (1 July 2014 to 30 June 2015) and Chairperson (1 July 2015 to 30 June 2018)

Col Meng is concurrently Chair of Mackay Hospital and Health Service and has extensive local government, board and business experience in the Mackay region. Col Meng served as a Mayor of Mackay Regional Council for a four-year term from 2008 to 2012 then as Queensland Boundaries Commissioner overseeing the de-amalgamation process of four local governments during 2013.

Mr Meng was raised and educated in the Mackay region and has extensive involvement in a range of community organisations. He is a Past President of the Mackay Chamber of Commerce and the Mackay Golf Club and was Chairman of the Mackay Regional Area Consultative Committee for seven years.

Col Meng has been a longstanding Member of the Australian Institute of Company Directors and the Australian Institute of Management. He brings to the Tribunal extensive knowledge of and experience in local government, community affairs, public administration, public sector ethics and public finance.

Mr Meng is appointed as a Tribunal Member until 30 June 2015 and will assume the role of Chairperson from 1 July 2015.

Vacant Position

As at the date of preparation of this Report, the remaining position as member of the Tribunal is vacant.

Ms Michelle Morton, managing partner in a Townsville law firm and a Board Member of the Townsville Hospital and Health Service, served as a Member of the Tribunal between 1 July 2014 and 10 November 2014 when she resigned her appointment to negate any perception of a conflict between her role on the Tribunal and the professional work undertaken within her law firm.

Remuneration function and jurisdiction

Sections 176 and 183 of the Act give the Tribunal responsibility for:

- establishing categories of local governments
- deciding which category each local government belongs to
- deciding the maximum amount of remuneration payable to councillors in each of those categories
- hearing and deciding the most serious complaints of misconduct against councillors
- undertaking any other functions that the Minister directs.

For the purpose of establishing categories of local government, section 242 of the *Local Government Regulation 2012* (the Regulation) requires the Tribunal to have regard to defined criteria, as follows:

- the size, geographical and environmental terrain of each local government area
- the population of each local government area, including the area's demographics, the spread of population serviced by the local government and the extent of the services the local government provides
- other matters the Tribunal considers relevant to the effectiveness, efficiency and sustainability of local governments.

After determining the categories of local governments, the Regulation requires the Tribunal to decide annually, before 1 December each year, the maximum amount of remuneration to be paid to mayors, deputy mayors and councillors in each category from 1 July of the following year. A local government may, by resolution and within 90 days of the gazettal of a new remuneration schedule, decide to pay councillors a lesser amount than that determined by the Tribunal.

The Regulation also requires the Tribunal to review the categories once in every four years, in the year prior to each quadrennial election, to determine whether the categories and the assignment of local governments to those categories require amendment.

In addition, section 248 of the Regulation allows local governments to make submissions to the Tribunal to vary the remuneration for a councillor, or councillors, to a higher level than that stated in the remuneration schedule where the local government considers exceptional circumstances apply. The Tribunal may, but is not required to, consider any such submission. If the Tribunal is satisfied that exceptional circumstances exist, the Tribunal may approve payment of a higher amount of remuneration.

The next mandatory review of local government categories will be undertaken in the final half of 2015.

Discipline function and jurisdiction

The Act provides the Tribunal with jurisdiction for discipline matters when complaints alleging serious misconduct have been made against councillors and these have been referred to the Tribunal by the Chief Executive of the Department of Local Government, Community Recovery and Resilience (the Department).

The legislation provides a point of reference for the conduct, performance and behaviour of councillors and includes expectations for councillor conduct in terms of principles, responsibilities and obligations. It also includes disciplinary provisions where those expectations are not met.

Councillor conduct that is not in accordance with the principles and obligations set out in the legislation may represent inappropriate conduct, misconduct or official misconduct. The role of the Tribunal is to hear and determine the most serious complaints of councillor misconduct referred to it.

The Tribunal may make any order or recommendation that it considers appropriate in view of the circumstances relating to the misconduct. For example, the Tribunal may make one or more of the following orders or recommendations:

- an order that the councillor be counselled about the misconduct, and how not to repeat the misconduct
- an order that the councillor make an admission of error or an apology
- an order that the councillor participate in mediation with another person
- a recommendation to the Department's Chief Executive to monitor the councillor or the local government for compliance with the Act and Regulation
- an order that the councillor forfeit an allowance, benefit, payment or privilege
- an order that the councillor reimburse the local government
- a recommendation to the Minister that the councillor be suspended for a specified period, either wholly or from performing particular functions
- a recommendation to the Minister that the councillor be dismissed
- a recommendation to the Crime and Corruption Commission or the Police Commissioner that the councillor's conduct be further investigated
- an order that the councillor pay to the local government an amount of not more than the monetary value of 50 penalty units.

The outcome of each complaint that the Tribunal determines in relation to disciplinary matters is required to be available for public inspection at either the local government's public office or on the local government's website.

Previous reports of the Tribunal

This is the eighth Report of the Tribunal and the former Local Government Remuneration Tribunal. Each of the seven previous Reports have canvassed, to varying degrees, the roles and responsibilities of local government elected representatives as well as the particular matters which the respective Tribunals have taken into consideration in establishing categories of Councils, the assignment of individual Councils to a particular category, and the remuneration levels determined for each category each year.

The Tribunal encourages all readers of this Report to review the previous Reports which are all available on the Department's website. Of particular note are the deliberations on:

- the establishment of and rationale for the use of ranges of remuneration in 2007 and the removal of ranges in 2011
- the amalgamation loading put in place (in 2007) for the 2008-2012 term
- matters surrounding the setting of the remuneration rate for the Special Category of Councils in 2008
- guidance on matters of annual leave and sick leave for councillors in 2010
- a review of the issue of attendance at meetings in 2010
- the full category review in 2011
- the reassignment of all Special Category and Category 1 and 2 Councils to category 3 in 2013
- the decision to restructure Category 3 councillors' remuneration to be paid as a base amount (50%) and meeting fees (50%) in 2013

2. Discipline Matters

Matters referred in 2014

Since the preparation of the 2013 Report, there have been six serious misconduct referrals from the Department to the Tribunal and the three matters still outstanding at the time of preparation of the 2013 Report have been finalised. Table 1 summarises the complaints considered by the Tribunal in the period December 2013 - December 2014.

Table 1 Complaints considered by the Tribunal - December 2013 - December 2014

Council	Nature of Complaint	Outcome	Decision Date
Lockyer Valley Regional Council	Section 171(3) confidentiality breach.	Complaint not sustained	18 December 2013
Sunshine Coast Regional Council	Section 176(3)(a) and/or section 176(3)(b)(i) dishonest exercise of Councillor's powers	Complaint not sustained	12 December 2013
Croydon Shire Council	Section 172(5) failing to declare a material personal interest	Complaint not sustained	20 December 2013
Townsville City Council	Section 172(5) failing to declare a material personal interest.	Complaint not sustained	7 October 2014
South Burnett Regional Council	Section 176(3) exercising responsibilities in a way that was not honest or impartial.	Complaint not sustained	7 October 2014
Torres Strait Regional Council	Section 171(3) confidentiality breach.	Complaint not sustained	7 October 2014
Western Downs Regional Council	Section 176(3)(b)(i) failing to act impartially or honestly in the performance of responsibilities, and section 176(3)(b)(ii) breaching the trust placed in the councillor.	Complaint not sustained	17 November 2014
Sunshine Coast Regional Council	Section 176(3) exercising responsibilities in a way that was not honest or impartial.	Complaint not sustained	17 November 2014
Cassowary Coast Regional Council	Section 171(3) confidentiality breach.	Complaint not sustained	17 November 2014

Tribunal decisions

As in past years, several referrals related to breaches of confidentiality. The information that is made available to councillors in the ordinary course of their work is rarely confidential and nor should it be. The Act, however, at section 171, makes it clear that a councillor must not use or release information that is confidential to the local government.

All Councils have guidelines regarding confidential material. These guidelines cover situations where such material is presented and discussed in 'closed' sessions of Council as well as in other circumstances such as contractor briefings or meetings with Council officers.

These circumstances do not alter the fact councillors 'must not release information that the councillor knows, or should reasonably know, is information that is confidential to the local government.' (Section 171(3) of the Act).

In all the matters considered by the Tribunal this year, as has been the case in previous years, the councillors involved would perhaps have avoided their referral had they been more conscious of the requirement to abide by the specific provisions of the Act and, in general, by the local government principles detailed in section 4(2) of the Act, particularly sub-section (e) which mandates "*ethical and legal behaviour of councillors*".

3. Other activities of the Tribunal in 2014

Legislative framework

The 2014 Report on remuneration has again been prepared having regard to the requirements of the Regulation. For purposes of clarity, the current remuneration requirements are as follows:

- the Tribunal must establish categories of local governments using a broad set of criteria
- the purpose of the categories is to enable the Tribunal to set maximum rates of remuneration for Councils assigned to a category
- each local government must be assigned to a category
- categories must be reviewed prior to the scheduled quadrennial election and local governments assigned to the appropriate category

(Note: the Tribunal has interpreted this requirement to allow for the re-assignment of a local government at any time based on emergent circumstances. At the same time, by a convention followed since the former Tribunal was established in 2007, any downgrading of a local government leading to reduced remuneration would not take effect until the beginning of a new term following the quadrennial elections.)

- the Tribunal must, before 1 December of each year, determine the maximum remuneration payable to mayors, deputy mayors and councillors in each category from 1 July of the following year
- remuneration may provide for performance of functions related to committees of Council

(Note: the Tribunal only deals with such situations through the section 248 exceptional circumstances provision as there are far too many variations of how Councils organise the conduct of their business. In the extreme, this could lead to the need for 76 categories to meet individual requirements)

- remuneration cannot include any amounts for expenses or facilities
- having decided on a maximum amount of remuneration for each category before 1 December each year, the Tribunal must prepare a remuneration schedule and a Report within 14 days, give a copy of these to the Minister and publish the remuneration schedule in the Queensland Government Gazette
- Councils must pay the maximum amount of remuneration to councillors unless, by resolution within 90 days of the gazettal of a new schedule, they decide on another amount which cannot exceed the maximum decided by the Tribunal
- Councils may make a submission to the Tribunal, citing exceptional circumstances, for approval to pay a councillor an amount of remuneration that is more than the maximum amount

Submissions received by the Tribunal

As part of its process for determining remuneration levels of local government elected representatives the Chairperson of the Tribunal issued an advertisement in the Courier Mail during September 2014 inviting submissions by 31 October 2014 from interested persons.

In addition, mayors and chief executive officers of the 76 Councils within the Tribunal's jurisdiction were contacted by email and informed about the process for making a submission to the Tribunal, or meeting with the Tribunal by way of deputation.

At the close of submissions, the Tribunal had received 33 submissions or deputations from members of the public, ratepayers, Councils and councillors. This compared to 31 in 2013, 40 in 2012 and 29 in 2011.

Summaries of the submissions received are recorded at Appendix 1 of this Report.

Meetings and deputations with stakeholders

Local governments were provided with the opportunity to meet with the Tribunal at the 118th Annual Conference of the Local Government Association of Queensland in Mackay on 28 and 29 October 2014. The Chairperson of the Tribunal, Deputy President Adrian Bloomfield, gave a presentation to the conference and provided an update to local government delegates.

During the course of the conference the Tribunal received deputations from 17 local governments or individuals as detailed in Appendix 2 of this Report.

Many of the deputations were from Category 3 Councils and related to the substance and/or operation of the Tribunal's decision in 2013 to alter the method of payment of remuneration to councillors in such category per medium of a base rate and meeting fee regime. A number of Councils expressed strong opposition to the Tribunal's decision citing high levels of councillor attendance at meetings and expressing the view that time spent in meetings was far less than 50% of the overall time councillors spent in undertaking their duties as elected representatives.

Several Councils expressed the view that the Tribunal's decision was discriminatory because it led to different treatment for Category 3 councillors compared to the treatment afforded to councillors in higher categories. Other Councils gave examples of individual councillors not receiving payment for attendance at a particular Council meeting, although they were engaged on other legitimate Council business in another town or city.

Considered as a whole, the deputations from Category 3 Councils sought removal of the "split payment" regime or amendment to its operation to firstly, reduce the weighting attached to meeting attendance and, secondly, clarify the circumstances under which a councillor would, or would not, be entitled to payment of a meeting fee (e.g. if absent because of the need to attend an important Council-related meeting).

4. Remuneration determination for 2014

The Regulation prescribes the processes the Tribunal is required to follow for deciding the remuneration that is payable to councillors of local governments. In accordance with the Regulation, Chapter 8, part 1, Division 1, the Tribunal makes the following determinations:

Categories of local government

The Tribunal has decided to maintain 10 Categories of Council notwithstanding that there are no Councils presently assigned to Category 1, Category 2 or the Special Category. In making this decision the Tribunal is aware that the continuation of those Categories in the remuneration schedule provides some reference point for Councils which, because of their individual circumstance, might decide a lesser rate of remuneration, pursuant to section 247 of the Regulation, than that determined by the Tribunal.

In accordance with its statutory obligations the Tribunal proposes to undertake a major review, in the second half of 2015, of the number of Categories of Council and the assignment of individual Councils to a Category.

Determination of remuneration for councillors

Continuing its previous practice of adopting a cautious approach when reviewing levels of councillor remuneration, the Tribunal has decided to increase the maximum level of remuneration for all councillors (including mayors and deputy mayors) by 2.3% from 1 July 2015. In addition, the Tribunal has carefully considered the arguments and submissions put to it by many Councils in Category 3 about both the weighting attached to the meeting fee part of councillor remuneration in that Category as well as the administration and operation of the meeting fee payment regime.

As a result of its deliberations on this matter, the Tribunal has decided to restructure the method of remunerating Category 3 councillors to comprise a base rate of 2/3 of the determination amount for that Category, with the remaining 1/3 to be paid as meeting fees reflecting attendance at, and participation in, each of the 12 mandated Council meetings each year. In making this adjustment to the base rate and meeting fee regime, the Tribunal does not resile from its comments in 2013 to the effect that attendance at, and full participation in, Council meetings is the highest order of business required by a councillor and that, unless special circumstances exist, all councillors should attend all Council meetings.

That having been said, the Tribunal does accept that, from time to time, a particular councillor who is otherwise a regular attender at Council meetings may not be able to attend a meeting. This might be because of a bereavement, the need to attend another meeting as a representative of the Council, special leave of absence to attend an important event (e.g. an interstate or overseas wedding of a sibling), a natural disaster, a medical emergency and so on. If a councillor is absent for that type of reason they should not be deprived of payment of a meeting fee. Further, Council might also periodically permit a particular councillor or councillors to participate in the regular monthly meeting by teleconference (as permitted by section 276 of the Regulation) when there are good and cogent reasons why the councillor can only participate by that method.

It is also necessary to record that payment of the meeting fee is dependent upon an individual councillor's attendance at, and participation in, the whole of the particular Council meeting. For example, a councillor who attends a meeting for only 90 minutes, when the meeting is scheduled to run for five hours, should not expect to be, and should not be, paid the full meeting fee for that meeting unless there are real and genuine reasons for their early departure (e.g. a call-out of a volunteer fire fighter who might also be a member of Council).

A councillor who leaves a meeting early without a clearly legitimate reason would only qualify for part-payment of the meeting fee, reflecting their time of attendance.

The decision as to whether a particular councillor qualifies for all, part or none of a meeting fee payment should rest with the mayor and/or chief executive officer of each Council. They are much better placed than the Tribunal to decide whether the councillor concerned qualifies for payment in accordance with the guidelines set out above. This is because local knowledge and simple common sense should enable consistent, logical and defensible decisions to be taken in each case where a question about qualification for payment of a meeting fee arises.

Pro-rata payment

Should an elected representative hold a councillor position for only part of a financial year, he or she is only entitled to remuneration to reflect the portion of the year served.

Matters not included in the remuneration determination

Section 244 of the Regulation precludes the Tribunal from including amounts in its remuneration determination for expenses to be paid or facilities to be provided to councillors under a Council's expenses reimbursement policy.

Further, section 244 also precludes the Tribunal from including in its determination any contribution a local government may make to a voluntary superannuation scheme for councillors. Accordingly, the level of superannuation payments made to a councillor is a matter to be determined by each individual Council having regard to the relevant Commonwealth legislation and section 226 of the Act, as is the issue of whether a councillor may salary sacrifice such contributions.

Remuneration schedule

As required by section 246 of the Regulation the Tribunal has prepared a remuneration schedule for the 2015-16 financial year. Arrangements have been made for the publishing of the remuneration schedule in the Queensland Government Gazette and for this Report to be printed and presented to the Minister for Local Government, Community Recovery and Resilience.

Section 247 of the Regulation requires Councils to pay each elected representative as per the schedule unless by resolution within 90 days of the gazettal of the schedule they resolve to adopt a lesser amount.

Remuneration schedule (to apply from 1 July 2015)

Category	Local Governments assigned to categories	Remuneration determined	
		(see Note 1)	(\$ pa)
Special Category	Nil	Mayor	\$97,684
		Deputy Mayor	\$56,356
		Councillor	\$48,842
Category 1	Nil	Mayor	\$78,899
		Deputy Mayor	\$33,813
		Councillor	\$24,046
Category 2	Nil	Mayor	\$78,899
		Deputy Mayor	\$41,328
		Councillor	\$33,813
Category 3 (see Note 2)	Aurukun Shire Council	Mayor	\$97,684
	Balonne Shire Council	Deputy Mayor	\$56,356
	Banana Shire Council	Councillor	\$48,842
	Barcaldine Regional Council		
	Barcoo Shire Council		
	Blackall-Tambo Regional Council		
	Boulia Shire Council		
	Bulloo Shire Council		
	Burdekin Shire Council		
	Burke Shire Council		
	Carpentaria Shire Council		
	Charters Towers Regional Council		
	Cherbourg Aboriginal Shire Council		
	Cloncurry Shire Council		
	Cook Shire Council		
	Croydon Shire Council		
	Diamantina Shire Council		
	Doomadgee Aboriginal Shire Council		
	Douglas Shire Council		
	Etheridge Shire Council		
	Flinders Shire Council		
	Goondiwindi Regional Council		
	Hinchinbrook Shire Council		
	Hope Vale Aboriginal Shire Council		
	Kowanyama Aboriginal Shire Council		
	Lockhart River Aboriginal Shire Council		
	Longreach Regional Council		
	Mapoon Aboriginal Shire Council		
	Mareeba Shire Council		
	McKinlay Shire Council		
	Mornington Shire Council		
Murweh Shire Council			

Category	Local Governments assigned to categories	Remuneration determined	
		(see Note 1)	(\$ pa)
Category 3 (continued) (see Note 2)	Napranum Aboriginal Shire Council	Mayor	\$97,684
	North Burnett Regional Council	Deputy Mayor	\$56,356
	Northern Peninsula Area Regional Council	Councillor	\$48,842
	Palm Island Aboriginal Shire Council		
	Paroo Shire Council		
	Pormpuraaw Aboriginal Shire Council		
	Quilpie Shire Council		
	Richmond Shire Council		
	Torres Shire Council		
	Torres Strait Island Regional Council		
	Winton Shire Council		
	Woorabinda Aboriginal Shire Council		
	Wujal Wujal Aboriginal Shire Council		
	Yarrabah Aboriginal Shire Council		
Category 4	Cassowary Coast Regional Council	Mayor	\$120,226
	Central Highlands Regional Council	Deputy Mayor	\$75,141
	Gympie Regional Council	Councillor	\$63,870
	Isaac Regional Council		
	Livingstone Shire Council		
	Lockyer Valley Regional Council		
	Maranoa Regional Council		
	Mount Isa City Council		
	Noosa Shire Council		
	Scenic Rim Regional Council		
	Somerset Regional Council		
	South Burnett Regional Council		
	Southern Downs Regional Council		
	Tablelands Regional Council		
Whitsunday Regional Council			
Category 5	Bundaberg Regional Council	Mayor	\$142,769
	Fraser Coast Regional Council	Deputy Mayor	\$93,927
	Gladstone Regional Council	Councillor	\$82,655
	Western Downs Regional Council		
Category 6	Cairns Regional Council	Mayor	\$165,311
	Mackay Regional Council	Deputy Mayor	\$112,712
	Redland City Council	Councillor	\$97,684
	Rockhampton Regional Council		
	Toowoomba Regional Council		
	Townsville City Council		
Category 7	Ipswich City Council	Mayor	\$187,853
	Logan City Council	Deputy Mayor	\$127,740
		Councillor	\$112,712

Category	Local Governments assigned to categories	Remuneration determined	
		(see Note 1)	(\$ pa)
Category 8	Moreton Bay Regional Council	Mayor	\$210,396
	Sunshine Coast Regional Council	Deputy Mayor	\$145,774
		Councillor	\$127,740
Category 9	Gold Coast City Council	Mayor	\$232,938
		Deputy Mayor	\$161,554
		Councillor	\$139,011

Notes to the remuneration schedule

- Note 1 The monetary amounts shown are per annum figures. If an elected representative only serves for part of a full year (that is, 1 July to 30 June) they are only entitled to a pro-rata payment to reflect the portion of the year served.
- Note 2 For councillors in Category 3 Councils, a base payment of \$32,562 is payable for the 12 months commencing on 1 July 2015. A meeting fee of \$1,356.66 is payable for attendance at each of the 12 mandated monthly meetings of Council subject to certification by the mayor and/or chief executive officer of the Council. Mayors and deputy mayors in Category 3 Councils are to receive the full annual remuneration level shown.

Appendix 1 – Submissions received by the Tribunal

No	Date Received	Received from	Submitter	Summary of comments by submitter
1	17 September 2014	Pormpuraaw Aboriginal Shire Council	Edward Natera, Chief Executive Officer, Pormpuraaw Aboriginal Shire Council	Mr Natera's submission informed the Tribunal that, as a result of a mature discussion, Council had resolved to pay the mayor, deputy mayor rate and councillors under the same base rate and meeting fee regime as decided by the Tribunal for councillors.
2	26 September 2014	Longreach Regional Council	Mark Griffioen, Acting Chief Executive Officer	At its General Meeting held on 18 September 2014, Council resolved that the Tribunal be asked to reconsider the equal split of remuneration into a base payment and monthly meeting fee. In the alternative, Council requested that consideration be given to reducing the weighting on the monthly meeting fee.
3	26 October 2014		Kerry Hammond	Ms Hammond objects to the proposed change of category for Whitsunday Regional Council from Category 4 to Category 5. Ms Hammond states residents have been subjected to increases in rates and charges at the same time as a downturn in the mining and tourism sectors which is having a negative impact on the local economy.
4	28 October 2014		Name withheld	This submitter objects to Whitsunday Regional Council's proposal to move from a Category 4 to Category 5 Council.
5	29 October 2014		Andrea McLeod	Ms McLeod objects to Whitsunday Regional Council's proposal to move from a Category 4 to Category 5 Council. Ms McLeod states the Council is facing major financial difficulties and the Council has executed massive rate increases as well as a levy impost to pay off some of the debt. Ratepayers are also facing significant increases in water charges. Ms McLeod states Council cannot afford to move to a Category 5.
6	29 October 2014		Robert Myers	Mr Myers objects to Whitsunday Regional Council's proposal to move from a Category 4 to Category 5 Council. (<i>Pro forma as per item no. 5</i>).

No	Date Received	Received from	Submitter	Summary of comments by submitter
7	29 October 2014		Peter D. Scott (South Burnett Regional Council area)	Mr Scott raises a number of issues for the Tribunal's consideration when deciding councillor remuneration, including: skill sets required; introduction of a service level agreement to determine full time or part time status; review of option for Councils to pay less than the rates set by the Tribunal; all Category 4 to 7 Councils should be remunerated at the same level of 140 per cent of the base rate; mayors of Category 8 and 9 Councils should be remunerated at the same level as a Queensland Cabinet Minister; and, the remuneration paid to Category 4, 5 and 6 Councils should factor in the size of their regional Council area. Travel costs time and money and takes a personal toll on individuals and families.
8	30 October 2014		Robert Morton	Mr Morton objects to Whitsunday Regional Council's proposal to move from a Category 4 to Category 5 Council (<i>pro forma as per item no. 5</i>).
9	30 October 2014		Justin Dale	Mr Dale's submission outlines his concerns about Whitsunday Regional Council's proposal to move from a Category 4 to Category 5 Council (<i>pro forma as per item no. 5</i>).
10	30 October 2014		Jill Knight	Ms Knight objects to Whitsunday Regional Council's proposal to move from a Category 4 to Category 5 Council (<i>pro forma as per item no. 5</i>).
11	31 October 2014		Name withheld	This submitter requests that the Tribunal not approve a change in Category for the Whitsunday Regional Council. For 2 of the 3 years of this term the Council has been under investigation by CMC/CCC that found no evidence that criminal offences had been committed. This has caused angst and division in the community. Much of the region is feeling the effects of increased general rates, fees and charges.
12	31 October 2014		Name withheld	This submitter requests that the Tribunal not approve a change in Category for the Whitsunday Regional Council (<i>pro forma as per item no. 5</i>).
13	31 October 2014		Bruce Hedditch, Bowen Business Chamber	Mr Hedditch strongly opposes the proposal by Whitsunday Regional Council to move from a Category 4 to Category 5 Council and asks that the current levels of remuneration be maintained. Ratepayers and residents are under significant financial stress.

No	Date Received	Received from	Submitter	Summary of comments by submitter
14	31 October 2014		Name withheld	This submission requests that the Tribunal reject any application from Whitsunday Regional Council to move from a Category 4 to Category 5 Council. Council is not financially sustainable and an increase in remuneration cannot be justified.
15	31 October 2014	Simon Benham Governance Manager (on behalf of Chris Rose, Chief Executive Officer)	Logan City Council	Council reaffirms its support for the Tribunal and the role it plays in ensuring that all Category determinations for Queensland Councils comply with the <i>Local Government Regulation 2012</i> . The Tribunal is encouraged to continue taking into consideration the applicable population growth predictions, demographics and service delivery obligations of each Council to ensure appropriate relativities between all Councils. For this reason, Council will continue to support the Tribunal's annual remuneration determinations.
16	31 October 2014	Councillor Russell Lutton Member for Division 2 Deputy Mayor	Logan City Council	Cr Lutton reaffirms Council's support for the independent Tribunal and its ongoing role of determining remuneration for Queensland Councils. This submission is seeking to raise Cr Lutton's and other councillors' ongoing concerns regarding the remuneration category determinations and the inconsistency between allocation to categories. As Council has previously highlighted with the Tribunal, Logan City Council continues to have a set of unique circumstances compared to some of the other Councils in South East Queensland. Logan City Council continues to manage the challenges that come with being a growth Council. Logan City Council has the third largest local government budget in the nation. These unique circumstances should be taken into account to ensure relativities are maintained between Councils in the remuneration categories as required by the <i>Local Government Regulation 2012</i> .

Appendix 2 – Stakeholders who met with the Tribunal

No	Date	Council	Summary of submission
1	28 October 2014	Fraser Coast Regional Council Cr Rolf Light Cr Stuart Taylor Lisa Desmond (CEO)	<p>Council requests that consideration be given to:</p> <ol style="list-style-type: none"> 1. Increasing remuneration to councillors to reflect a full-time role – increased remuneration is likely to attract higher quality candidates 2. Adjusting remuneration levels to be closer to those payable to MLAs 3. A reduction in categories to ensure equity across Councils <p>Council also advised it is considering the option of reducing the number of councillors from 11 to 7. As this is outside the purview of the Tribunal, Council was advised to refer this matter to the Department of Local Government, Community Recovery and Resilience.</p>
2	28 October 2014	Banana Shire Council Cr Ron Carige (Mayor) Cr Warren Middleton Ray Geraghty (CEO)	<p>Council is concerned about two aspects of the Tribunal's 2013 remuneration decision.</p> <ol style="list-style-type: none"> 1. The decision to tie 50% of councillor remuneration to attendance at mandated Council meetings, which has significant implications for large rural shires such as Banana Shire: Whilst Council does not have a problem with attendance at Council meetings this ruling clearly fails to recognise the large workload of councillors outside of Council's regular monthly meeting schedule. On the odd occasion a councillor does miss a Council meeting for a genuine or legitimate reason they are punished by losing half their monthly remuneration when in fact in the majority of cases they continue their hard work in the community outside of the Council meeting. 2. The equalisation of remuneration for elected members for Category 1 and 2 Councils, the Special Category of Councils and the former Category 3 Councils: Council acknowledges the workload and circumstances for these Councils, however remains strongly of the view that the genuine Category 3 Councils should be in a separate category to the abovementioned. This position is taken given the complexity of Banana Shire Council's operations, the size of Council operations and the subsequent responsibility of councillors. <p>Banana Shire seeks the creation of a separate category for legitimate Category 3 Councils and the removal of these Councils from the requirement to split remuneration on the basis of meeting attendance.</p>
3	28 October 2014	South Burnett Regional Council Cr Wayne Kratzmann (Mayor) Cr Keith Campbell (Deputy Mayor) Ken McLoughlin (CEO)	<p>Council referred to section 247 of the <i>Local Government Regulation 2012</i> which allows Councils, by resolution within 90 days of the gazettal of the Remuneration schedule, to adopt an amount lesser than that decided by the Tribunal and requested that Councils should be required to comply with, and implement, the rates as set by the Tribunal without any option to adopt a lesser amount. The Tribunal advised Council that it had no control over the making of the Regulation and suggested that it take this point up with the Department and/or Minister.</p>

No	Date	Council	Summary of submission
4	28 October 2014	Cook Shire Council Cr Peter Scott (Mayor)	<p>Council requested consideration of the following matters:</p> <ol style="list-style-type: none"> 1. Councillor remuneration should reflect the increase in the cost living, as measured by the CPI. 2. The provision introduced in the 2013 remuneration determination that all Category 3 councillors be paid a base rate and meeting fees. The mayor said this provision has created the circumstance where a councillor who has a leave of absence to attend to the business of the Council (i.e. represent Council at another meeting or forum) will be penalized one half of the remuneration for the month. Cook Shire Council covers a large geographical area that is subject to annual climatic conditions that can isolate areas of the Shire for many weeks. During this period telephone communications can also be affected. Councillors who are resident in these isolated areas would also be disadvantaged through no fault of their own. Councillors in all Councils will determine the time required for them to adequately represent their constituents and whether this is full time or not is not determined by the size or category of a Council but the commitment of the individual councillor. While Council applauds the intent of this provision it would recommend that it be amended to allow a Council to resolve to grant a councillor a leave of absence and that when such leave is granted the councillor be entitled to the full amount of remuneration for the month.
5	28 October 2014	Quilpie Shire Council Cr Stuart McKenzie (Mayor) Cr Tony Lilburne Cr Stewart Sargent Cr Jenny Hewson David Burges (CEO)	<p>Council is concerned about the lack of ability to establish a different level of remuneration for individual councillors. Some find themselves in a position where they have to employ staff to free themselves to attend to the required amount of Council business. The affected councillors could be self-employed, business operators or rural producers. Options may include Council setting a different remuneration level for particular councillors or by being able to pay a specific allowance (without detailed documentation). This is not permitted under the current legislation. Quilpie Shire Council has elected to not remunerate councillors to the maximum provided and wishes to maintain this position.</p>
6	28 October 2014	Blackall-Tambo Regional Council Cr Barry Muir (Mayor) Cr Richelle Johnson (Deputy Mayor) Cr Tom Johnstone Ken Timms (CEO)	<p>Council requests that consideration be given to reviewing the flexibility afforded to local governments under section 247 of the <i>Local Government Regulation 2012</i> in determining the amount of remuneration payable to councillors up the maximum determined by the Tribunal. Council believes that the potential conflict caused by a councillor or councillors proposing a lower level of remuneration than that set out in the Tribunal's remuneration decision (when they expect to be out-voted on the issue) is detrimental to the unity of local government. As the Tribunal adopts a cautious approach in determining the maximum amount of remuneration, and bases this decision on the consideration of a wide range of facts and circumstances, Council considers it preferable that the amount of remuneration determined by the Tribunal, as gazetted, should be the final amount payable to councillors.</p>

No	Date	Council	Summary of submission
7	28 October 2014	Goondiwindi Regional Council Cr Joan White	Council referred to its correspondence of 5 March 2014 regarding the 2013 Report of the Local Government Remuneration and Discipline Tribunal and the Tribunal's decision to remunerate Category 3 councillors at a base rate of 50% and a pro-rata meeting attendance fee. Council requested re-consideration of its earlier request to grant the Council an exemption from this determination and provided supporting documentation evidencing the high level of councillor attendance at meetings. Council stated that while payment of the meeting fee is not currently an issue it could be in the future and suggests another measure or incentive regarding participation at Council meetings be considered.
8	28 October 2014	Sunshine Coast Regional Council Cr Mark Jamieson (Mayor)	Council has a number of important matters before it post de-amalgamation. In particular, Council is undertaking a large number of infrastructure projects requiring significant capital investment. An attractive remuneration level is required to attract the right people into Council who can operate with confidence in this environment. Council is concerned about the Category in which it might be placed in 2016 with the resultant reduction in remuneration levels. An option to be explored is to pay more to fewer councillors. Councillors also feel they are disadvantaged by the break in the remuneration nexus between local government councillors and MLAs.
9	29 October 2014	Barcoo Regional Council Cr Julie Groves (Mayor) Bob O'Brien (CEO)	Council expressed concern about the impact of Category 3 remuneration on Council's budget. Councillors are part time and are currently paid the previous Category 1 remuneration rate plus 3% (or 80% of Category 3).
10	29 October 2014	Kowanyama Aboriginal Shire Council Cr Robert Holness (Mayor) Emil Moul (CEO)	Council has concerns about the decision to introduce a 50/50 split between base remuneration and meeting fees. Council also has concerns about its obligations in the circumstance where a councillor is absent due to a long term illness and a replacement cannot be appointed.
11	29 October 2014	Richmond Shire Council Cr John Wharton (Mayor) Cr June Kuhl (Deputy Mayor) Peter Bennett (CEO)	Council voiced concern about the impact of the increase in remuneration on Council's budget as a result of moving into Category 3. Council said it is also considering the option of reducing the number of councillors by one (1). As this is outside the purview of the Tribunal, Council was advised to refer this matter to the Department of Local Government, Community Recovery and Resilience.
12	29 October 2014	Boulia Shire Council Cr Rick Britton (Mayor) Lynn Moore (CEO)	Council advised the Tribunal they were happy with the decision last year (2013) to move Category 1 Councils into Category 3. This provides better recognition of the duties of councillors. Council has implemented a flat rate remuneration with no meeting fees, which is approximately 7.5% above the previous (Category 1) rate.

No	Date	Council	Summary of submission
13	29 October 2014	Mareeba Shire Council Cr Jenny Jensen (Deputy Mayor) Cr Karen Ewin Peter Franks (CEO)	<p>Mareeba Shire Council presented a submission to the Tribunal with regard to two (2) issues. These were: (1) the splitting of remuneration into a base rate (50%) and meeting fees (50%) and (2) the overall categorisation system of Councils and the comparative analysis of data.</p> <ol style="list-style-type: none"> 1. In the Tribunal's 2013 Report the statement is made "In reaching this decision the Tribunal concluded that attendance at, and participation in, Council meetings was the highest order of business required by a councillor. While local arrangements may include a requirement to attend committee and resident meetings, conferences, deputations, inspections and other official functions, all of which are vital to varying degrees across the broad spectrum of 76 Councils, formal business of Council requires full attendance at monthly meetings.". If this is the underlying principal/philosophy it applies to all Councils and, in fact, the statement makes that clear. As such, it is difficult to comprehend the reason why a 50/50 split is only applied to the Category 3 Councils. 2. In 2013, operative from 1 July 2014, Councils in Category 1 and 2 were grouped into Category 3. The Tribunal's Report states that the underlying reason was that the comparison of Category 1 and 2 Councils to those in the 'Special Category' (who are paid at Category 3) was no longer justified and for this reason they were all moved to Category 3. If the underlying argument is that the duties and responsibilities of councillors in these three (3) categories is sufficient to place them all in the same category then one must ask should the same principle not apply for all Councils. The obligations placed on all councillors by the <i>Local Government Act 2009</i> are not differentiated according to size and scale. Accordingly, the same level of remuneration should apply to all. If the Tribunal's logic is that a Council that is ten (10) times larger (across the range of critical criteria) than one of the smallest can be placed in the same category, then the same logic can be used to compare the larger Councils in Category 3 with those in Category 7, 8 and 9 thereby justifying putting them all into a single category. While Council is not proposing this approach, what is proposed is that the workloads and complexities of all Councils is considered and equitably applied across all Councils. Linked with this is the range of remuneration paid to councillors in the various Councils. While it is recognised that the complexity of a local government does increase with size, particularly in relation to population and budget, the remuneration range between level 3 and level 9 Councils appears to be disproportionate. As such, Council recommends that the range be reduced.
14	29 October 2014	Yarrabah Aboriginal Shire Council Cr Errol Neal (Mayor) Cr Mark Wilson Cr Henry Miller Don Sutherland (CEO)	<p>Council requested an increase in councillor remuneration given the range of issues and the complexity of matters confronting the community of Yarrabah, including land tenure, compliance matters, and expectation that councillors will be involved across all issues impacting on the community, necessitating a full-time commitment by councillors.</p>

No	Date	Council	Summary of submission
15	29 October 2014	North Burnett Regional Council Cr Faye Whelan (Acting Mayor) Cr Paul Francis Mark Pitt (CEO)	<p>Council is unhappy that it was included in the same category as Category 1 and 2 Council's and feels the 50/50 split of remuneration between a base rate and meeting attendance is discriminatory as councillors from North Burnett regularly and religiously attend and participate in meetings. Council states that all Councils should be treated the same. Council is also concerned about the financial impact on individuals for non-attendance at meetings.</p> <p>Council is also dissatisfied with the level of remuneration determined by the Tribunal. In order to attract skilled people and younger people into the role, remuneration needs to be attractive. Part-time councillors also need to be compensated for loss of income from private business/employment.</p>
16	29 October 2014	Aurukun Shire Council Cr Dereck Walpo (Mayor) Cr Angus Kerind (Deputy Mayor) Bernie McCarthy (CEO)	<p>Council is seeking an increase in remuneration due to the increase in the workload and complexity of matters dealt with by councillors, particularly with mining development (Bauxite) coming back onto the local agenda and issues associated with that, such as: provision of additional accommodation and negotiating a regular and appropriate fly in and fly out schedule. Priorities for Council at the moment are employment, training and business development. Councillors work full time within their communities.</p>
17	29 October 2014	Whitsunday Regional Council Cr Jenny Whitney (Mayor) Cr Andrew Wilcox (Deputy Mayor)	<p>The Council representatives discussed the implications for Council if there was a change in its category, including whether it would improve access to government or its borrowing capacity and interest rate charges. The Tribunal advised that the only change would be in remuneration levels. All other factors would continue "as is".</p>

Appendix 3 – Comparative data

Local Governments	Number of Councillors (excluding Mayors)	Area not Divided (U)	Community equity 2013 (\$M) #	* Rank (high to low)	Operating income 2013 (\$M) #	* Rank (high to low)	Operating income per Councillor 2013 (\$M)	* Rank (high to low)	Average annual community equity 2008-2013 (\$M) ^	* Rank (high to low)	Average annual operating income 2008-2013 (\$M) ^	* Rank (high to low)	Average annual operating income per Councillor 2008-2013 (\$M) ^	* Rank (high to low)
Aurukun Shire Council	4	U	\$113.5	61	\$15.7	61	\$3.92	59	\$119.2	53	\$14.3	61	\$3.6	58
Balonne Shire Council	6	U	\$194.4	47	\$55.9	34	\$9.32	35	\$183.4	42	\$32.3	41	\$5.4	42
Banana Shire Council	6	U	\$621.5	29	\$92.6	22	\$15.43	20	\$508.0	28	\$59.4	24	\$9.9	23
Barcaldine Regional Council	6	U	\$321.1	38	\$44.9	42	\$7.49	43	\$216.9	38	\$35.8	37	\$6.0	38
Barcoo Shire Council	4	U	\$178.7	50	\$16.2	58	\$4.05	56	\$114.1	54	\$18.6	49	\$4.7	46
Blackall - Tambo Regional Council	6	U	\$196.9	46	\$25.9	50	\$4.32	54	\$164.3	43	\$18.7	48	\$3.1	61
Boulia Shire Council	4	U	\$123.4	59	\$20.5	55	\$5.13	52	\$109.1	55	\$16.7	53	\$4.2	49
Bulloo Shire Council	4	U	\$197.9	45	\$13.7	65	\$3.43	65	\$146.7	47	\$14.6	58	\$3.7	56
Bundaberg Regional Council	10	U	\$1,684.1	14	\$162.8	15	\$16.28	18	\$1,512.0	12	\$130.4	13	\$13.0	17
Burdekin Shire Council	6	U	\$450.9	33	\$45.7	41	\$7.61	42	\$415.3	29	\$40.2	31	\$6.7	32
Burke Shire Council	4	U	\$108.4	64	\$16.3	57	\$4.08	55	\$86.9	64	\$14.6	57	\$3.7	55
Cairns Regional Council #	9	U	\$3,279.3	7	\$259.4	8	\$28.82	6	\$2,959.2	7	\$267.6	6	\$29.7	5
Carpentaria Shire Council	6	U	\$342.1	37	\$48.7	38	\$8.11	39	\$256.0	36	\$35.3	38	\$5.9	39
Cassowary Coast Regional Council	6	U	\$896.1	22	\$87.9	23	\$14.65	22	\$748.7	21	\$75.2	22	\$12.5	18
Central Highlands Regional Council	8	U	\$1,129.9	16	\$177.2	12	\$22.15	12	\$915.1	16	\$130.1	14	\$16.3	15
Charters Towers Regional Council	6	U	\$497.9	31	\$69.2	27	\$11.54	27	\$413.9	30	\$53.3	28	\$8.9	26
Cherbourg Aboriginal Shire Council	4	U	\$104.8	66	\$7.3	73	\$1.82	73	\$72.2	67	\$8.8	68	\$2.2	68
Cloncurry Shire Council	4	U	\$251.8	42	\$23.6	52	\$5.90	48	\$194.0	39	\$21.0	47	\$5.2	44
Cook Shire Council	6	U	\$284.9	40	\$57.4	33	\$9.56	33	\$281.4	34	\$49.1	30	\$8.2	29
Croydon Shire Council	4	U	\$105.0	65	\$15.2	62	\$3.81	61	\$92.1	62	\$12.0	63	\$3.0	62
Diamantina Shire Council	4	U	\$152.8	55	\$52.0	36	\$13.00	24	\$105.1	58	\$34.7	39	\$8.7	28
Doomadgee Aboriginal Shire Council	4	U	\$108.5	63	\$7.7	72	\$1.93	72	\$119.4	52	\$5.9	72	\$1.5	72
Douglas Shire Council @	4	U	N/A		\$32.0	47	\$8.00	40	N/A		N/A		N/A	
Etheridge Shire Council	4	U	\$150.9	56	\$24.4	51	\$6.09	46	\$133.7	50	\$22.2	44	\$5.5	40
Flinders Shire Council	6	U	\$177.0	51	\$34.7	46	\$5.78	49	\$121.1	51	\$22.5	43	\$3.8	54
Fraser Coast Regional Council	10	U	\$1,869.9	12	\$172.1	13	\$17.21	16	\$1,490.8	13	\$119.6	15	\$12.0	20
Gladstone Regional Council	8	U	\$1,693.4	13	\$186.2	11	\$23.27	10	\$1,204.4	14	\$136.1	12	\$17.0	14
Gold Coast City Council ***	14	U	\$11,172.2	1	\$2,460.6	1	\$175.76	1	\$9,962.8	1	\$1,087.4	1	\$77.7	1
Goondiwindi Regional Council	6	U	\$423.9	35	\$44.5	43	\$7.41	44	\$374.3	33	\$38.6	34	\$6.4	35
Gympie Regional Council	8	U	\$1,088.6	17	\$96.6	21	\$12.07	26	\$892.7	17	\$77.1	21	\$9.6	24
Hinchinbrook Shire Council	6	U	\$254.6	41	\$60.7	31	\$10.11	32	\$239.0	37	\$38.5	35	\$6.4	36
Hope Vale Aboriginal Shire Council	4	U	\$85.2	68	\$16.1	59	\$4.03	57	\$72.4	66	\$16.6	54	\$4.2	50
Ipswich City Council	10	U	\$2,164.7	10	\$223.7	9	\$22.37	11	\$2,080.3	10	\$227.7	8	\$22.8	9
Isaac Regional Council	8	U	\$1,018.0	19	\$121.8	19	\$15.22	21	\$803.4	19	\$98.7	18	\$12.3	19

Kowanyama Aboriginal Shire Council %	4	U	N/A	23	N/A	69.0	28	N/A	28	\$92.3	61	\$16.5	55	\$4.1	51
Livingstone Shire Council @	6	U	\$855.8	23	N/A	\$69.0	28	N/A	28	N/A		N/A		N/A	
Lockhart River Aboriginal Shire Council	4	U	\$65.5	72	\$9.6	\$9.6	70	\$2.39	70	\$52.5	71	\$10.0	66	\$2.5	66
Lockyer Valley Regional Council	6	U	\$440.7	34	\$97.2	\$97.2	20	\$16.19	19	\$384.7	31	\$70.8	23	\$11.8	21
Logan City Council	12	U	\$4,695.3	4	\$386.5	\$386.5	3	\$32.21	5	\$3,917.4	4	\$278.3	5	\$23.2	8
Longreach Regional Council	6	U	\$209.1	44	\$35.8	\$35.8	45	\$5.97	47	\$191.7	40	\$30.1	42	\$5.0	45
Mackay Regional Council	10	U	\$3,130.5	8	\$284.0	\$284.0	6	\$28.40	7	\$2,414.7	8	\$221.0	9	\$22.1	10
Marpoon Aboriginal Shire Council	4	U	\$66.6	71	\$7.0	\$7.0	74	\$1.75	74	\$62.8	69	\$6.5	71	\$1.6	71
Maranoa Regional Council	8	U	\$1,034.2	18	\$135.5	\$135.5	17	\$16.94	17	\$750.2	20	\$82.3	20	\$10.3	22
Mareeba Shire Council @	6	U	\$359.9	36	\$55.0	\$55.0	35	\$9.17	36	N/A		N/A		N/A	
McKinlay Shire Council	4	U	\$158.9	53	\$12.5	\$12.5	67	\$3.13	67	\$148.4	45	\$21.0	46	\$5.3	43
Moreton Bay Regional Council	12	U	\$5,201.6	3	\$405.2	\$405.2	2	\$33.76	3	\$4,620.5	3	\$401.0	3	\$33.4	3
Mornington Shire Council	4	U	\$84.0	69	\$8.2	\$8.2	71	\$2.06	71	\$82.0	65	\$10.5	65	\$2.6	65
Mount Isa City Council	6	U	\$454.0	32	\$49.1	\$49.1	37	\$8.18	38	\$376.7	32	\$38.4	36	\$6.4	37
Murweh Shire Council	4	U	\$109.0	62	\$28.0	\$28.0	48	\$7.00	45	\$92.7	59	\$22.0	45	\$5.5	41
Napranang Aboriginal Shire Council	4	U	\$55.5	73	\$12.9	\$12.9	66	\$3.22	66	\$62.2	70	\$9.1	67	\$2.3	67
Noosa Shire Council @	6	U	\$947.0	21	\$84.8	\$84.8	24	\$14.13	23	N/A		N/A		N/A	
North Burnett Regional Council	6	U	\$847.0	24	\$63.3	\$63.3	29	\$10.54	29	\$828.0	18	\$40.0	32	\$6.7	33
Northern Peninsula Area Regional Council	5	U	\$157.5	54	\$26.6	\$26.6	49	\$5.31	50	\$185.6	41	\$33.5	40	\$6.7	31
Palm Island Aboriginal Shire Council	4	U	\$179.3	49	\$21.1	\$21.1	54	\$5.26	51	\$150.5	44	\$15.5	56	\$3.9	52
Paroo Shire Council	4	U	\$217.1	43	\$14.0	\$14.0	64	\$3.50	64	\$135.6	49	\$16.9	52	\$4.2	48
Porpuraw Aboriginal Shire Council	4	U	\$116.0	60	\$11.5	\$11.5	68	\$2.87	68	\$105.5	57	\$11.4	64	\$2.8	64
Quilpie Shire Council	4	U	\$136.8	57	\$41.6	\$41.6	44	\$10.40	31	\$107.0	56	\$18.5	50	\$4.6	47
Redland City Council	10	U	\$1,960.4	11	\$22.0	\$22.0	10	\$22.10	13	\$1,924.9	11	\$176.9	11	\$17.7	12
Richmond Shire Council	5	U	\$132.2	58	\$23.0	\$23.0	53	\$4.59	53	\$89.3	63	\$14.5	59	\$2.9	63
Rockhampton Regional Council #	7	U	\$2,429.2	9	\$164.4	\$164.4	14	\$23.48	9	\$2,171.2	9	\$180.2	10	\$25.7	6
Scenic Rim Regional Council	6	U	\$723.9	27	\$62.5	\$62.5	30	\$10.41	30	\$584.4	26	\$52.3	29	\$8.7	27
Somerset Regional Council	6	U	\$307.2	39	\$47.5	\$47.5	40	\$7.92	41	\$265.3	35	\$39.8	33	\$6.6	34
South Burnett Regional Council	6	U	\$511.4	30	\$77.7	\$77.7	25	\$12.95	25	\$529.1	27	\$55.8	27	\$9.3	25
Southern Downs Regional Council	8	U	\$732.4	26	\$73.0	\$73.0	26	\$9.12	37	\$702.6	24	\$58.7	25	\$7.3	30
Sunshine Coast Regional Council #	10	U	\$5,230.5	2	\$332.3	\$332.3	5	\$33.23	4	\$5,050.0	2	\$423.8	2	\$42.4	2
Tablelands Regional Council #	5	U	\$788.8	25	\$47.6	\$47.6	39	\$9.53	34	\$720.5	23	\$87.8	19	\$17.6	13
Toowoomba Regional Council	10	U	\$3,744.5	6	\$260.1	\$260.1	7	\$26.01	8	\$3,148.4	6	\$234.4	7	\$23.4	7
Torres Shire Council	4	U	\$182.8	48	\$15.9	\$15.9	60	\$3.98	58	\$139.0	48	\$13.1	62	\$3.3	60
Torres Strait Island Regional Council	15	U	\$678.5	28	\$58.4	\$58.4	32	\$3.90	60	\$633.0	25	\$58.1	26	\$3.9	53
Townsville City Council	10	U	\$4,374.4	5	\$373.2	\$373.2	4	\$37.32	2	\$3,565.9	5	\$333.4	4	\$33.3	4
Western Downs Regional Council	8	U	\$1,219.8	15	\$154.7	\$154.7	16	\$19.33	15	\$1,132.2	15	\$107.0	17	\$13.4	16
Whitsunday Regional Council	6	U	\$997.4	20	\$126.9	\$126.9	18	\$21.16	14	\$729.1	22	\$109.4	16	\$18.2	11
Winton Shire Council	5	U	\$176.1	52	\$18.2	\$18.2	56	\$3.64	62	\$147.9	46	\$17.5	51	\$3.5	59
Woorabinda Aboriginal Shire Council	4	U	\$73.2	70	\$9.6	\$9.6	69	\$2.41	69	\$67.0	68	\$7.8	69	\$2.0	69
Wujal Wujal Aboriginal Shire Council	4	U	\$49.2	74	\$6.7	\$6.7	75	\$1.67	75	\$43.6	72	\$7.0	70	\$1.8	70
Yarrabahn Aboriginal Shire Council	4	U	\$96.5	67	\$14.3	\$14.3	63	\$3.59	63	\$92.7	60	\$14.4	60	\$3.6	57

Note: See page 32 for key to notations appearing in Appendix 3.

Appendix 3 – Comparative data (continued)

Local Governments	Estimated resident population 2013	Rank (high to low)	Average annual resident population change 2009-2013 (%)	Rank (high to low) - Fastest growth ranking	Estimated population per Councillor (excluding Mayor) 2013	Rank (high to low)	Electors per Councillor (excluding Mayor) 2013	Rank (high to low)	Projected resident population 2026	% growth 2013-2026	Rank (high to low)
Aurukun Shire Council	1,401	54	1.61%	28	350	52	237	53	1,701	21.4%	23
Balonne Shire Council	4,886	39	0.38%	59	814	42	587	41	4,778	-2.2%	63
Banana Shire Council	15,200	32	0.43%	58	2,533	33	1,847	33	15,021	-1.2%	62
Barcardine Regional Council	3,361	46	0.44%	57	560	47	429	45	3,085	-8.2%	72
Barcoo Shire Council	364	72	0.28%	60	91	72	76	72	342	-5.9%	69
Blackall - Tambo Regional Council	2,319	50	1.66%	25	387	50	300	50	2,492	7.4%	52
Boulia Shire Council	496	70	2.15%	15	124	70	95	70	523	5.5%	54
Bulloo Shire Council	408	71	1.16%	43	102	71	82	71	388	-4.8%	68
Bundaberg Regional Council	93,976	12	0.99%	47	9,398	13	7,246	13	112,395	19.6%	28
Burdekin Shire Council	17,888	31	0.16%	63	2,981	31	2,267	30	18,713	4.6%	55
Burke Shire Council	556	68	0.60%	55	139	68	110	68	633	13.8%	37
Cairns Regional Council #	157,081	8	1.87%	21	17,453	7	12,953	7	205,735	31.0%	11
Carpentaria Shire Council	2,225	51	1.03%	46	371	51	280	51	2,421	8.8%	49
Cassowary Coast Regional Council	28,694	25	-0.06%	66	4,782	23	3,707	23	29,639	3.3%	56
Central Highlands Regional Council	31,289	24	2.17%	14	3,911	26	2,845	27	38,393	22.7%	20
Charters Towers Regional Council	12,491	34	0.51%	56	2,082	34	1,500	35	12,533	0.3%	59
Cherbourg Aboriginal Shire Council	1,286	57	1.29%	35	322	54	190	58	1,398	8.7%	50
Cloncurry Shire Council	3,413	45	0.82%	50	853	41	663	40	3,509	2.8%	58
Cook Shire Council	4,393	42	2.50%	8	732	43	583	43	5,320	21.1%	26
Croydon Shire Council	322	73	1.22%	40	81	73	58	74	391	21.3%	24
Diamantina Shire Council	292	74	-0.34%	73	73	74	62	73	283	-3.2%	65
Doomadgee Aboriginal Shire Council	1,382	55	2.09%	16	346	53	207	56	1,626	17.7%	32
Douglas Shire Council @	11,473	36	0.86%	49	2,868	32	2,250	31	13,797	20.3%	27
Etheridge Shire Council	918	65	-0.24%	70	230	65	186	60	985	7.3%	53
Flinders Shire Council	1,828	53	-0.08%	68	305	55	239	52	1,785	-2.4%	64
Fraser Coast Regional Council	100,297	11	1.42%	31	10,030	12	7,757	12	124,852	24.5%	15
Gladstone Regional Council	63,955	14	2.90%	4	7,994	15	5,878	15	96,107	50.3%	3
Gold Coast City Council **	537,844	1	2.05%	17	38,417	1	30,005	1	738,261	37.3%	6
Goondiwindi Regional Council	11,032	37	0.72%	51	1,839	36	1,341	36	12,378	12.2%	44
Gympie Regional Council	48,145	16	1.27%	37	6,018	18	4,556	18	57,051	18.5%	30
Hinchinbrook Shire Council	11,700	35	-0.27%	71	1,950	35	1,532	34	11,565	-1.2%	61
Hope Vale Aboriginal Shire Council	1,080	61	3.14%	2	270	61	184	61	1,310	21.3%	25
Ipswich City Council	183,105	6	3.16%	1	18,311	6	13,190	6	364,584	99.1%	1
Isaac Regional Council	24,275	27	2.22%	13	3,034	30	2,204	32	31,359	29.2%	12

Appendix 3 – Comparative data (continued)

Local Governments	Index of relative socio-economic advantage and disadvantage ^^	Rank (high to low)	Indigenous estimated resident population 2013 (%)	Rank (high to low)	Total staff 2013 (FTE)	* Rank (high to low)	Area (sq kms)	Rank (high to low)	Total road length (kms)	Rank (high to low)	Building approvals 2014	Rank (high to low)	Average annual number of building approvals 2009-2014	Rank (high to low)
Aurukun Shire Council	586.32	74	92.00%	8	90	50	7,347	40	85	70	0	55	0	60
Balonne Shire Council	950.43	30	17.10%	27	96	48	31,106	25	2,319	24	17	38	11	41
Banana Shire Council	980.45	18	4.00%	55	264	28	28,546	28	3,945	8	35	33	40	34
Barcardine Regional Council	974.35	21	6.30%	40	158	37	53,521	14	3,174	13	3	45	8	44
Barcoo Shire Council	947.37	31	6.80%	38	53	59	61,825	8	1,666	43	0	55	0	60
Blackall - Tambo Regional Council	944.96	33	4.20%	53	124	43	30,389	26	1,839	38	4	44	4	46
Boulia Shire Council	886.02	59	39.90%	18	61	54	60,956	9	1,329	48	0	55	0	56
Bullloo Shire Council	984.93	15	12.10%	29	58	57	73,763	3	1,977	34	1	49	0	56
Bundaberg Regional Council	916.88	50	3.30%	63	874	10	6,436	44	2,997	16	420	14	481	13
Burdekin Shire Council	944.35	34	5.10%	48	233	31	5,043	46	1,143	53	34	34	51	32
Burke Shire Council	914.54	53	27.70%	21	47	60	40,039	22	713	57	1	49	1	54
Cairns Regional Council #	976.10	20	9.20%	35	1,246	7	4,115	50	1,312	49	569	12	590	12
Carpentaria Shire Council	865.32	60	36.80%	19	97	47	64,125	7	1,741	41	5	42	3	47
Cassowary Coast Regional Council	925.57	48	9.40%	34	323	25	4,685	47	1,163	51	85	29	117	27
Central Highlands Regional Council	1,024.14	3	3.60%	58	502	16	59,835	10	4,688	4	189	21	315	17
Charters Towers Regional Council	930.61	45	7.90%	36	250	29	68,374	4	4,026	6	27	35	45	33
Cherbourg Aboriginal Shire Council	555.67	75	97.50%	1	N/A		32	75	70	72	0	55	0	60
Cloncurry Shire Council	934.07	42	21.80%	25	86	51	47,983	15	1,571	45	12	40	14	40
Cook Shire Council	897.95	58	20.10%	26	153	39	105,782	1	2,676	19	10	41	17	39
Croydon Shire Council	937.73	39	24.20%	23	35	61	29,487	27	1,088	54	0	55	0	58
Diamantina Shire Council	916.78	51	24.00%	24	54	58	94,667	2	1,148	52	0	55	0	60
Doomadgee Aboriginal Shire Council	617.15	71	91.80%	9	N/A		1,835	60	113	68	0	55	0	60
Douglas Shire Council @	961.18	27	25.90%	22	144	40	2,445	56	373	60	70	31	59	31
Etheridge Shire Council	937.14	40	3.50%	60	61	54	39,201	23	1,754	40	2	46	3	48
Flinders Shire Council	943.42	36	6.30%	40	102	46	41,193	18	1,992	31	1	49	1	52
Fraser Coast Regional Council	908.49	56	3.60%	58	765	13	7,103	42	3,732	9	632	11	617	11
Gladstone Regional Council	1,007.00	6	3.50%	60	635	15	10,466	37	2,586	20	722	10	787	9
Gold Coast City Council ***	1,015.76	4	1.30%	75	3354	1	1,332	61	4,002	7	4,158	1	3,254	2
Goondiwindi Regional Council	962.73	26	4.90%	49	156	38	19,256	32	2,475	22	16	39	21	38
Gympie Regional Council	915.64	52	2.80%	67	0	62	6,885	43	2,283	26	284	17	345	15
Hinchinbrook Shire Council	944.04	35	5.60%	45	170	35	2,801	54	693	58	27	35	35	36
Hope Vale Aboriginal Shire Council	677.94	67	94.10%	4	N/A		1,105	63	115	67	0	55	0	60
Ipswich City Council	959.61	28	3.80%	56	1116	8	1,089	64	1,638	44	1,557	5	1,675	4
Isaac Regional Council	1,028.36	2	2.70%	70	375	19	58,720	11	3,249	12	103	25	232	22

Kowanyama Aboriginal Shire Council %	643.6	70	91.00%	10	N/A	23	2,543	55	352	63	0	55	0	60
Livingstone Shire Council @	995.70	12	3.00%	65	344	23	11,775	36	1,419	47	279	18	293	20
Lockhart River Aboriginal Shire Council	713.24	64	89.60%	13	N/A		3,578	52	333	64	0	55	0	60
Lockyer Valley Regional Council	938.22	38	2.90%	66	365	21	2,269	57	1,428	46	188	22	301	19
Logan City Council	965.29	23	2.80%	67	1542	4	958	66	2,264	28	1,547	6	1,625	5
Longreach Regional Council	982.81	16	6.80%	38	163	36	40,572	21	3,032	15	2	46	7	45
Mackay Regional Council	1,007.07	5	4.40%	51	1001	9	7,601	39	2,471	23	1,245	8	1,166	7
Mapoon Aboriginal Shire Council	739.79	62	89.40%	14	N/A		548	69	35	75	0	55	0	60
Maranoa Regional Council	989.22	13	7.30%	37	390	17	58,711	12	5,869	3	85	29	67	30
Marreeba Shire Council @	927.17	47	5.30%	47	234	30	18,953	33	2,305	25	102	26	106	29
McKinlay Shire Council	1,001.43	9	3.70%	57	60	56	40,734	19	1,978	33	0	55	1	55
Moreton Bay Regional Council	999.08	11	2.20%	72	1567	3	2,033	58	3,524	10	3,654	2	3,403	1
Mornington Shire Council	668.54	68	88.00%	15	132	42	1,244	62	238	65	0	55	0	60
Mount Isa City Council	986.34	14	15.10%	28	188	33	43,188	17	2,033	30	42	32	38	35
Murweh Shire Council	946.75	32	11.50%	30	139	41	40,699	20	2,759	18	5	42	10	42
Napranum Aboriginal Shire Council	602.36	72	95.70%	3	N/A		1,998	59	171	66	0	55	0	60
Noosa Shire Council @	1,002.36	8	0.90%	76	343	24	869	68	870	56	380	15	321	16
North Burnett Regional Council	917.08	49	6.00%	43	213	32	19,667	31	4,132	5	26	37	28	37
Northern Peninsula Area Regional Council	750.34	61	85.30%	16	N/A		1,057	65	363	62	0	55	0	58
Palm Island Aboriginal Shire Council	650.15	69	94.10%	4	N/A		71	74	38	74	0	55	0	60
Paroo Shire Council	905.09	57	30.70%	20	119	44	47,616	16	2,283	26	2	46	2	50
Porcupine Aboriginal Shire Council	687.08	66	90.30%	12	N/A		4,429	48	566	59	0	55	0	60
Quilpie Shire Council	940.52	37	11.50%	30	64	53	67,423	5	2,041	29	1	49	2	49
Redland City Council	1,030.45	1	1.90%	73	870	11	536	70	1,055	55	850	9	756	10
Richmond Shire Council	964.06	24	5.90%	44	69	52	26,580	29	1,254	50	0	55	1	52
Rockhampton Regional Council #	953.81	29	5.50%	46	835	12	18,312	34	1,992	32	328	16	426	14
Scenic Rim Regional Council	978.75	19	2.60%	71	378	18	4,248	49	1,794	39	223	19	205	25
Somerset Regional Council	932.24	43	2.80%	67	178	34	5,373	45	1,899	35	147	23	248	21
South Burnett Regional Council	913.53	54	4.40%	51	299	27	8,382	38	3,277	11	87	28	202	26
Southern Downs Regional Council	928.89	46	3.30%	63	368	20	7,112	41	3,053	14	137	24	208	24
Sunshine Coast Regional Council #	1,001.30	10	1.50%	74	1,447	5	3,121	53	2,971	17	2,431	3	2,040	3
Tablelands Regional Council #	936.44	41	10.30%	32	308	26	64,794	6	1,845	37	101	27	111	28
Toowoomba Regional Council	980.5	17	3.50%	60	1433	6	12,958	35	8,035	1	1,312	7	938	8
Torres Shire Council	910.1	55	63.30%	17	110	45	883	67	112	69	1	49	10	43
Torres Strait Island Regional Council	729.05	63	90.70%	11	N/A		489	71	368	61	0	55	0	60
Townsville City Council	1,002.37	7	6.10%	42	1666	2	3,727	51	1,682	42	1,577	4	1,364	6
Western Downs Regional Council	962.94	25	4.50%	50	663	14	37,939	24	7,517	2	485	13	304	18
Whitsunday Regional Council	966.12	22	4.20%	53	364	22	23,804	30	1,854	36	221	20	227	23
Winton Shire Council	930.78	44	9.60%	33	94	49	53,814	13	2,502	21	1	49	1	51
Woorabinda Aboriginal Shire Council	591.77	73	92.80%	7	N/A		390	72	80	71	0	55	0	60
Wujal Wujal Aboriginal Shire Council	697.11	65	94.10%	4	N/A		11	76	22	76	0	55	0	60
Yarrabah Aboriginal Shire Council	554.4	76	97.20%	2	N/A		159	73	50	73	0	55	0	60

Note: See page 32 for key to notations appearing in Appendix 3.

Key to notations in Appendix 3 – Comparative data:

- * Ranking reflects the number of Councils for which data is available.
- ^ Data for Indigenous Councils is for 2009-2013.
- # Data for those Councils that were de-amalgamated includes the data for the de-amalgamated areas, except for: Community Equity, Operating Income, Population, Electors, SEIFA, FTE, Road length, Building approvals.
FTE data for 8 de-amalgamated Councils as at 30 June 2014, sourced from Council.
Note: 2013 Audited financial data for Cairns (\$41M), Rockhampton (\$63M), Sunshine Coast (\$90M), Tablelands (\$67M) reflects amounts for Douglas, Livingstone, Noosa and Mareeba which the respective Councils have recorded as Discontinued Operations, which has excluded them from their Operating Income & Community Equity figures.
- @ data for newly de-amalgamated Councils is based on Boundary Commissioner data and budget data.
Note: Community equity and operating income figures for Douglas, Mareeba, Noosa & Tablelands are budgeted numbers for 30 June 2014. Source data for operating income was for 6 month period so was annualised.
- % Audited financial statements are not available for 2012-13.
- ^^ SEIFA - Source: OESR - "Data for LGA 2014 are derived by applying a population based concordance (ABS source) to both Statistical Area Level 2 & Local Government Area data (both at ASGS 2011)."
- ^^^ Gold Coast – Operating income amount of \$2.46B includes the gain on the transfer of Allconnex back to Council of \$1.27B.

