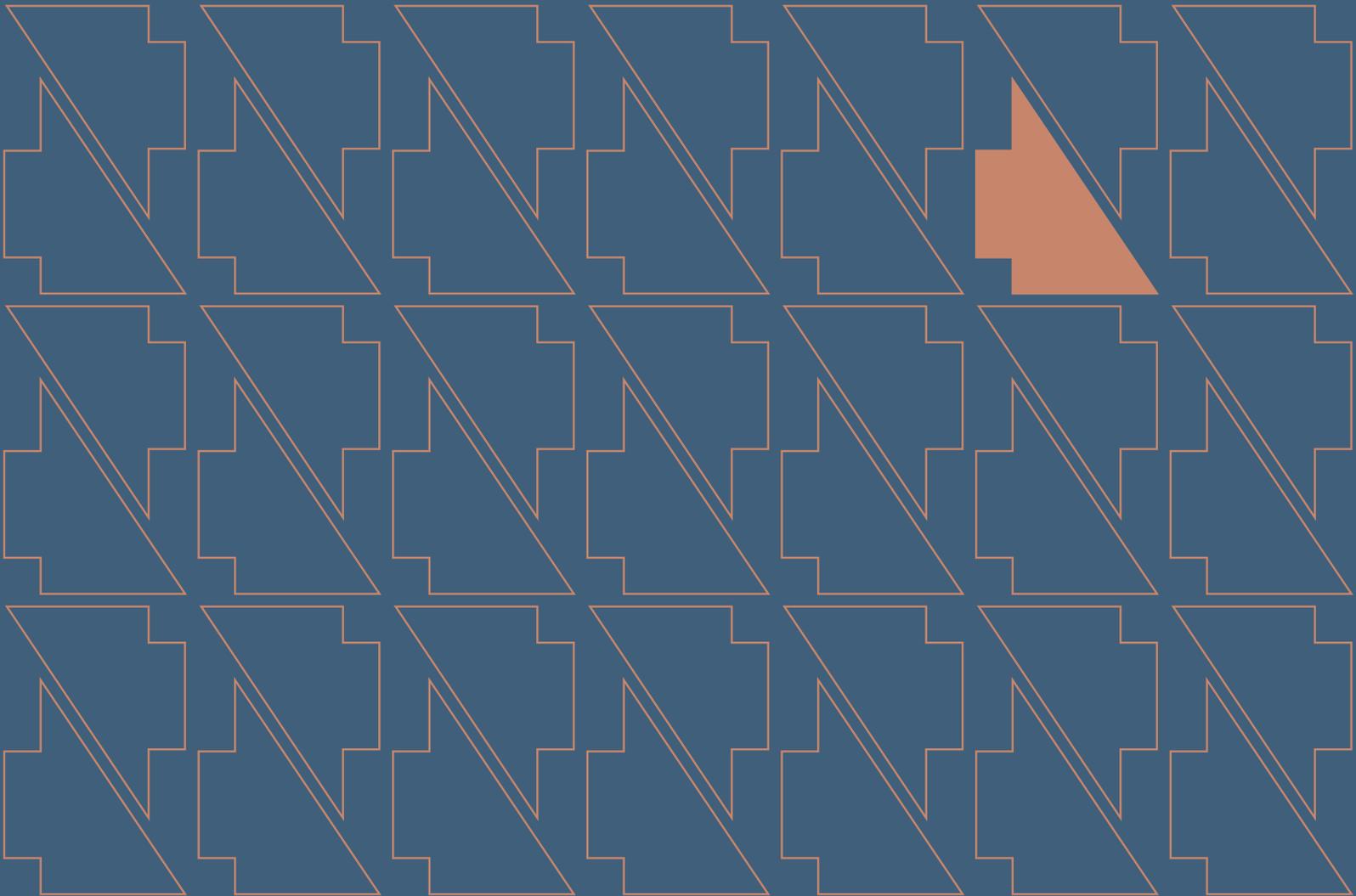
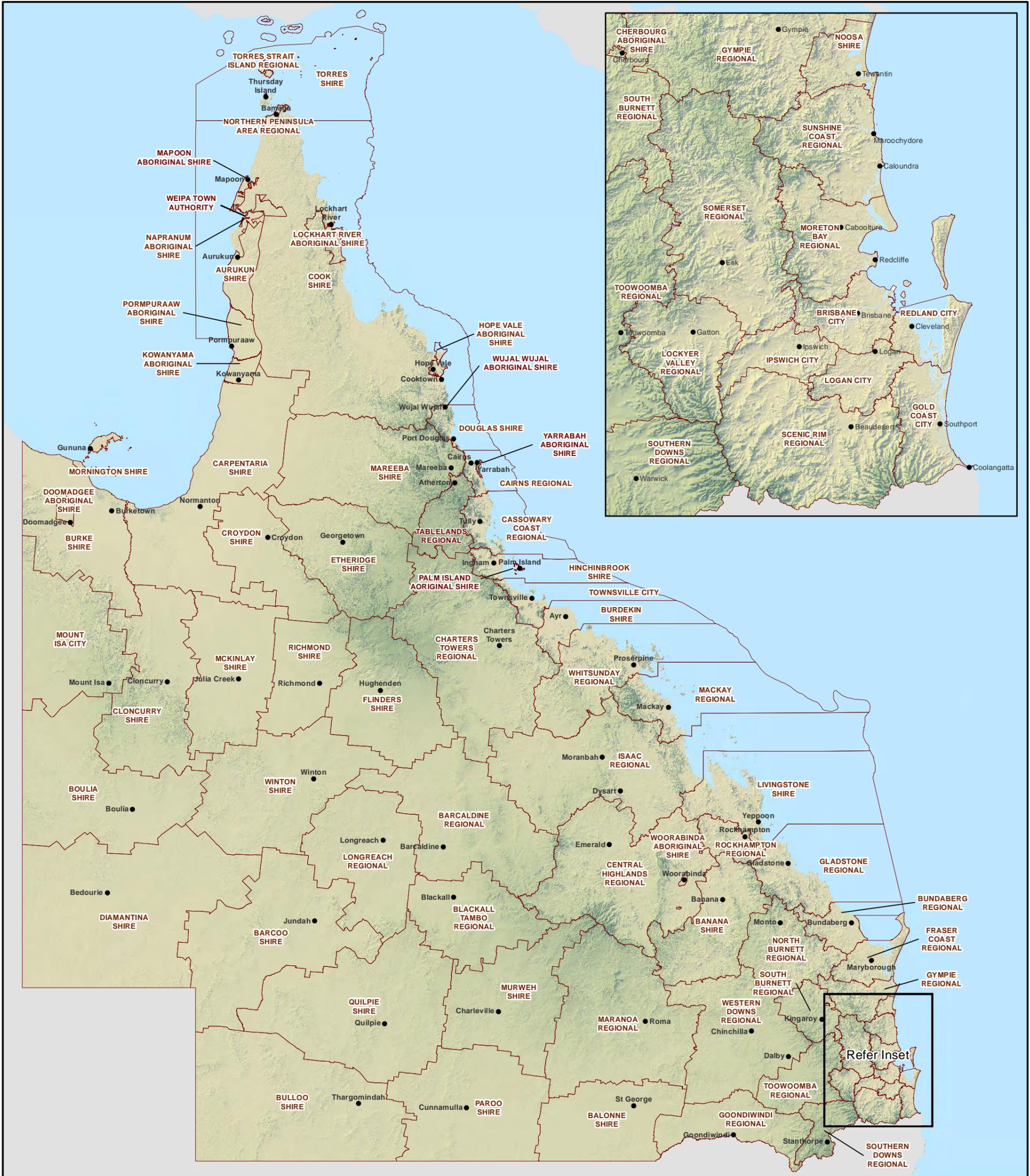
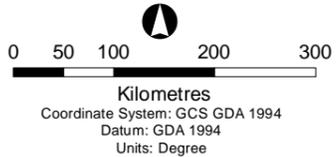


# Local Government Remuneration and Discipline Tribunal Report 2017





**Legend**  
 ● Population Centres  
 □ LGA Boundary



# 2017 Local Government Area Boundaries

Map produced by the Department of State Development Spatial Services Unit, 3/07/2017



**Local Government Remuneration and  
Discipline Tribunal**

Minister for Local Government  
Level 39  
1 William Street  
Brisbane QLD 4000

Dear Minister

On 30 November 2017, the Local Government Remuneration and Discipline Tribunal (the 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*.

The remuneration schedule to apply from 1 July 2018 and a summary of the discipline matters referred to the tribunal in 2017 are included in the enclosed report, which we commend to you.

Yours sincerely



Col Meng  
Chairperson



Deputy President Adrian Bloomfield  
Member



Brian Bartley  
Member

© The State of Queensland, December 2017. Published by the Department of Infrastructure, Local Government and Planning, 1 William Street, Brisbane Qld 4000, Australia.



**Licence:** This work is licensed under the Creative Commons CC BY 4.0 Australia licence. To view a copy of the licence, visit <http://creativecommons.org/licenses/by/4.0/>. Enquiries about this licence or any copyright issues can be directed to the department by email to [info@dilgp.qld.gov.au](mailto:info@dilgp.qld.gov.au) or in writing to PO Box 15009, City East, Qld 4002.

**Attribution:** The State of Queensland, Department of Infrastructure, Local Government and Planning.

The Queensland Government supports and encourages the dissemination and exchange of information. However, copyright protects this publication. The State of Queensland has no objection to this material being reproduced, made available online or electronically but only if it is recognised as the owner of the copyright and this material remains unaltered.



The Queensland Government is committed to providing accessible services to Queenslanders of all cultural and linguistic backgrounds. If you have difficulty understanding this publication and need a translator, please call the Translating and Interpreting Service (TIS National) on 131 450 and ask them to telephone the Queensland Department of Infrastructure, Local Government and Planning on 13 QGOV (13 74 68).

**Disclaimer:** While every care has been taken in preparing this publication, the State of Queensland accepts no responsibility for decisions or actions taken as a result of any data, information, statement or advice, expressed or implied, contained within. To the best of our knowledge, the content was correct at the time of publishing.

Any references to legislation are not an interpretation of the law. They are to be used as a guide only. The information in this publication is general and does not take into account individual circumstances or situations. Where appropriate, independent legal advice should be sought.

An electronic copy of this report is available on the Tribunal's website at [www.dilgp.qld.gov.au/local-government/remuneration/tribunal-reports.html](http://www.dilgp.qld.gov.au/local-government/remuneration/tribunal-reports.html).

# Contents

<b>2017 Report at a glance</b>	4
Remuneration determination	4
Discipline matters	4
<b>1. The tribunal</b>	5
Formation and composition	5
Responsibilities of the tribunal	6
Remuneration responsibilities	6
Discipline responsibilities	6
Previous reports of the tribunal	7
<b>2. Discipline matters</b>	9
Matters referred to the tribunal	9
<b>3. Remuneration determination</b>	11
Method of remunerating councillors in Category 1	11
Committee chairpersons, committee members and portfolio heads	11
Expenses	12
Superannuation	12
Pro rata payment	12
Remuneration schedule	12
Remuneration schedule (to apply from 1 July 2018)	14
Notes to the remuneration schedule	15
<b>4. Other activities of the tribunal</b>	16
Exceptional circumstances submissions	16
Submissions received by the tribunal	16
 Appendix 1 – Submissions received by the tribunal	 17

# 2017 Report at a glance

## Remuneration determination

The tribunal has decided to increase remuneration levels for mayors, deputy mayors and councillors by 2.25% from 1 July 2018.

In making its determination the tribunal has considered the following facts and circumstances:

- increases in the Consumer Price Index (CPI) for the financial year ended 30 June 2017, as follows:
  - weighted average of the eight capital cities: 1.9%
  - Brisbane: 1.8%
- increases in the CPI for the year ended September 2017, as follows:
  - weighted average of the eight capital cities: 1.8%
  - Brisbane: 1.5%
- increases in the Wage Price Index (WPI) for the financial year ended 30 June 2017, as follows:
  - Australia: 1.9%
  - Queensland: 1.9%
- increases in the WPI for the year ended September 2017, as follows:
  - Australia: 2.0%
  - Queensland: 2.2%
- Determination 12/2016 (2 August 2016) of the Queensland Independent Remuneration Tribunal which increased remuneration levels for Members of the Legislative Assembly by 2.25% from 1 September in each of 2015, 2016 and 2017
- the decision of the (federal) Remuneration Tribunal to increase remuneration levels for Members of the Federal Parliament and Senate by 2.0% from 1 July 2017
- anecdotal reports of continuing financial pressures being experienced by many local governments
- the conservative approach to the setting of remuneration levels previously adopted by the tribunal.

## Discipline matters

There were 12 allegations of serious misconduct, involving 10 councillors, referred to the tribunal between 1 December 2016 and 30 November 2017.

As has been the case for the previous three to four years, the majority of the allegations concerned alleged release of information that the councillor knew, or should reasonably have known, was confidential to the local government.

# 1. The tribunal

## Formation and composition of the tribunal

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

On 26 June 2014, Her Excellency the then Governor approved the appointment of a Chairperson and Members to the tribunal from 1 July 2014 for a four-year term.

The current members of the tribunal are:

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

Col Meng served as 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 Chair of Mackay Hospital and Health Service until June 2016, and has extensive local government, board and business experience in the Mackay region.

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.

Mr 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 assumed the role of Chairperson on 1 July 2015.

### **Adrian Bloomfield – Member (1 July 2015 to 30 June 2018). (Chairperson 1 July 2014 to 30 June 2015)**

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. He also has an accountancy background having held chartered accountancy positions in both Australia and New Zealand.

Deputy President Bloomfield is the immediate past tribunal Chairperson and assumed the role of Member from 1 July 2015. 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.

### **Brian Bartley – Member (19 December 2014 to 30 June 2018)**

Brian Bartley was admitted to practice as a solicitor in 1973, having studied at the University of Queensland. He joined the firm Chambers McNab & Co where he had served two years articles prior to admission. He became a partner in that firm in 1977 and remained with the firm (which ultimately became the national firm Corrs Chambers Westgarth) until 2000 when he resigned to establish Brian Bartley & Associates.

Mr Bartley has specialised in the areas of commercial litigation, professional negligence, professional disciplinary, insurance law and medical and health law.

At various times he has been Chair, Queensland Law Society Ethics Committee (2010–2012); President, Medico-Legal Society of Queensland; Member, Queensland Health Ethics Council; Board member, Centre for Law & Medicine, Bond University; Consulting Editor, Uniform Civil Procedure, Lexis Nexis; and Council member, Incorporated Council of Law Reporting responsible for publication of the Queensland Reports. He is currently chair of the Camerata Queensland's Chamber Orchestra.

### **Responsibilities of the tribunal**

Section 183 of the Act sets out that the tribunal is responsible 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 the categories
- any other functions that the Minister directs the tribunal to perform.

### **Remuneration responsibilities**

Chapter 8, Part 1, Division 1 of the *Local Government Regulation 2012* (the Regulation) sets out the processes of the tribunal in deciding the remuneration that is payable to councillors.

The Regulation requires the tribunal to review the categories of local governments once 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 line with this requirement, the tribunal conducted a review of local government categories in 2015. As a result of this review a number of councils were re-assigned to a new category from 1 July 2016. Following consideration of submissions made to it in late 2016, the tribunal also elevated Maranoa Regional Council to Category 3 from 1 July 2017.

After determining the categories of local governments, the Regulation also 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.

In addition, section 248 of the Regulation allows a local government to make a submission to the tribunal to vary the remuneration for a councillor, or councillors, to a level higher 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.

### **Discipline responsibilities**

As well as the responsibilities set out in section 183 of the Act, section 176 provides the tribunal with jurisdiction for dealing with complaints about misconduct as defined by section 176(3) of the Act.

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.

The role of the tribunal is to hear and determine the most serious complaints of councillor misconduct.

If the allegation is sustained, 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 LGA 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.

Records about complaints and the determinations that the tribunal makes in relation to disciplinary matters are required to be published on the relevant local government website as they are concluded, in accordance with section 181A of the Act.

### **Previous reports of the tribunal**

This is the eleventh report of the tribunal and the former Local Government Remuneration Tribunal. Each of the ten previous reports has 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 available at [www.dilgp.qld.gov.au/local-government/remuneration/tribunal-reports.html](http://www.dilgp.qld.gov.au/local-government/remuneration/tribunal-reports.html).

Of particular note are the deliberations on:

- matters surrounding the setting of the remuneration rate for the (previous) Special Category of Councils in 2008
- the establishment of, and rationale for, the use of ranges of remuneration in 2007 and the reasons for the removal of ranges in 2011
- the discussion in 2008 about the nature of the structures adopted by various councils and the resultant decision of the then tribunal not to establish a system of paying higher levels of remuneration to committee chairs/members
- 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 reviews in 2011 and 2015

- the reassignment of all Special Category and Category 1 and 2 Councils to Category 3 in 2013
- the decision in 2013 to restructure Category 3 councillors' remuneration to be paid as a base amount (50%) and meeting fees (50%)
- the decision in 2014 to further 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, council meetings
- the commentary in 2016 about how such meeting fee regime should be administered at the local level, using a common sense approach
- the decision in 2015 to reduce the number of categories to eight (from 10), incorporating a new category of local government (Category 2) positioned between the previous Category 3 and Category 4 levels.

## 2. Discipline matters

### Matters referred to the tribunal

Since the preparation of the 2016 report, 14 matters were referred to the tribunal. The majority of these concerned the alleged release of information that a councillor knew, or should reasonably have known, was confidential to the local government.

Table 1 summarises the complaints and outcome of matters referred to the tribunal in the period 1 December 2016 to 30 November 2017.

**Table 1 Complaints decided by the tribunal**

Council	Nature of complaint	Outcome	Decision date
Gympie Regional Council	It was alleged a councillor engaged in misconduct as defined by section 176(3)(d) of the Act by posting a comment on a public Facebook page and thereby revealing information discussed in a closed session of Council, such information not being otherwise released to the public.  <i>(This matter was not finalised at the time of the 2016 report going to print.)</i>	Sustained	5 December 2016
Fraser Coast Regional Council	It was alleged a councillor improperly disclosed information to an external third party that was information confidential to the local government in breach of section 171(3) of the Act.	Sustained	14 August 2017
Fraser Coast Regional Council	It was alleged a councillor improperly disclosed information to an external third party which was information confidential to the local government in breach of section 171(3) of the Act.	Sustained	14 August 2017
Ipswich City Council	It was alleged a councillor failed to comply with the requirements of section 172 of the Act and deal with a material personal interest.	Not sustained	14 November 2017
Ipswich City Council	It was alleged a councillor released information that was confidential to the local government in breach of section 171(3) of the Act.	Not sustained	14 November 2017
Cairns Regional Council	It was alleged a councillor improperly disclosed information to a media outlet that was information confidential to the local government in breach of section 171(3) of the Act.	Pending	

Barcoo Shire Council	It was alleged a councillor engaged in misconduct as defined in section 176(3)(a) of the Act when they intervened in a council recruitment process.	Not sustained	15 September 2017
Mackay Regional Council	It was alleged a councillor released information that was confidential to the local government in breach of section 171(3) of the Act.	Lacking in substance	8 November 2017
Mackay Regional Council	It was alleged a councillor released information that was confidential to the local government in breach of section 171(3) of the Act.	Lacking in substance	8 November 2017
Doomadgee Aboriginal Shire Council	It was alleged a councillor released information that was confidential to the local government in breach of section 171(3) of the Act.	Pending	
Doomadgee Aboriginal Shire Council	It was alleged a councillor released information that was confidential to the local government in breach of section 171(3) of the Act.	Pending	
Fraser Coast Regional Council	It was alleged a councillor released information to the media that was confidential in breach of section 171(3) of the Act.	Pending	
Fraser Coast Regional Council	It was alleged a councillor engaged in misconduct as defined by section 176(3) of the Act.	Pending	
Fraser Coast Regional Council	It was alleged a councillor engaged in misconduct as defined by section 176(3) of the Act.	Pending	
Fraser Coast Regional Council	It was alleged a councillor engaged in misconduct as defined by section 176(3) of the Act.	Pending	
Noosa Shire Council	It was alleged a councillor contravened section 171(3) of the Act by releasing information confidential to the local government in disclosing to an external party about council's development of a new town planning scheme.	Pending	

### **3. Remuneration determination**

Chapter 8, Part 1, Division 1 of the Regulation sets out the processes which the tribunal is required to observe in deciding the remuneration that is payable to councillors.

In accordance with the Regulation, the tribunal has decided to increase remuneration levels for mayors, deputy mayors and councillors by 2.25% from 1 July 2018.

#### **Method of remunerating councillors in Category 1**

In its 2014 report the tribunal explained the rationale behind the adoption of a system of remuneration which comprised a base payment (of two thirds of the annual remuneration) and a monthly payment based upon attendance at, and participation in, the 12 mandated Council meetings. As a result of feedback received in the following two years the tribunal decided, in 2016, to slightly modify the basis upon which the 'meeting fee' is paid, as recorded below:

Rather than the meeting fee being based, solely, on attendance at and participation in mandated council meetings, the tribunal believes that the meeting fee concept should be extended to incorporate other important meetings which require a councillor's attendance, and participation, such as budget meetings, planning sessions, and the like. This is because the role of a councillor requires them to fully participate in, and contribute to, such meetings.

As such, councils should identify, at the commencement of each year, those meetings where the presence of all councillors is expected so as to identify the number of meetings which each councillor will need to attend to receive the meeting fee component of the remuneration level set out in the note at the foot of the remuneration schedule.

Further, a number of councils have asked the tribunal whether the meeting fee component of their annual remuneration can be paid on a fortnightly, rather than monthly, basis so as to reduce administrative arrangements and better balance councillors' fortnightly incomes. On this topic, the tribunal has no difficulty whatsoever in the meeting fee part of annual remuneration being converted to a fortnightly payment so long as the principles enunciated in the 2014 report, and above, are followed.

#### **Committee chairpersons, committee members and portfolio heads**

Since the tribunal was first formed in 2007 it has received numerous submissions requesting it to separately provide for additional remuneration to councillors who may be appointed to a committee, or as a chairperson or deputy chairperson of a committee, of a local government.

In 2008, the then tribunal undertook a comprehensive survey of the structures adopted by the then 72 councils within its jurisdiction in order to consider whether it was able to separately provide additional remuneration for chairpersons, deputy chairpersons or members of a committee. That survey revealed that only 26 councils had adopted a committee structure of some description, 13 councils had a portfolio structure, nine councils had a committee 'of the whole' or hybrid structure and 20 councils had no committee or portfolio structure. Four councils did not respond.

As a consequence of this survey, the tribunal decided to continue to set remuneration levels on the basis that they were 'all inclusive' and, in that sense, included appropriate compensation to recognise that councillors – particularly in medium-sized and larger councils – could be called upon to act as committee chairpersons, deputy chairpersons and committee members.

Since the survey was conducted, the tribunal has continued to monitor the nature of the structures adopted by councils. Such monitoring has revealed that many councils reviewed and altered their structures following either, or both, of the quadrennial elections held in 2012 and 2016, respectively. Some councils have also altered their structures mid-term. This regular monitoring of council structures also disclosed that there has been little change to the situation revealed in the

2008 survey. Medium and larger councils tend to have some form of committee structure, but this is not always consistent amongst councils in the same category.

As a result of several fresh submissions made to it in more recent times, the tribunal further considered this matter during the course of 2017. In so doing, the tribunal decided to explore the possibility of placing a portion of any annual increase in councillor remuneration levels into a 'pool', with that pool of funds to be utilised to pay additional remuneration, as determined by each council, to councillors who acted as committee chairpersons, deputy chairpersons, committee members or portfolio heads. In councils where no such structures existed, the tribunal believed the pool of funds could be distributed amongst councillors in the manner decided by individual councils. Indeed, such concept was canvassed by the Chairperson of the tribunal during the course of his address to the Local Government Association of Queensland conference held in Gladstone in October 2017.

However, after further consideration and investigation, the tribunal identified that section 244(1) of the Regulation prevented it from deciding to act in the manner discussed immediately above, on the basis that the tribunal is required to decide the maximum amount of remuneration payable to a councillor, mayor or deputy mayor of a local government in each category. Such maximum remuneration may include, or may separately provide for, remuneration for the duties a councillor may be required to perform if they are appointed as chairperson, deputy chairperson or as a member of a committee: see section 244(2).

In addition, section 247(5) of the Regulation appears to conflict with section 244(2) in that it provides that the amount of remuneration for each councillor, other than a mayor or deputy mayor, must be the same.

Given these provisions, the tribunal has decided not to make any decision, this year, concerning additional remuneration for committee chairpersons, deputy chairpersons and committee members so as to allow it the opportunity to explore the potential for changes to be made to the Regulation.

### **Expenses**

Section 244(3) 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.

### **Superannuation**

Further, section 244(3) also precludes the tribunal from including in its remuneration 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.

### **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.

### **Remuneration schedule**

As required by section 246 of the Regulation, the tribunal has prepared a remuneration schedule for the 2017–2018 financial year, which appears on the following two pages.

Arrangements have been made to publish the remuneration schedule in the Queensland Government Gazette and for this report to be printed and presented to the Minister responsible for Local Government.

## Remuneration schedule to apply from 1 July 2018

Category	Local governments assigned to categories	Remuneration determined (from 1 July 2018)	
		(see Note 1)	(\$ pa)
Category 1 (see Note 2)	Aurukun Shire Council	Mayor	103,918
	Balonne Shire Council	Deputy mayor	59,952
	Banana Shire Council	Councillor	51,958
	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		
	McKinlay Shire Council		
	Mornington Shire Council		
	Murweh Shire Council		
	Napranum Aboriginal Shire Council		
	North Burnett Regional Council		
	Northern Peninsula Area Regional Council		
	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	Local governments assigned to categories	Remuneration determined (from 1 July 2018)	
		(see Note 1)	(\$ pa)
Category 2	Mareeba Shire Council	Mayor	119,903
	Mount Isa City Council	Deputy mayor	71,943
	Somerset Regional Council	Councillor	59,952
Category 3	Cassowary Coast Regional Council	Mayor	127,898
	Central Highlands Regional Council	Deputy mayor	79,936
	Gympie Regional Council	Councillor	67,945
	Isaac Regional Council		
	Livingstone Shire Council		
	Lockyer Valley Regional Council		
	Maranoa Regional Council		
	Noosa Shire Council		
	Scenic Rim Regional Council		
	South Burnett Regional Council		
	Southern Downs Regional Council		
	Tablelands Regional Council		
	Western Downs Regional Council		
Whitsunday Regional Council			
Category 4	Bundaberg Regional Council	Mayor	151,878
	Fraser Coast Regional Council	Deputy mayor	99,921
	Gladstone Regional Council	Councillor	87,929
	Rockhampton Regional Council		
Category 5	Cairns Regional Council	Mayor	175,859
	Mackay Regional Council	Deputy mayor	119,903
	Redland City Council	Councillor	103,918
	Toowoomba Regional Council		
Category 6	Ipswich City Council	Mayor	199,839
	Townsville City Council	Deputy mayor	135,891
		Councillor	119,903
Category 7	Logan City Council	Mayor	223,821
	Moreton Bay Regional Council	Deputy mayor	155,075
	Sunshine Coast Regional Council	Councillor	135,891
Category 8	Gold Coast City Council	Mayor	247,802
		Deputy mayor	171,863
		Councillor	147,881

#### Notes to the remuneration schedule

Note 1 The monetary amounts shown are the per annum figures to apply from 1 July 2018. 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 1 councils, a base payment of \$34,639 is payable for the 12 months commencing on 1 July 2018. A meeting fee of \$1,443.25 per calendar month (or \$666.11 per fortnight) is payable for attendance at, and participation in, scheduled meetings of council subject to certification by the mayor and/or chief executive officer of the council. Mayors and deputy mayors in Category 1 councils are to receive the full annual remuneration level shown.

## **4. Other activities of the tribunal**

### **Exceptional circumstances submissions (Local Government Regulation 2012 Section 248,)**

On 25 July 2017, following the resignation of the Mayor of Ipswich City Council, the council sought approval to vary the remuneration of the Acting Mayor (Councillor Paul Tully) and the Acting Deputy Mayor (Councillor Cheryl Bromage) in accordance with Section 165 of the *Local Government Act 2009*. The tribunal resolved to approve the council's request at its meeting held on 27 July 2017.

### **Submissions received by the tribunal**

As part of its process for determining remuneration levels of local government elected representatives, the Chairperson of the tribunal wrote to mayors and chief executive officers of the 76 councils within the tribunal's jurisdiction, inviting them to provide a written submission to the tribunal or meet with the tribunal by way of deputation, to help inform the tribunal's deliberations.

The tribunal received six submissions from councils and councillors, this compares with 14 submissions received in 2016.

Summaries of the submissions received are contained at Appendix 1 of this report.

### **Meetings and deputations**

Local governments were provided with the opportunity to meet with the tribunal at the 121st Annual Conference of the Local Government Association of Queensland at the Gladstone Entertainment Convention Centre, on 17 and 18 October 2017.

Mr Col Meng, Chairperson of the tribunal, gave a presentation at the conference in which he provided an update on the activities of the tribunal for local government delegates.

## Appendix 1 – Submissions received by the tribunal

Date received	Received from	Summary of submission
15 March 2017 and 12 October 2017	Logan City Council	Logan City Council (LCC) sought additional remuneration for Committee Chairs. LCC stated it is common industry and business practice for chairs to be remunerated at a higher level than board or committee members, and the decision-making responsibility is the most important role LCC undertakes. LCC's submission stated that councillors should be remunerated as a financial incentive or recognition for the additional responsibilities and workloads of committee chairs.
26 April 2017	Torres Strait Island Regional Council	Torres Strait Island Regional Council (TSIRC) sought a review of TSIRC's remuneration category to reflect the additional and unique responsibilities and pressures faced by TSIRC councillors. TSIRC is currently a Category 1 council.
11 October 2017	Councillor Ingrid Jackson, Noosa Shire Council	Councillor Jackson wrote to the tribunal stating the criteria for establishing categories are antiquated and not based on long-accepted research. Councillor Jackson submitted that the tribunal should review the remuneration levels that apply especially in the case of smaller councils. In doing so, it should obtain expert job valuation advice in relation to the role and responsibilities expected of councillors at such councils with the aim of achieving improved performance, decision-making, strategy and outcomes for local councils and residents.
18 October 2017	Sunshine Coast Regional Council	Sunshine Coast Regional Council (SCRC) contends that SCRC should be re-categorised as a Category 8 council because it shares greater similarity to the current Category 8 council (Gold Coast City Council) in terms of the environmental, social and economic attributes. Exceptional circumstances exist around councillor workload, the diversity and size of the growing region and the complexity and innovation required for decision-making moving forward.
26 October 2017	Toowoomba Regional Council	Toowoomba Regional Council (TRC) requested re-categorisation from a Category 5 to a Category 6. TRC submitted that a number of unique circumstances apply to the Toowoomba region that justifies alignment with the Ipswich and Townsville City Councils for remuneration purposes. Such re-categorisation would reflect the issues and the complexity of matters confronting the Toowoomba region.
26 October 2017	Isaac Regional Council	Isaac Regional Council at Council's meeting held on 24 October 2017, resolved to make a submission to the Tribunal 'requesting recognition of the role of the Isaac Regional Council Mayor as full-time due to the large regional areas, demographic spread, community expectations and job demand as opposed to part-time'.