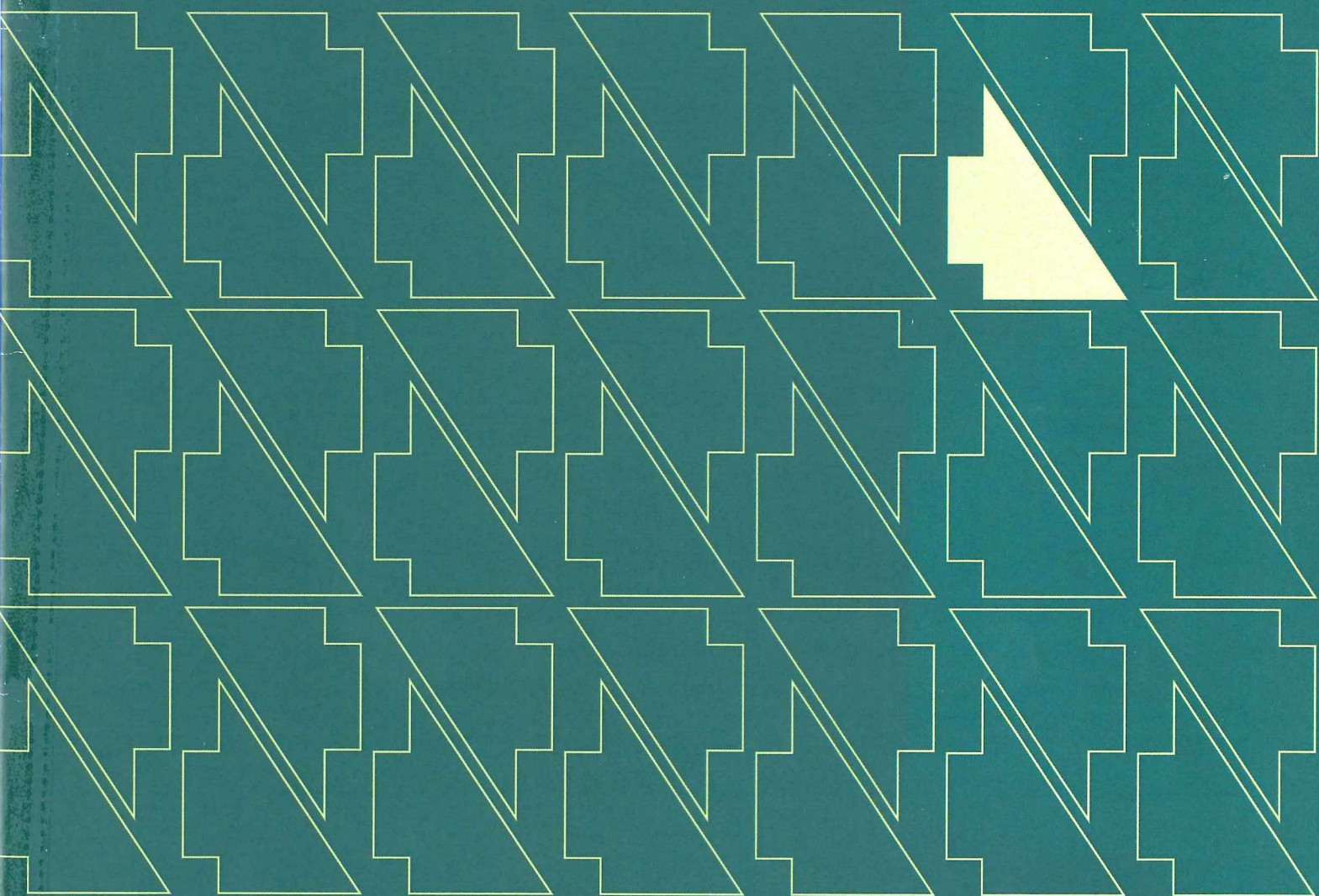


Local Government Remuneration and Discipline Tribunal Report 2018



© The State of Queensland, December 2018. Published by the Department of Local Government, Racing and Multicultural Affairs, 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@dlgrma.qld.gov.au or in writing to PO Box 15009, City East, Qld 4002.

Attribution: The State of Queensland, Department of Local Government, Racing and Multicultural Affairs.

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 Local Government, Racing and Multicultural Affairs 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.dlgrma.qld.gov.au/tribunal-reports/local-government/about-local-government-and-councils/tribunal-reports.html

**Local Government Remuneration and
Discipline Tribunal**

30 November 2018

The Honourable Stirling Hinchliffe MP
Minister for Local Government, Racing and Multicultural Affairs
Level 39
1 William Street
Brisbane QLD 4000

Dear Minister

On 30 November 2018, the Local Government Remuneration and Discipline Tribunal (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 2019 and a summary of the discipline matters referred to the Tribunal in 2018 are included in the enclosed report, which we commend to you.

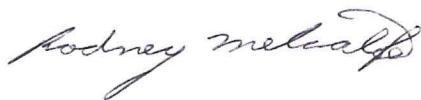
Yours sincerely



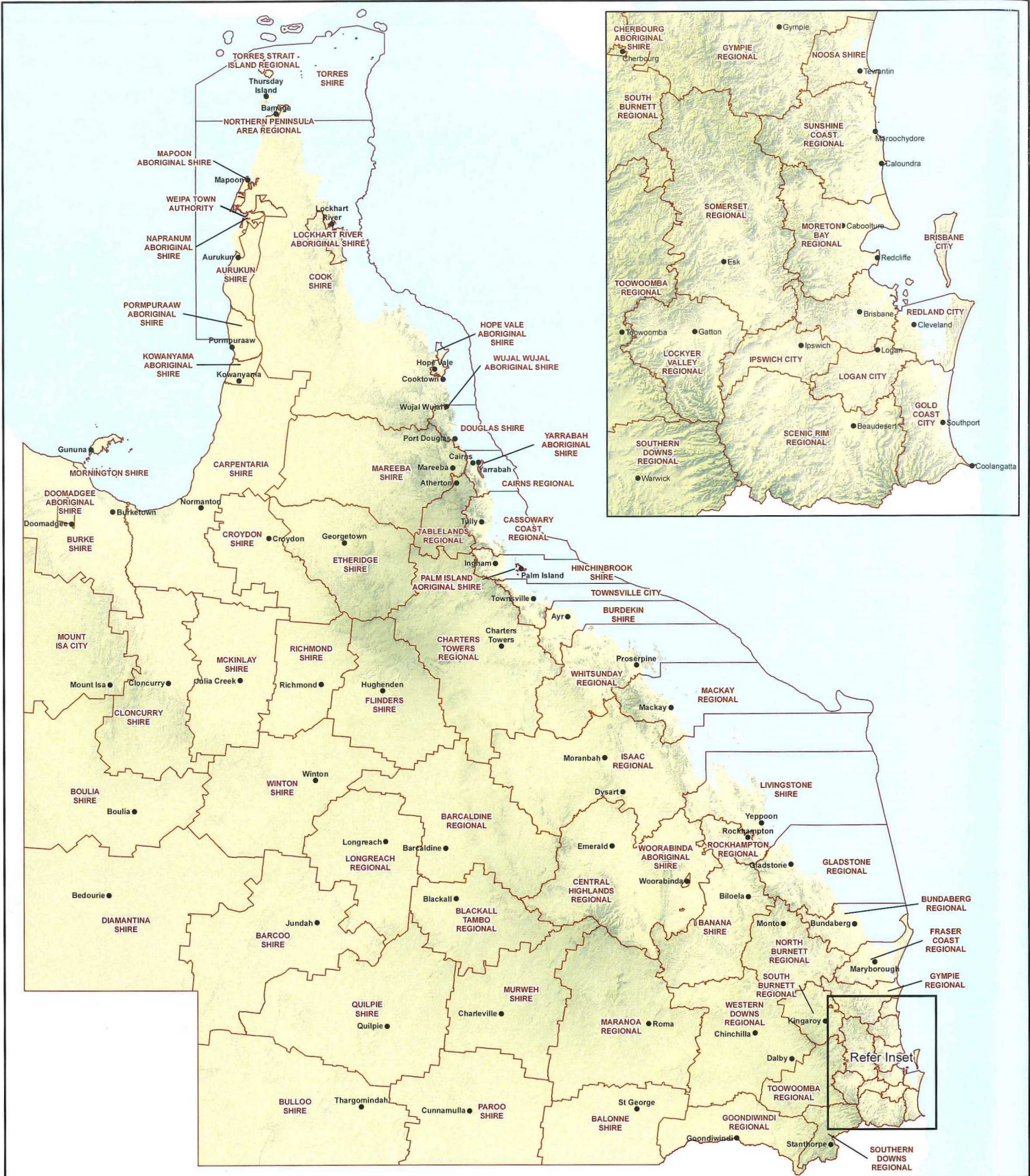
Susan Johnson
Chairperson



John Boyd
Member



Rodney Metcalfe
Member



Legend

- Population Centres
- LGA Boundary

0 50 100 200 300
Kilometres
Coordinate System: GCS GDA 1994
Datum: GDA 1994
Units: Degree

2018 Local Government Area Boundaries

Map produced by the Department of State Development, Manufacturing, Infrastructure and Planning
Spatial Services Unit, 29/05/2018



**Queensland
Government**

Contents

2018 Report at a glance	4
Remuneration determination	4
Discipline matters	4
1. The Tribunal	5
Formation and composition	5
Responsibilities of the Tribunal	5
Discipline responsibilities	5
Remuneration responsibilities	6
2. Discipline matters	7
Matters referred to the Tribunal	7
3. Remuneration determination	9
Remuneration determination for councillors	10
Matters not included in the remuneration schedule	11
Pro rata payment	11
Matters raised with the Tribunal during the remuneration review program	11
Remuneration schedule	13
Remuneration schedule (to apply from 1 July 2019)	13
Notes to the remuneration schedule	15
4. Other activities of the Tribunal	15
Exceptional circumstances submissions	15
5. The future of the Tribunal	16

2018 Report at a glance

Remuneration Determination

The Tribunal has decided to increase the maximum remuneration levels for mayors, deputy mayors and councillors by 2.1 per cent from 1 July 2019.

In making its determination, the Tribunal has considered the following:

- Increases in the Consumer Price Index (CPI) for the financial year ended 30 June 2018, as follows:
 - weighted average of the eight capital cities - +2.1 per cent
 - Brisbane - +1.7 per cent (ABS June 2018);
- Increase to the Wage Price Index (WPI) for Australia over the year to March 2018 of 2.1 per cent (Fair Work Commission Annual Wage Review 2017-18, p 19);
- Increase in WPI for Qld of 2.25 per cent in 2017-18 and the forecast for 2018-19 is 2.5 per cent (Queensland Government Mid-Year Fiscal and Economic Review 2017-18);
- Decision of the Councillor Remuneration Tribunal (CRT) of the Brisbane City Council in November 2017 to recommend an increase of 2 per cent effective as of 1 July 2018;
- Recent decisions of the NSW Local Government Remuneration Tribunal Determination and Annual Report dated 17 April 2018 (a 2.5 per cent increase) , the Salaries and Allowances Tribunal of Western Australia determination dated 10 April 2018 (no increase) and the Victorian Government (2.0 per cent increase) (See body of this report for more detail).

In making its determination the Tribunal also had regard to the anecdotal reports of continuing financial pressures facing many local governments and to the conservative approach to the setting of remuneration levels previously adopted by the Tribunal.

Discipline matters

There were 20 complaints of misconduct referred to the Tribunal between 1 July 2018 and 30 November 2018 (refer to Table 1 at page 7).

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* (Act).

On 4 July 2018, His Excellency the Governor, acting by and with the advice of the Executive Council, approved three new appointees to the Tribunal for the period 1 July 2018 until the commencement of the Councillor Conduct Tribunal.

Effective 1 July 2018 the Chairperson and Members of the Tribunal are:

Ms Susan Johnson

Ms Johnson holds a Bachelor of Arts, a Bachelor of Laws and a Master of Business Administration. She was admitted to the Queensland Bar in 1984. Susan has extensive experience in Local Government discipline matters, investigations, law, public administration, public sector ethics and finance. Ms Johnson has worked in, and with public sector agencies for more than 30 years and has been a Regional Conduct Review Panel member since 2010.

Mr John Boyd

Mr Boyd has worked extensively in fields such as corruption prevention, public sector ethics, organisational analysis, development and change, human resource management and management development. A Panel member also since 2010.

Mr Rodney Metcalfe

Mr Metcalfe is a former Deputy Ombudsman responsible predominantly for Local Government and Assistant Commissioner on the Queensland Health Quality and Complaints Commission. Also, previously a solicitor with Brisbane City Council for 10 years, with another 10 years there in senior management positions. A Panel member also since 2010.

Responsibilities of the Tribunal

As its title suggests, the Tribunal has both discipline and remuneration responsibilities under the Act.

Discipline responsibilities

Section 176 of the Act 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 (section 180(5) of the Act):

- 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 Local Government Acts
- 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.

Remuneration responsibilities

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.

Chapter 8, Part 1, Division 1 of the *Local Government Regulation 2012* (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.

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.

2. Discipline matters

Matters referred to the Tribunal

Since 1 July 2018, 20 matters were referred to the Tribunal.

Table 1 summarises the complaints and outcome of matters referred to the Tribunal in the period 1 July 2018 to 30 November 2018.

Table 1 Complaints decided by the Tribunal

Council	Nature of Complaint	Outcome	Decision Date
Fraser Coast Regional Council	Alleged misconduct as defined in section 176(3)(c) of the Act, being a repeat of inappropriate conduct orders made under section 181(2) of the Act within the one year and deemed misconduct pursuant to section 181(4)(a) of the Act.	No further action pursuant to section 176A(2) of the Act.	20 July 2018
Fraser Coast Regional Council	Two allegations of misconduct, as defined in section 176(3) of the Act.	No further action pursuant to section 176A(2) of the Act.	20 July 2018
Fraser Coast Regional Council	Failure to uphold the principles (section 4) and responsibilities (section 12) of a councillor, and thereby engaged in misconduct as defined in section 176(3)(b)(ii) of the Act.	No further action pursuant to section 176A(2) of the Act.	20 July 2018
Gympie Regional Council	That the councillor, on two occasions, failed to declare a material personal interest or a conflict of interest, being a failure to comply with section 172 or section 173 of the Act.	Sustained	19 November 2018
Gympie Regional Council	Two allegations that the councillor engaged in misconduct as defined in section 176(3)(b)(i) or (ii) of the Act.	Not sustained	15 October 2018
Livingstone Shire Council	That the councillor engaged in misconduct as defined in section 176(3)(d) of the Act, being a contravention of section 171(3) of the Act, by releasing information confidential to the local government.	Sustained	4 October 2018
Livingstone Shire Council	That the councillor engaged in misconduct as defined in section	Not sustained	4 October 2018

	176(3)(d) of the Act, being a contravention of section 171(3) of the Act, by releasing information confidential to the local government.		
Redland City Council	That the councillor engaged in misconduct as defined in section 176(3)(b) of the Act, being the performance of the councillor's responsibilities, or the exercise of the councillor's powers, in a way that is not honest or is not impartial.	Sustained	11 October 2018
Redland City Council	Alleged misconduct as defined in section 176(3)(c) of the Act, pursuant to section 181(3) of the Act, having been issued with three orders of inappropriate conduct within one year.	Sustained	11 October 2018
Cassowary Coast Regional Council	That a councillor committed a breach of an Information Privacy Principle by emailing an officer of a State Agency certain personal information about a Council employee.	Lacking in substance in terms of section 177A(2)(b) of the Act.	5 October 2018
Central Highlands Regional Council	Alleged misconduct as defined in section 176(3)(ii) and (iii) of the Act by breaching the trust placed in the councillor and misused information provided in connection with the performance of responsibilities as a councillor.	Sustained	16 October 2018
Fraser Coast Regional Council	Alleged misconduct as defined in section 176(3)(b)(ii) of the Act, being conduct that involved the performance of the councillor's responsibilities, in a way that is not honest or is not impartial.	Not sustained	19 November 2018
Gold Coast City Council	Alleged misconduct as defined in section 176(3)(b) of the Act in that the conduct was, or involved, the performance of the councillor's responsibilities or the exercise of the councillor's powers in a way that was not honest or was not impartial.	Sustained	12 November 2018
Logan City Council	Alleged failure to comply with the requirements of section 173(4) and (5) of the Act being a failure to declare or deal appropriately with conflicts of interest at council and committee meetings on various dates.	Sustained	2 October 2018

Ipswich City Council	Alleged misconduct as defined in section 176(3)(d) of the Act being a contravention of section 171(3) of the Act.	Not sustained	11 October 2018
Cairns Regional Council	Alleged misconduct as defined in section 176(3)(b) of the Act in that the conduct and behaviour constituted a breach of trust placed in the councillor and/or that conduct and behaviour did not comply with local government principle 4(2)(e) of the Act.	Sustained	16 October 2018
Sunshine Coast Regional Council	Alleged misconduct as defined in section 176(3)(b)(iii) of the Act, in that the conduct constituted a breach of trust placed in the councillor and/or that the conduct did not comply with local government principle 4(2)(e) of the Act.	Sustained	14 November 2018
Redland City Council	Alleged misconduct as defined in section 176(3)(d) of the Act being a failure to comply with section 173(4) of the Act – to declare and deal appropriately with a conflict of interest.	Sustained	1 November 2018
Bundaberg Regional Council	Not finalised at 3 December 2018 and returned to the Department.		
Mapoon Aboriginal Shire Council	Not finalised at the 3 December 2018 and returned to the Department.		

3. Remuneration determination

As noted earlier, Chapter 8, Part 1, Division 1 of the Local Government Regulation 2012 (the Regulation) sets out the processes which the Tribunal is required to observe in deciding the remuneration that is payable to councillors.

Section 241 of the Regulation states that the Tribunal must establish categories of local governments to enable the Tribunal to decide the maximum amount of remuneration payable to mayors and councillors in each category. The criteria for establishing categories, outlined in section 242 and section 243, requires the Tribunal during each local government term to review the categories of local governments before 1 December of the year before the year in which the next quadrennial election is to be held. The next quadrennial election is to be held in 2020 so the review of categories will have to be completed before 1 December 2019.

The new Local Government Remuneration Commission to be established early in 2019 will take over the remuneration function of this Tribunal and hence will be responsible for conducting the four yearly review of categories next year (see further discussion below).

According to section 244 of the Regulation, the Tribunal must, before 1 December this year, decide the maximum amount of remuneration payable from 1 July 2019 to a councillor, deputy mayor or mayor of a local government in each category.

On 24 August 2018 emails were sent to each council inviting them to make a submission up until 31 October 2018. Only one written submission was received.

The Tribunal also attended the LGAQ Annual Conference on Tuesday 30 October 2018 and Councils were advised that they could meet with Tribunal members on that day to make any submissions. One delegation attended a meeting and another Councillor provided an oral submission to the Tribunal following the Chair's presentation at the Conference. The issues raised are discussed further below.

Remuneration determination for councillors

The Tribunal has decided to increase the maximum remuneration levels previously determined for each category of council by 2.1 per cent from 1 July 2019.

In making its determination, the Tribunal has considered the following:

- Increases in the Consumer Price Index (CPI) for the financial year ended 30 June 2018, as follows:
 - weighted average of the eight capital cities - +2.1 per cent
 - Brisbane - +1.7 per cent (ABS June 2018);
- Increase to the Wage Price Index (WPI) for Australia over the year to March 2018 of 2.1 per cent (Fair Work Commission Annual Wage Review 2017-18, p 19);
- Increase in WPI for Queensland of 2.25 per cent in 2017-18 and the forecast for 2018-19 is 2.5 per cent (Queensland Government Mid-Year Fiscal and Economic Review 2017-18);
- Decision of the Councillor Remuneration Tribunal (CRT) of the Brisbane City Council (BCC) in November 2017 to recommend an increase of 2 per cent effective as of 1 July 2018 (Report of the Tribunal Nov 2017, p 2) to be absorbed within any increase subsequently recommended by the Queensland Independent Remuneration Tribunal. Note that in its report of 24 November 2017, the BCC Councillor Remuneration Tribunal noted that the Queensland Independent Remuneration Tribunal had not included in their work program for 2017-18 a review of salaries for Queensland MPs and that is why the CRT made their order.

In the 2017-18 Annual Report, the Queensland Independent Remuneration Tribunal described its priorities for 2018-19 as follows:

“The Tribunal commenced its annual review of allowances and related matters on 1 July 2018. This review will consider:

- data provided by the Clerk and tabled in the Legislative Assembly on the use of allowances and allocations to ensure their adequacy
- allowance matters raised by members, the Committee of the Legislative Assembly and/or the Clerk.

The current State Government Entities Certified Agreement 2015 expires on 31 August 2018. The Tribunal will monitor negotiations and ensure it makes a salary Determination for members within 90 days of the public service salary decision as required under the Act.”;

- The NSW Local Government Remuneration Tribunal Determination and Annual Report dated 17 April 2018 made no changes to the allocation of councils to categories and determined that the minimum and maximum fees applicable to each category will be increased by 2.5 per cent which is consistent with the government’s policy on wages (Exec Summary, p 2);
- The Salaries and Allowances Tribunal of Western Australia determination dated 10 April 2018 proposed no increase for elected members of local government, having regard to the economic circumstances facing Western Australia including wage growth at historic lows in the private and public sector and a pay freeze for most senior members of government as announced by the Premier on the second reading speech of the *Salaries and Allowances Amendment (Debt and Deficit Remediation) Act 2018*;
- The Victorian Government sets the allowances paid to Councillors except for Melbourne City Council and Greater Geelong Council. The Minister for Local Government approved an adjustment factor increase of 2.0 per cent to the Mayoral and Councillor allowances effective December 2017.
(<http://knowyourcouncil.vic.gov.au/guide-to-councils/> - Councillor remuneration)

In making its determination the Tribunal also had regard to the anecdotal reports of continuing financial pressures facing many local governments and to the conservative approach to the setting of remuneration levels previously adopted by the Tribunal.

Matters not included in the remuneration schedule

Section 244(3) of the Regulation states that the remuneration cannot include:

- any amount for expenses to be paid or facilities to be provided to councillors under a council’s expenses reimbursement policy; or
- 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.

Matters raised with the Tribunal during the remuneration review program

Isaac Regional Council made a submission to the Tribunal and requested that the Tribunal review the current remuneration of Mayors of Councils in Category 3 who meet the following criteria to reflect that the Mayor’s role demands full-time hours:

1. The local government area has a geographical spread of more than 50,000 sq km;

2. The local government has a population (resident and non-resident) of more than 30,000; and
3. The local government area has a significant diversity of industry.

The submission cited the Queensland Government Statistician's Office 2017 Bowen Basin Population Report and Surat Basin Population Report data which showed the size and population of each of the Category 3 Councils. It showed that Isaac Regional Council (IRC) met the above criteria with a size of 58,862 sq km and a population of 21,175 (resident) and 10,580 (non-resident). The only other council to meet these criteria was Central Highlands Regional Council (CHRC) with a size of 59,884 sq km and a population of 28,610 (resident) and 3,360 (non-resident).

The submission proposed that the existing Category 3 Councils be divided into Category 3A (currently Category 3) and Category 3B (a new category). Under the proposed new Category 3B, the Mayors of IRC and CHRC would be remunerated in line with Category 4 Mayors whilst the Deputy Mayor and the Councillors remain remunerated at the proposed Category 3A (formerly Category 3) level. Whilst the IRC acknowledge that Category 4 Mayors are not full-time, IRC considers that a minimum increase to this level for Mayors is warranted.

In support of its argument, IRC point out that the populations of IRC and CHRC include both resident and non-resident population, the latter of which is not recognised in State Government funding methodology or in per capita grants. As a result, the Mayors of the areas affected by high non-resident populations are required to put additional efforts into advocacy in relation to this issue at a State and Federal Government level in order to bring service provision up to a benchmark level. This, it is argued, involves a significant time commitment by the Mayors.

The submission also notes that the Mayors of IRC and CHRC are currently being remunerated at a level similar to at least five Councils with an area of approximately one fifth of the size and with a similar population when taking into account resident and non-resident population. It argues that the resource and agricultural sectors within their communities, which are significant contributors to the Queensland economy, create additional work for Mayors because of:

- The requirement of resource companies for the Mayor to be involved in community consultation sessions, stakeholder engagement and other meetings along with the expectations of the community to ensure regional benefit from this sector and the need to increase regulatory oversight of the mining practices; and
- The requirement for Mayors to participate in agricultural stakeholder engagement activities outside their standard central duties, especially in the context of the current drought.

The Tribunal has considered the submission and notes the arguments advanced by the IRC. However, the Tribunal is also conscious of the fact that in its current form, it has a very short life with its existing members only being in the role for a period of less than 6 months. Accordingly, the Tribunal is reluctant to "tinker at the edges" of the existing categories of Councils without a more detailed examination of the issues relating to IRC and CHRC in the context of the other local governments across Queensland.

The Tribunal has noted above that the new Local Government Remuneration Commission to be established early in 2019 will be responsible for conducting the four yearly review of categories next year and this Tribunal proposes to refer the consideration of the submission to the Commission to consider as part of its major review.

The Tribunal also received an oral submission from a Councillor (Moreton Bay Regional Council) requesting the Tribunal to consider establishing a process for allowances and expenditure for Councillors, similar to that of Queensland Members of Parliament (MPs). The

Councillor argued that there is a lack of consistency between the levels of government which can be seen at community events where, for example, Councillors who sponsor a table at a community event have to pay for it themselves while the local State MPs can pay for it out of their allowance. He argues for consistency across the State to enable a more transparent approach.

The Tribunal is aware that the Queensland Independent Remuneration Tribunal commenced its annual review of allowances on 1 July 2018. Any consideration of the issue should await the results of that review. Again, the Tribunal will refer the issue to the new Local Government Remuneration Commission.

Remuneration schedule

As required by section 246 of the Regulation the Tribunal has prepared a remuneration schedule for the 2019-2020 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 2019

Category	Local Governments assigned to categories	Remuneration determined (from 1 July 2019)	
		(see Note 1)	(\$ pa)
Category 1 (see Note 2)	Aurukun Shire Council	Mayor	106,100
	Balonne Shire Council	Deputy Mayor	61,211
	Banana Shire Council	Councillor	53,049
	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		

Category	Local Governments assigned to categories	Remuneration determined (from 1 July 2019)	
		(see Note 1)	(\$ pa)
	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 2	Mareeba Shire Council	Mayor	122,421
	Mount Isa City Council	Deputy Mayor	73,454
	Somerset Regional Council	Councillor	61,211
Category 3	Cassowary Coast Regional Council	Mayor	130,584
	Central Highlands Regional Council	Deputy Mayor	81,615
	Gympie Regional Council	Councillor	69,372
	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	155,067
	Fraser Coast Regional Council	Deputy Mayor	102,019
	Gladstone Regional Council	Councillor	89,775
	Rockhampton Regional Council		
Category 5	Cairns Regional Council	Mayor	179,552
	Mackay Regional Council	Deputy Mayor	122,421
	Redland City Council	Councillor	106,100
	Toowoomba Regional Council		

Category	Local Governments assigned to categories	Remuneration determined (from 1 July 2019)	
		(see Note 1)	(\$ pa)
Category 6	Ipswich City Council	Mayor	204,036
	Townsville City Council	Deputy Mayor	138,745
		Councillor	122,421
Category 7	Logan City Council	Mayor	228,521
	Moreton Bay Regional Council	Deputy Mayor	158,332
	Sunshine Coast Regional Council	Councillor	138,745
Category 8	Gold Coast City Council	Mayor	253,006
		Deputy Mayor	175,472
		Councillor	150,986

Notes to the remuneration schedule

In its 2014 report the then 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.

Note 1 The monetary amounts shown are the per annum figures to apply from 1 July 2019. 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 \$35,366 is payable for the 12 months commencing on 1 July 2019. A meeting fee of \$1,473.60 per calendar month (or \$736.79 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 8 June 2018, following the suspension of then Mayor, Hope Vale Aboriginal Shire Council sought approval to vary the remuneration for the Deputy Mayor until such time as the finalisation of the Mayor's suspension or the appointment of a Mayor. On 25 June 2018, the then Tribunal wrote to Hope Vale Aboriginal Shire Council approving Council's request.

On 25 July 2018, following the suspension of Mayor Andrew Antoniolli, Ipswich City Council sought approval to vary the remuneration of the Acting Mayor (Councillor Wayne Wendt) in accordance with Section 165 of the *Local Government Act 2009*. On 3 August 2018, the Tribunal wrote to Ipswich City Council approving Council's request.

On 1 November 2018, following the suspension of the Mayor in April 2018, Doomadgee Aboriginal Shire Council sought approval to vary the remuneration of the Acting Mayor (Councillor Jason Ned) until the end of the elected members term or until the Mayor is either removed from office or the suspension concludes. Following its meeting held on 14 November 2018, the Tribunal wrote to Council seeking further clarifying information. At the time of finalisation of this report no response had been provided by the Council.

5. The future of the Tribunal

This is the final report of the Tribunal in its current form. As from 3 December 2018 it will cease to exist and its functions will be taken up by two new bodies:

- The Councillor Conduct Tribunal, effective from 3 December 2018, which will take over the discipline responsibilities; and
- The Local Government Remuneration Commission which will be established in early 2019 to take over the remuneration responsibilities.

More details about these bodies can be found at www.dlgrma.qld.gov.au.

