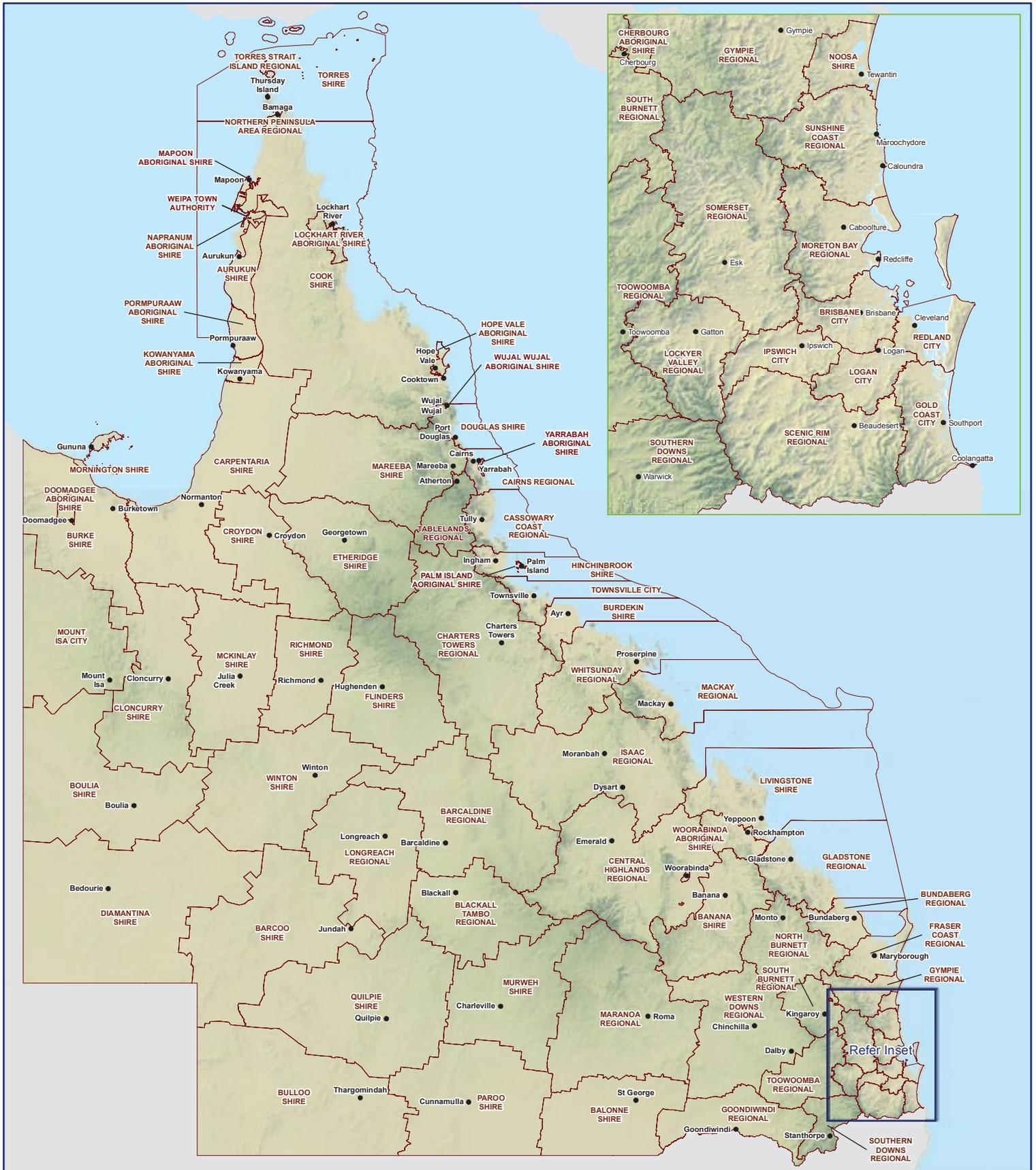


Local Government Remuneration and Discipline Tribunal Report 2016





**Local Government Remuneration and
Discipline Tribunal**

1 December 2016

The Honourable Jackie Trad MP
Deputy Premier
Minister for Infrastructure,
Local Government and Planning
and Minister for Trade and Investment
Level 39
1 William Street
Brisbane QLD 4000

Dear Deputy Premier,

On 24 November 2016 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 2017 and a summary and outcome of the discipline matters decided by the Tribunal in 2016, are included in the enclosed report, which we commend to you.

Yours sincerely



Mr Col Meng
Chairperson



Deputy President Adrian Bloomfield
Member



Mr Brian Bartley
Member

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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

Contents

2016 Report at a glance	4
Remuneration determination	4
Discipline matters	4
1. The Tribunal	5
Formation and composition	5
Responsibilities of the Tribunal	6
Remuneration responsibilities	6
Discipline responsibilities	6
Previous reports of the Tribunal	7
2. Discipline matters	9
Matters referred to the Tribunal	9
3. Remuneration determination	11
Method of remunerating councillors in Category 1	11
Expenses	11
Superannuation	11
Pro rata payment	12
Remuneration schedule	12
Remuneration schedule (to apply from 1 July 2017)	13
Notes to the remuneration schedule	15
4. Other activities of the Tribunal	16
Exceptional circumstances submissions	16
Submissions received by the Tribunal	16
Meetings and deputations with stakeholders	16
Review of councillor complaints process	16
Appendix 1 – Submissions received by the Tribunal	17
Appendix 2 – Stakeholders who met with the Tribunal	19
Appendix 3 – Comparative data	22

2016 Report at a glance

Remuneration determination

The Tribunal has decided to:

- increase remuneration levels for mayors, deputy mayors and councillors by 2.0% from 1 July 2017
- elevate Maranoa Regional Council from Category 2 to Category 3.

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 2016, as follows:
 - weighted average of the eight capital cities – 1.4%
 - Brisbane – 1.6%
- increases in the Wage Price Index (WPI) for the financial year ended 30 June 2016, as follows:
 - Australia – 2.1%
 - Queensland – 1.9%
- 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 not to increase remuneration levels for Members of the Federal Parliament and Senate 'until well into 2017', with the last increase of 2.0% from 1 January 2016 being the only increase in remuneration for federal parliamentarians since 1 July 2013
- 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 five councillors, decided by the Tribunal in 2016, the majority of which 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 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 Director of the 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 of St John's, 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.

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 subsection 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.

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.

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 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.

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 tenth report of the Tribunal and the former Local Government Remuneration Tribunal. Each of the nine 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 available at www.dilgp.qld.gov.au/local-government/remuneration/tribunal-reports.html.

Of particular note are the deliberations on:

- the amalgamation loading put in place (in 2007) for the 2008-2012 term
- 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 reason/s 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 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
- the decision in 2014 to 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 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 2015 report, there were 12 allegations of serious misconduct, involving five councillors, decided by the Tribunal. The majority of these concerned the alleged release of information that the councillor knew, or should reasonably have known, was confidential to the local government.

Table 1 summarises the complaints decided by the Tribunal in the period December 2015 – December 2016.

Table 1 Complaints decided by the Tribunal in 2016

Council	Nature of complaint	Outcome	Decision date
Fraser Coast Regional Council	<p>That the accused councillor engaged in misconduct by failing to comply with section 176(3)(b)(ii) of the Act by breaching the trust placed in the councillor.</p> <p>That the accused councillor failed to comply with the requirements of section 176(3)(b)(iii) of the Act by misusing information or material acquired in connection with the performance of responsibilities as a councillor.</p>	<p>Misconceived</p> <p>Misconceived</p>	14 July 2016
Fraser Coast Regional Council	<p>That the accused councillor engaged in misconduct by failing to comply with section 171(3) of the Act by releasing information the councillor knew, or should reasonably have known, was confidential to the local government.</p> <p>That the accused councillor engaged in misconduct of the type defined in section 176(3)(b)(ii) of the Act by failing to comply with Council's Advice Guidelines Policy.</p> <p>That the accused councillor breached section 171(1)(b) and section 171(3) of the Act by releasing information the councillor knew, or should reasonably have known, was confidential to the local government.</p> <p>That the accused councillor breached section 171(1)(b) and 171(3) of the Act by releasing information the councillor knew, or should reasonably have known, was confidential to the local government.</p>	<p>Misconceived</p> <p>Lacking in substance</p> <p>Lacking in substance</p> <p>Lacking in substance</p>	14 July 2016

	That the accused councillor engaged in misconduct by failing to comply with section 176(3)(b)(iii) of the Act by misusing information obtained in connection with the duties as a councillor.	Lacking in substance	
Douglas Shire Council (carried over from 2015)	<p>That the accused councillor breached section 171(3) of the Act by releasing information the councillor knew or should reasonably have known, was information confidential to the local government.</p> <p>That the accused councillor engaged in misconduct by failing to comply with section 176(3)(b)(i) of the Act by performing responsibilities or exercising powers in a way that is not honest or impartial.</p> <p>That the accused councillor engaged in misconduct by failing to comply with section 176(3)(b)(iii) of the Act by misusing information or material acquired in connection with the performance of responsibilities a councillor.</p>	<p>Not sustained</p> <p>Sustained</p> <p>Sustained</p>	29 July 2016
Redland City Council	That the accused councillor breached section 171(3) of the Act by releasing information the councillor knew, or should reasonably have known, was information confidential to the local government.	The Tribunal decided, pursuant to section 176A(2) of the Act to take no further action as it was not in the public interest to continue	2 November 2016
Toowoomba Regional Council	That the accused councillor breached section 171(3) of the Act by releasing information that the councillor knew, or should reasonably have known, was information confidential to the local government.	Misconceived	6 October 2016

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 the remuneration levels for mayors, deputy mayors and councillors by 2.0% from 1 July 2017
- elevate Maranoa Regional Council to Category 3.

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 twelve mandated council meetings. As a result of feedback received over the past two years the Tribunal has decided to slightly modify the basis upon which the 'meeting fee' is paid.

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 below.

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.

Expenses

Subsection 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, subsection 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 three 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 for Infrastructure, Local Government and Planning.

Remuneration schedule (to apply from 1 July 2017)

Category	Local Governments assigned to categories	Remuneration determined (from 1 July 2017)	
		(see Note 1)	(\$ pa)
Category 1 (see Note 2)	Aurukun Shire Council	Mayor	\$101,631
	Balonne Shire Council	Deputy mayor	\$58,633
	Banana Shire Council	Councillor	\$50,815
	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 2017)	
		(see Note 1)	(\$ pa)
Category 2	Mareeba Shire Council	Mayor	\$117,265
	Mount Isa City Council	Deputy mayor	\$70,360
	Somerset Regional Council	Councillor	\$58,633
Category 3	Cassowary Coast Regional Council	Mayor	\$125,084
	Central Highlands Regional Council	Deputy mayor	\$78,177
	Gympie Regional Council	Councillor	\$66,450
	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	\$148,536
	Fraser Coast Regional Council	Deputy mayor	\$97,722
	Gladstone Regional Council	Councillor	\$85,994
	Rockhampton Regional Council		
Category 5	Cairns Regional Council	Mayor	\$171,989
	Mackay Regional Council	Deputy mayor	\$117,265
	Redland City Council	Councillor	\$101,631
	Toowoomba Regional Council		
Category 6	Ipswich City Council	Mayor	\$195,442
	Townsville City Council	Deputy mayor	\$132,901
		Councillor	\$117,265
Category 7	Logan City Council	Mayor	\$218,896
	Moreton Bay Regional Council	Deputy mayor	\$151,663
	Sunshine Coast Regional Council	Councillor	\$132,901
Category 8	Gold Coast City Council	Mayor	\$242,349
		Deputy mayor	\$168,081
		Councillor	\$144,627

Notes to the remuneration schedule

- Note 1 The monetary amounts shown are the per annum figures to apply from 1 July 2017. 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 \$33,877 is payable for the 12 months commencing on 1 July 2017. A meeting fee of \$1,411.50 per calendar month (or \$651.46 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 (Section 248, Local Government Regulation 2012)

On 14 April 2016, Logan City Council wrote to the Tribunal seeking additional remuneration for seven committee chairs for a number of reasons set out in the submission.

On 12 May 2016 the Tribunal decided not to approve Logan City Council's request on the basis that there were no exceptional circumstances present.

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.

At the same time, the chairperson released a press release to a number of media outlets inviting members of the public to lodge submissions if they were so inclined.

At the close of submissions the Tribunal received 14 submissions or deputations from councils and councillors. This compares with 137 in 2015 (118 of which were template submissions from ratepayers of the Whitsunday Council), 33 in 2014, 31 in 2013, 40 in 2012 and 29 in 2011.

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 120th annual conference of the Local Government Association of Queensland at the Gold Coast Convention and Exhibition Centre, on 19 and 20 October 2016. Mr Col Meng, chairperson of the Tribunal, gave a presentation at the conference providing an update on the activities of the Tribunal for local government delegates.

During the course of the conference the Tribunal received deputations from six local governments as detailed in Appendix 2 of this report.

Review of councillor complaints process

On 18 October 2016, the Tribunal met with, at its invitation, the Independent Councillor Complaints Review Panel established by the Queensland Government to review the Queensland councillor complaints process.

During the course of this meeting, members of the Tribunal were able to respond to a number of questions put to them by members of the panel concerning the practices and processes adopted by the Tribunal in dealing with complaints which came before it.

In addition, members of the Tribunal were invited to respond to points raised by the panel in its discussion paper, released in August 2016.

Appendix 1 – Submissions received by the Tribunal

	Date Received	Received from	Summary of submission
1	22 September 2016	Mr Arun Pratap, Acting Chief Executive Officer Toowoomba Regional Council	<p>The Toowoomba Regional Council (TRC) feels very strongly that its current category 5 status should be elevated to category 6.</p> <p>TRC believes that a number of unique circumstances apply to the Toowoomba region that justify alignment with the Ipswich and Townsville City Councils for remuneration purposes that reflect the issues and the complexity of matters confronting the Toowoomba region.</p> <p>TRC continues to manage the challenges that come with being a growth council, including a range of large infrastructure projects, requiring significant capital investment by council, as well as the challenges related to reforming and restructuring the organisation following amalgamation of eight councils.</p>
2	28 September 2016	Mr Des Howard, Chief Executive Officer Barcaldine Regional Council	<p>Barcaldine Regional Council considered the remuneration for councillors at its meeting held on 21 September 2016. At this meeting it was resolved to forward a submission to the Tribunal on the following grounds:</p> <ul style="list-style-type: none"> • That the Tribunal set the amount of remuneration without an option to accept less than that set amount. • That provision be made for leave to be granted by council due to sickness or other genuine reasons.
3	10 October 2016	Mr Chris Cowley, Chief Executive Officer Paroo Shire Council	<p>Council agrees with the process of the Tribunal conducting reviews and setting the remuneration to be paid to elected representatives, however requests that s247 and more specifically s247(3) of the Local Government Regulation 2012 be retained.</p> <p>The Paroo Shire Council area has suffered devastating drought conditions over the last few years and is cognizant of the effect on the rural industry and the flow on effect to local businesses and the community at large. Council has acted responsibly in deciding to pay councillors less than the maximum amounts set by the Tribunal and wishes to continue to have the ability to set lower amounts.</p>
4	25 October 2016	Mr Michael Whittaker, Chief Executive Officer Sunshine Coast Regional Council	<p>Sunshine Coast Regional Council supports the Tribunal's consistently prudent approach to councillor remuneration. While significant remuneration adjustments are not defensible in either a public policy or work value change context, it is important that the remuneration arrangements are reflective of market conditions and comparable movements in related occupational categories and professions.</p> <p>Council suggests that the Tribunal give consideration to a general remuneration increase across all categories of up to two per cent. This would place the quantum of the increase at the lower end of the range for representatives of each tier of government and be reflective of indices for wages and prices.</p>

	Date Received	Received from	Summary of submission
5	25 October 2016	Mr John Oberhardt, Deputy Chief Executive Officer Logan City Council	<p>Council requests that additional remuneration be paid to a local government councillor who is formally appointed to a chairperson role for local government meetings.</p> <p>It is common industry and business practice for chairs to be remunerated at a higher level than board or committee members. In government, ministers are paid more than members. In private enterprise, chairs of boards/committees are paid more.</p> <p>Committee chairs are required to not only manage meetings effectively and with efficiency, they also have an important role in ensuring quality decisions are reached for the council and the community. They also have corporate and industry obligations as chair of their portfolios.</p>
6	28 October 2016	Mr Ross Musgrove, Chief Executive Officer Western Downs Regional Council	<p>Council seeks to vary the amount of remuneration payable to the mayor, deputy mayor and councillors pursuant to section 248(1) and 248(2) of the Local Government Regulation 2012 by reclassification from category 3 to category 4.</p> <p>Grounds advanced in support of the submission included: continued growth in the resources sector; size of the council area; quantum of council's budget; size of the workforce; diversity of the region; and diversity of services.</p>
7	28 October 2016	Mr David Keenan, Chief Executive Officer Southern Downs Regional Council	<p>Southern Downs Regional Council considered the remuneration review at the general meeting of council on 26 October 2016 and resolved the following:</p> <ul style="list-style-type: none"> That council write to the Local Government Remuneration and Discipline Tribunal indicating that Southern Downs Regional Council should remain a category 3 local government authority and make no comment in relation to the remuneration for mayor, deputy mayor and councillors.
8	28 October 2016	Councillor Allan Sutherland, Mayor Moreton Bay Regional Council	<p>Moreton Bay Regional Council (MBRC) contends that the current categorisation needs to be changed to more accurately reflect the current context for MBRC. As Australia's third largest local government (behind Brisbane and the Gold Coast), combined with the associated population and economic growth, large physical size, councillor demands, and complexity of services provided, MBRC should be a category 8 council, alongside the Gold Coast City Council.</p>
9	1 November 2016	Mr Edward Natera, Chief Executive Officer Pormpuraaw Aboriginal Shire Council	<p>The current remuneration for Indigenous councils should now be capped and common sense must prevail.</p> <p>We are trying to start economic activities but it will take a new generation before any real ability to raise additional revenue is realised.</p> <p>Common sense must now prevail knowing that taxpayers funding will continue to be reduced. All those in Indigenous councils running for office must now: <i>'Ask not what your council can do for you but what you, as the elected individual, can do for your council'</i>.</p>

Appendix 2 – Stakeholders who met with the Tribunal

No	Date	Council	Summary of submission
1	19 October 2016	Torres Shire Council	<ul style="list-style-type: none"> Torres Shire Council (TSC) councillors believe the two-thirds and one-third split between remuneration and meeting fee for councillors except the mayor and deputy mayor is discriminatory. TSC believes that each elected councillor has the same level of responsibility, an equal vote during council meetings and each councillor has the same value when forming the quorum for a meeting. There are cultural expectations that require councillors in small remote communities to be available for community members 24/7, and therefore the additional hours for cultural duties are not factored into the remuneration. It is evident that remote communities and townships, more than 1000 kilometres away from metropolitan and capital cities, face extreme financial disadvantage predominantly due to the high costs of living. This high cost of living needs to be taken into consideration when setting salary levels. TSC is asking the Tribunal to review all categories on the basis of electors per councillor when considering the different categories of councils. Consideration should be given to re-categorisation of the Indigenous councils back into a special category as there seems to be a vast difference in electors/population per councillor figures. TSC believes that the remuneration and rules (such as note 2) set by the Tribunal for councillors have the potential to deter suitable community members to nominate as candidates.
2	19 October 2016	Maranoa Regional Council	<p>Maranoa Regional Council's submission requests the Tribunal's consideration of the following matters:</p> <ul style="list-style-type: none"> A focus on resident population and indicators linked to resident population do not reflect the extent of services provided by Maranoa Regional Council – which is far beyond what would ordinarily be provided by a local government organisation of Maranoa's size. Resident population statistics also do not reflect that a significant portion of demand for a number of these services is generated beyond the boundaries of the Maranoa region. As evidenced by the financial information provided councillor workload is similar to category 3 councils (in fact, general meetings are of greater duration and complexity, as reflected in the records summarised in the report attached to council's submission). The workload and time commitment required for complex decision making cannot be divided up and shared amongst councillors, and therefore indicators that apportion operating income by the number of councillors do not accurately represent the workload faced by all Maranoa councillors.

No	Date	Council	Summary of submission
3	19 October 2016	Ipswich City Council	<ul style="list-style-type: none"> Ipswich City Council seeks to be elevated to the category 7 level created in 2015. Ipswich City is facing significant growth and development activity which has a major impact on councillor workloads and responsibilities. It is the nature of growth and development in Ipswich City that form the rationale for elevation to Category 7. The operating revenue of the council is forecast to grow from \$321 million in 2016/17 to some \$574 million in 2025/26, an increase of 79 per cent. This contrasts with a much lower rate of budget growth for other councils in categories 6 and 7. The resident population of the city is forecast to increase to 306,132 by 2026 using the state government's medium forecast and to around 390,000 by 2013. This expected growth is a 58.6 per cent change from 2015 to 2026 and is more than double the rate of growth of any other Queensland council area. In the last four years, council has approved more than 13,000 residential lots, which is 50 per cent higher than any other South East Queensland council included in category 7. Not only is the council facing substantial residential growth on a number of separate development fronts, non-residential development is also a significant issue for council. In the 12 months to July 2016, the value of residential development approved was more than \$637 million. This was at least 44 per cent higher than any other category 7 council. These non-residential development applications are complex and need significant strategic input.
4	19 October 2016	Torres Strait Island Regional Council	The mayor informed the Tribunal, two members of which were relatively new, of the particular issues facing local government in the Torres Strait region - including special factors arising from the shared border with Papua New Guinea as well as the difficulties of providing services to 15 different communities spread across the region.
5	19 October 2016	Burke Shire Council	Burke Shire Council raised a number of governance matters with the Tribunal. The Tribunal advised the council that it has no jurisdiction under the <i>Local Government Act 2009</i> to provide advice on such matters.

No	Date	Council	Summary of submission
6	19 October 2016	Somerset Regional Council	<ul style="list-style-type: none"> • Somerset Regional Council (SRC) requests the Tribunal to either move SRC to a category 3 or leave it in category 2 but apply an allowance, similar to the amalgamation loading allowance, to the remuneration of councillors in undivided regional councils. • SRC is an undivided council which means councillors have responsibility to assist all of the residents of the Somerset region, which covers an area of about 5381 square kilometres, with a population of approximately 23,952. • SRC asked the Tribunal to consider, pursuant to section 242 of the Local Government Regulation 2012, the area to be administered by a councillor when determining remuneration. • Councillors must make themselves available to the entire 24,000 residents of this region, as well as attending meetings and events throughout the region. • Councillors are also required to attend meetings as a representative of council outside the SRC area, in Ipswich, Toowoomba, Brisbane and other regions. • It is noted that in the past the Tribunal has included SRC in the same category as Lockyer Valley Regional Council and Scenic Rim Regional Council. • SRC also notes that the councils in category 2, although larger in area, do not have the same spread of townships as SRC, i.e. their urban areas are more consolidated, i.e. Mt Isa and Mareeba. • It is also noted that at least two category 3 councils have very similar populations (Tablelands Regional Council and Isaac Regional Council) and not the same growth rates and expectations of service that SRC faces due to its proximity to Brisbane and major cities.

Appendix 3 – Comparative data

Local Governments	Number of Councillors (excluding Mayors)	Area not Divided (U)	Community equity 2015 (\$M)	Rank (high to low)	Operating income 2015 (\$M)	Rank (high to low)	Operating income per Councillor 2015 (\$M)	Rank (high to low)	Average annual community equity 2008-2015 (\$M) ^	Rank (high to low)	Average annual operating income 2008-2015 (\$M) ^ #	Rank (high to low)
Aurukun Shire Council	4	U	\$111.4	68	\$15.7	57	\$3.92	54	\$117.9	60	\$14.5	57
Balonne Shire Council	6	U	\$264.2	45	\$22.4	48	\$3.73	56	\$197.0	45	\$30.5	42
Banana Shire Council	6	U	\$702.2	28	\$73.0	24	\$12.17	21	\$556.7	29	\$63.9	24
Barcaldine Regional Council	6	U	\$352.6	38	\$31.5	43	\$5.25	44	\$248.9	41	\$34.9	38
Barcoo Shire Council	4	U	\$190.2	53	\$10.9	67	\$2.72	66	\$131.5	56	\$17.5	51
Blackall – Tambo Regional Council	6	U	\$228.5	46	\$29.8	44	\$4.96	45	\$180.9	46	\$24.2	43
Boulia Shire Council	4	U	\$157.6	60	\$10.2	69	\$2.55	68	\$116.1	62	\$14.9	56
Bulloo Shire Council	4	U	\$211.6	50	\$14.5	59	\$3.63	58	\$167.4	48	\$14.4	58
Bundaberg Regional Council	10		\$1,716.9	14	\$164.1	14	\$16.41	16	\$1,559.6	13	\$136.8	13
Burdekin Shire Council	6	U	\$494.9	32	\$46.2	34	\$7.70	34	\$432.3	32	\$41.4	31
Burke Shire Council	4	U	\$146.4	61	\$9.7	71	\$2.42	70	\$99.0	66	\$13.1	63
Cairns Regional Council	9		\$3,513.4	7	\$285.6	6	\$31.74	6	\$3,286.6	7	\$270.5	6
Carpentaria Shire Council	6	U	\$349.8	39	\$67.3	26	\$11.22	25	\$275.5	40	\$42.1	30
Cassowary Coast Regional Council	6	U	\$1,110.3	17	\$74.1	23	\$12.34	20	\$832.5	21	\$75.4	22
Central Highlands Regional Council	8	U	\$1,416.1	15	\$116.0	16	\$14.49	17	\$1,035.4	16	\$130.6	15
Charters Towers Regional Council	6	U	\$508.4	31	\$33.2	41	\$5.54	43	\$440.5	31	\$50.0	29
Cherbourg Aboriginal Shire Council	4	U	\$118.6	66	\$7.8	73	\$1.94	73	\$84.3	70	\$9.0	69
Cloncurry Shire Council	4	U	\$286.8	42	\$24.9	47	\$6.22	40	\$217.6	43	\$21.6	45
Cook Shire Council	6	U	\$283.3	44	\$19.0	50	\$3.16	63	\$277.9	39	\$41.1	32
Croydon Shire Council	4	U	\$117.0	67	\$13.2	60	\$3.30	59	\$98.1	67	\$13.2	62
Diamantina Shire Council	4	U	\$160.0	59	\$16.5	53	\$4.13	49	\$119.1	58	\$31.7	40
Doomadgee Aboriginal Shire Council	4	U	\$120.3	65	\$9.0	72	\$2.24	72	\$118.3	59	\$7.3	70
Douglas Shire Council	4	U	\$316.2	40	\$36.9	38	\$9.23	30	\$318.7	37	N/A	
Etheridge Shire Council	4	U	\$192.3	52	\$15.8	56	\$3.95	53	\$144.5	55	\$20.0	48
Flinders Shire Council	6	U	\$221.1	47	\$25.6	46	\$4.26	48	\$145.5	53	\$23.1	44
Fraser Coast Regional Council	10		\$2,144.2	11	\$195.7	11	\$19.57	13	\$1,625.5	12	\$136.7	14
Gladstone Regional Council	8	U	\$2,023.4	13	\$174.6	13	\$21.82	12	\$1,395.5	14	\$145.2	12
Gold Coast City Council	14		\$12,962.2	1	\$1,349.5	1	\$96.39	1	\$10,492.1	1	\$1,134.8	1
Goondiwindi Regional Council	6	U	\$428.1	34	\$33.9	40	\$5.65	42	\$389.5	35	\$37.9	37
Gympie Regional Council	8	U	\$1,108.8	18	\$81.2	21	\$10.15	27	\$948.0	18	\$77.9	21
Hinchinbrook Shire Council	6	U	\$284.6	43	\$45.3	35	\$7.55	35	\$245.9	42	\$40.5	34
Hope Vale Aboriginal Shire Council	4	U	\$92.3	70	\$14.8	58	\$3.71	57	\$77.7	71	\$16.4	53
Ipswich City Council	10		\$2,466.6	9	\$259.3	9	\$25.93	10	\$2,168.8	9	\$232.5	8
Isaac Regional Council	8	U	\$1,107.6	19	\$91.4	19	\$11.42	24	\$876.9	19	\$97.2	18
Kowanyama Aboriginal Shire Council %	4	U	N/A		N/A		N/A		\$102.7	65	\$15.8	55

Appendix 3 – Comparative data

Livingstone Shire Council	6	U	\$760.3	25	\$75.3	22	\$12.55	19	\$754.1	24	N/A	
Lockhart River Aboriginal Shire Council	4	U	\$66.1	73	\$12.3	64	\$3.07	64	\$55.6	75	\$10.2	65
Lockyer Valley Regional Council	6	U	\$557.0	30	\$62.2	28	\$10.37	26	\$423.4	33	\$71.4	23
Logan City Council	12		\$5,023.9	3	\$450.2	3	\$37.51	5	\$4,106.2	4	\$317.1	5
Longreach Regional Council	6	U	\$217.1	48	\$37.6	36	\$6.27	38	\$197.4	44	\$31.6	41
Mackay Regional Council	10	U	\$3,487.3	8	\$265.3	8	\$26.53	9	\$2,648.2	8	\$232.3	9
Mapoon Aboriginal Shire Council	4	U	\$64.0	74	\$7.4	75	\$1.86	75	\$63.9	74	\$6.7	72
Maranoa Regional Council	8	U	\$871.8	22	\$94.2	18	\$11.78	22	\$772.8	23	\$87.9	19
Mareeba Shire Council	6	U	\$361.3	37	\$52.3	32	\$8.72	31	\$355.9	36	N/A	
Mickinlay Shire Council	4	U	\$163.7	57	\$13.1	62	\$3.27	61	\$152.0	52	\$19.6	49
Moreton Bay Regional Council	12		\$5,100.8	2	\$456.4	2	\$38.03	3	\$4,790.6	2	\$409.8	3
Mornington Shire Council	4	U	\$130.0	62	\$10.2	70	\$2.54	69	\$95.5	68	\$9.8	67
Mount Isa City Council	6	U	\$407.5	35	\$49.5	33	\$8.25	32	\$390.0	34	\$40.7	33
Murweh Shire Council	4	U	\$294.3	41	\$17.2	52	\$4.29	47	\$128.2	57	\$21.0	47
Napranam Aboriginal Shire Council	4	U	\$75.2	72	\$10.5	68	\$2.61	67	\$65.4	73	\$9.9	66
Noosa Shire Council	6	U	\$1,007.1	21	\$85.0	20	\$14.17	18	\$990.3	17	N/A	
North Burnett Regional Council	6		\$853.2	24	\$36.7	39	\$6.12	41	\$833.8	20	\$39.1	36
Northern Peninsula Area Regional Council	5		\$124.1	63	\$32.8	42	\$6.55	36	\$172.9	47	\$32.2	39
Palm Island Aboriginal Shire Council	4	U	\$208.5	51	\$19.1	49	\$4.78	46	\$164.7	49	\$16.7	52
Paroo Shire Council	4	U	\$216.2	49	\$13.0	63	\$3.25	62	\$156.2	51	\$16.3	54
Porpumpuraaw Aboriginal Shire Council	4	U	\$122.3	64	\$11.7	65	\$2.92	65	\$110.3	63	\$11.3	64
Quilpie Shire Council	4	U	\$165.4	56	\$26.0	45	\$6.51	37	\$117.7	61	\$21.1	46
Redland City Council	10		\$2,299.9	10	\$238.6	10	\$23.86	11	\$1,992.2	10	\$190.6	10
Richmond Shire Council	5	U	\$168.3	55	\$11.6	66	\$2.33	71	\$105.6	64	\$14.0	59
Rockhampton Regional Council	7		\$2,102.4	12	\$186.0	12	\$26.57	8	\$1,919.1	11	\$180.9	11
Scenic Rim Regional Council	6		\$744.9	26	\$59.3	30	\$9.89	28	\$621.5	27	\$53.4	28
Somerset Regional Council	6	U	\$363.0	36	\$37.4	37	\$6.23	39	\$286.6	38	\$39.2	35
South Burnett Regional Council	6		\$855.9	23	\$68.6	25	\$11.43	23	\$615.7	28	\$61.3	25
Southern Downs Regional Council	8	U	\$717.4	27	\$62.4	27	\$7.80	33	\$712.9	25	\$60.6	26
Sunshine Coast Regional Council	10		\$4,471.2	4	\$380.3	5	\$38.03	4	\$4,307.9	3	\$412.4	2
Tablelands Regional Council	6		\$463.1	33	\$58.5	31	\$9.75	29	\$461.5	30	\$79.4	20
Toowoomba Regional Council	10	U	\$4,164.1	6	\$282.8	7	\$28.28	7	\$3,364.6	6	\$244.8	7
Torres Shire Council	4	U	\$163.5	58	\$16.0	55	\$4.00	52	\$145.3	54	\$14.0	60
Torres Strait Island Regional Council	15		\$692.9	29	\$60.0	29	\$4.00	51	\$653.0	26	\$57.3	27
Townsville City Council	10		\$4,212.6	5	\$391.5	4	\$39.15	2	\$3,710.4	5	\$346.7	4
Western Downs Regional Council	8	U	\$1,414.1	16	\$152.6	15	\$19.07	14	\$1,203.6	15	\$119.0	16
Whitsunday Regional Council	6	U	\$1,034.1	20	\$104.5	17	\$17.41	15	\$803.9	22	\$107.9	17
Winton Shire Council	5	U	\$187.5	54	\$18.7	51	\$3.75	55	\$156.9	50	\$17.6	50
Woorabinda Aboriginal Shire Council	4	U	\$88.9	71	\$16.1	54	\$4.01	50	\$72.6	72	\$9.6	68
Wujal Wujal Aboriginal Shire Council	4	U	\$37.7	75	\$7.6	74	\$1.89	74	\$43.1	76	\$7.0	71
Yarrabah Aboriginal Shire Council	4	U	\$98.0	69	\$13.1	61	\$3.28	60	\$93.8	69	\$13.8	61

Appendix 3 – Comparative data

Local Governments	Estimated resident population 2015	Rank (high to low)	Average annual resident population change 2011-2015 (%)	Rank (high to low) - Fastest growth ranking	Estimated population per Councillor (excluding Mayor) 2015	Rank (high to low)	Electors 2015	Rank (high to low)	Electors per Councillor (excluding Mayor) 2015	Rank (high to low)	Projected resident population 2026	% growth 2015-2026	Rank (high to low)
Aurukun Shire Council	1,424	54	0.46%	47	356	52	996	55	249	52	1,550	8.8%	40
Balonne Shire Council	4,826	39	-0.18%	62	804	42	3,493	40	582	43	4,800	-0.5%	61
Banana Shire Council	15,209	32	0.67%	40	2,535	33	11,039	32	1,840	33	15,807	3.9%	52
Barcardine Regional Council	3,342	46	0.38%	49	557	47	2,580	45	430	46	3,362	0.6%	59
Barcoo Shire Council	357	72	-0.41%	67	89	72	302	72	76	72	325	-9.0%	74
Blackall – Tambo Regional Council	2,238	51	-0.20%	63	373	51	1,743	48	291	50	2,371	5.9%	47
Boulia Shire Council	490	70	-0.15%	61	123	70	387	70	97	70	484	-1.2%	63
Bulloo Shire Council	396	71	-1.34%	75	99	71	328	71	82	71	372	-6.1%	70
Bundaberg Regional Council	94,380	12	0.62%	43	9,438	13	73,311	12	7,331	13	106,641	13.0%	26
Burdekin Shire Council	17,831	31	0.08%	54	2,972	31	13,626	31	2,271	31	18,651	4.6%	50
Burke Shire Council	562	68	0.22%	52	141	68	446	68	112	68	667	18.7%	16
Cairns Regional Council	160,285	8	1.51%	16	17,809	7	119,158	8	13,240	7	193,970	21.0%	14
Carpentaria Shire Council	2,262	50	0.73%	38	377	50	1,722	49	287	51	2,250	-0.5%	60
Cassowary Coast Regional Council	28,689	25	0.05%	56	4,782	22	22,462	25	3,744	22	28,471	-0.8%	62
Central Highlands Regional Council	31,454	24	1.59%	14	3,932	27	23,125	24	2,891	27	35,890	14.1%	23
Charters Towers Regional Council	12,433	34	0.00%	57	2,072	34	9,010	36	1,502	35	12,857	3.4%	54
Cherbourg Aboriginal Shire Council	1,291	57	0.53%	45	323	54	763	60	191	60	1,362	5.5%	49
Cloncurry Shire Council	3,351	45	0.07%	55	838	41	2,659	44	665	40	3,434	2.5%	55
Cook Shire Council	4,388	42	-0.09%	60	731	43	3,497	39	583	42	4,421	0.8%	58
Croydon Shire Council	326	73	-0.07%	58	82	73	246	74	62	74	338	3.7%	53
Diamantina Shire Council	288	76	-0.34%	65	72	76	247	73	62	73	277	-3.8%	67
Doomadgee Aboriginal Shire Council	1,399	55	0.45%	48	350	53	846	57	212	56	1,568	12.1%	31
Douglas Shire Council	11,661	35	1.05%	31	2,915	32	9,176	34	2,294	30	13,255	13.7%	24
Etheridge Shire Council	926	65	-0.08%	59	232	65	754	61	189	61	871	-5.9%	69
Flinders Shire Council	1,792	53	-0.66%	71	299	57	1,414	52	236	53	1,708	-4.7%	68
Fraser Coast Regional Council	101,977	11	1.09%	29	10,198	12	79,284	11	7,928	12	118,650	16.3%	19
Gladstone Regional Council	67,464	14	3.21%	1	8,433	15	49,617	14	6,202	15	87,764	30.1%	2
Gold Coast City Council	555,608	1	1.91%	8	39,686	1	433,851	1	30,989	1	698,404	25.7%	7
Goondiwindi Regional Council	11,022	37	0.28%	51	1,837	36	8,051	38	1,342	37	11,243	2.0%	57
Gympie Regional Council	48,681	16	0.97%	32	6,085	19	36,991	16	4,624	19	54,758	12.5%	29
Hinchinbrook Shire Council	11,352	36	-1.00%	72	1,892	35	9,039	35	1,507	34	10,569	-6.9%	73
Hope Vale Aboriginal Shire Council	1,125	60	1.69%	12	281	59	790	58	198	58	1,382	22.8%	13
Ipswich City Council	193,015	6	2.89%	2	19,302	6	139,251	6	13,925	6	306,132	58.6%	1
Isaac Regional Council	24,267	27	1.15%	26	3,033	30	17,701	28	2,213	32	28,171	16.1%	20
Kowanyama Aboriginal Shire Council %	1,142	59	0.67%	39	286	58	788	59	197	59	1,210	6.0%	46

Appendix 3 – Comparative data

Livingstone Shire Council	37,001	19	2.60%	3	6,167	18	28,015	19	4,669	18	45,994	24.3%	11
Lockhart River Aboriginal Shire Council	548	69	1.32%	21	137	69	409	69	102	69	698	27.4%	5
Lockyer Valley Regional Council	38,798	18	1.98%	7	6,466	17	28,938	18	4,823	17	48,218	24.3%	12
Logan City Council	308,681	3	1.80%	11	25,723	4	226,355	3	18,863	4	384,454	24.5%	9
Longreach Regional Council	4,092	43	-1.20%	73	682	44	2,879	43	480	44	3,953	-3.4%	65
Mackay Regional Council	123,724	10	1.64%	13	12,372	10	92,863	10	9,286	10	146,269	18.2%	17
Mapoon Aboriginal Shire Council	294	75	1.14%	27	74	75	229	75	57	75	327	11.2%	33
Maranoa Regional Council	13,862	33	0.78%	35	1,733	37	10,367	33	1,296	38	15,102	8.9%	39
Mareeba Shire Council	21,833	30	1.29%	22	3,639	29	16,760	29	2,793	28	24,412	11.8%	32
McKinlay Shire Council	1,062	61	-0.53%	69	266	61	862	56	216	55	1,124	5.8%	48
Moreton Bay Regional Council	425,482	2	2.20%	5	35,457	2	317,292	2	26,441	2	529,057	24.3%	10
Morrington Shire Council	1,225	58	0.10%	53	306	56	744	62	186	62	1,438	17.4%	18
Mount Isa City Council	22,517	29	0.50%	46	3,753	28	16,488	30	2,748	29	24,658	9.5%	36
Murweh Shire Council	4,626	41	-0.56%	70	1,157	39	3,405	41	851	39	4,470	-3.4%	64
Napranum Aboriginal Shire Council	962	63	1.46%	18	241	63	631	65	158	64	1,040	8.1%	42
Noosa Shire Council	53,515	15	1.19%	25	8,919	14	42,213	15	7,036	14	58,154	8.7%	41
North Burnett Regional Council	10,292	38	-0.20%	64	1,715	38	8,052	37	1,342	36	9,915	-3.7%	66
Northern Peninsula Area Regional Council	2,714	47	2.46%	4	543	48	1,700	50	340	49	3,134	15.5%	21
Palm Island Aboriginal Shire Council	2,671	49	1.29%	23	668	46	1,799	47	450	45	2,927	9.6%	35
Paroo Shire Council	1,841	52	-1.26%	74	460	49	1,361	53	340	48	1,675	-9.0%	75
Porpurraa Aboriginal Shire Council	743	67	0.97%	33	186	66	541	67	135	66	813	9.4%	37
Quilpie Shire Council	948	64	-1.49%	76	237	64	684	63	171	63	888	-6.3%	72
Redland City Council	149,989	9	1.07%	30	14,999	9	114,571	9	11,457	9	172,673	15.1%	22
Richmond Shire Council	832	66	-0.44%	68	166	67	667	64	133	67	740	-11.1%	76
Rockhampton Regional Council	83,653	13	1.46%	17	11,950	11	62,272	13	8,896	11	94,647	13.1%	25
Scenic Rim Regional Council	39,757	17	1.52%	15	6,626	16	30,239	17	5,040	16	51,205	28.8%	3
Somerset Regional Council	24,007	28	1.98%	6	4,001	26	18,043	27	3,007	26	30,303	26.2%	6
South Burnett Regional Council	32,575	23	0.60%	44	5,429	21	24,687	22	4,115	21	36,597	12.3%	30
Southern Downs Regional Council	35,738	20	0.78%	37	4,467	23	27,187	20	3,398	23	38,490	7.7%	43
Sunshine Coast Regional Council	287,539	4	1.85%	10	28,754	3	223,346	4	22,335	3	366,932	27.6%	4
Tablelands Regional Council	24,997	26	0.64%	42	4,166	25	18,648	26	3,108	24	27,322	9.3%	38
Toowoomba Regional Council	163,232	7	1.23%	24	16,323	8	122,015	7	12,202	8	184,311	12.9%	27
Torres Shire Council	3,665	44	1.33%	20	916	40	2,407	46	602	41	3,911	6.7%	45
Torres Strait Island Regional Council	4,635	40	0.31%	50	309	55	3,003	42	200	57	4,737	2.2%	56
Townsville City Council	193,946	5	1.87%	9	19,395	5	145,707	5	14,571	5	241,872	24.7%	8
Western Downs Regional Council	33,799	22	1.09%	28	4,225	24	24,545	23	3,068	25	37,309	10.4%	34
Whitsunday Regional Council	34,312	21	1.44%	19	5,719	20	26,892	21	4,482	20	40,869	19.1%	15
Winton Shire Council	1,359	56	-0.38%	66	272	60	1,094	54	219	54	1,276	-6.1%	71
Woorabinda Aboriginal Shire Council	1,001	62	0.64%	41	250	62	624	66	156	65	1,074	7.3%	44
Wujal Wujal Aboriginal Shire Council	296	74	0.78%	36	74	74	191	76	48	76	309	4.4%	51
Yarrabah Aboriginal Shire Council	2,686	48	0.87%	34	672	45	1,615	51	404	47	3,031	12.8%	28

Appendix 3 – Comparative data

Local Governments	Index of relative socio-economic advantage and disadvantage ^^	Rank (high to low)	Indigenous estimated resident population 2015 (%)	Rank (high to low)	Total staff 2015 (FTE)	Rank (high to low)	Area (sq kms)	Rank (high to low)	Total road length (kms)	Rank (high to low)	Building approvals 2016	Rank (high to low)	Average annual number of building approvals 2009-2016	Rank (high to low)
Aurukun Shire Council	586.32	74	92.05%	8	103	48	7,347	39	85	70	0	52	0	63
Balonne Shire Council	950.43	30	17.07%	26	86	56	31,106	25	2,605	19	5	40	10	41
Banana Shire Council	980.45	18	4.03%	56	263	29	28,546	28	4,002	6	27	30	37	34
Barcardine Regional Council	974.35	21	6.34%	43	145	42	53,521	13	2,986	14	4	42	7	44
Barcoo Shire Council	947.37	31	8.47%	36	52	72	61,825	7	1,666	42	0	52	0	63
Blackall - Tambo Regional Council	944.96	33	4.23%	55	130	44	30,389	26	1,843	36	0	52	3	47
Boulia Shire Council	886.02	59	40.38%	18	39	74	60,956	8	1,329	48	0	52	0	58
Bulloo Shire Council	984.93	15	10.81%	31	67	62	73,763	3	1,990	33	0	52	0	56
Bundaberg Regional Council	916.88	50	3.32%	65	832	11	6,436	44	3,009	13	415	12	499	13
Burdekin Shire Council	944.35	34	5.14%	48	230	31	5,043	46	1,146	52	24	31	46	32
Burke Shire Council	914.54	53	27.08%	21	29	76	40,039	22	713	57	2	44	1	50
Cairns Regional Council	976.1	20	9.24%	34	1169	7	1,688	60	1,316	49	761	9	639	11
Carpentaria Shire Council	865.32	60	36.79%	19	108	46	64,125	6	1,637	43	9	37	5	46
Cassowary Coast Regional Council	925.57	48	9.37%	33	321	25	4,685	47	1,218	51	96	26	113	28
Central Highlands Regional Council	1024.14	3	3.56%	60	431	17	59,835	9	4,589	4	13	35	244	20
Charters Towers Regional Council	930.61	45	7.90%	37	206	33	68,374	4	3,247	10	11	36	38	33
Cherbourg Aboriginal Shire Council	555.67	75	97.47%	1	58	68	32	75	70	71	0	52	0	63
Cloncurry Shire Council	934.07	42	21.78%	24	119	45	47,983	15	1,571	45	0	52	12	40
Cook Shire Council	897.95	58	20.00%	25	103	48	105,782	1	2,927	16	19	32	17	39
Croydon Shire Council	937.73	39	23.96%	22	35	75	29,487	27	1,088	53	0	52	0	58
Diamantina Shire Council	916.78	51	23.19%	23	65	65	94,667	2	1,061	54	0	52	0	63
Doomadgee Aboriginal Shire Council	617.15	71	91.85%	9	60	67	1,835	59	113	69	1	48	0	61
Douglas Shire Council	961.18	27	8.55%	35	151	41	2,427	54	372	60	107	24	70	30
Etheridge Shire Council	937.14	40	4.00%	57	58	68	39,201	23	1,757	39	1	48	2	48
Flinders Shire Council	943.42	36	6.42%	41	95	52	41,193	18	1,992	32	1	48	1	52
Fraser Coast Regional Council	908.49	56	3.59%	59	697	13	7,103	41	2,594	20	713	10	634	12
Gladstone Regional Council	1007	6	3.54%	61	676	15	10,466	36	2,590	21	167	19	643	10
Gold Coast City Council	1015.76	4	1.25%	75	3766	1	1,332	61	3,131	11	8,084	1	4,169	1
Goondiwindi Regional Council	962.73	26	4.86%	49	166	39	19,256	32	2,483	24	39	28	25	38
Gympie Regional Council	915.64	52	2.80%	68	446	16	6,885	42	2,278	27	351	13	336	16
Hinchinbrook Shire Council	944.04	35	5.65%	47	174	37	2,801	52	693	58	14	34	31	36
Hope Vale Aboriginal Shire Council	677.94	67	94.40%	5	90	54	1,105	63	132	68	0	52	0	63
Ipswich City Council	959.61	28	3.84%	58	1015	9	1,089	64	1,749	40	2,903	4	1,928	4
Isaac Regional Council	1028.36	2	2.67%	70	377	19	58,720	10	3,254	9	2	44	178	25
Kowanyama Aboriginal Shire Council %	643.6	70	90.60%	11	81	59	2,543	53	352	63	0	52	0	63

Appendix 3 – Comparative data

Livingstone Shire Council	995.7	12	3.41%	63	359	20	11,752	34	1,415	47	231	18	306	17
Lockhart River Aboriginal Shire Council	713.24	64	89.23%	14	75	61	3,578	51	167	66	5	40	1	55
Lockyer Valley Regional Council	938.22	38	2.90%	66	319	26	2,269	55	1,428	46	276	16	290	18
Logan City Council	965.29	23	2.80%	69	1390	6	958	66	2,334	25	2,547	5	1,885	5
Longreach Regional Council	982.81	16	6.85%	40	162	40	40,572	21	2,748	18	2	44	7	45
Mackay Regional Council	1007.07	5	4.35%	52	1050	8	7,601	38	2,514	23	291	14	968	8
Mapoon Aboriginal Shire Council	739.79	62	89.26%	13	43	73	548	69	45	74	0	52	0	63
Maranoa Regional Council	989.22	13	7.34%	39	397	18	58,711	11	5,857	3	7	39	61	31
Mareeba Shire Council	927.17	47	13.37%	28	224	32	53,505	14	2,308	26	127	21	115	27
McKinlay Shire Council	1001.43	9	4.28%	53	58	68	40,734	19	1,633	44	0	52	0	56
Moreton Bay Regional Council	999.08	11	2.24%	72	1505	4	2,033	57	3,496	7	4,115	2	3,602	2
Mornington Shire Council	668.54	68	88.01%	15	66	63	1,244	62	158	67	0	52	0	63
Mount Isa City Council	986.34	14	15.09%	27	172	38	43,188	17	2,033	30	8	38	32	35
Murweh Shire Council	946.75	32	11.48%	29	101	50	40,699	20	2,761	17	3	43	9	42
Napranum Aboriginal Shire Council	602.36	72	96.25%	3	87	55	1,998	58	171	65	0	52	0	63
Noosa Shire Council	1002.36	8	1.06%	76	344	22	870	68	870	56	501	11	347	15
North Burnett Regional Council	917.08	49	6.00%	46	206	33	19,667	31	4,178	5	19	32	28	37
Northern Peninsula Area Regional Council	750.34	61	85.47%	16	139	43	1,057	65	363	62	0	52	0	61
Palm Island Aboriginal Shire Council	650.15	69	94.51%	4	181	35	71	74	42	75	0	52	0	63
Paroo Shire Council	905.09	57	30.59%	20	83	58	47,616	16	2,249	28	0	52	1	50
Porrumpuraw Aboriginal Shire Council	687.08	66	90.35%	12	85	57	4,429	48	566	59	0	52	0	63
Quilpie Shire Council	940.52	37	11.35%	30	66	63	67,423	5	2,080	29	1	48	2	49
Redland City Council	1030.45	1	1.89%	73	873	10	536	70	1,061	54	1,138	7	914	9
Richmond Shire Council	964.06	24	6.14%	44	62	66	26,580	29	1,296	50	0	52	1	54
Rockhampton Regional Council	953.81	29	6.37%	42	804	12	6,560	43	1,995	31	267	17	389	14
Scenic Rim Regional Council	978.75	19	2.56%	71	350	21	4,248	49	1,781	38	283	15	220	21
Somerset Regional Council	932.24	43	2.83%	67	180	36	5,373	45	1,882	34	116	23	219	22
South Burnett Regional Council	913.53	54	4.38%	51	307	27	8,382	37	3,277	8	66	27	171	26
Southern Downs Regional Council	928.89	46	3.32%	64	343	23	7,112	40	3,049	12	127	21	191	24
Sunshine Coast Regional Council	1001.3	10	1.58%	74	1573	3	2,251	56	2,971	15	3,909	3	2,422	3
Tablelands Regional Council	936.44	41	7.75%	38	263	29	11,289	35	1,845	35	131	20	110	29
Toowoomba Regional Council	980.5	17	3.47%	62	1435	5	12,958	33	6,597	2	1,382	6	1,047	7
Torres Shire Council	910.1	55	63.32%	17	105	47	883	67	299	64	0	52	7	43
Torres Strait Island Regional Council	729.05	63	90.68%	10	305	28	489	71	369	61	2	44	0	58
Townsville City Council	1002.37	7	6.13%	45	1687	2	3,727	50	1,725	41	851	8	1,308	6
Western Downs Regional Council	962.94	25	4.49%	50	692	14	37,939	24	7,527	1	38	29	254	19
Whitsunday Regional Council	966.12	22	4.24%	54	328	24	23,804	30	1,841	37	101	25	200	23
Winton Shire Council	930.78	44	9.83%	32	95	52	53,814	12	2,515	22	0	52	1	52
Woorabinda Aboriginal Shire Council	591.77	73	92.80%	7	56	71	390	72	56	73	0	52	0	63
Wujal Wujal Aboriginal Shire Council	697.11	65	93.66%	6	76	60	11	76	18	76	0	52	0	63
Yarrabah Aboriginal Shire Council	554.4	76	97.10%	2	99	51	159	73	56	72	0	52	0	63

