

# Local Government Remuneration Commission

---

Annual Report 2020-21



Queensland  
Government

© State of Queensland, December 2021. Published by the Department of State Development, Infrastructure, Local Government, and Planning

1 William Street, Brisbane Qld 4000, Australia.



Licence: This work is licensed under the Creative Commons CC BY 4.0 Australia Licence. In essence, you are free to copy and distribute this material in any format, as long as you attribute the work to the State of Queensland (Department of State Development, Infrastructure, Local Government, and Planning) and indicate if any changes have been made. To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>.

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



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

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

Disclaimer: While every care has been taken in preparing this publication, the State of Queensland accepts no responsibility for decisions or actions taken because 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 consider individual circumstances or situations. Where appropriate, independent legal advice should be sought.

An electronic copy of this report is available at [www.dsdlgp.qld.gov.au](http://www.dsdlgp.qld.gov.au).

# Contents

---

<b>2021 Report key determinations</b>	<b>6</b>
<b>1. The Commission</b>	<b>10</b>
Formation and composition	10
Mr. Robert (Bob) Abbot OAM	10
Ms. Andrea Ranson	10
Mr. Reimen Hii	10
Remuneration responsibilities	11
<b>2. Remuneration determination</b>	<b>13</b>
Remuneration determination for councillors	13
Methodology	13
Matters not included in the remuneration schedule	13
Pro rata payment	13
Remuneration schedule to apply from 1 July 2022	14
<b>3. Matters raised with the Commission during the remuneration review program</b>	<b>16</b>
Meetings and deputations	16
Table – Summary of 2021 submissions	17
<b>4. Other activities of the Commission</b>	<b>19</b>
<b>5. Commission’s future priorities</b>	<b>20</b>

## Local Government Remuneration Commission

14 December 2021

The Honourable Steven Miles MP  
Deputy Premier  
Minister for State Development, Infrastructure, Local Government and Planning  
1 William Street  
Brisbane QLD 4000

Dear Minister

4

On 30 November 2021, the Local Government Remuneration Commission (Commission) concluded its determination of the levels of remuneration for mayors, deputy mayors and councillors of Queensland local governments (excluding Brisbane City Council) as required by section 177(c) of the *Local Government Act 2009* and Chapter 8, Division 1 of the *Local Government Regulation 2012*.

Our determinations on these matters, together with the Remuneration Schedule to apply from 1 July 2022 are included in the enclosed Report, which we commend to you.

Yours sincerely



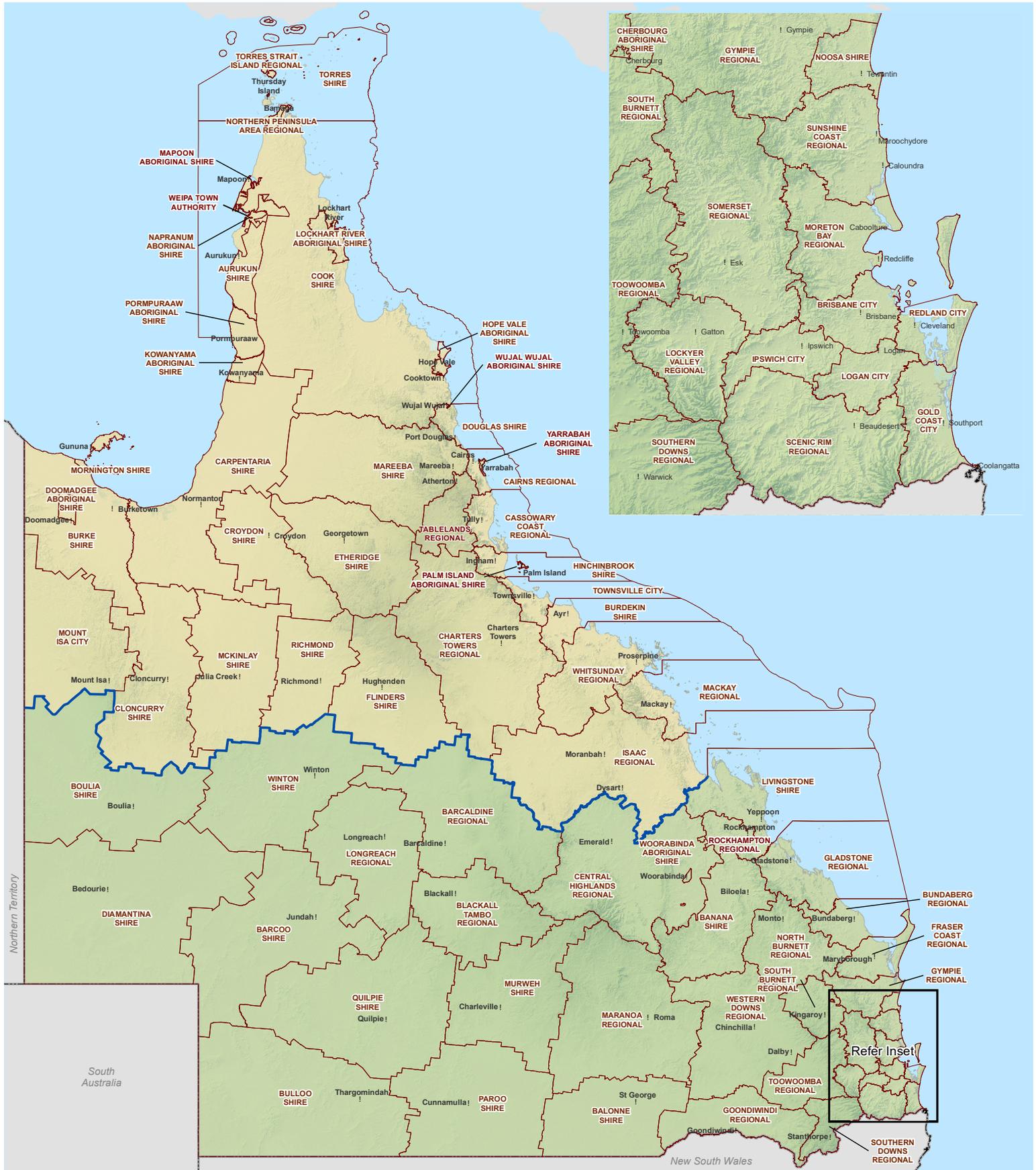
**Robert (Bob) Abbot OAM**  
Chair Commissioner



**Andrea Ranson**  
Commissioner



**Reimen Hii**  
Commissioner



- Legend**
- ! Population centres
  - LGA boundary
  - DLGRMA - LGD north/south region division

- DLGRMA regions
- North region
- South region

0 50 100 150 200 250  
 Kilometres  
 Map created at: A3  
 Coordinate System: GCS GDA 1994  
 Datum: GDA 1994  
 Units: Degree

## 2019 Local Government Division North & South Regions

Map produced by the Department of State Development,  
 Manufacturing, Infrastructure and Planning  
 Spatial Services Unit, 18/07/2019

# 2021 Report key determinations

## Determination of maximum remuneration levels

The Commission has decided to increase the maximum remuneration levels for mayors, deputy mayors and councillors by 2.0% from 1 July 2022.

In making its determination, the Commission considered the following:

- › Increase in the Consumer Price Index (CPI) compared to the same quarter 12 months prior:
  - for the period December 2020 Quarter: <sup>1</sup>
    - Weighted average of the eight capital cities: +0.9%
    - Brisbane: 1.0%
  - for the 12 month period ending on 31 March 2021: <sup>2</sup>
    - Weighted average of the eight capital cities: +1.1%
    - Brisbane: 1.7%
  - for the financial year ended 30 June 2021: <sup>3</sup>
    - Weighted average of the eight capital cities: +3.8% per cent
    - Brisbane: +4.9 per cent
  - for the 12 month period ending on 30 September 2021: <sup>4</sup>
    - Weighted average of the eight capital cities: +3.0%
    - Brisbane: 3.9%
- › Increases in the Wage Price Index (WPI) for the financial year ended 30 June 2021 as compared to the financial year ending 30 June 2020: <sup>5</sup>
  - Australia (All Industries): +1.5%
  - Queensland (All Industries): +1.6%
  - Queensland and Australia (Public Sector): +1.3%
- › Average Weekly Earnings for the period of May 2020 to May 2021: <sup>6</sup>
  - Australia (All Industries): +2.3%
  - Australia (Public Sector): +1.7%
  - Queensland (All Industries): +0.2%
  - Queensland (Public Sector): +0.8%

<sup>1</sup> Source: *Consumer Price Index (report), December quarter 2020*, Queensland Government Statisticians Office, Queensland Treasury.

<sup>2</sup> Source: *Consumer Price Index (report), March quarter 2021*, Queensland Government Statisticians Office, Queensland Treasury.

<sup>3</sup> Source: *Consumer Price Index (report), June quarter 2021*, Queensland Government Statisticians Office, Queensland Treasury.

<sup>4</sup> Source: *Consumer Price Index (report), September quarter 2021*, Queensland Government Statisticians Office, Queensland Treasury.

<sup>5</sup> Source: *Wage price index, Queensland and Australia, 1997–98 to 2020–21*, Queensland Government Statisticians Office, Queensland Treasury; and *Wage Price Index Australia, September 2021*, All WPI Series: Original (Financial Year Index Numbers for year ended June quarter), Australian Bureau of Statistics (ABS). This data represents the average hourly pay across all employment types and does not take into account issues such as the impact of COVID-19 and any increase or decrease of part-time or casual worker hours.

<sup>6</sup> Source: *Average weekly earnings, Queensland and Australia, 1981–82 to 2020–21*, Queensland Government Statisticians Office, Queensland Treasury; and *Average Weekly Earnings, Australia, May 2021*, Australian Bureau of Statistics. This data represents the average weekly gross take-home earnings for all workers and takes into account factors such as the impact of COVID-19. The Commission is aware that the majority of Queensland public servants did receive a wage increase of 2.5% for some of this period but it was paid retrospectively in September 2021 and would not be included in this data. The large increase will be reflected in 2021-22 data.

<sup>7</sup> Source: Weekly Payroll Jobs and Wages in Australia, Week ending 13 September 2021

- › Average Queensland Weekly Payroll Jobs and Wages for the period of:<sup>7</sup>
  - 14 August to 13 September 2021: Jobs +0.2%; Wages +2.2%
  - 12 September 2020 to 13 September 2021: Jobs +3.0% per cent; Wages +5.1%
- › As in previous years the Commission considered the Brisbane City Council's Independent Councillor Remuneration Tribunal (ICRT) remuneration determination as a potentially relevant factor. However, the ICRT reviews and resets Brisbane City Councillor remuneration arrangements every five years. The last increase was in 2017, at which time the ICRT accorded a 2.0% increase to salaries effective 1 July 2018. In its 20 November 2019 Report, the ICRT determined not to make any changes outside of its four yearly remuneration review cycle. The Commission also notes that in April 2020, the ICRT announced a two year freeze on wages.
- › In its 31 May 2020 determination, the Queensland Independent Remuneration Tribunal (QIRT) determined that the Base and Additional Salary rates for members would be increased by:
  - 0% with effect on and from 1 September 2019;
  - 2.0% with effect on and from 1 September 2021;
  - 2.25% with effect on and from 1 March 2022; and
  - 2.5% with effect on and from 1 September 2022.
- › On 1 March 2021, the Queensland Industrial Relations Commission (QIRC) made Wages Determination: Certification of Salary Schedules (Wages Determination) which varied the State Government Entities Certified Agreement 2019 (the 2019 Certified Agreement) to:
  - set the salary rate for public service employees under the core agreement at 1 September 2020 as the award rate current at that time (this will be the rate upon which annual increases will be made);
  - align the salary increase dates for public service employees as follows:
    - 2.5% wage increase from 1 September 2019;
    - 2.5% wage increase from 1 September 2021;
    - 2.5% wage increase from 1 March 2022; and
    - 2.5% wage increase from 1 September 2022.
- › Decision of the Salaries and Allowances Tribunal of Western Australia determination dated 8 April 2021: no increase, and no changes to any council's category.
- › Decision of the New South Wales Local Government Remuneration Tribunal Determination and Annual Report dated 23 April 2021: 2.0% increase in the minimum and maximum fees applicable in each category and that the current allocation of councils into the current categories of councils is appropriate.

<sup>7</sup> Source: Weekly Payroll Jobs and Wages in Australia, Week ending 13 September 2021

- › Decision of the Victorian Minister for Local Government: two per cent increase effective on 1 December 2019 – no update available since 2019. It is noted that a review is currently underway as a result of the passing of the Local Government Act 2020 which transfers the responsibility for determining mayoral, deputy mayoral and councillor allowances to the Victorian Independent Remuneration Tribunal.
- › In Tasmania, the remuneration for local government councillors is automatically increased under the provisions of the Local Government (General) Regulations 2015. The increase, effective 1 November 2021, is an automatic indexation of local government allowances provided for under the Local Government Act 1993 (Tas) by multiplying the allowances for the previous year by the inflationary factor (determined by calculating the current year's June quarter Wage Price Index divided by the previous years' June Wage Price Index).
- › In the Northern Territory, the allowances for local government council members are indexed by CPI (Darwin) at 1 July each year.
- › The application of principles of consistency and austerity, and general consideration of recent conservative wage review practices in both the public and private sectors.
- › The impact of the COVID-19 pandemic, and signs of Queensland's improving economic recovery, and the disparity between different parts of the State.
- › The Commission's inability to project the long-term impacts of COVID-19 with certainty.

The Commission also had regard to anecdotal reports and submissions received about:

- › The impact of economic hardship experienced by local communities during and following the COVID-19 pandemic and natural disasters of 2019-2020.
- › The potential disproportional impact of the COVID-19 pandemic restrictions throughout the State particularly rural and remote communities.
- › The economic cost to communities of interruption to businesses and employment.
- › The significant economic volatility and contraction during 2020 and the recent optimistic rebound in economic activity.
- › The need to ensure sustainability for local governments and their communities.
- › Local governments' role in Queensland's post COVID-19 economic recovery and development.

---

The Commission also gratefully acknowledges the submissions received this year which have assisted in its discharge of its statutory obligations.

### **Councillor advisors**

In the 2020-2021 year, the Commission did not receive any direction or request to make recommendations relating to councillor advisors in the period between 1 December 2020 to 30 November 2021.

### **Category review and future actions**

The Act requires the Commission to review the categories of local governments once every four years, in the year prior to each quadrennial election. The next review of the categories is due in 2022.

In its 2019 report, the Commission determined not to make any category changes to the categories of local government. In its 2019, and 2020 report, the Commission stated its intention to undertake an analysis of the categories in the period 2020-2021, after the 2020 quadrennial Queensland Local Government Elections. This anticipated analysis has been delayed in 2020 due to the impact of the COVID-19 global pandemic and the rolling-lockdowns experienced throughout Queensland and Australia generally. COVID-19 has inevitably resulted in an increased focus on other priorities for Queensland local government. The Commission commends all local government members for their on-going contribution to their communities and the State of Queensland.

The Commission intends to undertake a category review during 2022 and will engage with and invite submissions from councils and stakeholders commencing in early 2021.

In addition to the category review due in November 2022, the Commission intends to conduct a general review of its methodology in determining its maximum remuneration, categories, and functions in early 2022. After the scope of the general review has been formulated, the Commission will also invite submissions from councils and stakeholders to assist it in its general review.

To that end, the Commission intends to issue practice directions to assist councils and stakeholders to engage with and make relevant submission to the Commission to inform and assist in the discharge of the Commission's statutory functions.

# 1. The Commission

## Formation and composition

The Local Government Remuneration Commission (the Commission) is an independent entity established under the *Local Government Act 2009* (the Act). On 1 October 2019, His Excellency the Governor, acting by and with the advice of the Executive Council, approved three new appointees to the Commission for a term of four years.

This is the second report of the new Commission, and the fourteenth report including the reports of the former Local Government Remuneration and Discipline Tribunal and the Local Government Remuneration Tribunal.

The current Chair and Commissioners of the Commission are:

### **Mr. Robert (Bob) Abbot OAM**

Chair

Mr. Abbot has extensive experience in the local government sector with 32 years as an elected councillor and mayor. Mr. Abbot has experience working at state and national local government organizations and has held board and panel positions, including Deputy Chair of the South East Queensland Council of Mayors, Director of the Local Government Association of Queensland (LGAQ), and Director of the Australian Local Government Association. Mr. Abbot has been a mentor for newly elected mayors on behalf of the LGAQ, with a particular focus on mentoring Queensland Indigenous mayors.

In the Australia Day 2020 Honours List, Mr. Abbot was the recipient of an Order of Australia (OAM) for his service to local government and to the communities of Noosa and the Sunshine Coast.

### **Ms. Andrea Ranson**

Commissioner

Ms. Ranson is a lawyer with extensive experience in public and private sector business and governance. Ms. Ranson brings substantial legal experience in commercial, industrial, and equal opportunity law, ethics, and justice. Ms. Ranson is a Nationally Accredited Mediator currently working with the Queensland Civil

and Administrative Tribunal (QCAT), and a member of the Department of Justice Dispute Resolution Panel and Aboriginal Working Group. Ms. Ranson is appointed as a Non-Executive Director to the Board of North Queensland Bulk Ports Corporation, a government owned corporation. Ms. Ranson is Chair of the Corporate Governance & Planning Committee and a Member of the Audit & Financial Risk Management Committee of that Board. Ms. Ranson holds a Master of Laws (LLM), Bachelor of Laws (Hons) and Bachelor of Arts from Monash University. She is a Graduate of the Australian Institute of Directors (GAICD) and a Fellow of the Governance Institute of Australia (FGIA).

### **Mr. Reimen Hii**

Commissioner

Mr. Hii is a barrister and Nationally Accredited Mediator. He holds the degrees of Bachelor of Laws and Bachelor of Arts. He is a practicing lawyer with extensive knowledge in public administration and community affairs, and a particular interest in civil and commercial law. Mr. Hii is experienced in professional discipline matters, including investigations, public administration, corporate and public governance, public sector ethics and finance. Mr. Hii has a culturally and linguistically diverse background and experience working with diverse communities. Mr. Hii has previously been recognized as Australian Young Lawyer of the Year by the Law Council of Australia, in recognition of his significant contribution to access to justice and diversity advocacy. Mr. Hii provides a deep understanding of diversity and brings well respected analytic skill, together with legal and business acumen to the role.

## Remuneration responsibilities

Chapter 6, Part 3 of the Act, proclaimed into force on 3 December 2018, established the Local Government Remuneration Commission to assume the remuneration functions of the former Local Government Remuneration and Discipline Tribunal which ceased to exist on 3 December 2018.

Section 177 of the Act provides the functions of the Commission are:

- › to establish the categories of local governments, and
- › to decide the category to which each local government belongs, and
- › to decide the maximum amount of remuneration payable to the councillors in each of the categories, and
- › to consider and make recommendations to the Minister about the following matters relating to councillor advisors—
  - (i) whether or not to prescribe a local government under section 197D(1)(a);
  - (ii) the number of councillor advisors each councillor of a local government may appoint;
  - (iii) the number of councillor advisors a councillor of the council under the *City of Brisbane Act 2010* may appoint; and
- › another function related to the remuneration of councillors if directed, in writing, by the Minister.

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

The Regulation requires the Commission 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 Commission 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 Commission 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 Commission may, but is not required to, consider any such submission. If the Commission is satisfied that exceptional circumstances exist, the Commission may approve payment of a higher amount of remuneration.

On 12 October 2020, the *Electoral and Other Legislation (Accountability, Integrity and Other Matters) Amendment Act 2020* and section 197A of the *Local Government Act 2009* came into force. These changes formed part of the Queensland Government rolling reform agenda in the local government sector to further strengthen transparency, accountability and integrity measures that apply to the system of local government in Queensland.

Section 197A of the Act established requirements for councils that wish to employ councillor advisors and councillor administrative support staff to assist councillors complete their duties. The role of councillor advisors is currently restricted to Brisbane City Council and to those councils within category 4 to 8 as prescribed by this Commission.

The requirements in relation to the appointment of councillor advisors include the following:

- › must vote to pass a resolution to create councillor advisor positions (except Brisbane City Council)
- › appoint advisor, at the discretion of councillors and only until the councillor's term ends, unless re-appointed by a new councillor
- › must report the costs of councillor advisors to the community, for example through the council's annual report.

Requirements for councillor advisors include the following:

- › they must submit registers of interests and keep them up-to-date
- › they must follow a new Code of conduct for councillor advisors in Queensland
- › they must comply with the local government principles and can be found guilty of integrity offences.

A dedicated telephone hotline (07 3452 6747 – available between the hours of 8.30 am to 5.00 pm, Monday to Friday) has been established by the Department of State Development, Infrastructure, Local Government and Planning to respond to any questions regarding councillor advisors.

Alternatively, email enquiries can be forwarded to [lgreforms@dlgrma.qld.gov.au](mailto:lgreforms@dlgrma.qld.gov.au).

The Commission is yet to receive any submissions or enquiries in relation to councillor advisors as at the date of its determination.

## 2. Remuneration determination

### Remuneration determination for councillors

As required by section 246 of the Regulation the Commission has prepared a remuneration schedule for the 2022-2023 financial year, applicable from 1 July 2022 (the Schedule), which appears below.

Arrangements have been made to publish the Schedule in the Queensland Government Gazette and for this Report to be printed and presented to the Minister for Local Government.

### Methodology

The Commission had regard to the matters in section 244 and 247 (2), (5) of the Regulation in determining the Schedule. The Commission also noted and had regard to the matters listed on pages 6 to 9 of this Report to determine the appropriate maximum remuneration in each category of local government.

The Commission notes it did not receive any specific submissions from councils in relation to setting the remuneration schedule for the 2020-2021 financial year and has continued to adopt a conservative approach to setting remuneration levels.

### Matters not included in the remuneration schedule

During the 2021 consultation period, Rockhampton Regional Council sought clarification and approval in relation to the payment of Deputy Mayors or Councillors at the level of a Mayor when they are acting in the capacity of Acting Mayor for a period of longer than one month.

The Commission notes that:

- (a) s.247(2) of the Regulation provides that the maximum amount of remuneration payable to a councillor under the remuneration schedule must be paid to the councillor, unless the local government, by resolution, decides the maximum amount is not payable to the councillor, and decides another amount is payable;

- (b) s.247(5) of the Regulation states that the amount of remuneration for each councillor, other than a mayor or deputy mayor, must be the same; and
- (c) pursuant to s.248(1) and (2) of the Regulation, if a local government considers that, having regard to exceptional circumstances, a councillor of its local government is entitled to an amount of remuneration that is more than the maximum amount of remuneration payable to the councillor under the remuneration schedule, it may make a submission to the Commission for approval to pay the councillor an amount of remuneration of more than the maximum amount.

The Commission notes that the submission is not a request for approval for a specific councillor to remunerated at a level more than the maximum amount payable under remuneration the schedule. The Commission considers that it is unable to issue a blanket approval about the remuneration payable to acting Mayors or acting Deputy Mayors in the absence of a specific request or submission from councils specifying the exceptional circumstances that exist in relation to a request to remunerate a specific councillor at an amount more than the maximum payable under the schedule.

The Commission notes that practices may differ within or between individual councils and otherwise considers that any decision to seek an approval of a higher amount of remuneration payable to councillors acting in a higher role from time-to-time is a matter for individual Councils taking into account their own circumstances including budgetary constraints.

The Commission has informed Rockhampton Regional Council of this determination.

### Pro rata payment

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

## Remuneration schedule to apply from 1 July 2022

Remuneration determined (from 1 July 2022) (\$ per annum; see Note 1)				
Category	Local governments assigned to categories	Mayor	Deputy mayor	Councillor
<b>Category 1</b> (see Note 2)	Aurukun Shire Council Balonne Shire Council Banana Shire Council 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	\$110,386	\$63,684	\$55,192

<b>Remuneration determined (from 1 July 2022) (\$ per annum; see Note 1)</b>				
<b>Category</b>	<b>Local governments assigned to categories</b>	<b>Mayor</b>	<b>Deputy mayor</b>	<b>Councillor</b>
<b>Category 2</b>	Mareeba Shire Council Mount Isa City Council Somerset Regional Council	\$127,366	\$76,421	\$63,684
<b>Category 3</b>	Cassowary Coast Regional Council Central Highlands Regional Council Gympie Regional Council 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	\$135,860	\$84,912	\$72,174
<b>Category 4</b>	Bundaberg Regional Council Fraser Coast Regional Council Gladstone Regional Council Rockhampton Regional Council	\$161,331	\$106,140	\$93,402
<b>Category 5</b>	Cairns Regional Council Mackay Regional Council Redland City Council Toowoomba Regional Council	\$186,806	\$127,366	\$110,386
<b>Category 6</b>	Ipswich City Council Townsville City Council	\$212,279	\$144,350	\$127,366
<b>Category 7</b>	Logan City Council Moreton Bay Regional Council Sunshine Coast Regional Council	\$237,753	\$164,729	\$144,350
<b>Category 8</b>	Gold Coast City Council	\$263,227	\$182,561	\$157,086

#### 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 2022. If an elected representative only serves for part of a full financial 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 \$36,794.67 is payable for the 12 months commencing on 1 July 2021. A meeting fee of \$1,533.11 per calendar month (or fortnightly equivalent) 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.

### 3. Matters raised with the Commission during the remuneration review program

---

A summary table of submissions made to the Commission during the review period and the Commission's determination is provided below.

#### Meetings and deputations

Local governments were provided with the opportunity to engage with the Commission at the 125th Annual Conference of the LGAQ at the Mackay Entertainment and Convention Centre held from 25 to 27 October 2021.

Isaac Regional Council provided the Commission with oral deputations during the LGAQ Conference.

Local governments were also given an opportunity to provide written submissions to the Commission. The Commission determined and advised councils that the date for written submissions would close on 5 November 2021. Three written submissions were received by 5 November 2021: from the Toowoomba Regional Council, Rockhampton Regional Council, and Isaac Regional Council.

The Commission also received one written submission from Aurukun Shire Council after the due date on 11 November 2021.

In making its determination, the Commission had regard to all submissions it received, together with the matters on pages 6 to 9 of this report.

Key points raised with the Commission during the 2020 review period were not dissimilar to 2019 and included increasing demands on councils in relation to sustainability, industry and innovation, potential recognition of differential council and councillor workloads. Councils also raised the impact and future uncertainty of the COVID-19 pandemic with particular emphasis on concerns for the wellbeing of their community constituents, future economic growth, development, and sustainability, especially in regional areas.

**Table – Summary of 2021 submissions**

<p><b>1</b></p>	<p><b>Date received</b></p> <p><b>Received from</b></p> <p><b>Summary of submission</b></p> <p><b>Determination</b></p>	<p><b>Oral Submission</b> made at LGAQ Mackay Conference on 25 October 2021 and <b>Written Submission</b> on 5 November 2021</p> <p><b>Isaac Regional Council:</b> Cr Gina Lacey (oral submissions only) and Chief Executive Officer Jeff Stewart-Harris (oral and written submissions)</p> <p>As in 2018, 2019, and 2020 Council submitted for an increase in Mayoral remuneration and requested that consideration be given to amending the classification of categories and the Council’s allocation within the categories, because of the significant role the Mayor plays in managing the emerging and long-term issues in the region brought on by the significant transformation through industry and structural change.</p> <p>Council submitted that the challenge for the Commission is to develop categories and descriptions that reflect the workload of Mayors and Councillors. Council proposed that Mayors ought to be considered as a full-time role, while Councillors are more appropriately classified as part-time, as Mayors in the Isaac and similar regions would not be able to hold secondary employment as the part time nature of the role suggests.</p> <p>The submission also identified the significant geographical area (over 56,000km<sup>2</sup>) covered by the Council, change in industry, employment and social issues, escalation of youth disengagement/wellness and official mine closures requiring a futures preparedness plan as challenges faced by the Council and Mayor.</p> <p>The Commission has determined not to make any category changes in the current review. This issue will form part of the Commission forthcoming comprehensive review of categories.</p> <p>The Commission will consider the matters raised and invite further submissions and/or engagement with councils in 2022 when the Commission undertakes an analysis of the current methodology, remuneration categories and their application.</p>
<p><b>2</b></p>	<p><b>Date received</b></p> <p><b>Received from</b></p> <p><b>Summary of submission</b></p> <p><b>Determination</b></p>	<p><b>Written Submission on</b> 28 October 2021</p> <p><b>Rockhampton Regional Council:</b> Acting Chief Executive Officer Ross Cheesman</p> <p>Council submits that the Deputy Mayor or another Councillor in an Acting Mayor capacity for a period of longer than one month receive remuneration equal to the salary of the Mayor as set by the Commission.</p> <p>Council notes that it recently experienced following a Mayoral vacancy of three months resulting in the Deputy Mayor acting as Mayor without expectation or seeking further compensation.</p> <p>The Commission is unable to issue a general approval of policies about the remuneration payable to acting Mayors or acting Deputy Mayors in the absence of a specific request or submission from a council specifying the exceptional circumstances that exist in relation to a request to remunerate a specific councillor at an amount more than the maximum payable under the schedule.</p>

3	<p><b>Date received</b></p> <p><b>Received from</b></p> <p><b>Summary of submission</b></p> <p><b>Determination</b></p>	<p><b>Written Submission</b> on 2 November 2021</p> <p><b>Toowoomba Regional Council:</b> Chief Executive Officer Brian Pidgeon</p> <p>Submission to elevate council from current Category 5 to Category 6. Currently in the same category as Cairns, Mackay, Redland, however, Toowoomba submitted that it is more appropriately benchmarked on a variety of measures, with those in Category 6, specifically Ipswich and Townsville.</p> <p>The Commission has determined not to make any category changes in the current review. This issue will form part of the Commission's forthcoming comprehensive review of categories, and will consider the matters raised and invite further submissions in 2022.</p>
4	<p><b>Date received</b></p> <p><b>Received from</b></p> <p><b>Summary of submission</b></p> <p><b>Determination</b></p>	<p><b>Written Submission</b> on 11 November 2021</p> <p><b>Aurukun Shire Council:</b> Chief Executive Officer Bernie McCarthy PSM</p> <p>Council submitted that the following matters undertaken by it were relevant to the Commission's remuneration determinations:</p> <ul style="list-style-type: none"> <li>› Accessibility to residents (eg, discussions on issues happen in public places wherever the Mayor may be);</li> <li>› Requests to do Welcome to Country and open events;</li> <li>› Demand to attend meetings, virtual and in person;</li> <li>› Requests to school meetings and assembly;</li> <li>› Advice on social issues to other agencies;</li> <li>› Community unrest (it is expected of the Mayor to work with Police consulting with families);</li> <li>› School mediations;</li> <li>› Regular meetings with the Police;</li> <li>› Mayor has an open door policy for Aurukun residents</li> </ul> <p>Submission received and noted. No change requested on behalf of Council.</p> <p>The Commission is also cognisant of the unique and wide ranging nature of the work undertaken Indigenous councils such as Aurukun SC.</p> <p>It notes that the remuneration schedule applicable from 1 July 2022 allows for councillors from Category 1 councils such as Aurukun to remunerated by way of a base payment of \$36,794.67 plus \$1,533.11 per month for meeting fees. Mayors and Deputy Mayors receive the full annual remuneration level specified in the schedule, being \$110,386 and \$63,684.</p> <p>The Commission will consider the matters raised and invite further submissions and/or engagement with councils in 2022 when the Commission intends to undertake an analysis of the current methodology, remuneration categories and application.</p>

## 4. Other activities of the Commission

---

Exceptional circumstances submissions (matters raised under Local Government Regulation 2012, section 248):

Nil.

## 5. Commission's future priorities

---

The Commission intends to undertake its comprehensive analysis of the council categories in 2022 and looks forward to engaging with local government and its stakeholders over the next 12 months.

Further information about the Commission and/or the Councillor Conduct Tribunal can be located at [www.dsdlgp.qld.gov.au](http://www.dsdlgp.qld.gov.au)

---

### **Local Government Remuneration Commission**

PO Box 15009  
City East Qld 4002

1 William Street  
Brisbane Qld 4000

Email: [LGRcenquiries@dlgrma.qld.gov.au](mailto:LGRcenquiries@dlgrma.qld.gov.au)

Phone: (07) 3452 6732

Website: [www.dsdilgp.qld.gov.au](http://www.dsdilgp.qld.gov.au)

