

Local Government  
**Remuneration Commission**

ANNUAL REPORT 2024

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An electronic copy of this report is available at <https://www.localgovernment.qld.gov.au/for-councils/governance/local-government-remuneration-commission>

04 December 2024

Hon Ann Leahy MP  
Minister for Local Government and Water and  
Minister for Fire, Disaster Recovery and Volunteers  
1 William Street  
Brisbane QLD 4000

Dear Minister

On 29 November 2024, the Local Government Remuneration Commission (the 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* (the Regulation).

Our determinations on these matters, together with the Remuneration Schedule to apply from 1 July 2025 are included in the enclosed Report, which we commend to you.

Yours sincerely



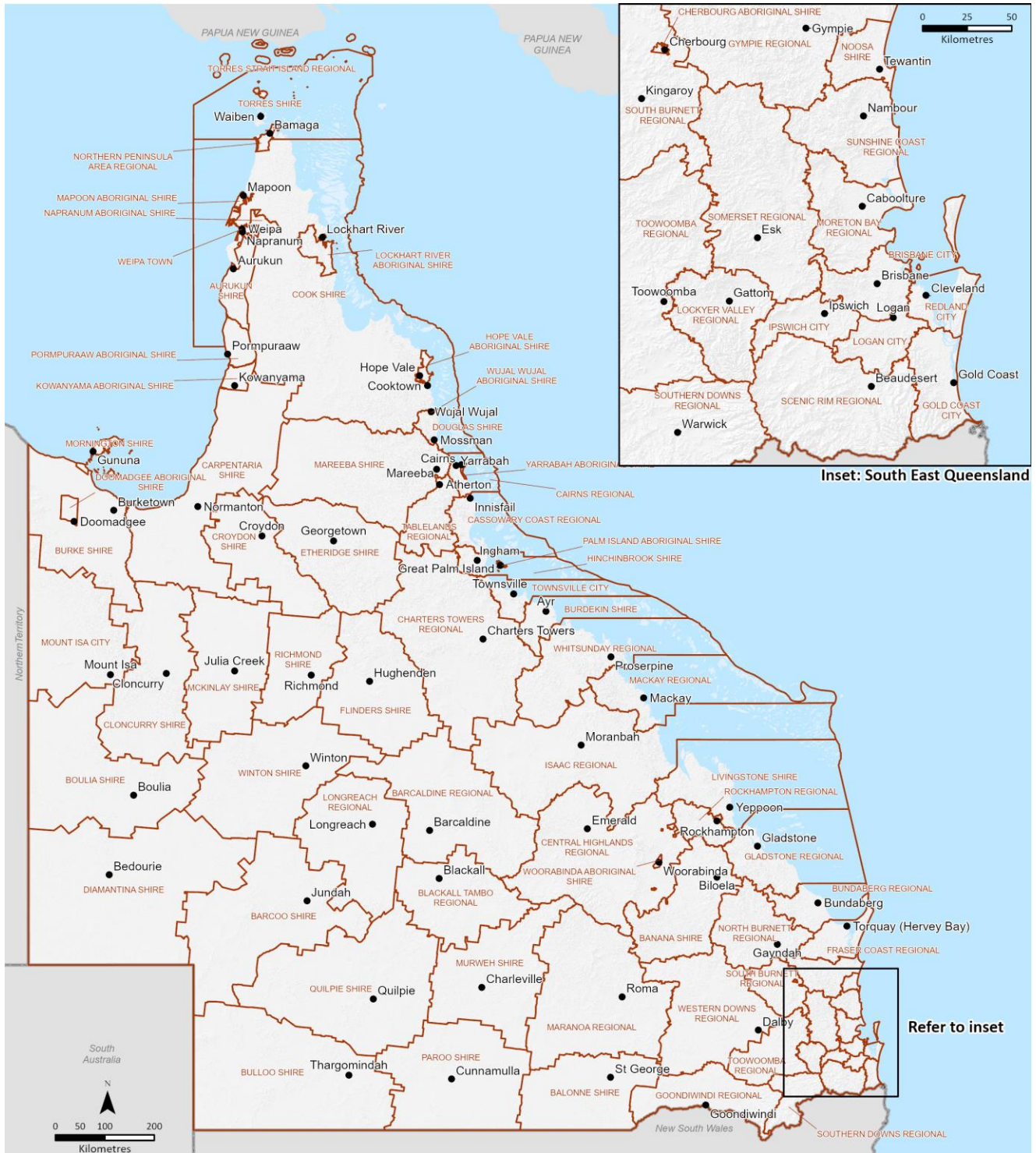
Robert (Bob) Abbot OAM  
Chairperson



Andrea Ranson  
Commissioner



Reimen Hii  
Commissioner



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# 1. 2024 Report key determinations

## Determination of maximum remuneration levels

The Commission has decided to increase the maximum remuneration levels for mayors, deputy mayors and councillors as follows:

Council Categories A1, A2, A3 and B1	Increase by 3% from 1 July 2025
Council Categories B2, B3, C1, C2, C3, D2, D3, E2 and F2	Increase by 2.5% from 1 July 2025

In making its determination of maximum remuneration levels applicable for 2025-26, the Commission considered the following:

- The outcomes of the Commission’s 2023 remuneration category methodology.
- Remuneration and wages indexation applied for other public sector entities.
- The importance of maintaining financially sustainable and fiscally responsible wage growth, taking into consideration:
  - the recently challenging and unstable inflationary environment and measures taken by other government authorities to manage the impacts of inflation.
  - the challenges faced by local governments and their communities in relation to climate change and environmental, social and corporate governance (ESG) reporting, and the additional resources required in relation to sustainability and resilience strategies.
  - the realistic affordability and sustainability impacts for councils and their communities of wage increases for elected members.
  - the potential differential impact of Consumer Price Index (CPI) changes across various parts of Queensland, including rural and remote regions.
  - the appropriateness or otherwise of CPI as a potential measure in significant inflationary periods of time and the relative volatility of annual CPI since the COVID-19 pandemic.
  - existing remuneration disparity in dollar terms between the remuneration paid to mayors and councillors in smaller, rural, regional and remote parts of Queensland when compared to mayors and councillors in larger, metropolitan locations.
  - anecdotal evidence of the desire to attract and retain high quality candidates to these roles, particularly in regional and remote areas.
  - the continuing significant disparity in remuneration between Mayors and Councillors from smaller rural, regional, and remote communities compared to those in larger metropolitan areas, as highlighted in written and oral deputations to the Commission over the last five years.
  - the gap in real wage terms between Mayors and Councillors in Categories A1 to B1 and those in Categories B2 to F2, despite the equally important work undertaken by local governments in all categories.
  - the Commission remains committed to addressing this gap through its annual remuneration schedule and category reviews and has applied a higher percentage increase for A1, A2, A3 and B1 councils.

The Commission further took into consideration the following data:

### Increase in CPI<sup>1</sup>:

	Dec Qtr 2023	Mar Qtr 2024	June Qtr 2024	Sep Qtr 2024
All Groups CPI inflation change (quarterly)				
Brisbane	0.5%	1.1%	1.0%	-0.9%
Australia*	0.6%	1.0%	1.0%	0.2%
All Groups CPI inflation change (annual)				
Brisbane	4.2%	3.4%	3.4%	1.8%
Australia	4.1%	3.6%	3.8%	2.8%

\* Australia' refers to weighted average of eight capital cities

### Increases in the Wage Price Index (WPI)<sup>2</sup>:

For the financial year ended 30 June 2024 as compared to the financial year ending 30 June 2023<sup>1</sup>:

		Seasonally adjusted		Original	
		All Industries	Public Sector	All Industries	Public Sector
Quarterly change Mar 2024 to June 2024	Queensland			0.7%	
	Australia	0.8%	0.9%	4.1%	3.9%
Annual change Jun 2023 to Jun 2024	Queensland			4.6%	
	Australia	0.6%	0.7%	4.1%	3.9%

### Brisbane City Council's Independent Councillor Remuneration Tribunal (ICRT)<sup>3</sup>:

- The Commission has considered the Brisbane City Council's Independent Councillor Remuneration Tribunal (ICRT) determination as a potentially relevant factor.
- The Tribunal has determined that the base rate for a BCC Councillor should be increased by 2.5% on 1 June 2022 with effect on and from 1 September 2022.

### The Office of Industrial Relations (OIR):

The State Government Entities Certified Agreement 2023 (2023 Core Agreement) wage increase arrangements:

- 4% effective 1 July 2023 + COLA<sup>4</sup> payment of max 3% base wages
- 4% effective 1 July 2024 + max 3% COLA if applicable
- 3% effective 1 July 2025 + max 3% COLA if applicable.

<sup>1</sup> Australian Bureau of Statistics  
<https://www.qgso.qld.gov.au/statistics/theme/economy/prices-indexes/consumer-price-index-state>

<sup>2</sup> Australian Bureau of Statistics  
<https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/latest-release#state-and-territory-wage-growth>

<sup>3</sup> Brisbane City Council's Independent Councillor Remuneration Tribunal  
<https://www.brisbane.qld.gov.au/about-council/governance-and-strategy/lord-mayor-and-councillors/councillors-remuneration-policy>

<sup>4</sup> COLA refers to the Cost-of-Living Adjustment paid if CPI is higher than the base wage increases e.g. in a year where base increase is 4% and CPI is 7% the COLA paid will be 3%. If base increase is 4% and CPI is 6%, the COLA paid will be 2%.

## **New South Wales<sup>5</sup>**

- The New South Wales Local Government Remuneration Tribunal has determined an increase of 3.75% to mayoral and councillor fees for the 2024-25 financial year, with effect from 1 July 2024, circulated on 29 May 2024.

## **Victoria<sup>6</sup>**

- On 1 July 2024, the Victorian Independent Remuneration Tribunal (VIRT) made the allowance payable to mayors, deputy mayors, and councillors (Victoria) Annual Adjustment Determination 2024.
- The VIRT determined a 3.5% increase to the values of the base allowances payable to mayors, deputy mayors, and councillors, effective from 1 July 2024. A 3.5% increase has also been applied to the base allowance values which take effect on:
  - 18 December 2024
  - 18 December 2025

## **Western Australia<sup>7</sup>**

- In a determination published on 26 March 2024, the Western Australian Salaries and Allowances Tribunal, resolved that attendance fees and annual allowance ranges for Elected Members would be increased by 4%, with the adjustment to taking effect from 1 July 2024
- In Western Australia a local government or regional local government can elect to pay council members an attendance or an annual fee to all council members who attend council, committee or prescribed meetings. There is also provision for reimbursement of expenses.

## **Tasmania<sup>8</sup>**

- In Tasmania, the remuneration for local government councillors is automatically increased under the provisions of the Local Government (General) Regulations 2015.
- Allowances are adjusted from 1 November each year by multiplying the allowances for the previous year by the inflationary factor for the current year.
- Individual allowances payable to elected members from 1 November 2024 will be rounded to the nearest dollar using the inflationary factor, which is 5.14% for 2023-24.

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<sup>5</sup> <https://www.olg.nsw.gov.au/https-www-olg-nsw-gov-au-category-https-www-olg-nsw-gov-au-category-council-circulars/24-08-2024-25-determination-of-the-local-government-remuneration-tribunal/>

<sup>6</sup> <https://www.vic.gov.au/allowances-mayors-deputy-mayors-and-councillors-annual-adjustment>

<sup>7</sup> Local Government Chief Executive Officers and Elected Members Determination No 1 of 2024 ([www.wa.gov.au](http://www.wa.gov.au))

<sup>8</sup> [https://www.dpac.tas.gov.au/\\_\\_data/assets/pdf\\_file/0024/385107/2024-Councillor-allowances-information-sheet.pdf](https://www.dpac.tas.gov.au/__data/assets/pdf_file/0024/385107/2024-Councillor-allowances-information-sheet.pdf)



## **Northern Territory<sup>9</sup>**

- In the Northern Territory, the allowances for local government council members are indexed by CPI (Darwin) on 1 July each year.
- The Northern Territory Remuneration Tribunal has also increased the basic allowances paid to every Councillor on 29 January 2024 by 2.5% in recognition of general wage and salary increases across the Northern Territory over the past year, effective from 1 July 2024.

## **Councillor advisors**

The Commission did not receive any direction or request from councils to make recommendations relating to councillor advisors in the period between 1 December 2023 to 30 November 2024.

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<sup>9</sup> [https://cmc.nt.gov.au/\\_\\_data/assets/pdf\\_file/0004/1355665/report-determination-1-of-2024-allowances-for-members-local-government-councils.pdf](https://cmc.nt.gov.au/__data/assets/pdf_file/0004/1355665/report-determination-1-of-2024-allowances-for-members-local-government-councils.pdf)

## 2. 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, Governor in Council, approved the current Commission for a term of four years.

The Chair and Commissioners were reappointed by Governor in Council for a second four-year term on 1 October 2023.

This is the sixth report of the Commission, and the 18th report about Queensland councillor remuneration, including the reports of the former Local Government Remuneration and Discipline Tribunal and the Local Government Remuneration Tribunal.

The Chair and Commissioners of the Commission are:

### Mr Robert (Bob) Abbot OAM

#### Chairperson

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 organisations 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 2021 Australia Day 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 practising commercial and dispute resolution lawyer with experience in both public and private sectors of business and governance. She holds a Master of Laws (LLM), Bachelor of Laws (Hons) and Bachelor of Arts from Monash University, Victoria. She is additionally a Graduate of the Australian Institute of Directors (AICD) and a Fellow of the Governance Institute of Australia (FGIA).

Ms Ranson is a director appointed to North Queensland Bulk Ports Corporation, a government owned corporation, holding the role of Chair of the Corporate Governance and Planning Committee, and the role of Member of the Audit & Financial Risk Management Committee of that Board. Ms Ranson was appointed on 1 October 2024, as a Member of the Mackay Health & Hospital Service, a Member of the Finance Committee and a Member of the Sustainability and Capital Works Committees of that Board. Her experience includes business and commercial law, employment and industrial relations, diversity, justice, and ethics. Ms Ranson lives regionally and is passionate about regional development. Ms Ranson is a Nationally

Accredited Mediator presently working with QCAT, the QSBC, the QBCC and is a member of the QLD Department of Justice & Attorney-General Dispute Resolution Panel.

## 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 collaborating with diverse communities. Mr Hii has previously been recognised 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 *Local Government Act 2009* (the Act) 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 mayors and 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.

Section 197A of the Act established requirements for councils that wish to employ councillor advisors and councillor administrative support staff to assist councillors to complete their duties.

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.

At the time of this report, the Commission is yet to receive any submissions or enquiries in relation to councillor advisors as at the date of its determination.

## 3. Remuneration determination

### Remuneration determination for councillors

As required by section 246 of the Regulation the Commission has prepared a Remuneration Schedule (the Schedule) for the 2024-2025 financial year, applicable from 1 July 2025, which appears below.

Arrangements have been made to publish the Schedule in the Queensland Government Gazette and for this report to be 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 throughout this report to determine the appropriate maximum remuneration in each category of local government.

### Matters not included in the Remuneration schedule

The Commission considered all submissions received during the consultation phase of the review of council categorisations for the purpose of developing a framework to create categories and place councils.

### Pro rata payment

Should an elected representative hold a councillor position for only part of a financial year, they are only entitled to remuneration to reflect the portion of the year served. It is out of the scope of the Commission's powers to determine otherwise.

## Remuneration schedule to apply from 1 July 2025

Remuneration determined from 1 July 2025 (\$ per annum; see Note 1)

Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
A1 *Note 1	Barcaldine Regional Council	\$122,975	\$70,946	\$61,486
	Barcoo Shire Council			
	Bulloo Shire Council			
	Croydon Shire Council			
	Doomadgee Aboriginal Shire Council			
	Kowanyama Aboriginal Shire Council			
	Mapoon Aboriginal Shire Council			
	McKinlay Shire Council			
	Richmond Shire Council			
	Torres Shire Council			
	Woorabinda Aboriginal Shire Council			
	Wujal Wujal Aboriginal Shire Council			
A2 *Note 1	Aurukun Shire Council	\$122,975	\$70,946	\$61,486
	Blackall-Tambo Regional Council			
	Boulia Shire Council			
	Burke Shire Council			
	Cherbourg Aboriginal Shire Council			
	Cloncurry Shire Council			
	Diamantina Shire Council			
	Etheridge Shire Council			
	Hinchinbrook Shire Council			
	Hope Vale Aboriginal Shire Council			
	Lockhart River Aboriginal Shire Council			
	Mornington Shire Council			
	Murweh Shire Council			
	Napranum Aboriginal Shire Council			
North Burnett Regional Council				

Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
	Palm Island Aboriginal Shire Council			
	Paroo Shire Council			
	Porpuraaw Aboriginal Shire Council			
	Quilpie Shire Council			
	Winton Shire Council			
	Yarrabah Aboriginal Shire Council			
A3 * Note 1	Longreach Regional Council	\$124,157	\$71,629	\$62,078
	Balonne Shire Council			
	Douglas Shire Council			
	Flinders Shire Council			
	Goondiwindi Regional Council			
	Northern Peninsula Area Regional Council			
B1	Banana Shire Council	\$124,157	\$71,629	\$62,078
	Carpentaria Shire Council			
	Burdekin Shire Council			
	Cook Shire Council			
	Torres Strait Island Regional Council			
B2	Maranoa Regional Council	\$149,895	\$93,684	\$79,630
	Cassowary Coast Regional Council			
	Charters Towers Regional Council			
	Gympie Regional Council			
	Livingstone Shire Council			
	Mareeba Shire Council			
	Mount Isa City Council			
	Scenic Rim Regional Council			
	Somerset Regional Council			
	South Burnett Regional Council			
	Southern Downs Regional Council			
	Tablelands Regional Council			



Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
B3	Isaac Regional Council	\$150,258	\$93,911	\$79,823
	Noosa Shire Council			
	Whitsunday Regional Council			
	Lockyer Valley Regional Council			
C1	Central Highlands Regional Council	\$152,068	\$95,041	\$80,784
	Western Downs Regional Council			
C2	Gladstone Regional Council	\$175,435	\$115,419	\$101,567
	Rockhampton Regional Council			
C3	Bundaberg Regional Council	\$177,138	\$116,539	\$102,553
	Fraser Coast Regional Council			
D2	Cairns Regional Council	\$203,137	\$138,501	\$120,037
	Mackay Regional Council			
	Redland City Council			
	Toowoomba Regional Council			
D3	Townsville City Council	\$230,836	\$156,974	\$138,501
	Ipswich City Council			
E2	Logan City Council	\$258,539	\$179,130	\$156,970
	Moreton Bay City Council			
	Sunshine Coast Regional Council			
F2	Gold Coast City Council	\$286,239	\$201,596	\$170,819

### Notes to the Remuneration schedule

The 2014 annual report by the former Local Government Remuneration and Discipline 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.

The monetary amounts shown are the per annum figures to apply from 1 July 2025. 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 1: For councillors in category A1, A2 and A3 councils, a base payment (two thirds of the annual remuneration) and a monthly payment based upon attendance at council meetings (one third of the annual remuneration) is payable for the 12 months commencing 1 July 2025. Participation in, scheduled meetings of council is subject to certification by the mayor and/or chief executive of the council. Mayors and deputy mayors in category A1, A2 and A3 are currently entitled to receive their full annual remuneration level shown.

The Commission has not determined to make changes to the system of base payment and mandated council meetings for its 2025-2026 determination. Future consideration by the Commission may be given to whether changes to the current system should be made.

## 4. Matters raised with the Commission

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 Annual Conference of the LGAQ in Brisbane from 21 to 23 October 2024.

City of Moreton Bay, Gladstone Regional Council, Issac Regional Council and Toowoomba Regional Council provided the Commission with oral deputations during the 2024 LGAQ Conference.

Local governments were also given an opportunity to provide written submissions to the Commission. Two written submissions were received and considered.

The submissions in general proposed greater remuneration based on the complexities of modern governance faced by councillors and mayors.

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

Key points raised with the Commission during the 2024 review period included themes that had been consistently submitted by councils in earlier years: as accounting for an increase in complexity and workload for elected members that includes but not limited to:

- **Remuneration and talent:** need for competitive salaries to attract diverse and skilled elected candidates and a desire to attract and maintain high quality candidates, particularly in regional areas.
- **Innovation recognition:** exploring potential ways to incentivise and reward innovative council initiatives that support community growth, resourcefulness and development.
- **Inflationary impact:** addressing the disproportionate impact of rising inflation on local governments and their constituents, especially those on lower incomes and in rural areas.
- **Community sustainability:** ensuring the long-term viability and prosperity of communities during the global transition to renewable energy and the need for significant infrastructure changes.

Table – Summary of 2024 submissions

1	<p><b>Date received</b></p> <p><b>Received from</b></p> <p><b>Summary of submission</b></p>	<p>21 October 2024 - LGAQ Annual Conference</p> <p><b>City of Moreton Bay</b> Mayor, Peter Flannery CEO, Scott Waters</p> <p>Concerns have been raised regarding the timing of the remuneration review, which is being conducted near the end of the election term. There is a view that elected members may be hesitant to advocate for fair remuneration adjustments so close to an election, as this timing may not allow for balanced consideration. To address this, it is recommended that the Commission consider scheduling remuneration category reviews at mid-term rather than at the end of the electoral cycle, allowing for a more objective review process.</p> <p>Additionally, the creation of a new subcategory between the existing E2 and F2 categories is proposed. The current category structure does not adequately account for differences in revenue sources or population demands. For instance, unlike some council, which benefits from revenue streams from sewer and water services, Moreton Bay does not have access to such a base.</p> <p>The rapid growth and development in the Moreton Bay region also underscore the need for reconsidering category classifications. Major projects, including the possible relocation of Stadium and substantial population growth, along with developments in the Caboolture West and other site expansions, highlight the increasing workload placed on councillors.</p> <p>As such, the establishment of a new subcategory would more accurately reflect the workload required to effectively manage a large and growing population in Moreton Bay.</p>
	<p><b>Determination</b></p>	<p>The Commission acknowledged the Council's concerns and indicated that they would raise the matter with the Minister to explore whether the timing of category reviews could be adjusted.</p> <p>In response, the Commission noted that the difference in pay between categories E2 and F2 is minimal, and therefore the creation of a subcategory might not significantly impact remuneration. This will be revisited in the future category framework review.</p>

2	<b>Date received</b>	22 October 2024 - LGAQ Annual Conference and via E-mail
	<b>Received from</b>	<b>Gladstone Regional Council</b> Councillor Kahn Goodluck Councillor Leanne Patrick
	<b>Summary of submission</b>	<p>Appropriate remuneration for mayors and councillors is essential to fostering strong and sustainable local governance. Considering expanded responsibilities and complex regulatory requirements, there is a need for a remuneration approach that reflects the dedication of local government officials and aligns with that of state and federal representatives, as well as comparable private sector roles.</p> <p>The responsibilities of mayors and councillors have evolved significantly, often requiring a full-time commitment to meet community expectations. A revised remuneration framework would better reflect this commitment, supporting the attraction of individuals with diverse skills and expertise who are eager to contribute to their communities enabling greater representation of groups underrepresented in local government, such as women and younger individuals, fostering a dynamic council environment.</p> <p>The introduction of a Transition Allowance is also recommended to support councillors and mayors as they transition out of their roles, recognising their commitment to public service. This allowance would help mitigate the financial impact of leaving office, ensuring a smoother return to other professions.</p> <p>Furthermore, running for office involves considerable personal financial outlay. Aligning the allowable deductions for local government candidates with those available to state and federal candidates would reduce financial barriers. Advocacy for equitable tax deduction allowances for local government candidates would help ensure that financial limitations do not deter qualified candidates from pursuing local office.</p>
	<b>Determination</b>	<p>The Commission explained the role of the Commissioners, outlining the statutory requirements that define their powers and limitations. While acknowledging the council's concerns about long-term planning and the challenges of attracting high-quality candidates, particularly regarding potential provisions for election cost entitlements or a transition allowance, the Commission advised that these matters fall outside their statutory authority to recommend or implement.</p> <p>The Commission emphasised that, although they cannot make changes in this area, they recognise the importance of the issue, which will be documented in their upcoming report. Additionally, the Commission recommended that the council seek legal advice on what actions it may be able to take independently, noting that the statutory framework does not prevent the council from pursuing such initiatives.</p>

<b>3</b>	<b>Date received</b>	22 October 2024 - LGAQ Annual Conference and via E-mail
	<b>Received from</b>	<b>Issac Regional Council</b> Councillor Jane Pickels CEO, Cale Dendle
	<b>Summary of submission</b>	<p>The Council highlighted the similarities between the roles and challenges faced by Central Highlands Regional Council and Western Downs Regional Council, both of which are categorised one level higher than Isaac Regional Council. The Council expressed a preference for having these similarities reflected in the category framework. The discussion also touched on the issue of whether the role should be considered full-time or part-time.</p> <p>Additionally, the Council raised the non-resident population factor, emphasising the unique situation in which they serve both the oldest and youngest communities in the country, from coastal areas to rural regions, and the challenges associated with meeting the needs of these diverse populations.</p> <p>The Council also sought clarification on how subcategories were calculated, noting that the differences between some were minimal, while others showed a more significant jump. Understanding this would provide greater insight into the categorisation process.</p> <p>While Council is pleased to see the recent reclassification of Central Highlands and Western Downs to Category C1, there is some confusion as to why Isaac remains classified as B3. It is unclear why the initial increment in both Category B and Category C is significantly lower than subsequent increments within the same categories. This discrepancy appears to undercut the intent of last year's review of the categorisation methodology.</p>
	<b>Determination</b>	<p>The Commission provided a detailed explanation of the methodology used to calculate the categories and subcategories, highlighting the benefits of applying primary and supporting criteria. These criteria ensure a more objective assessment across councils, eliminating the subjective elements of earlier practices.</p> <p>The Commission acknowledged the council's concerns and agreed on the importance of attracting qualified and diverse candidates. Additionally, the Commission emphasised that increasing revenue is the key factor accepted across the industry for councils seeking to move into higher categories.</p> <p>While the Commission will continue exploring options, they assured the council that the points raised will be considered as part of ongoing improvements to the remuneration framework in the coming years.</p>

<b>4</b>	<b>Date received</b>	22 October 2024 – LGAQ Annual Conference
	<b>Received from</b>	<b>Toowoomba Regional Council</b> Mayor, Geoff MacDonald A/CEO, Nick Hauser
	<b>Summary of submission</b>	<p>Council expressed its appreciation for the work of the Remuneration Commission, particularly in successfully completing the recent category review. They commended the efforts involved and sought further clarification on the remuneration framework, the Commission’s role, and the general methodology used. Council also conveyed its gratitude for the inclusion of the SEIFA index and other supporting criteria in the review process.</p> <p>Additionally, Council noted that based on their current revenue, they believe they should be categorised one level higher, aligning more closely with the D3 councils instead of D2.</p> <p>In closing, Council thanked the Commission for accommodating the meeting on short notice and advised that they would review the materials available on the website and submit any requests if necessary.</p>
	<b>Determination</b>	<p>The Commission thanked the Mayor for his appreciation of the new remuneration framework and methodology, assuring that they remain committed to continuously improving the process.</p> <p>Future review of the framework is planned for around 2028. The Commissioner provided further explanation on how the methodology works, detailing how the criteria were suggested and generally accepted by councils as comparable factors.</p> <p>The Commission also mentioned that they will continue to explore additional factors, such as innovation and industry-specific needs, and work towards developing measurable criteria. They acknowledged the challenges in creating fair and equitable standards that can be universally applied.</p> <p>Additionally, the Commission inquired whether the council had any specific requests regarding the upcoming annual remuneration determination. Council expressed gratitude for the Commission’s correspondence seeking feedback and advised they would use that channel to submit any future submissions as needed.</p>

## 5. Other activities

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

Nil.

## 6. Future priorities

The Commission will continue to consider enhancements to the framework for council remuneration categorisation including an equitable method to consider industry impacts on councils and matters relating to transitioning communities and improving sustainability.

The Commission will continue to invite submissions from all Councils as part of its general review of categories and maximum determination of remuneration.

The Commission intends to engage with local governments throughout the year including the option for a mid-year deputation process to be established. The Commission invites councils in all areas to participate in the deputation process and any further opportunities for submissions to be made that the Commission may announce.

Further information about the Commission can be located at <https://www.localgovernment.qld.gov.au/for-councils/governance/local-government-remuneration-commission>

### **Local Government Remuneration Commission**

PO Box 15009  
City East Qld 4002

1 William Street  
Brisbane Qld 4000

Email: [LGRCEnquiries@dsdilgp.qld.gov.au](mailto:LGRCEnquiries@dsdilgp.qld.gov.au)

Phone: (07) 3452 7992

Website: <https://www.localgovernment.qld.gov.au/for-councils/governance/local-government-remuneration-commission>