



## GENERAL MEETING AGENDA

NOTICE OF MEETING

Tuesday 12 March 2024

Barcaldine Council Chambers, 71 Ash Street, Barcaldine

To be held at 8:30am

### Councillors

Sean Dillon (Mayor)

Milynda Rogers (Deputy Mayor)

Beccy Plumb

Gary Peoples

Dan Arthur

Col Hansen

Tom Gleeson

### Officers

Shane Gray (Chief Executive Officer)

Paula Coulton (District Manager – Aramac and Muttaborra)

Jenny Lawrence (District Manager – Barcaldine)

Daniel Bradford (Director of Corporate and Financial Services)

Karyn Coomber (District Manager – Alpha and Jericho)

Kerry Jones (Director of Works)

### In Attendance

Debbie Young (Minute Secretary)

### Deputations

Barcaldine Prep-Year 12

Please find attached the agenda for the General Meeting to be held on Tuesday 12 March 2024 at the Barcaldine Council Chambers, 71 Ash Street, Barcaldine commencing at 8:30am.

Shane Gray, Chief Executive Officer

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

BARCALDINE REGIONAL COUNCIL

**Our Vision** – A positive, sustainable and innovative regional council.

**Our Mission** – To provide excellence for the community.

**Prayer**

Almighty God

We acknowledge that we have a responsibility to look after your creation, especially this region we call Barcaldine Regional Council.

We are conscious that our decisions are going to affect deeply the people we have come here to serve.

Assist us to exercise respect for Councillors, staff and for the people of our region.

Help us in this meeting to act wisely, justly and intelligently in all our deliberations.

Thank you Lord for the privilege of both leading and serving and assist us to do these well.

Amen

**Condolences**

**Apologies**

**Acknowledgment of Traditional Owners**

**Declarations of Prescribed Conflicts of Interest**

**Declarations of Declarable Conflicts of Interest**

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Table of Contents	Page number
<b>1. Confirmation of Minutes</b>	
General Meeting 20 February 2024	
<b>2. Petitions</b>	
<b>3. Reports</b>	
<b>3.1 Confidential Reports</b>	
Nil	
<b>3.2 Decision Reports</b>	
3.2.1 Request for Assistance – Muttaborra Campdraft Association Incorporated	5
3.2.2 Request for Assistance – Barcaldine Men’s Shed Incorporated	13
3.2.3 Request for Assistance – Barcaldine & District Historical Society Incorporated	20
3.2.4 Request for Assistance – Barrels 4 A Cause	27
3.2.5 Request for Assistance – Alpha Rodeo Association	37
3.2.6 Request for Assistance – Alpha Learn to Swim	44
<b>3.3 Finance</b>	
3.3.1 Financial Performance Report	60
3.3.2 Community Care Services Report	70
3.3.3 2022–2023 External Audit	77
<b>3.4 Regional Council Business</b>	90
<b>3.5 Chief Executive Officer</b>	
3.5.1 Councillor Information Correspondence	91
3.5.2 Planning and Development Report	259
3.5.3 Workplace Health and Safety Report	265
3.5.4 Economic Development Report	270
3.5.5 Environmental Health Officer Report	272
<b>3.6 Information Reports</b>	
3.6.1 Mayor	274
3.6.2 Chief Executive Officer	275
3.6.3 District Manager – Alpha and Jericho	282
3.6.4 District Manager – Aramac and Muttaborra	285
3.6.5 District Manager – Barcaldine	287
3.6.6 Project Progress	293
3.6.7 Community Engagement Coordinator	304

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**3.7 Notice of Motion**

Nil

**4. Questions on Notice**

308

**5. Close of Meeting**



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024

**Item No:** 3.2.1

**Subject Heading:** **Request for Assistance – Muttaborra Campdraft Association Incorporated**

Author and Title: Paula Coulton, District Manager – Aramac and Muttaborra

Classification: (if confidential)

*Summary: Council has received an application for community assistance from the Muttaborra Campdraft Association; seeking a cash donation of \$2,000.00, plus plant and equipment hire. The application has been assessed under Council's Community Grants Policy and due to its request value, requires consideration from Council.*

**Officer's Recommendation: That Council agrees to support the Muttaborra Campdraft Association Incorporated by way of a donation for the amount of \$2,000.00 plus in-kind support to the value of \$1,500.00.**

---

**Background**

Barcaldine Regional Council has made a clear and firm commitment to supporting community events across the region. The Community Grants Policy outlines the process for both Council and the Community Group seeking support. Council is in receipt of an application under this policy requesting support for the Muttaborra Campdraft to be held in September.

The Muttaborra Campdraft Committee are seeking a cash donation from Council for the amount of \$2,000.00 for entertainment, music and security for Saturday night plus in-kind assistance for plant and equipment.

This campdraft is an annual event and is well known throughout the region as a very well organised event. This event is used as a social outing for local residents and also provides a chance for local children and residents to compete in a horse sport without travelling long distances. The committee continues to work hard to provide a great event for competitors and spectators.

The club is also very active in seeking funding to improve the grounds and was recently successful in an application for new arena lights.

Under the Community Grants Policy, the assessment score for the application was 70 and the Muttaborra Campdraft Association is eligible for funding under this policy. Council consideration is required.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Link to Corporate Plan**

Theme 1: Community

1.9 Provide facilities and support for travelling shows, exhibitions, sports and recreation.

Theme 5: Governance

5.7 Continue listening to our communities to identify opportunities for improvement.

**Consultation (internal/external)**

- Director of Corporate and Financial Services
- Chief Executive Officer
- Muttaborra Campdraft Association

**Policy Implications**

Nil

**Budget and Resource Implications**

\$2,000.00 from the Community Assistance Budget plus up to \$1,500.00 for in-kind assistance.

# Request for Assistance (Grants to Community Organisations)

Use this form if you are a community organisation and request financial assistance. ID \_\_\_\_\_ Box \_\_\_\_\_  
Please ensure you have read the Community Grants Policy before completing this form. All answers and bank statements must be provided as per the policy

## Organisation Information

Organisation Name  
MUTTABURRA CAMPDRAFT ASS INC

Postal Address  
PO Box 63 MUTTABURRA QLD 4732

President  
BEN HALL

Secretary  
CLARE MCNEVEN

Treasurer  
ELIZABETH GOUGH

Is your organisation registered for GST?  Yes  No

Is your organisation incorporated?  Yes  No

Does your organisation have outstanding debts with Barcaldine Regional Council?  Yes  No

If no, name of sponsoring organisation

A recent copy of the organisation bank statement is attached.

## Grant information

Date assistance is required by 4<sup>th</sup> September - 11<sup>th</sup> September 2024

### Type of assistance:

Cash donation Estimated dollar amount of assistance: \$2000

Donation to be used for: MUSIC/ENTERTAINMENT/SECURITY FOR SATURDAY NIGHT

In-kind assistance Estimated dollar amount of assistance: \_\_\_\_\_

Assistance requested for: \_\_\_\_\_

Fee waiver Estimated dollar amount of assistance: \_\_\_\_\_

Waiver for: \_\_\_\_\_

Plant Hire Estimated dollar amount of assistance: \_\_\_\_\_

Items requested: TRUCK, GENERATOR, WHEELIE BINS, BACKHOE, ORANGE BUNTING

### Description/amount of assistance requesting

GENERATOR, WHEELIE BINS AND TRUCK FOR THE FOUR DAYS OF THAT THE CAMPDRAFT IS RUNNING

THE TRUCK IS PARKED BEHIND THE BAR TO PUT RUBBISH IN

BACKHOE IS REQUIRED TO HELP UNLOAD PORTALOOS ON THE WEDNESDAY PRIOR TO AND THE WEDNESDAY AFTER THE CAMPDRAFT TO RELOAD THE LOOS ONTO TRANSPORT.

### Main location of activity for this project, event and/or activity

Alpha  Jericho  Barcaldine  Aramac  Muttaborra



**How will the community benefit from this assistance?**

THE CAMPDRAFT IS A WEEKEND OF ENTERTAINMENT AND A SOCIAL OUTING FOR LOCAL RESIDENTS.

THE CAMPDRAFT ALLOWS OUR LOCAL CHILDREN AND RESIDENTS A CHANCE TO COMPETE IN A HORSE SPORT WITHOUT TRAVELLING LONG DISTANCES

THE CAMPDRAFT HELPS TO GENERATE INCOME FOR OUR LOCAL BUSINESSES

**How will your organisation benefit from this assistance?**

BY HAVING A BAND AT THE BAR WE HOPE TO INCREASE OUR BAR TAKINGS THUS ENABLING OUR CLUB TO BE ABLE TO SPEND MONEY ON REQUIRED IMPROVEMENTS AND REPAIRS TO OUR GROUNDS

**How will your organisation support local businesses with the delivery of this project, activity or event?**

OUR CLUB PURCHASES BAR SUPPLIES AND FOOD FOR THE EVENT THROUGH OUR LOCAL BUSINESSES.

COMPETITORS PURCHASE FUEL/FOOD/DRINKS THROUGH LOCAL BUSINESSES OVER THE WEEKEND

**Demonstrate that attempts have been made to raise funds from other sources by providing details and outcomes of attempts e.g. raffles, funding raising initiatives, other grants or subsidies applied for. Describe your current and future plans for your existing funds.**

OUR CLUB HAS APPLIED (SUCCESSFULLY) FOR A GRANT THROUGH THE COMMUNITY BENEFIT FUNDS TO RENEW ARENA LIGHTING AND WE HAVE ANOTHER PENDING APPLICATION IN FOR A SUPPORTING WOMEN IN SPORTS GRANT

AS THE CAMPDRAFT IS HELD ONCE A YEAR THE DRAFT IS OUR MAIN FUNDRAISER

Have you received assistance in this financial year from Council? Yes

No

If yes, what is the dollar value of assistance? \_\_\_\_\_

**How will your organisation acknowledge Barcaldine Regional Council?**

BRC WILL BE ACKNOWLEDGED THROUGH OUR SPONSORSHIP BOARD, ON OUR FB PAGE AND VERBALLY OUR THE PA SYSTEM FOR THE DURATION OF THE CAMPDRAFT. THE COMMITTEE IS HAPPY TO DISPLAY ANY BRC SIGNAGE IF PROVIDED BY THE COUNCIL

Signature

*Gough*

Date

4/03/2024

**Lodgement of your application**

MAIL Post to 'PO Box 191, Barcaldine QLD 4725' or fax to 07 4651 1778

IN PERSON Visit any BRC Administration Office from 8.00am to 4.30pm Monday to Friday

Alpha 43 Dryden Street  
Aramac 35 Gordon Street  
Barcaldine 71 Ash Street

**OFFICE USE ONLY**

Approved  Not approved

Amount: \$ \_\_\_\_\_

DM Signed: \_\_\_\_\_



## Assessment of a Request for Assistance

Application Number: RA42202324  
 Community Group: Mullaberra Campdraft

ID \_\_\_\_\_ Box \_\_\_\_\_

### Is the Community Group Eligible

a. The community organisation is incorporated or is sponsored by an incorporated body.

Yes  No

b. The grant must be for a project, activity or event within the Barcaldine Regional Council area or provide a direct benefit to the Barcaldine Regional Council community.

Yes  No

c. The organisation does not have outstanding debts to Barcaldine Regional Council.

Yes, no outstanding debt  No, the community group has an outstanding debt

**If no to any of the questions above, the community group is ineligible and will not be granted funding.**

**If eligible for funding, please move to the assessment criteria**

### Assessment Criteria

Assessment Criteria	Rating System	Weighting	Assessment Results
a. The benefit of the project, activity or event to the community	The community will be fully benefited from the project, activity or event - 30	30	15
	The community will be somewhat benefited from the project, activity or event - 15		
	The project, activity or event will only benefit the community group that is involved - 10		
	There is no benefit to the community - 0		
b. The benefit of the project, activity or event to the community organisation	The community group will be fully benefited from the project, activity or event - 30	30	30
	The community group will be somewhat benefited from the project, activity or event - 15		
	There will be limited benefit to the community group - 10		
	There is no benefit to the community group - 0		

Assessment Criteria	Rating System	Weighting	Assessment Results
c. The support of the project, activity or event for local businesses	Actively buying from local businesses and the project, activity or event will generate income for the local businesses (eg. Accommodation, fuel) - 10	10	10
	Some local businesses will be supported and the project, activity or event will generate some income for the local businesses - 5		
	All buying will be from outside the Barcaldine region and no local business will benefit from the project, activity or event - 0		
d. The ability of the organisation to fund the project, activity or event from other sources	Is actively sourcing funds from other sources - 5	20	15
	No attempt to source funding from other projects, activities or events - 0		
	Fund in the bank under \$10,000 - 15 Between \$10,001 and \$49,999 - 10 Over \$50,000 - 5		
e. The amount of grants previously received in the current financial year	No previous requests - 10	10	10
	Under \$1,500 - 5		
	Over \$1,500 - 0		
<b>TOTAL</b>		<b>100</b>	<b>80</b>

### Assessment Outcome

Recommended that funding is provided?  Yes  No

Name Paula Coakley

Signature [Signature]

Date 4.3.23

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024

**Item No:** 3.2.2

**Subject Heading:** Request for Assistance – Barcaldine Men’s Shed Incorporated

Author and Title: Jenny Lawrence, District Manager – Barcaldine

Classification: (if confidential)

*Summary: This report is presented to Council for consideration to provide assistance to Barcaldine Men’s Shed Incorporated for waiver of development application fees.*

**Officer’s Recommendation: That Council provides assistance to Barcaldine Men’s Shed Incorporated to the value of \$2,500.00 for waiver of development application fees.**

---

**Background**

Barcaldine Men’s Shed Incorporated have requested assistance to the value of \$2,500.00 for waiver of development application fees, assessment score – 70.

Barcaldine Men’s Shed Incorporated have been successful in an application for grant to build an extension to existing shed for the purpose of storing valuable timber. Moving the timber from the current storage area will create more space to facilitate workshops and training sessions, providing community members more opportunities to develop new skills.

The Barcaldine Men’s Shed Incorporated operates from a facility owned by Barcaldine Regional Council, any improvements to the building increases the value and life of the asset.

**Link to Corporate Plan**

Theme 1: Community

**Consultation (internal/external)** - District Manager – Barcaldine

**Policy Implications** - Nil

**Budget and Resource Implications**

In 2023-2024 there is \$181,000.00 budgeted for Community Donations. This request will have no budget impact as there are still funds available for distribution.

**Risk Management Implications** - with a properly made development application, there is no risk to Council.

**Asset Management Implications** - Nil

**Legal Implications** - No implications to Council



RA 46/202324



Request for Assistance (Grants to Community Organisations)

Use this form if you are a community organisation and request financial assistance. Please ensure you have read the Community Grants Policy before completing this form. All answers and bank statements must be provided as per the policy

ID 28828 Box 2081 +218797

Organisation Information

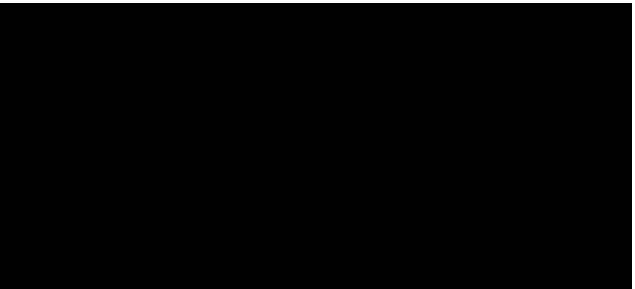
Organisation Name
Barcaldine Mens Shed

Postal Address
PO Box 116 Barcaldine QLD 4725

President
David Kerrigan

Secretary
Margaret Walsh

Treasurer
Breda Lynch

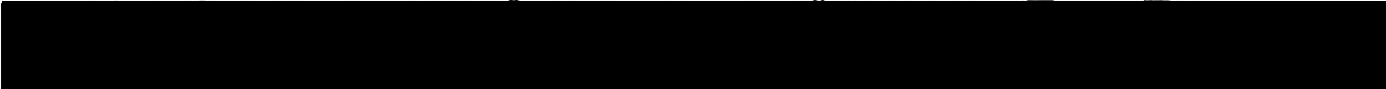


Is your organisation registered for GST? [ ] Yes [x] No

Is your organisation incorporated? [x] Yes [ ] No

If no, name of sponsoring organisation

Does your organisation have outstanding debts with Barcaldine Regional Council? [ ] Yes [x] No



[x] A recent copy of the organisation bank statement is attached.

Grant information

Date assistance is required by As soon as required in (2024) subject to when builder can start

Type of assistance:

[ ] Cash donation Estimated dollar amount of assistance:

Donation to be used for:

[ ] In-kind assistance Estimated dollar amount of assistance:

Assistance requested for:

[x] Fee waiver Estimated dollar amount of assistance: Building fees up to the value of \$2500

Waiver for: Building fees

[ ] Plant Hire Estimated dollar amount of assistance:

Items requested:

Description/amount of assistance requesting

Main location of activity for this project, event and/or activity

[ ] Alpha [ ] Jericho [x] Barcaldine [ ] Aramac [ ] Muttaborra



**How will the community benefit from this assistance?**

The Men's Shed has successfully applied for funding to build an extension to the existing shed for the sole purpose of storing our valuable timber. This will allow room for more space in the workshop. A bigger workshop allows for more simultaneous projects, increasing the productivity of the Mens Shed and resulting in more community contributions such as the pallet Christmas Tree project. The additional space can facilitate workshops and training sessions, providing community members with opportunities to develop new skills and talents. A more substantial Men's Shed workspace can contribute to the local economy by undertaking larger projects, potentially attracting external interest and business. With more ample space, safety measures can be enhanced, tools can be better organised, and the overall work environment can become safer and more efficient. Efficient timber storage can reduce waste and contribute to environmentally friendly practices, aligning with community values for sustainability. In summary, the extension of the Men's Shed can have multifaceted benefits, ranging from increased community involvement and skill development to positive economic and environmental impacts.

**How will your organisation benefit from this assistance?**

**Community Engagement:** A larger more versatile workshop space can attract a broader range of community members. This helps develop a stronger sense of community engagement, collaboration and social interaction amongst members and the community.

**Storage Efficiency:** Having a dedicated space for timber storage prevents overcrowding and potential safety hazards in the main workshop, ensuring that tools and equipment are more easily accessible.

**Improved Safety Measures:** the additional space allows for better safety protocols, such as designated work zones and clear pathways, promoting a safer working environment for all members.

**How will your organisation support local businesses with the delivery of this project, activity or event?**

The Men's Shed will prioritize sourcing construction materials from local suppliers and will hire local contractors, fostering economic growth within the community. The Men's Shed will highlight the contributions of the local businesses in project communications and media shares, acknowledging their support and fostering positive relationships.

**Demonstrate that attempts have been made to raise funds from other sources by providing details and outcomes of attempts e.g. raffles, funding raising initiatives, other grants or subsidies applied for. Describe your current and future plans for your existing funds.**

The mens shed raises money by having regular raffles of the craft made at the mens shed as well as meat trays and donated goods. We also acquire. money through membership which for 2023 stood at 25 and donations from our honoured patron Pauline McCracken The mens shed sells goods that have been made by members of the mens shed and sold to the public. Our existing funds are to cover insurance, replacement of consumables for tools, services, registration, inspections of fire extinguishers and electric tools annually and catering items for community events held at the mens shed.

Have you received assistance in this financial year from Council? Yes  No

If yes, what is the dollar value of assistance? \_\_\_\_\_

How will your organisation acknowledge Barcaldine Regional Council?

The Men's Shed will highlight the contributions of the Barcaldine Regional Council in project communications and media shares Such as the facebook page, acknowledging their support and also provide Feedback on the project for the Gazette

Signature

*W. D. Walsh*

Date

*23/02/24*

**Lodgement of your application**

MAIL Post to 'PO Box 191, Barcaldine QLD 4725' or fax to 07 4651 1778

IN PERSON Visit any BRC Administration Office from 8.00am to 4.30pm  
Monday to Friday

Alpha 43 Dryden Street  
Aramac 35 Gordon Street  
Barcaldine 71 Ash Street

**OFFICE USE ONLY**

Approved

Not approved

Amount: \$

DM Signed: \_\_\_\_\_

**Assessment of a Request for Assistance**

Application Number: RA41202324  
Community Group: Barcaldine Men's Shed Inc

ID \_\_\_\_\_ Box \_\_\_\_\_

**Is the Community Group Eligible**

a. The community organisation is incorporated or is sponsored by an incorporated body.

Yes  No

b. The grant must be for a project, activity or event within the Barcaldine Regional Council area or provide a direct benefit to the Barcaldine Regional Council community.

Yes  No

c. The organisation does not have outstanding debts to Barcaldine Regional Council.

Yes, no outstanding debt  No, the community group has an outstanding debt

**If no to any of the questions above, the community group is ineligible and will not be granted funding.**

**If eligible for funding, please move to the assessment criteria**

**Assessment Criteria**

Assessment Criteria	Rating System	Weighting	Assessment Results
a. The benefit of the project, activity or event to the community	The community will be fully benefited from the project, activity or event - 30	30	10
	The community will be somewhat benefited from the project, activity or event - 15		
	The project, activity or event will only benefit the community group that is involved - 10		
	There is no benefit to the community - 0		
b. The benefit of the project, activity or event to the community organisation	The community group will be fully benefited from the project, activity or event - 30	30	30
	The community group will be somewhat benefited from the project, activity or event - 15		
	There will be limited benefit to the community group - 10		
	There is no benefit to the community group - 0		

Assessment Criteria	Rating System	Weighting	Assessment Results
c. The support of the project, activity or event for local businesses	Actively buying from local businesses and the project, activity or event will generate income for the local businesses (eg. Accommodation, fuel) - 10	10	10
	Some local businesses will be supported and the project, activity or event will generate some income for the local businesses - 5		
	All buying will be from outside the Barcaldine region and no local business will benefit from the project, activity or event - 0		
d. The ability of the organisation to fund the project, activity or event from other sources	Is actively sourcing funds from other sources - 5	20	10
	No attempt to source funding from other projects, activities or events - 0		
	Fund in the bank under \$10,000 - 15		
e. The amount of grants previously received in the current financial year	No previous requests - 10	10	10
	Under \$1,500 - 5		
	Over \$1,500 - 0		
<b>TOTAL</b>		<b>100</b>	<b>70</b>

### Assessment Outcome

Recommended that funding is provided?  Yes  No

Name  
Jenny Lawrence

Signature  


Date  
4/03/2024

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item No:** 3.2.3  
**Subject Heading:** Request for Assistance Number RA401202324 – Barcaldine & District Historical Society Incorporated  
Author and Title: Jenny Lawrence, District Manager – Barcaldine  
Classification: (if confidential) [Click here to enter text.](#)

*Summary: This report is presented to Council for consideration to provide assistance to Barcaldine & District Historical Society Incorporated for payment of annual public liability insurance.*

**Officer's Recommendation: That Council provides assistance to Barcaldine & District Historical Society Incorporated of \$3,058.09 for payment of annual public liability insurance.**

---

**Background**

Barcaldine & District Historical Society Incorporated (The Society) have requested assistance of \$3,058.09 to cover costs of annual public liability insurance: assessment score – 85.

Provision of this assistance to The Society can continue to provide miniature train rides for children and visitors to Barcaldine Historical Museum.

**Link to Corporate Plan**

Theme 1: Community

1.7 Provide support mechanisms for not-for-profit organisations to reduce reliance on Council funding.

**Consultation (internal/external)**

District Manager – Barcaldine

**Policy Implications**

Nil

**Budget and Resource Implications**

In 2023-2024, there is \$12,500.00 budgeted for Community Organisations Donations for Insurance. This request will have no budget impact as there are still funds available for distribution.

**Risk Management Implications** – There is no risk to Council

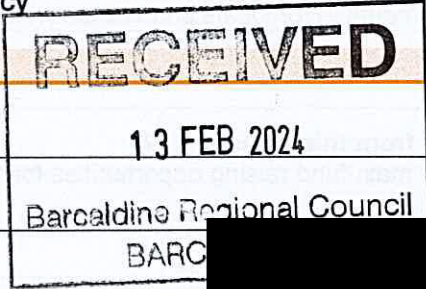
**Asset Management Implications** – Nil

**Legal Implications** – No implications to Council

# Request for Assistance (Grants to Community Organisations)

Use this form if you are a community organisation and request financial assistance. Please ensure you have read the Community Grants Policy before completing this form. All answers and bank statements must be provided as per the policy

ID 218693 Box \_\_\_\_\_



## Organisation Information

Organisation Name  
Barcaldine & District Historical Society

Postal Address  
PO Box 157, Barcaldine QLD 4725

President  
Sally Newton

Secretary  
Jan Howie

Treasurer  
Jill Williams

Is your organisation registered for GST?  Yes  No

Is your organisation incorporated?  Yes  No

Does your organisation have outstanding debts with Barcaldine Regional Council?  Yes  No

If no, name of sponsoring organisation

A recent copy of the organisation bank statement is attached.

## Grant information

Date assistance is required by (invoice paid Jan 2024)

### Type of assistance:

Cash donation Estimated dollar amount of assistance: \$3058.09

Donation to be used for: Assistance with public liability insurance (invoice copy enclosed) to enable miniature train rides for children and visitors to Barcaldine Historical Museum.

In-kind assistance Estimated dollar amount of assistance: \_\_\_\_\_

### Assistance requested for:

Fee waiver Estimated dollar amount of assistance: \_\_\_\_\_

### Waiver for:

Plant Hire Estimated dollar amount of assistance: \_\_\_\_\_

### Items requested:

### Description/amount of assistance requesting

### Main location of activity for this project, event and/or activity

Alpha  Jericho  Barcaldine  Aramac  Muttaborra



**How will the community benefit from this assistance?**

Insurance to cover train rides participants and visitors to museum, which also enables committee to raise funds to maintain the well frequented museum and grounds.

Regular low-cost community events (monthly) for locals and visitors, with participatory activities and catering provision.

**How will your organisation benefit from this assistance?**

Insured mini-trains activities allow for main fund raising opportunities for the museum, attracting larger numbers of paying visitors.

The availability of activities for children brings more adults to the events and the museum, and they join with volunteers to help the committee with catering and rides.

**How will your organisation support local businesses with the delivery of this project, activity or event?**

All meats and groceries are purchased locally for the monthly morning teas and barbeques.

Local contractors provide paid grounds maintenance.

**Demonstrate that attempts have been made to raise funds from other sources by providing details and outcomes of attempts e.g. raffles, funding raising initiatives, other grants or subsidies applied for. Describe your current and future plans for your existing funds.**

Volunteers and committee members organise and cater for morning teas and barbeques from March to October, including the May Day celebrations.

Annual Steamfest in June includes visiting trains and drivers from Mackay and Rockhampton.

Ongoing requirement for repairs to roof guttering and drainpipes is planned, as well as removal of trees causing damage to structures, including rail tracks. Exterior painting of main building is needed, quotations still being sought.

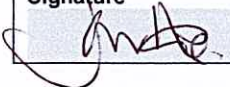
Have you received assistance in this financial year from Council? Yes  No

If yes, what is the dollar value of assistance? \_\_\_\_\_

**How will your organisation acknowledge Barcaldine Regional Council?**

Sponsorship will be acknowledged on promotional materials, and anywhere else possible

Signature



Date

12 Feb 2024

**Lodgement of your application**


MAIL Post to 'PO Box 191, Barcaldine QLD 4725' or fax to 07 4651 1778

IN PERSON Visit any BRC Administration Office from 8.00am to 4.30pm Monday to Friday

Alpha 43 Dryden Street  
Aramac 35 Gordon Street  
Barcaldine 71 Ash Street

**OFFICE USE ONLY**

Approved  Not approved

Amount: \$3058.09 DM Signed: 

BUDGETED - Community Donations



# Network Insurance Group

Steadfast IFS Pty Ltd | ABN 16 010 601 457 | CAR 1249490  
 is a corporate authorised representative of  
 Steadfast IRS Pty Limited | ABN 95 159 898 398 | AFSL 435538  
 Suite 52, Level 11/88 Tribune Street South Brisbane QLD 4101  
 t 07 5593 5522 w <http://www.networksteadfast.com.au>

*Jill paid  
Jan 20*

A Steadfast Network Broker

## RENEWAL TAX INVOICE

(This document will be a tax invoice for GST when you make payment)

Barcaldine & District Historical Society  
 PO Box 157  
 BARCALDINE QLD 4725

Date: 12/01/2024  
 Invoice Number: 385511  
 Account Manager: Sarah Harrison

Thank you for using **Network Insurance Group** to arrange your insurance cover.

Brief details of the cover arranged on your behalf are provided below. You should refer to the policy documents issued by the insurer for complete policy terms and conditions.

Please read carefully the important notices attached regarding your duty of disclosure. It has been our pleasure assisting you, should you have any queries in relation to this account or you would like to speak with us regarding your other insurance needs please contact us on .

### Policy Summary

<b>Type of Policy:</b>	Liability - Leisure
<b>The Insured:</b>	Barcaldine & District Historical Society
<b>Insurer:</b>	Miramar Underwriting Agency Pty Ltd <b>ABN:</b> 97111534797
<b>Interests Insured:</b>	Liability Insurance
<b>Policy No:</b>	LE-178918-R
<b>Period of Insurance:</b>	4-Feb-2024 to 4-Feb-2025 at 4:00 pm
<b>Effective Date:</b>	4-Feb-2024



**DEFT Reference Number**  
**40668623855117**

Pay by credit card or registered bank account at [www.deft.com.au](http://www.deft.com.au) or phone **1800 672 162**. Payments by credit card may attract a surcharge.



\*498 406686 23855117

Payments can be made at any Post Office by cheque or EFTPOS.



**Billers Code: 20362**  
**Ref: 40668623855117**

## Barcaldine & District Historical Society

Invoice No: 385511



Your monthly payment

To view and accept online

10 instalments of

**\$328.43**

**CLICK HERE**

Alternatively, visit [select.elantis.com.au/pbtm](http://select.elantis.com.au/pbtm)  
 ENTER CODE: UNTRFUTQFYM

Total amount payable  
**\$ 3,058.09**

Includes credit charges and application fee. \*Acc. code 4

10 instalments of: **\$ 328.43**  
**or Total Due: \$3,058.09**



**Assessment of a Request for Assistance**

Application Number: RA40202324

ID \_\_\_\_\_ Box \_\_\_\_\_

Community Group: Barcaldine & District Historical Society

**Is the Community Group Eligible**

a. The community organisation is incorporated or is sponsored by an incorporated body.

Yes  No

b. The grant must be for a project, activity or event within the Barcaldine Regional Council area or provide a direct benefit to the Barcaldine Regional Council community.

Yes  No

c. The organisation does not have outstanding debts to Barcaldine Regional Council.

Yes, no outstanding debt  No, the community group has an outstanding debt

**If no to any of the questions above, the community group is ineligible and will not be granted funding.**

**If eligible for funding, please move to the assessment criteria**

**Assessment Criteria**

Assessment Criteria	Rating System	Weighting	Assessment Results
a. The benefit of the project, activity or event to the community	The community will be fully benefited from the project, activity or event - 30	30	30
	The community will be somewhat benefited from the project, activity or event - 15		
	The project, activity or event will only benefit the community group that is involved - 10		
	There is no benefit to the community - 0		
b. The benefit of the project, activity or event to the community organisation	The community group will be fully benefited from the project, activity or event - 30	30	30
	The community group will be somewhat benefited from the project, activity or event - 15		
	There will be limited benefit to the community group - 10		
	There is no benefit to the community group - 0		

Assessment Criteria	Rating System	Weighting	Assessment Results	
c. The support of the project, activity or event for local businesses	Actively buying from local businesses and the project, activity or event will generate income for the local businesses (eg. Accommodation, fuel) - 10	10	0	
	Some local businesses will be supported and the project, activity or event will generate some income for the local businesses - 5			
	All buying will be from outside the Barcaldine region and no local business will benefit from the project, activity or event - 0			
d. The ability of the organisation to fund the project, activity or event from other sources	Is actively sourcing funds from other sources - 5	20	15	
	No attempt to source funding from other projects, activities or events - 0			Fund in the bank under \$10,000 - 15
				Between \$10,001 and \$49,999 - 10
e. The amount of grants previously received in the current financial year	Over \$50,000 - 5	10	10	
	No previous requests - 10			
	Under \$1,500 - 5			
		<b>TOTAL</b>	<b>100</b>	<b>85</b>

**Assessment Outcome**

Recommended that funding is provided?  Yes  No

Name  
Jenny Lawrence

Signature 

Date  
4/03/2024

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item No:** 3.2.4  
**Subject Heading:** Request for Assistance – Barrels 4 A Cause  
Author and Title: Karyn Coomber, District Manager – Alpha and Jericho  
Classification: (if confidential) [Click here to enter text.](#)

*Summary: This report is presented to Council for consideration to be given to providing support by way of a donation and fee waiver to Barrels \$ A Cause.*

**Officer's Recommendation: That Council agrees to support the request for assistance for the two events being held by Barrels 4 A Cause in Alpha and Barcaldine with a \$2,500.00 cash donation, \$74.50 fee waiver and \$312.00 for plant hire waiver – Total = \$2,886.50.**

---

**Background**

Barrels 4 A Cause supports the entire region, holding events in all areas. As a not-for-profit organisation, they rely on donations and fundraising to continue holding these events. They also support other charities with money raised going to worthwhile organisations.

These events bring our communities together and give not only the children but also the adults an opportunity to participate in the various events.

When not competing, the social aspect and supportive environment helps the community spirit in a regional and remote area.

The dates have been amended from the original request to:

- Barcaldine: 5 - 7 July 2024
- Alpha (including Ball): 27 - 29 September 2024.

By moving the dates to later in the year, our community has the opportunity to attend all or most of the events, shows and exhibitions that come to our region.

The ongoing support from Council means the costs can be kept as a reasonable price so families from across the region can attend, even if they are not competing.

**Link to Corporate Plan**

Theme 1: Community

- Supporting community so they have access to a variety of events
- Opportunities to keep our youth engaged in the community
- To bring the community together in a social environment.

**Consultation (internal/external)**

Nil

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Policy Implications**

Nil

**Budget and Resource Implications**

\$2,500.00 cash and \$386.50 in-kind

**Risk Management Implications**

Nil identified

**Asset Management Implications**

Nil

**Legal Implications**

Nil

## Assessment of a Request for Assistance

Application Number: RA02202425

Community Group: Barrels 4 A Cause

### Is the Community Group Eligible

The community organisation is incorporated or is sponsored by an incorporated body.

Yes  No

The grant must be for a project, activity or event within the Barcardine Regional Council area or provide a direct benefit to the Barcardine Regional Council community.

Yes  No

The organisation does not have outstanding debts to Barcardine Regional Council.

Yes, no outstanding debt  No, the community group has an outstanding debt

**If no to any of the questions above, the community group is ineligible and will not be granted funding.**

**If eligible for funding, please move to the assessment criteria**

### Assessment Criteria

Assessment Criteria	Rating System	Weighting	Assessment Results
a. The benefit of the project, activity or event to the community	The community will be fully benefited from the project, activity or event - 30	30	15
	The community will be somewhat benefited from the project, activity or event - 15		
	The project, activity or event will only benefit the community group that is involved - 10		
	There is no benefit to the community - 0		
b. The benefit of the project, activity or event to the community organisation	The community group will be fully benefited from the project, activity or event - 30	30	30
	The community group will be somewhat benefited from the project, activity or event - 15		
	There will be limited benefit to the community group - 10		
	There is no benefit to the community group - 0		

Assessment Criteria	Rating System	Weighting	Assessment Results
c. The support of the project, activity or event for local businesses	Actively buying from local businesses and the project, activity or event will generate income for the local businesses (eg. Accommodation, fuel) - 10	10	10
	Some local businesses will be supported and the project, activity or event will generate some income for the local businesses - 5		
	All buying will be from outside the Barcaldine region and no local business will benefit from the project, activity or event - 0		
d. The ability of the organisation to fund the project, activity or event from other sources	Is actively sourcing funds from other sources - 5	20	15
	No attempt to source funding from other projects, activities or events - 0		
	Fund in the bank under \$10,000 - 15 Between \$10,001 and \$49,999 - 10 Over \$50,000 - 5		
e. The amount of grants previously received in the current financial year	No previous requests - 10	10	10
	Under \$1,500 - 5		
	Over \$1,500 - 0		
<b>TOTAL</b>		<b>100</b>	<b>80</b>

**Assessment Outcome**

Recommended that funding is provided?

Yes

No

Name Karyn Coomber

Signature \_\_\_\_\_

Date \_\_\_\_\_

Needs Council approval due to over allowances.  
 \$2500 Cash Donation for Alpha (27-29 Sept)  
 \$74.50 Venue Fee waiver for Barcaldine (5-7 July)  
 \$312.00 Plant hire : Generator hire x1 for Alpha event

Request for Assistance (Grants to Community Organisations)

Use this form if you are a community organisation and request financial assistance. Please ensure you have read the Community Grants Policy before completing this form. All answers and bank statements must be provided as per the policy

ID \_\_\_\_\_ Box \_\_\_\_\_

Organisation Information

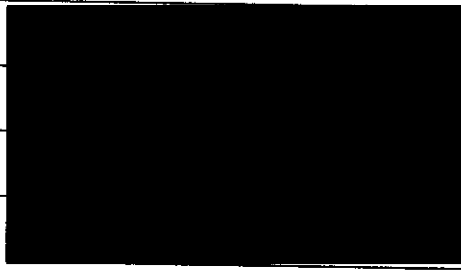
Organisation Name  
Barrels 4 A Cause

Postal Address  
5 McWhannelle St Aramac Qld 4726

President  
Joelene Gleeson

Secretary  
Tayla Jackson

Treasurer  
Tayla Jackson



Is your organisation registered for GST?  Yes  No

Is your organisation incorporated?  Yes  No

If no, name of sponsoring organisation

Does your organisation have outstanding debts with Barcaldine Regional Council?  Yes  No



A recent copy of the organisation bank statement is attached.

Grant information

Date assistance is required by 01-03-2024

Type of assistance:

Cash donation Estimated dollar amount of assistance: \$2500.00

Donation to be used for: Towards Band cost, as per attached letter

In-kind assistance Estimated dollar amount of assistance: \$500.00

Assistance requested for: Generator hire for Alpha Event

Fee waiver Estimated dollar amount of assistance: \$300.00

Waiver for: For hire of Barcaldine Showgrounds & Aramac Showgrounds 10 Feb 5-7 July Barcaldine

Plant Hire Estimated dollar amount of assistance: 1x Generator \$312.00

Items requested:

Description/amount of assistance requesting

As per attached letter we are asking for assistance for our event being held in Alpha in April 2024. This money will go towards the cost of the band for our ball. We are also asking for fees to be waived when hire of the showgrounds at Barcaldine or Aramac occur when we host our other events throughout the year.

Main location of activity for this project, event and/or activity

Alpha  Jericho  Barcaldine  Aramac  Muttaburra

**How will the community benefit from this assistance?**

By contributing to towards the cost of the band we will be able to reduce the cost of tickets to make this event possible for everyone to attend not only in Alpha but surrounding areas. Also providing assistance towards the fee waivers for grounds hire will help us keep costs down to run the events

**How will your organisation benefit from this assistance?**

we will benefit from the assistance for Alpha by being able to make the event on the satuday night affordable to everyone as we as a group contribute back to not nly the community but to organiusations such as RFDS, and this will help us to keep costs low so that more money can be donated back.

**How will your organisation support local businesses with the delivery of this project, activity or event?**

It will make the events affordable for all to attend. it will help to attract more people to the event dues to lower costs of attending, local businesses will be supported as we will purhcase items such as food and drinks from them for the events. By also bringing more people to the towns this will hopefully mean that people will spend money in the local business houses

**Demonstrate that attempts have been made to raise funds from other sources by providing details and outcomes of attempts e.g. raffles, funding raising initiatives, other grants or subsidies applied for. Describe your current and future plans for your existing funds.**


Raffles and grants are the main ways we have tried to raise funding for these events, but with most of our profits from raffles and auctions being donated back to organisations like the RFDS we try and seek help from the local council. We have applied for many grants but have been unsuccessful at this stage with any of them. We will continue to try and apply for grants that may be successful in helping with the costs associated with the weekends.

Have you received assistance in this financial year from Council? Yes  No

If yes, what is the dollar value of assistance? \_\_\_\_\_

**How will your organisation acknowledge Barcaldine Regional Council?**

Announcing over our PA system at events your support. on social media, and also displaying signs or banners at our events.

Signature  Date 6-12-2023

**Lodgement of your application**

MAIL Post to 'PO Box 191, Barcaldine QLD 4725' or fax to 07 4651 1778

IN PERSON Visit any BRC Administration Office from 8.00am to 4.30pm Monday to Friday  
Alpha 43 Dryden Street  
Aramac 35 Gordon Street  
Barcaldine 71 Ash Street




OFFICE USE ONLY

Approved

Not approved

Amount: \$ 2886.50 DM Signed: \_\_\_\_\_

Council decision needed for approval



Barcaldine Regional Council  
ATT: The Mayor – Councillor Sean Dillon  
PO Box 191  
Barcaldine Qld 4725

02 November 2023

Dear Mayor

I am writing to you on behalf of Barrels 4 A Cause. We are a not for profit organisation based in the Barcaldine Region. Throughout the year, we host barrel racing events across the region. This year we hosted 4 events in Aramac, Barcaldine, Jericho and Alpha. At each event we also raise funds for organisations close to our heart, such as Epilepsy Qld, The Mark Hughes Foundation and Royal Flying Doctor Service.

In 2024, we will be hosting our event in Alpha on the weekend of April 5<sup>th</sup> to 7<sup>th</sup>. At this event we will be hosting a 6D Barrel Race, auctions, raffles and also a Ball. Our auctions and raffles raise money for each of our charities. This year at our Alpha event, with the generosity of everyone, we raised \$8500.00 for Royal Flying Doctor Service. A charity that is close to all our hearts as we live in an area where we need this support. Next year at Alpha we will be looking to raise funds for RFDS again. We will look to host the ball again and also hold an auction and raffle to raise funds for them.

With our event next year, we are looking to attract over 150 competitors to the town of Alpha. We also hope to have many more than that attend our ball. We are hoping to have a live band at the ball as well.

We are writing to council to ask if they will assist us with part of the cost of the band. And are seeking support from council in the way of a cash donation of \$2500.00 towards the Alpha Ball to help cover the costs of the band. With the help of this cost, we will be able to make tickets cheaper to allow more people to attend the ball. As we understand that the cost of living and travelling is increasing. And it will also help people to be able to attend a social event in Alpha and hopefully interact with friends and family. Not a chance people often get out in the bush.

We look forward to hearing from you with regards to this donation towards our event.

Kind Regards



**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item No:** 3.2.5  
**Subject Heading:** Request for Assistance – Alpha Rodeo Association  
Author and Title: Karyn Coomber, District Manager – Alpha and Jericho  
Classification: (if confidential) [Click here to enter text.](#)

*Summary: This report is presented to Council for consideration to be given to providing support by way of a donation and fee waiver to the Alpha Rodeo Association.*

**Officer's Recommendation: That Council agrees to support the request for assistance for Alpha Rodeo Association, being for \$500.00 cash donation, \$74.50 venue hire fee waiver and \$624.00 for plant hire waiver (two) – Total = \$1,198.50.**

---

**Background**

The Alpha Rodeo is a highlight calendar event for the Alpha community. As with most regional and remote areas, the community looks forward to the rodeo.

These events bring visitors into our community which support other local businesses at the same time as supporting the rodeo. When not competing, the social aspect and supportive environment helps lift the community spirit.

By supporting the request for assistance, the Rodeo Association can bring entertainment to the event. The ongoing support from Council will assist with entertainment costs which in turn keeps overall costs reasonable for families from the region to attend.

**Link to Corporate Plan**

Theme 1: Community

- Supporting community so they have access to a variety of events
- Opportunities to keep our youth engaged in the community
- To bring the community together in a social environment.

**Consultation (internal/external) -Nil**

**Policy Implications -Nil**

**Budget and Resource Implications -**\$500.00 cash and \$698.50 in-kind

**Risk Management Implications -Nil identified**

**Asset Management Implications - Nil**

**Legal Implications -Nil**

## Assessment of a Request for Assistance

Application Number: 39202324

Community Group: Alpha Rodeo Association

### the Community Group Eligible

The community organisation is incorporated or is sponsored by an incorporated body.

Yes  No

The grant must be for a project, activity or event within the Barcaldine Regional Council area or provide a direct benefit to the Barcaldine Regional Council community.

Yes  No

The organisation does not have outstanding debts to Barcaldine Regional Council.

Yes, no outstanding debt  No, the community group has an outstanding debt

**If no to any of the questions above, the community group is ineligible and will not be granted funding.**

**If eligible for funding, please move to the assessment criteria**

### Assessment Criteria

Assessment Criteria	Rating System	Weighting	Assessment Results
a. The benefit of the project, activity or event to the community	The community will be fully benefited from the project, activity or event - 30	30	30
	The community will be somewhat benefited from the project, activity or event - 15		
	The project, activity or event will only benefit the community group that is involved - 10		
	There is no benefit to the community - 0		
b. The benefit of the project, activity or event to the community organisation	The community group will be fully benefited from the project, activity or event - 30	30	30
	The community group will be somewhat benefited from the project, activity or event - 15		
	There will be limited benefit to the community group - 10		
	There is no benefit to the community group - 0		

Assessment Criteria	Rating System	Weighting	Assessment Results
c. The support of the project, activity or event for local businesses	Actively buying from local businesses and the project, activity or event will generate income for the local businesses (eg. Accommodation, fuel) - 10	10	10
	Some local businesses will be supported and the project, activity or event will generate some income for the local businesses - 5		
	All buying will be from outside the Barcaldine region and no local business will benefit from the project, activity or event - 0		
d. The ability of the organisation to fund the project, activity or event from other sources	Is actively sourcing funds from other sources - 5	20	10
	No attempt to source funding from other projects, activities or events - 0		
	Fund in the bank under \$10,000 - 15 Between \$10,001 and \$49,999 - 10 Over \$50,000 - 5		
e. The amount of grants previously received in the current financial year	No previous requests - 10	10	5
	Under \$1,500 - 5		
	Over \$1,500 - 0		
<b>TOTAL</b>		<b>100</b>	<b>85</b>

### Assessment Outcome

Recommended that funding is provided?  Yes  No

Name Karyn Coomber

Signature \_\_\_\_\_

Date

29/02/2024

\$500.00 cash donation

\$74.50 fee waiver for hire<sup>of</sup> venue

\$624.00 Generator Hire x2.

Needs Council approval due to already receiving donation in this financial year going over \$1500.00 allowance



# Request for Assistance (Grants to Community Organisations)

Use this form if you are a community organisation and request financial assistance. ID \_\_\_\_\_ Box \_\_\_\_\_  
Please ensure you have read the Community Grants Policy before completing this form. All answers and bank statements must be provided as per the policy

## Organisation Information

Organisation Name ALPHA RODEO

Postal Address P O BOX 24, 32 HOOPER ST ALPHA Q 4724

President <u>DAN BLACK</u>	Contact Number _____
Secretary <u>MADDY PLATH</u>	Contact Number _____
Treasurer <u>LETICIA DONALDSON</u>	Contact Number _____

Is your organisation registered for GST?  Yes  No

Is your organisation incorporated?  Yes  No

Does your organisation have outstanding debts with Barcaldine Regional Council?  Yes  No

If no, name of sponsoring organisation \_\_\_\_\_

A recent copy of the organisation bank statement is attached.

## Grant information

Date assistance is required by \_\_\_\_\_

### Type of assistance:

Cash donation Estimated dollar amount of assistance: \$ 500-00

Donation to be used for: to be used towards cost of music/DJ.

In-kind assistance Estimated dollar amount of assistance: \_\_\_\_\_

### Assistance requested for:

Fee waiver Estimated dollar amount of assistance: \$500-00 - \$74.50

Waiver for: fees waived for hire of grounds, generator & chairs & fee waive for meetings.

Plant Hire Estimated dollar amount of assistance: Generator x2 \$624.00

### Items requested:

Description/amount of assistance requesting  
\$500-00 CASH TO BE USED TOWARDS COST OF DJ/MUSIC

\$500-00 (roughly) for fee waivers for hire of generator, hire of grounds for the event & meetings & hire of chairs.

### Main location of activity for this project, event and/or activity

Alpha  Jericho  Barcaldine  Aramac  Muttaborra

How will the community benefit from this assistance?

The Alpha Rodeo is a great community event which brings members from the town, the bush & away to watch a Rodeo

How will your organisation benefit from this assistance?

To help cover costs of the event & also this will help keep the entry cost down for patrons to attend.

How will your organisation support local businesses with the delivery of this project, activity or event?

We will support local businesses by purchasing goods through them & assuring we use them for anything required.

Demonstrate that attempts have been made to raise funds from other sources by providing details and outcomes of attempts e.g. raffles, funding raising initiatives, other grants or subsidies applied for. Describe your current and future plans for your existing funds.

We currently seek sponsorship for events to help cover costs associated with prizes. We also are seeking grant to help purchase more items such as grandstands that can be used by other community groups.

Have you received assistance in this financial year from Council? Yes  No

If yes, what is the dollar value of assistance? \$500 - fees waived for campdraft.

How will your organisation acknowledge Barcaldine Regional Council?

We will advertise council support on social media & also over the PA at the event & also a banner put up at the event.

Signature

Date

Lodgement of your application

MAI Post to 'PO Box 191, Barcaldine QLD 4725' or fax to 07 4651 1778  
L

IN PERSON Visit any BRC Administration Office from 8.00am to 4.30pm Monday to Friday

Alpha 43 Dryden Street  
Aramac 35 Gordon Street  
Barcaldine 71 Ash Street

OFFICE USE ONLY

Approved  Not approved Amount: \$1198.50 DM Signed: \_\_\_\_\_

Council decision needed for approval

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item No:** 3.2.6  
**Subject Heading:** Request for Assistance – Alpha Learn to Swim  
Author and Title: Karyn Coomber, District Manager – Alpha and Jericho  
Classification: (if confidential) [Click here to enter text.](#)

*Summary: Request for assistance from Alpha Learn to Swim and Alpha Amateur Swimming Club Incorporated for the running of the Drowning Prevention Program across the Barcardine region.*

**Officer's Recommendation: That Council consider:**

- **The late application request for support of the Drowning Prevention Program run by Alpha Learn to Swim and Alpha Amateur Swimming Club Incorporated and**
- **Support for the 2024–2025 swim season with a contribution of \$10,000.00 to assist in the prevention of drowning and water safety education across the five towns of the region.**

---

**Background**

There are only two months remaining in the swim season.

Pool leases are due to expire on 30 June 2024 with the recommendation dependent on new lease arrangements and successful tender for pool lease.

Council have supported this program since 2018 and as stated in the attached request, this program has evolved since then and they believe that the current delivery model will best service the wider community.

Attached to this report are the following documents:

- Email summary of activities undertaken with the previous funding
- Request for continuation of funding and support
- Barcardine Regional Council Drowning Prevention Program 2020–2021
- Letters of support from community members.

This program not only assists the community living in the townships, more importantly the families on property.

**Link to Corporate Plan**

Theme 1: Community

**Consultation (internal/external)**

Nil



**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Policy Implications**

Nil

**Budget and Resource Implications**

\$10,000.00

**Risk Management Implications**

Nil identified

**Asset Management Implications**

Nil

**Legal Implications**

Nil

Hi Karyn,

Please find a summarization of the information requested below:

The last drowning prevention funding supplied by the council was for the 2021/2022 swimming season. Due to COVID 19 and restrictions, only partial activities during that year were able to be undertaken and a request was made to council to hold the funding over to the 2022/2023 swimming season. This request was approved by the Barcaldine Regional Council in a council meeting. The activities for the previous funding therefore took place over a 2 year period, 2021/2022 and 2022/2023.

All activities were scheduled and undertaken in consultation with the stakeholders, to maximise participation and activity funding allocation. All five BRC towns were included in more than one of the activities.

#### **School CPR, Junior First Aid and Water Safety Education Visits**

St Josephs Barcaldine – 23<sup>rd</sup> November 2021 (58 students)  
St Josephs Barcaldine – 15<sup>th</sup> September 2023 (46 students)  
Alpha State School – 25<sup>th</sup> August 2023 (57 students)  
Alpha State School – 8<sup>th</sup> November 2022 (51 students)  
Alpha State School - 5<sup>th</sup> October 2021 (43 students)  
Jericho State School – 25<sup>th</sup> August 2023 (57 students)  
Jericho State School – 11<sup>th</sup> November 2022 (18 students)  
Jericho State School - 8<sup>th</sup> October 2021 (12 students)  
Muttaborra State School – 23<sup>rd</sup> August 2023 (22 students)

#### **Drowning Prevention and Macca Mini Meet Day**

Drowning prevention and Macca Mini meet days are run in conjunction with the schools of the Barcaldine Regional Council to promote and facilitate 100% participation of drowning prevention and water safety activities. The day includes CPR education, life saving skills, swimming lessons, and a fun interactive team building activity to conclude the day.

21<sup>st</sup> November 2021 – Jericho Swimming Pool (168 children)

\*included Jericho State School, Aramac State School, Alpha State School, St Joseph's Barcaldine, Longreach School of Distance Education, Capricornia School of Distance Education and Alpha/Jericho community children

29th November 2022 – Alpha Swimming Pool (51 children)

\*included Alpha State School, Longreach School of Distance Education, Capricornia School of Distance Education and Alpha/Jericho community children

25th November 2022 - Jericho State School (18 students)

\*included Jericho State School, Longreach School of Distance Education and Jericho community children

10<sup>th</sup> March 2023 – Alpha Swimming Pool (101 children)

\*included Jericho State School, Alpha State School, Longreach School of Distance Education, Capricornia School of Distance Education, and Alpha/Jericho community children

30<sup>th</sup> March 2023 – Longreach Swimming Pool (48 children)

\*Muttaborra State School, Longreach School of Distance Education, and Muttaborra community children

### **Swimming Clinics**

2 Day Swim Clinic (Saturday 17<sup>th</sup> and 18<sup>th</sup> June) - Longreach Aquatic Centre (Olympian Christopher Wright facilitated)

\*participation from children in Alpha, Jericho, Barcaldine, Aramac and Muttaborra (total of 120 children participated in clinic)

Locations and activities were organised in consultation with all participating stakeholders, and availability of coaching staff/special guests. The program continues to evolve and change reflecting the feedback and needs of the participating stakeholders. In previous years, distance was a major factor for participating families for Muttaborra and the change to venue to Longreach for the program in 2022/2023 facilitated participation for this cohort.

Chris Wright Clinic originally booked for February 2022 (Alpha clinic) was cancelled due to a small covid outbreak during the time, and was postponed. With consultation with stakeholders and a gap analysis, it was proposed to trial the program over the winter period. Closing the gap is an important part of the BRC program and it is established that the availability of winter swimming opportunities is a major disadvantage for western children when comparing this population to the metropolitan counterparts.

### **Presentation and Media Activities**

During this two year period the Barcaldine Drowning prevention program was highlighted at the following conferences:

- SwimCon21 (Swim Australia Best Community Outreach Program Award)
- SwimCon 22 (Swim Australia Best Community Outreach Program Award)
- SwimCon 23 (Swim Australia Best Community Outreach Program Finalist)
- Safety23 (Adelaide)(Public Health Association of Australia)
- Royal Life Saving Society National Water Safety Summit (Rural Stream) 2022
- FarmSafe Conference 2022
- World Congress on Drowning Prevention 2023 (Perth)

# Continuation of Funding for Barcaldine Regional Council Water Safety and Drowning Prevention Program

8<sup>th</sup> January 2024

Chief Executive Officer  
Barcaldine Regional Council  
PO Box 191,  
Barcaldine QLD 4725

Alpha Office  
Barcaldine Regional Council  
Dryden Street  
ALPHA QLD 4724

CC:/ Shane Gray, Sean Dillon, Karyn Coomber

To the Barcaldine Regional Council,

Alpha Amateur Swimming Club Inc. are writing to council to formally request the continuation of funding and approval for the Barcaldine Regional Council Drowning Prevention Program. We understand Shane and Karyn have not previously been involved in the program, however Mayor Dillon can speak to the success of the program and community participation the program generates.

Alpha Amateur Swimming Club and Alpha Learn to Swim have been coordinating the Barcaldine Regional Council Drowning Prevention Program since 2018 and it has evolved in to a community formulated and driven program. The program, since its conception in 2018, continues to evolve with a strategic bottom-up public health framework approach, including numerous BRC region stakeholders.



As per the commitment to the program in previous years, we would like to take this opportunity to request continuation of funding for the Barcaldine Regional Council Water Safety and Drowning Prevention Program. In previous years, council proposed a \$10,000 target be presented to council for consideration, which would provide a combined water safety program for the whole council district – Alpha, Jericho, Barcaldine, Aramac and Muttaborra. If the \$10,000 target is not suitable at this time, we ask for a contribution that the council deems suitable.

The Barcaldine Regional Council Water Safety and Drowning Prevention Program has been a very positive inclusion in our region, with great media coverage and exposure. The program has also been highlighted at numerous national and international conferences in Injury Prevention and Public Health. Rural and remote individuals are 6.5 times more likely to drown than their metropolitan counterparts, and this figure is exponentially larger for the under 4 years cohort who are exposed more consistently to water in rural areas. During the first season the program was very successful with an 8 week program presented to the community in each town (council funded lessons). This proved very costly and there was limited continued uptake by the families after the conclusion of the program. Due to funding constraints a more condensed version of the program was conducted the following season (5 lessons), with reduced results. The evaluation displayed limited benefit of the individual students. It is important to best utilise the funds allocated to drowning prevention and water safety, to provide the maximum benefit we can to all communities.

The program in subsequent years has moved to a centralised model (see draft program attached for 2020/2021), with an intensive regional clinic delivering 8 lessons to all children over a weekend and continued public health program delivery including CPR education and water safety engagement with the schools, kindergartens and daycares (reaching 100% of the targeted community) in the local communities.

We have previously presented an in-depth evaluation of the program to the council at a council meeting. We have supplied the a copy of the formal evaluation and a copy of the previous PowerPoint presentation presented to council. We continue to work closely with council to make sure the contribution from council is used to its full economic advantage and a full evaluation is undertaken at the conclusion of the program. We believe it is important to work together in tandem with council striving towards the goal - to see a sustainable model implemented across our region especially for the under-served locations.

We have worked closely with a number of councils to deliver water safety programs, however we believe the model employed by BRC currently is one of the most beneficial models, reaching the largest number of children and producing the greatest cost-effective benefit.

This season, we propose a very similar program to previous years. Currently plans for the program have been under construction with a regional 2-day clinic locked in, with Olympic swimmers and additional national recognised coaches already booked to assist with delivery. From guidance from previous programs, during a 2-day cluster, providing children with six to eight learn to swim lessons is easily achievable. It will provide a holistic approach to drowning including parent education, learn to swim services, and CPR. It will also provide water rescue skills for older cohorts. The program will also provide a network between delivery individuals in all towns and create a support network for continued delivery after the 2-day cluster. Importantly, engaging key individuals to help deliver the program provides professional development and support for the delivery individuals in the small towns. This enhances their capacity to deliver programs in their individual towns with continued support.

Additionally, we have been extending our capacity to deliver our Macca Mini meets across the Barcaldine Regional Council area. These days include CPR education, water safety and swimming skill education, lifesaving education, and a fun-filled day at the pool. We have been in communication with all schools in the region to develop a 1 day event for each community to attend to further develop and implement skills for continued learning. We are currently working for this delivery across Term 1 of the school calendar. By engaging with schools, this allows for the greatest uptake of participation.

We have attached to this letter the draft outline of the program from 2020/2021 which is used as the basis for our delivery of the program this year (February and March delivery). The program will cater for all ages and abilities, allowing the community to appreciate the lifelong importance of water safety. It will be essential in the drafting, design and delivery process to involve all key stake-holders of each individual community for buy-in. It will also help to identify what support communities need to continue with service

delivery after the program. We have also attached to this letter copies of letters from community members of all communities supporting the proposal of the continuation of the program and the importance to maintaining learn to swim services in our region.

Follow-up from the program will be essential. Parents or the community should feel empowered and ultimately responsible for their children's water safety journey through positive message reinforcement through the program. Each town should strive towards having the ability to deliver follow-up services with the parents responsible for these lessons. Each town should strive towards the goal of 24 weeks of lessons, easily achievable in the season (both Alpha and Jericho exceed this easily in a normal season. No council funding is required for this and this should be driven at the individual community level after the conclusion of the program.

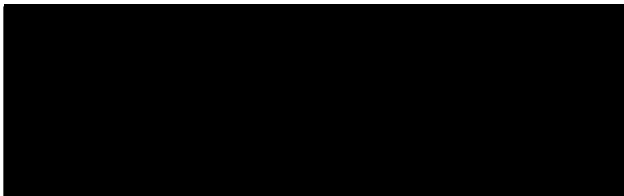
It is important to acknowledge the success of the Barcaldine Regional Council Drowning Prevention Program and the buy-in from National stakeholders including Royal Life Saving Society QLD, Swim Australia, Swim Coaches and Teachers Australia, Swimming Queensland, and Kids Alive Do the Five. All these stakeholders contribute resources and assistance with the program in various ways.

Alpha Amateur Swimming Club and Alpha Learn to Swim have delivered many drowning prevention programs across the state, and strives to deliver a program with a multifaceted evidence-based approach and engaging multiple sectors of the community in the delivery of the program – swimming club, the learn to swim school, the state schools, non-school age children and the distance education families. They deliver programs that are 100% accessible for all children. Alpha Learn to Swim offers a sustainable framework for the aquatic industry in the Barcaldine Regional Council catchment. If successful in gaining re-established funding for the program for this season, we will continue to work closely with all schools in the Barcaldine Regional Council catchment to position the program to work seamlessly through all involved groups, and to bring together the community delivery partners in all towns.

Again, we wish to thank the Barcaldine Regional Council for the ongoing support to the delivery of water safety education in the Barcaldine Regional Community. We look forward to a response from council. For any questions or queries related to any of the above, please do not hesitate to make contact. We would be more than happy to address council in relation to the proposed drowning prevention program, the key recommendations regarding maximising the economic benefit of funding in relation to drowning prevention programs and the need for a united movement.

Yours in swimming,

Henry Taylor





# Barcaldine Regional Council Drowning Prevention Program 2020/2021



## **DRAFT ONE**

**Overview:** Delivery of Barcaldine Regional Council Drowning Prevention Program for the 2020/2021 season. As per previous discussion proposed cluster (2-day event) in Barcaldine, as a central location and for ease of access to accommodation services. Consultation and design of event may require alterations depending on Covid-Safe plans. Program designed to bring together the five communities in a joint drowning prevention movement, and empower providers and communities to continue to deliver individual programs to their individual communities. The cluster will be built on a community collaborative bottom-up strategic framework, utilising the structure of previous successful programs/clinics. Individual streams (which work towards the common drowning prevention goal) will be run over the same weekend, timetabled in a rotational activity basis. The program will be designed to provide a holistic approach to drowning prevention, while also promoting community buy-in. Drowning intervention prevention studies document that no intervention or prevention measure works in isolation, therefore a multifaceted approach will be applied to the development of the program incorporating both swimming lessons/skill acquisition and education of both parents and children. The program will be formulated around four key principles: supervision, restricting access, water awareness and resuscitation. A social event/function is proposed to be promoted to the community as a whole during the Saturday night.

Primary prevention strategies that work in metropolitan areas are not always successful or translate well to rural locations. There is evidence for supporting the implementation of strategies including the promotion of child safe play areas and targeted public awareness campaigns for rural and regional aquatic environments, noting the challenges with delivery of programs to dispersed and small populations. First aid and cardiopulmonary resuscitation skills for lay first responders also remain vital. Teaching rural adults water safety awareness and the importance of active supervision is key. Swimming lessons for rural children and parents are not only a delivery portal for drowning prevention but a major place for social interaction due to geographical isolation.

<b>Funding Allocation:</b>	Barcaldine Council Contribution	\$10,000.00
	RLSSQ Contribution	Allocated funding from FRRR (approx. \$3,000)
	Alpha Learn to Swim	\$2,000.00
	CQ Swimming	\$2,000.00 (possible allocation to fund swimming pathways stream)

**Delivery Period:** Date to be confirmed (proposed delivery January 2020)

**Stakeholders:**



Stream	Activity	Target	Outputs
<p><b>One.</b> <b>Water Safety and Lifesaving Skills</b></p>	<ul style="list-style-type: none"> <li>• <i>Two-day cluster weekend (proposed location Barcaldine as central location)</i></li> <li>• <i>Delivery of water safety skills and lifesaving skills appropriate to age group allocated via National Water Safety Framework</i></li> <li>• <i>Delivery of recreational Bronze Medallion and Bronze Star to advanced participants</i></li> <li>• <i>Rotational activities for all age groups</i></li> </ul>	<p>Barcaldine Regional Council Community as a whole</p> <p>Youth Group (from 3 months)</p> <p>Parent Group</p>	<ol style="list-style-type: none"> <li>1. Water Safety Event Barcaldine</li> <li>2. Delivery of water safety activities to all age groups</li> <li>3. Provide resources for parent education</li> <li>4. Communication Plan: Social Media campaign with water safety messaging</li> <li>5. Benchmarking of Barcaldine region youth to National Watersafety framework – identification of benchmarking for individual communities</li> </ol> <p><b>KPI: 75% of council region youth meeting national water safety framework benchmarks</b></p> <p><b>KPI: 75% of council region engage with water safety messaging (through in-person attendance, social media or print media campaign)</b></p>
<p><b>Two.</b> <b>Learn to Swim</b></p>	<ul style="list-style-type: none"> <li>• <i>Two-day cluster weekend (proposed location Barcaldine as central location)</i></li> <li>• <i>Delivery of intensive learn to swim program</i> <ul style="list-style-type: none"> <li>○ <i>Strong focus on non-swimmer group and under 4 years age cohort</i></li> </ul> </li> </ul>	<p>Barcaldine Regional Council Community as a whole</p> <p>Youth Group (from 3 months)</p>	<ol style="list-style-type: none"> <li>1. Water Safety Event Barcaldine</li> <li>2. Delivery of intensive learn to swim program over 2 day period</li> <li>3. Learn to Swim delivery plan for continued sustained delivery in individual locations</li> <li>4. Benchmarking of Barcaldine region youth to National Watersafety framework – identification of benchmarking for individual communities</li> </ol>

<p><b>KPI: 75% of council region youth attending meeting national water safety framework benchmarks</b></p>			<p><b>KPI: Increase of swimming club membership by 20%</b></p>
<p><b>Three. Swimming Pathways</b></p> <ul style="list-style-type: none"> <li>• Two-day cluster weekend (proposed location Barcaldine as central location)</li> <li>• Identification of swimming sporting pathways and opportunities in the region for both junior and senior swimmers</li> <li>• Swimming Club clinic driven by Alpha Amateur Swimming Club and Barcaldine Swimming Club for stroke development for juniors and competitive swimming</li> <li>• Promote swimming sport in a fun and engaging manner</li> <li>• Olympic swimmer and coach to facilitated sessions</li> <li>• Mini Macca's Swim: fun engaging mini meet for young swimmers</li> <li>• Highlight social and recreational benefits</li> </ul>	<p>Barcaldine Regional Council Community as a whole</p> <p>Youth Group (from 5 years)</p> <p>Parent Group</p>	<p>1. Water Safety Event Barcaldine</p> <p>2. Delivery of stroke development and swimming pathway development for swimmers</p> <p>3. Facilitated sessions by Olympic coach and swimmer</p> <p>4. Communication plan and delivery road map for swimming pathways within region (contact details provided for each town)</p> <p>5. Mini Macca's Meet (included McDonald voucher, water bottles, show bag etc)</p>	<p><b>KPI: Delivery of CPR program to 75% of council region youth</b></p> <p><b>KPI: Delivery or engagement with 75% of CPR training with council region population</b></p>
<p><b>Four. CPR Awareness Campaign</b></p> <ul style="list-style-type: none"> <li>• RLSSQ allocated funds for CPR awareness campaign to be delivered through print advertising, social media campaign and in-person workshops</li> <li>• CPR Workshop delivery at cluster weekend for: <ul style="list-style-type: none"> <li>○ Under 7 Years</li> <li>○ 7 to 12 Years</li> <li>○ 12 Years to 15 Years</li> <li>○ 15 Years to Adults</li> </ul> </li> </ul>	<p>Barcaldine Regional Council Community as a whole</p> <p>Youth Group</p> <p>Parent Group</p>	<p>1. Communication Plan</p> <p>2. Delivery Social and print media campaign</p> <p>3. Delivery CPR workshops (age based) during 2 day event cluster</p>	<p><b>KPI: Increase of swimming club membership by 20%</b></p>

<p><b>Five.</b> Re-engagement and Community Culture</p>	<ul style="list-style-type: none"> <li>Directed social gathering and motivational speaking session with Olympic coach and swimmer</li> <li>RLSSQ directed session: the importance of drowning prevention in rural Queensland (farm hazards, water exposure ect.)</li> <li>Community orientated event during the 2 day cluster open to the community as a whole</li> <li>Social media and print media water safety messaging campaign, re-engagement with the community on the importance of learn to swim, swimming and water safety (focus on inland waterways and the new council lagoon/dam in Barcaldine)</li> </ul>	<p>Barcaldine Regional Council Community as a whole</p> <p>Youth Group</p> <p>Parent Group</p>	<ol style="list-style-type: none"> <li>Olympic coach and swimmer community open event</li> <li>Delivery of water safety RLSSQ session to community</li> <li>Social media campaign focusing on inland waterways water safety (local context)</li> <li>Community orientated event during water safety cluster (movie night?)</li> </ol> <p><b>KPI: Delivery of sustainable individual programs in independent towns</b></p>
<p><b>Six.</b> Sustainability</p>	<ul style="list-style-type: none"> <li>Provision for 10 learn to swim teacher qualifications and/or upskilling allocated in RLSSQ Central West Program</li> <li>Combined action between delivery operators in five towns to promote the continual delivery of services within their own towns (combined movement/promotion between both the learn to swim provider and the swimming club in the individual towns)</li> </ul>	<p>Alpha, Jericho, Barcaldine, Aramac, and Muttaburra</p> <p>Learn to Swim and Swimming Club providers</p> <p>Delivery to total population</p>	<ol style="list-style-type: none"> <li>Communication Plan</li> <li>Delivery Road Map</li> <li>Training or Networking Plan</li> <li>Individual program delivery</li> </ol> <p><b>KPI: Delivery of LTS program in each town minimum 24 weeks per year (Long term goal – self generated no funding)</b></p>





**Barcaldine Regional Council**  
71 Ash Street, Barcaldine Qld 4725

Dear Recipient,

I write to you in support of Alpha Learn to Swim. Our family has been apart of the ALTS family for the past 6 years and they have helped teach our sons to be capable swimmers, water safety and to have fun. Our sons love going to swimming and seeing everyone at swimming, as there is always a friendly face to welcome them and support in their learning stages.

We strongly believe that it is important for every child to be able to swim and to have the chance to learn how to be a capable swimmer. Living on a property brings some water dangers, dams, creeks etc. This is why it's so important to us that we can give our children the chance to learn and be safe.

In doing so we need to travel 52 km one way for these lessons, which becomes costly on top of the cost of the lessons. There needs to be funding to help families in rural and remote areas, low-income families and those who fall on hard times etc... everyone's child deserves the chance to learn how to swim. We love their program and credit goes to ALTS for skills our children have learnt through their program. We are fortunate enough to be able to travel to Aramac for this service as we are situated between both towns, but it is becoming increasingly harder with the cost of living. We know of a few families that live in Barcaldine itself and surroundings, that travel to Aramac to be able to get this service which is lacking in Barcaldine and is quite disappointing.

Warm regards,

**Ellen and Luke Newton**

ATT: Barcaldine Regional Council  
19/10/2023

RE: Drowning Prevention Funding

To Whom It May Concern,

As parents in a rural, remote location, it is paramount that our children learn to swim from an early age. Our house dam is situated approximately 80m from the main house/compound. This is particularly concerning/stressful and highlights the importance of learning to swim and understanding water safety from as young as possible.

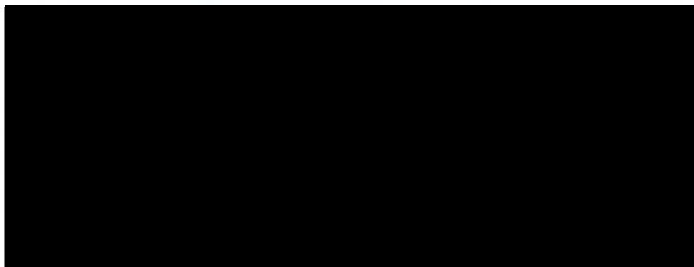
Our children (ages 6 & 1 year) are currently enrolled in swimming lessons at Alpha Learn to Swim. We travel 97 km (one way) weekly to attend lessons.

We love being part of the Alpha Learn to Swim community. We are so proud of our 6-year-old (Angus) whom has recently joined squad and is confidently swimming laps and jumping off the diving block into the pool. Our youngest child (Florence) has been attending swimming lessons since she was 4 months old, and we can already clearly see the benefits of starting so young. This is all credit to the fantastic and very capable swim instructors at Alpha Learn to Swim. We truly are very lucky to have the very best in our remote area.

It is also important for our children to be part of a sport that builds their confidence and keeps them active. Such opportunities are rare in this district, and we are grateful for Alpha Learn to Swim. The social aspect for our rural kids is also beneficial and they have made some lovely mates at our local Alpha pool.

Kind Regards,

*J. McComiskey*      *J.D. Priddle*







To Whom It May Concern,

I am writing a letter of support for Alpha Learn to Swim (ALTS) for their drowning prevention funding. We have been attending the classes from ALTS consistently since February 2023 & am very happy with the services they provide.

Swimming is such an important part of our lifestyle in QLD- particularly in summer. In Barcaldine so much of our recreational activities over summer revolve around water- afternoons at the pool & the Recreation Park.

Our two children, Fleur (2) and Hery (1) have been attending swimming lessons with ALTS and it has made a major improvement to their swimming ability, confidence & respect for the water. Within the first two lessons, we saw a significant difference to Fleur's swimming- going from not being able to kick to fully being under water, kicking & paddling. This was because of the experience from the instructors delivering high quality, focussed and engaged lessons that were also fun and enjoyable.

When we started the lessons, we were travelling to Longreach at least once a week for lessons. The trip almost took a whole day with 220km of driving. It was a big commitment with just 5 months and a 1.5 year old at the time but we felt it was crucial for our children to learn to swim, also our children loved and were thriving in the ALTS classes. With the warmer weather, we now travel to Aramac, 62km away, with other Barcaldine town residents for our lessons.

I believe that all children should have the opportunity to learn to swim, mainly as it prevents drowning. But also, for the benefits associated with attending classes- listening, following instructions & socialisation.

I fully recommend & support Henry, Vera, Danielle and the team, they have been brilliant & so supportive Fleur, Henry & lots of other children in their swimming journey.

Please let me know if you have any queries,

Kind Regards,

Alexanda Dyer

To Barcaldine Regional Council,

I am writing to show my support for Danielle Taylor of Alpha Learn To Swim (ALTS) in her application for grant funding for drowning prevention.

As of winter this year, I started to travel to Longreach for swimming lessons for my two-year-old son and 8 month old daughter. Due to not having lessons in Barcaldine, each week we would travel a 200km round trip to ensure my children would learn to swim. As of this summer, myself and a number of other families will be traveling to Aramac once a week to continue lessons with ALTS. Knowing our children are learning these important skills is rewarding and comforting going forward in their development.

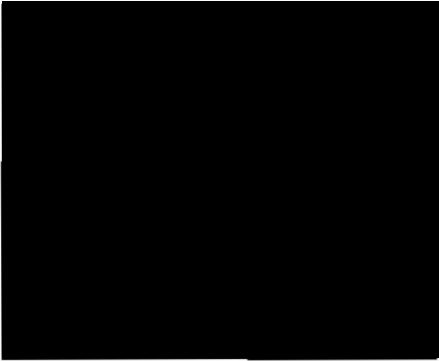
These types of learn to swim service I feel are imperative to communities. Danielle and her team are extremely professional, knowledgeable and fantastic with the kids. The work and passion that goes into keeping ALTS running is immense and should not go under appreciated. Myself, much like every other family could not put a price on a child's safety around the water, therefore will continue traveling for lessons. There is no doubt in my mind that the service that ALTS provides is crucial for our area and I hope you too will view the application as one with high merit.

Yours sincerely

Kaitlyn Dare

Barcaldine





17 October 2023

**Barcaldine Regional Council**

71 Ash St  
Barcaldine  
QLD 4725

To Whom It May Concern

My name is Ellen Fitzgerald, and along with my husband and two young daughters I live at Marita Downs, a property uniquely located in the junction of three shire councils, Barcaldine, Winton, and Longreach. Our home sits within the Barcaldine Shire, with Muttaborra being our closest locality.

Despite being over 100km from Muttaborra, and a drive of an hour and 20 minutes, we travel there weekly for our children's swimming lessons, conducted with the Alpha Learn To Swim school. Weekly trips to Muttaborra (plus extra trips for intensive swim clinics if they are available) with two small children in tow is no small undertaking, but one that we believe is imperative for the safety of our children. Our property's above ground water storage for our artesian water supply (or "Turkey's Nest,") is located only a stone's throw from our house. Though we have taken serious precautions with regard to fencing, and worked to educate our children about water safety, it is crucial that they learn to become safe in the water should the unthinkable ever occur.

A recent AgHealth Australia study noted that one in six (approximately 15%) of Australian on-farm deaths were the death of a child. Of those children, Worksafe Qld nominates farm structures including dams and troughs as the single leading cause of child deaths on-farm. I believe that the best way to prevent these tragic drownings is to support our children to learn to swim from a very early age.

The quality of the program delivered by Alpha Learn To Swim is outstanding, and is the single reason that our family has chosen to undertake the journey to Muttaborra on a weekly basis.

I am deeply in support of a dedicated drowning prevention program in our region, and am happy to speak further in support of such a venture.

Yours Sincerely,

Ellen Fitzgerald

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number:** 3.3.1  
**Subject Heading:** Financial Performance Report  
Author and Title: Daniel Bradford, Director Corporate and Financial Services  
Sara Milligan, Administration Support – Finance  
Classification: (if confidential)

*Summary: : Section 204 of the Local Government Regulation 2012 requires the Chief Executive Officer to prepare a finance report to present at each monthly meeting of the local government. The financial report must state the progress that has been made in relation to the local government’s budget for the period of the financial year up to a day as near as practicable to the end of the month before the meeting is held.*

*The purpose of the report is to promote sound financial management and accountability by presenting the Council’s budget performance as of 29 February 2024.*

**Officer’s Recommendation: That Council receive the report.**

---

**Background**

Council adopted the 2023-2024 Budget in June 2023. The budget was amended in November 2023 and January 2024. The report provides information and tracks Council’s year to date revenue, expenditure, and cash position. It also includes financial statistical information relevant to Council’s operations.

**Link to Corporate Plan**

Theme 5: Governance

We will have a safe, engaged, proud and performing council and workforce that is inclusive, innovative, ethical and trusted by all levels of government.

**Consultation**

Executive Management Team and District Managers

**Policy Implications**

Nil

**Budget and Resource Implications**

There are a number of matters highlighted in this report which have an impact on the financial position of Council. Where there are significant variations, Officer’s seek to reduce the impacts and looking to address in the quarterly budget reviews.

**Risk Management Implications**

The recommendation in this report has no direct impact on enterprise risk however, does provide information that should be used to assist in the management of risks identified.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

However, the regular monitoring and interrogation of the finances, does act as a mechanism of control for financial risk.

**Asset Management Implications**

Nil

**Legal Implications** - This report is a requirement as set out in the Local Government Finance Standard 1994 and *Local Government Act 2009*.

**Financial Attachments**

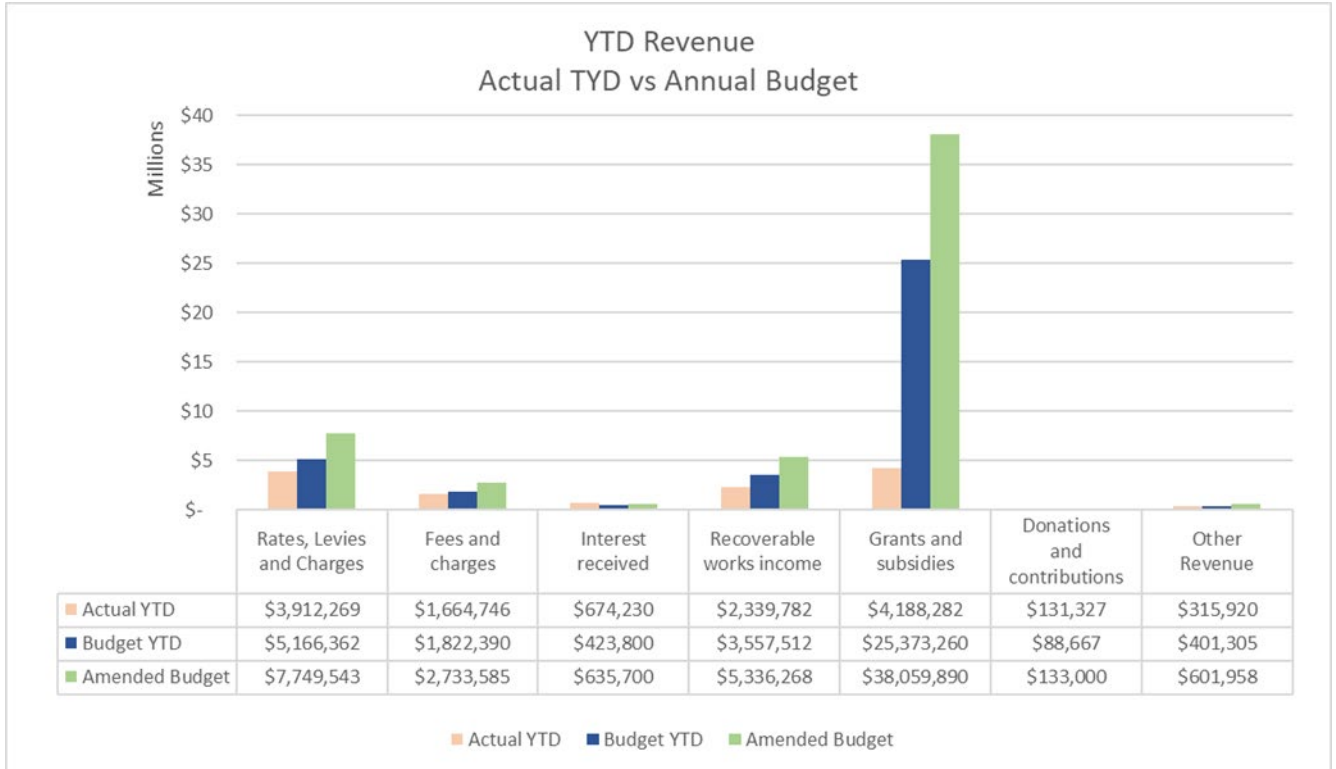


**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Financial Performance as at 29 February 2024**

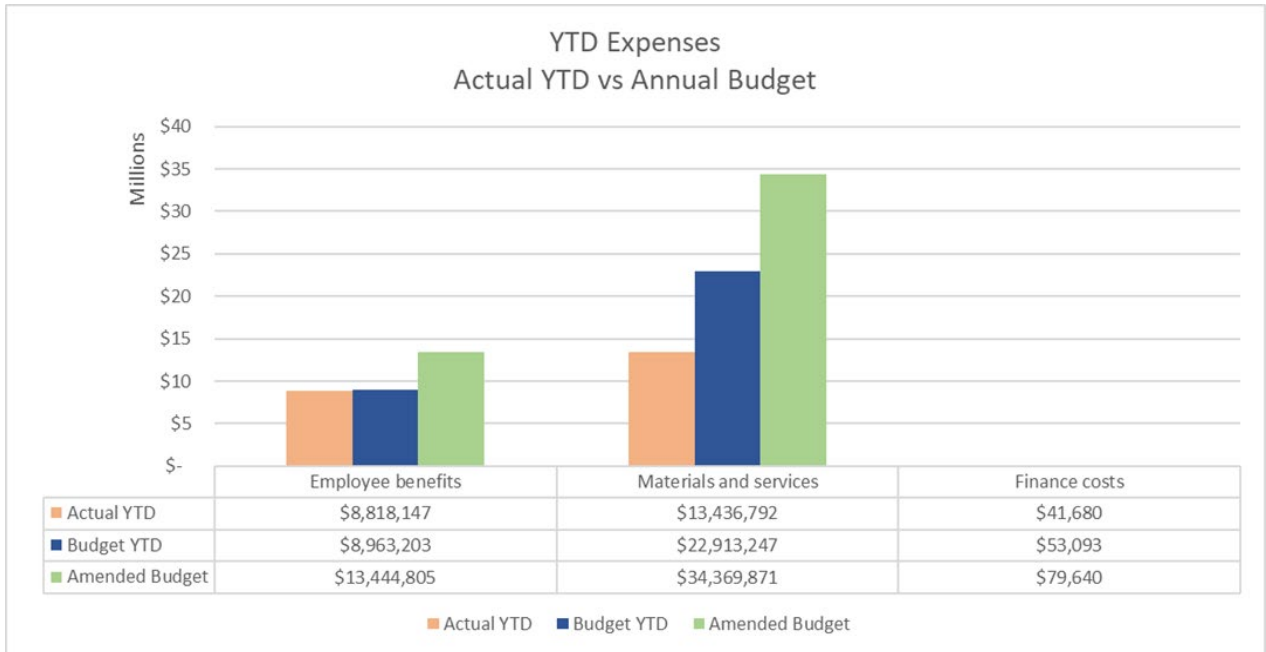
	Year to Date				Full
	Actual \$'000	Budget \$'000	Variance \$'000		Amended Budget \$'000
<b>Operating Revenue</b>					
Rates, Levies and Charges	3,913	3,875	38 R	7,750	
Fees and Charges	1,665	1,823	(158) R	2,734	
Rental Income	316	353	(37) R	530	
Interest Received	674	424	250 R	636	
Recoverable Works Income	2,340	3,557	(1,217) R	5,336	
Grants, Subsidies, Contributions and Donations	4,319	25,461	(21,142) R	38,192	
Other Revenue	-	48	(48) R	72	
<b>Total Operating Revenue</b>	<b>13,227</b>	<b>35,542</b>	<b>(22,315)</b>	<b>55,250</b>	
<b>Operating Expenses</b>					
Employee Benefits	8,818	8,963	(145) R	13,444	
Materials and Services	13,437	22,913	(9,476) R	34,370	
Finance Costs	42	53	(11) R	80	
Depreciation	2,669	4,883	(2,214) R	7,324	
<b>Total Operating Expenses</b>	<b>24,966</b>	<b>36,812</b>	<b>(11,846)</b>	<b>55,218</b>	
<b>Operating Profit/(Loss)</b>	<b>(11,739)</b>	<b>(1,270)</b>	<b>(10,469)</b>	<b>32</b>	
<b>Capital Revenue and Expenses</b>					
Capital Revenue	3,853	4,725	(872)	7,088	
Capital Expenses	68	33	35	50	
<b>Net Capital Income/(Loss)</b>	<b>3,921</b>	<b>4,692</b>	<b>(838)</b>	<b>7,038</b>	
<b>Net Result</b>	<b>(7,818)</b>	<b>3,422</b>	<b>(11,306)</b>	<b>7,070</b>	

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

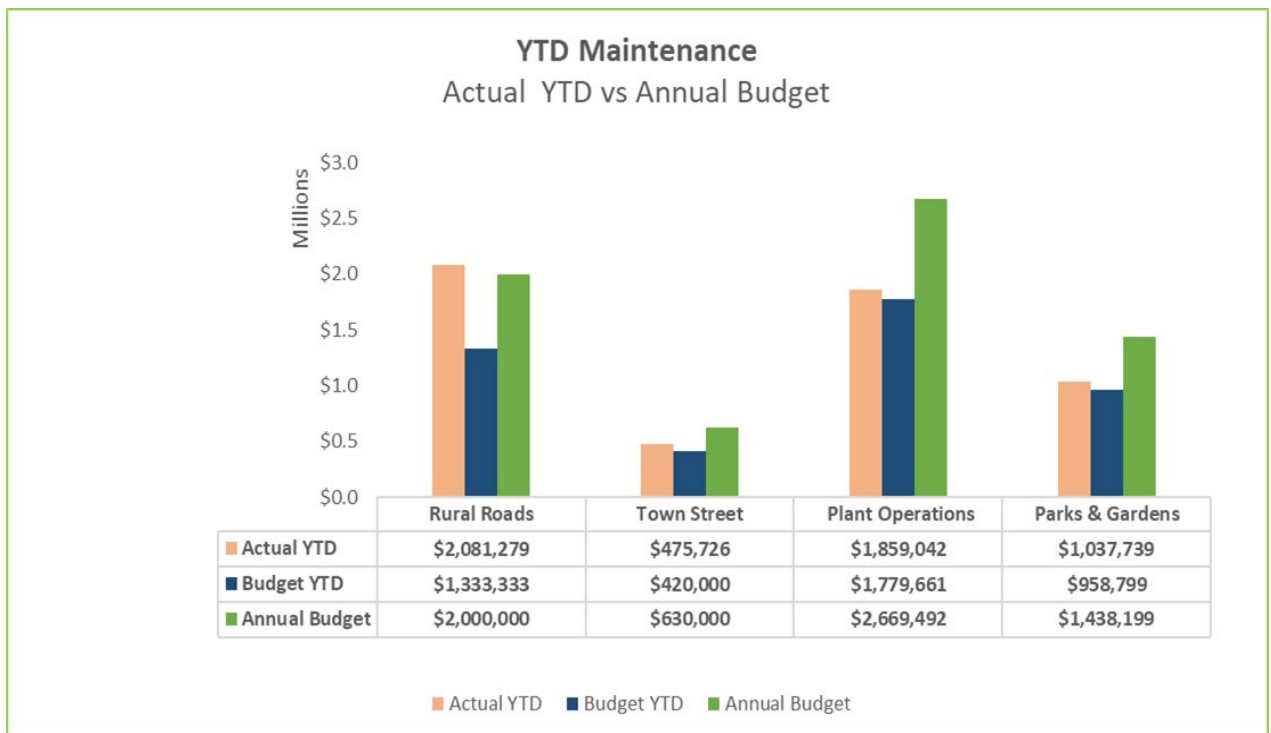


- Rates, Levies and Charges are on track with the first half of rates issued in September.
- Fees and Charges performing in line with expectations.
- Recoverable Works Income is trending ok. When compared against expenditure there is some outstanding claims to be invoiced.
- Grants and Subsidies are running under budget. Funds have been received in advance, but the works have not yet started, so the revenue has not been recorded. Flood damage accounts for a significant amount of this funding.
- Interest is performing above budgeted expectations, the variance between actuals and budget is due to the large amount of cash currently invested in Qld Treasury Corporation (QTC) and the increase in interest rates.

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**



Materials and Services are under budget, but this is expected to increase once flood damage delivery increases. Delivery has begun on majority of the submissions.



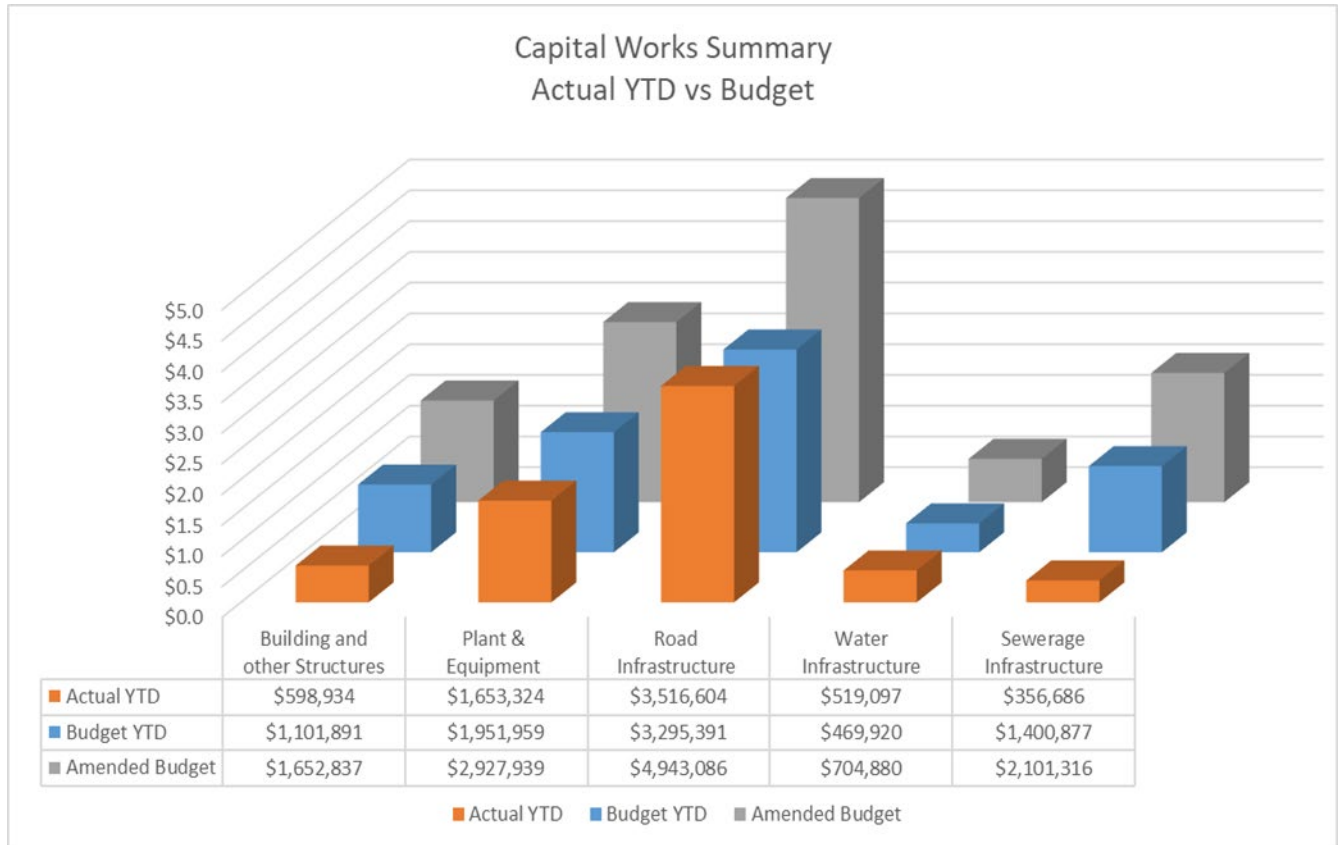
- All maintenance programs are well underway for the 2024 financial year with rural roads progressing well ahead of budget. Reason for overspending is the large amount of work on Rural Roads in the first half of the year, which should level out now that flood damage works have begun.
- Town Streets, Plant Operations and Parks and Gardens are all tracking only slightly over year-to-date budget.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Financial Position as at 29 February 2024**

	Monthly Balances			Movement	Full Year
	December 2023	January 2024	February 2024		Amended Budget
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Current Assets</b>					
Cash	28,892	28,087	25,953	(2,134)	28,981
Receivables	6,633	3,851	3,781	(70)	1,184
Other	265	610	649	39	3,938
	35,790	32,548	30,383	(2,165)	34,103
<b>Non-Current Assets</b>					
Property, plant & equipment	393,486	393,277	394,750	1,473	406,798
Other	12,165	12,218	10,962	(1,256)	-
	405,651	405,495	405,712	217	406,798
<b>Total Assets</b>	<b>441,441</b>	<b>438,043</b>	<b>436,095</b>	<b>(1,948)</b>	<b>440,901</b>
<b>Current Liabilities</b>					
Trade and other payables	12,901	10,541	20,173	9,632	1,768
Borrowings	272	272	272	-	550
Provisions	1,558	1,563	1,554	(9)	2,824
Other	-	-	-	-	5,044
	14,731	12,376	21,999	9,623	10,186
<b>Non-Current Liabilities</b>					
Borrowings	2,330	2,330	2,330	-	1,781
Provisions	1,117	1,117	1,117	-	1,165
	3,447	3,447	3,447	-	2,946
<b>Total Liabilities</b>	<b>18,178</b>	<b>15,823</b>	<b>25,446</b>	<b>9,623</b>	<b>13,132</b>
<b>Net Community Assets</b>	<b>423,263</b>	<b>422,220</b>	<b>410,649</b>	<b>(11,571)</b>	<b>427,769</b>
<b>Community Equity</b>					
Capital	-	-	-	-	-
Retained surplus/(deficit)	203,727	202,684	191,111	(11,573)	208,229
Asset revaluation surplus	219,541	219,541	219,541	-	219,541
<b>Total Community Equity</b>	<b>423,268</b>	<b>422,225</b>	<b>410,652</b>	<b>(11,573)</b>	<b>427,770</b>

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**



- Plant has a large list of new items to be purchased which is progressing.
- Buildings and Other Structures are seeing the early stages of commencing the program.
- Roads Infrastructure is due to works being completed in the flood damage space for Texas and Aramac-Jericho Roads.
- Sewerage remains a concern with clear future costs to complete these projects still being determined. Rectification works to deal with construction issues at the Barcaldine Sewerage Treatment Plant are being undertaken to take the project to a state, which current projects can then be considered closed out.



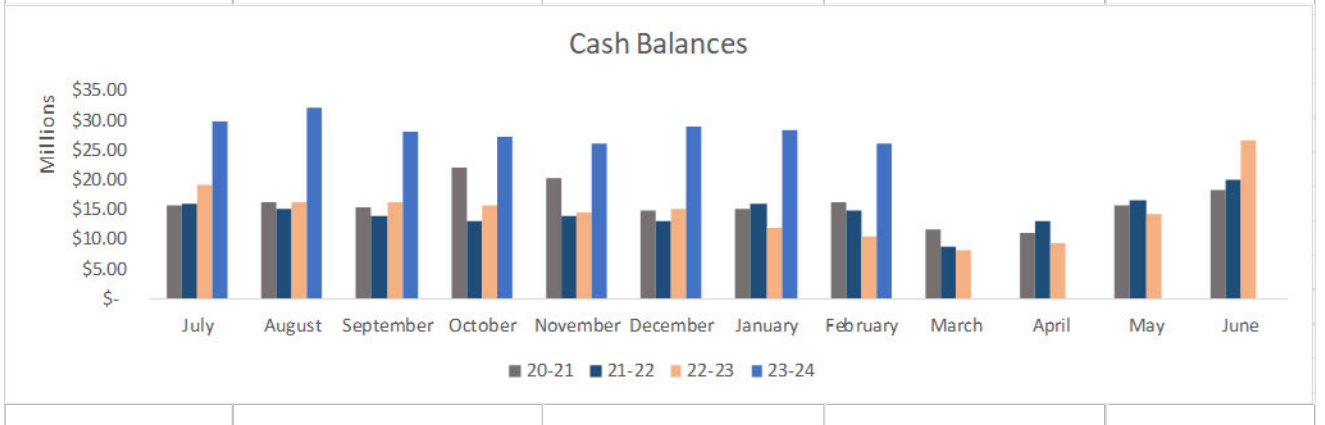
**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Financial Report to a Meeting of Barcaldine Regional Council

Held on 12 March 2024

Cash Position as at 29 February 2024

			Feb-24	Jan-24
<b>Cash at Bank</b>				
Operating Accounts- BOQ		\$	46,526	\$ 384,478
QTC Investments Acc		\$	25,984,142	\$ 27,972,017
		\$	<b>26,030,668</b>	\$ <b>28,356,494</b>

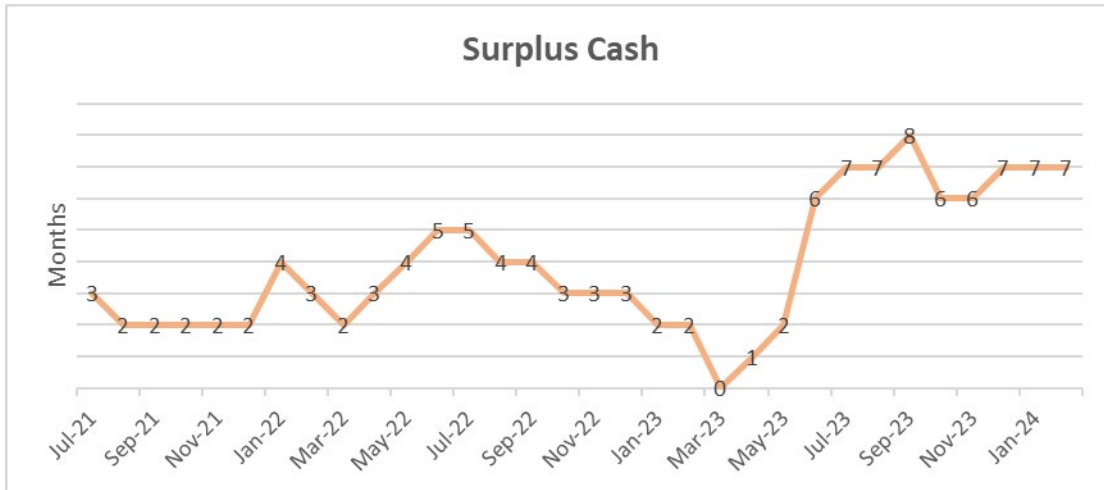


The Unrestricted Cash Expense Cover Ratio is an indicator of the unconstrained liquidity available to Council. Council currently has \$15.6million in restricted cash. The target for this Council based on the Financial Management Sustainability Guideline is four months. Council has seen a decline down to 3.32 months due to the restricted cash, this is primarily made up of Aramac, Alpha and Barcaldine region Flood Damage packages.

Month	Cash	Restricted	Unrestricted	Expenses	Ratio (Months)
Jul-23	\$ 29,836,549	14,877,930	14,958,619	2,114,948	7.07
Aug-23	\$ 31,967,701	17,083,727	14,883,973	4,508,115	6.60
Sep-23	\$ 28,119,364	16,567,061	11,552,302	8,537,595	4.06
Oct-23	\$ 27,159,969	10,721,094	16,438,875	14,194,633	4.63
Nov-23	\$26,152,330	10,904,711	15,247,619	17,350,993	4.39
Dec-23	\$28,992,163	11,022,150	17,970,012	20,136,218	5.35
Jan-24	\$28,356,494	10,912,376	17,444,117	22,372,937	6.12
Feb-24	\$26,030,668	15,659,176	18,322,410	24,966,110	3.32

Alternatively, a view of Council's surplus cash with due consideration for liabilities being resolved can be seen below. With this calculation Council would have seven months of surplus cash, this has been sitting stable since June 2023 when the prepaid Federal Assistance Grant (FAG) was received.

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**



The current Cash outlook is expected to decline over the coming months with works ramping up in the Flood Damage space and no expected up-front payments to come in. Second portion of rates will see the balance pick back up again but with a decline until the expected FAGs payment is received in June. It should be noted while this is the case, the cash position expects to remain in a strong position with considerable growth in the balance compared to this point in time in previous years.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Statement of Cash Flow as at 29 February 2024**

	Year to Date			Full Year
	Actual	Budget	Variance	Amended Budget
<i>YTD cash flows</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
<b>Cash flows from operating activities</b>				
Receipts from customers	25,634	38,076	(12,442)	57,114
Payments to suppliers and employees	(23,829)	(32,877)	9,048	(49,315)
Interest paid	(42)	(53)	11	(80)
Interest received	674	424	250	636
<b>Net cash inflow (outflow) from operating activities</b>	<b>2,437</b>	<b>5,570</b>	<b>(3,133)</b>	<b>8,355</b>
<b>Cash flows from investing activities</b>				
Payments for property, plant and equipment	(6,932)	(8,456)	1,524	(12,684)
Proceeds from sale of property, plant and equipment	606	333	273	500
Grants, subsidies, contributions and donations	3,853	4,725	(872)	7,088
<b>Net cash inflow (outflow) from investing activities</b>	<b>(2,473)</b>	<b>(3,397)</b>	<b>924</b>	<b>(5,096)</b>
<b>Cash flows from financing activities</b>				
Proceeds from borrowings	-	-	-	-
Repayment of borrowings	(262)	(353)	91	(530)
<b>Net cash inflow (outflow) from financing activities</b>	<b>(262)</b>	<b>(353)</b>	<b>91</b>	<b>(530)</b>
<b>Net increase (decrease) in cash held</b>	<b>(298)</b>	<b>1,819</b>	<b>(2,117)</b>	<b>2,729</b>
Cash at beginning of reporting period	26,250	17,501	8,749	26,251
<b>Cash at end of reporting period</b>	<b>25,952</b>	<b>19,320</b>	<b>6,632</b>	<b>28,980</b>

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number:** 3.3.2  
**Subject Heading:** Community Care Services Report  
Author and Title: Sarah Milligan, Accountant  
Classification: (if confidential)

*Summary: This report provides an update on the Community Care Services financial progress. The financial performance of the business unit broken up into the care packages provided by Council.*

**Officer's Recommendation: That Council receive the report.**

---

**Background**

Council provides community care programs across the region. This report provides a financial update on the performance on each program. A general summary of each program is below:

Commonwealth Home Support Program (CHSP) is currently showing a more realistic result of where we are year to date; we have now received 90% of funding for the year for CHSP, with some of these funds sitting in revenue received in advance. It should be noted that there are several programs Council run under CHSP. CHSP is currently showing a \$16,786 profit before overheads. Following engagement with the Community Care Services team, finance is reviewing a number of elements of this program and implementing a revised accounting structure to simplify the costings to funding streams and preparing a business plan. This will improve reporting, transparency and clarity of what has occurred with this CHSP program.

The Home Care Packages are currently sitting at a loss of \$13,403 with some claims still to be made.

Home Assist Secure has seen a gradual increase in the requests from clients and has received 75% of its total funding already for the 2024 financial year. Both programs are being reviewed by officers given the disparity between expenditure and revenue. These programs, while not a profit opportunity, should operate on a cost neutral basis.

National Insurance Disability Scheme (NDIS) continues to show very healthy numbers, above expectation with 68 participants currently and sitting at a profit of \$24,922 before overheads.

Overall, the Community Care Services unit is sitting at a profit of \$15,139.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Link to Corporate Plan**

Theme 2: Services

Our townships continue to be provided with compliance and sustainable water, sewerage and waste services. In the absence of other alternative providers, we continue to provide quality community support services on a cost neutral basis.

**Consultation**

Nil

**Policy Implications**

Nil

**Budget and Resource Implications**

Most of the programs are run on a cost recovery basis. The NDIS is an opportunity to run at a profit into the future. Currently it is tracking to have a small profit before overheads are included.

**Risk Management Implications**

The recommendation in this report has no direct impact on enterprise risk however, does provide information that should be used to assist in the management of risks identified.

**Asset Management Implications**

Nil

**Legal Implications**

Nil



**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Tables and Program Summaries**

Barcaldine Regional Council - Community Services Business Unit						
Financial Performance Reports						
For the period 1 July 2023 to	29-Feb-24					
% of year lapsed	67%					
	YTD Actual \$	YTD Budget \$	Projected Annual \$	Annual Budget \$	YTD Variance %	Projected Annual Variance %
<b>DIRECT INCOME &amp; EXPENDITURE</b>						
<b>Income</b>						
CHSP	565,733	561,667	928,564	842,500	1%	10%
Home Care Packages	112,650	91,333	152,500	137,000	23%	11%
Home Assist/Secure	47,544	105,000	157,000	157,500	-55%	0%
NDIS	1,067,894	1,220,000	1,645,667	1,830,000	-12%	-10%
<b>Total Income</b>	<b>1,793,821</b>	<b>1,978,000</b>	<b>2,883,732</b>	<b>2,967,000</b>	<b>-9%</b>	<b>-3%</b>
<b>Expenditure</b>						
CHSP	548,947	505,580	941,451	758,370	9%	24%
Home Care Packages	126,052	86,733	175,104	130,099	45%	35%
Home Assist/Secure	60,711	103,016	111,779	154,524	-41%	-28%
NDIS	1,042,972	1,122,879	1,640,000	1,684,318	-7%	-3%
<b>Total expenditure</b>	<b>1,778,682</b>	<b>1,818,207</b>	<b>2,868,335</b>	<b>2,727,311</b>	<b>-2%</b>	<b>5%</b>
<b>NET DIRECT PROFIT/LOSS</b>	<b>15,139</b>	<b>159,793</b>	<b>15,397</b>	<b>239,689</b>	<b>-91%</b>	<b>-94%</b>
<b>Indirect Costs</b>						
Administrative Overheads	115,541		216,791			
Depreciation	5,665		8,497			
<b>NET PROFIT/LOSS</b>	<b>- 106,067</b>		<b>- 209,891</b>			

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Barcaldine Regional Council - Community Services Business Unit						
Program: Commonwealth Home Support Program						
Financial Performance Reports						
For the period 1 July 2023 to 29-Feb-24						
CHSP	YTD Actual \$	YTD Budget \$	* Projected Annual \$	Annual Budget \$	YTD Variance %	Projected Annual Variance %
<b>DIRECT INCOME &amp; EXPENDITURE</b>						
<b>Income</b>						
CHSP Grants	455,496	473,333	759,400	710,000	96%	7%
CHSP Workforce Retention	-	-	-	-	0%	0%
Grants QCSS	624	13,333	-	20,000	-95%	-100%
Contributions CHSP	103,503	66,667	160,000	100,000	55%	60%
Contributions MOW	6,110	8,333	9,164	12,500	-27%	-27%
<b>Total Income</b>	<b>565,733</b>	<b>561,667</b>	<b>928,564</b>	<b>842,500</b>	<b>1%</b>	<b>10%</b>
<b>Expenditure</b>						
Workforce Retention	-	0	-		0%	0%
Personal Care	2,874	20,393	15,000	30,589	-86%	-51%
Transport	18,374	40,667	27,561	61,000	-55%	-55%
Domestic Assistance	77,772	56,667	140,000	85,000	37%	65%
Home maintenance	-	19,333	15,000	29,000	-100%	-48%
Home modifications	243,297	144,667	400,000	217,000	68%	84%
Meals	7,601	8,333	11,401	12,500	-9%	-9%
Meals on wheels	-	5,000	2,500	7,500	-100%	-67%
Nursing	-	26,605	7,500	39,907	-100%	-81%
Social Support-group	44,521	46,000	84,000	69,000	-3%	22%
Social Support-individual	24,221	39,667	36,332	59,500	-39%	-39%
Case Management	4,338	2,002	6,506	3,003		
Client Care coordination	41,557	61,667	70,000	92,500	-33%	-24%
QCSS wages	443	3,333	-	5,000	-87%	-100%
QCSS operating	180	10,000	-	15,000	-98%	-100%
Coord & Super - Community	83,767	21,247	125,651	31,871	294%	294%
<b>Total expenditure</b>	<b>548,947</b>	<b>505,580</b>	<b>941,451</b>	<b>758,370</b>	<b>9%</b>	<b>24%</b>
<b>Direct profit/Loss before overheads</b>	<b>16,786</b>	<b>56,087</b>	<b>- 12,887</b>	<b>84,131</b>	<b>-70%</b>	<b>-115%</b>
<b>Indirect Costs</b>						
Administrative overheads	39,176		58,764			
Depreciation	5,665		8,497			
<b>NET PROFIT/LOSS</b>	<b>- 28,055</b>		<b>- 80,148</b>			

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Barcaldine Regional Council - Community Services Business Unit						
Program: Home Care Packages						
Financial Performance Reports						
For the period 1 July 2023 to		29-Feb-24				
	YTD Actual	YTD Budget	* Projected	Annual	YTD	Projected
HOME CARE PACKAGES	\$	\$	Annual \$	Budget \$	Variance %	Annual Variance %
<b>DIRECT INCOME &amp; EXPENDITURE</b>						
<i>Income</i>						
Grants	112,650	83,333	145,000	125,000	35%	16%
Return unexpended grants			-	-		
Contributions	-	8,000	7,500	12,000	-100%	-38%
<b>Total Income</b>	<b>112,650</b>	<b>91,333</b>	<b>152,500</b>	<b>137,000</b>	<b>23%</b>	<b>11%</b>
<i>Expenditure</i>						
Regional HC Wages	102,287	40,000	140,000	60,000	156%	133%
Regional HC Packages - operating	10,362	43,333	15,000	65,000	-76%	-77%
Coord & Super - Community	13,403	3,400	20,104	5,099	294%	294%
<b>Total expenditure</b>	<b>126,052</b>	<b>86,733</b>	<b>175,104</b>	<b>130,099</b>	<b>45%</b>	<b>35%</b>
<b>Direct profit/Loss before overheads</b>	<b>- 13,403</b>	<b>4,600</b>	<b>- 22,604</b>	<b>6,901</b>	<b>-391%</b>	<b>-428%</b>
<i>Indirect Costs</i>						
Administrative overheads	7,287		10,930			
Depreciation						
<b>NET PROFIT/LOSS</b>	<b>- 20,689</b>		<b>- 33,534</b>			

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Barcaldine Regional Council - Community Services Business Unit						
Program: Home Assist/Secure						
Financial Performance Reports						
For the period 1 July 2023 to 29-Feb-24						
		YTD Budget	* Projected	Annual	YTD	Projected
HOME ASSIST/SECURE	YTD Actual \$	\$	Annual \$	Budget \$	Variance %	Annual Variance %
<b>DIRECT INCOME &amp; EXPENDITURE</b>						
<b>Income</b>						
Grants	46,192	99,333	149,000	149,000	-53%	0%
Grants- SAA program	-	-	-	-		
Unexpended grant return (est 20/21)	-	-	-	-		
Contributions	1,353	5,667	8,000	8,500	-76%	-6%
<b>Total Income</b>	<b>47,544</b>	<b>105,000</b>	<b>157,000</b>	<b>157,500</b>	<b>-55%</b>	<b>0%</b>
<b>Expenditure</b>						
Direct wages	1,119	33,333	25,000	50,000	-97%	-50%
Operating costs	45,073	66,000	65,000	99,000	-32%	-34%
SAA Grant expended	-	-	-	-		
Coord & Super - Community	14,520	3,683	21,779	5,524	294%	294%
<b>Total expenditure</b>	<b>60,711</b>	<b>103,016</b>	<b>111,779</b>	<b>154,524</b>	<b>-41%</b>	<b>-28%</b>
<b>Direct profit/Loss before overheads</b>	<b>- 13,167</b>	<b>1,984</b>	<b>45,221</b>	<b>2,976</b>	<b>-764%</b>	<b>1420%</b>
<b>Indirect Costs</b>						
Administrative overheads	4,651		6,977			
Depreciation	-		-			
<b>NET PROFIT/LOSS</b>	<b>- 17,818</b>		<b>38,243</b>			

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Barcaldine Regional Council - Community Services Business Unit						
Program: NDIS						
Financial Performance Reports						
For the period 1 July 2023 to 29-Feb-24						
NDIS	YTD Actual \$	YTD Budget \$	* Projected Annual \$	Annual Budget \$	YTD Variance %	Projected Annual Variance %
<b>DIRECT INCOME &amp; EXPENDITURE</b>						
<b>Income</b>						
Fees - Plan Set-up	9,541	4,000	14,312	6,000	139%	139%
Fees - Plan administration	50,942	73,333	76,413	110,000	-31%	-31%
Fees - support coordination	43,295	76,000	64,943	114,000	-43%	-43%
Care packages	964,115	1,066,667	1,490,000	1,600,000	-10%	-7%
Contributions		-		-		
<b>Total Income</b>	<b>1,067,894</b>	<b>1,220,000</b>	<b>1,645,667</b>	<b>1,830,000</b>	<b>-12%</b>	<b>-10%</b>
<b>Expenditure</b>						
Direct assistance wages	11,144	43,267	20,000	64,900	-74%	-69%
Plan participant claims	952,367	1,001,733	1,500,000	1,502,599	-5%	0%
Coordination & Supervision	79,460	77,879	120,000	116,819	2%	3%
<b>Total expenditure</b>	<b>1,042,972</b>	<b>1,122,879</b>	<b>1,640,000</b>	<b>1,684,318</b>	<b>-7%</b>	<b>-3%</b>
<b>Net Direct Profit/Loss</b>	<b>24,922</b>	<b>97,121</b>	<b>5,667</b>	<b>145,682</b>	<b>-74%</b>	<b>-96%</b>
<b>Indirect Costs</b>						
Administrative overheads	68,245		136,489			
Depreciation						
<b>NET PROFIT/LOSS</b>	<b>- 43,323</b>		<b>- 130,822</b>			



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item No:** 3.3.3  
**Subject Heading:** 2022–2023 External Audit  
Author And Title: Daniel Bradford, Director Corporate and Financial Services  
Classification: (If Confidential)

*Summary: The Queensland Audit Office has completed the 2023 Financial Audit for Barcaldine Regional Council. The Final Management Report has been distributed to the Mayor with an unmodified audit opinion on our financial statements. This report will provide a summary of the matters arising from the audit.*

**Officer's Recommendation: That Council receive and note the Financial Management Letter.**

---

**Background**

The Queensland Audit Office (QAO) has provided advice that it has completed the annual review of Council's Financial Statements for 2022–2023 and it has resulted in an unmodified audit opinion.

A key element of the audit is reviewing Council's internal controls. This review classifies internal control issues into three categories: significant deficiencies, deficiencies and other matters. For the 2022–2023 audit: no significant deficiencies, three new deficiencies and one other matter were identified. There remains four prior audit matters that remain open. Two low risk financial reporting issues were identified, which Council in both cases have added to our end of year checklist to ensure these issues do not occur in the future.

Three of the four matters identified in the current year are nearing close out. Of the four issues identified from previous audits, Council is working through some wholistic reviews or changes to process and systems to not just resolve the matter but improve the outcomes for Council.

This is a positive result for Council, with no significant deficiencies and an unmodified audit. A copy of the letter and the response from management on each of the items identified are included.

**Link to Corporate Plan**

Theme 5: Governance

- Acceptable audit results for safety and financial performance
- 95% of audit and corrective action items closed out within timeframes
- Statutory financial performance indicators achieved.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Consultation (internal/external)**

Nil

**Policy Implications**

Nil

**Budget and Resource Implications**

There are no budget implications from this report

**Risk Management Implications**

The recommendation in this report has no direct impact on enterprise risk, however the review of Council's financial practices, by external auditors, is an essential control for managing Council's various enterprise and operational risks.

**Asset Management Implications**

Nil

**Legal Implications**

Nil



## 2023 FINAL MANAGEMENT LETTER

# Barcaldine Regional Council

15 February 2024

---

15 February 2024

Mayor Sean Dillion  
PO Box 191  
BARCALDINE QLD 4472

Dear Mayor Dillion

### **Final management report for Barcaldine Regional Council**

We have completed our 2023 financial audit for Barcaldine Regional Council. I have issued an unmodified audit opinion on your financial statements.

The purpose of this letter is to update you on any matters that have arisen since we presented our closing report to management on 13 February 2024.

### **Reporting on issues identified after the closing report**

I can confirm that we have not identified significant issues since the presentation of our closing report. The issues and other matters we have formally reported to management and an update on management's actions taken to resolve these issues is included as Appendix A.

Please note that under section 213 of the Local Government Regulation 2012, you must present a copy of this report at your council's next ordinary meeting.

### **Report to parliament**

Each year we report the results of all financial audits and significant issues to parliament.

We intend to include the results of our audit of Barcaldine Regional Council in our report to parliament. We will comment on the results of our audit of your financial report, any significant internal control issues we identified, and the overall results of the sector, including major transactions and events. We will discuss the proposed content of our report with your chief executive officer and continue to consult as we draft our report. Formally, you will have an opportunity to comment on our report, and for these comments to be included in the final version tabled in parliament.

### **Audit fee**

The final audit fee for this year is \$124,640 exclusive of GST (2022: \$86,500). This fee is higher than the \$99,500 estimated in our external audit plan. We have discussed the key factors contributing to the fee variation with your Director Corporate and Financial Services. In summary these matters were increased travel expenses, additional work as a result of adjustments required and the cost of delays in finalising the financial statements.

We would like to thank you and your staff for their engagement in the audit this year.

If you have any questions about this letter or would like to discuss any matters regarding our services and engagement, please do not hesitate to contact me on 07 4046 8888 or Kelly Graham, Manager on 07 4046 8868.

Yours sincerely









Helen Wilkes  
Engagement Partner

## Appendix A1 – Status of issues

This section provides an update on the control deficiencies we have identified since our interim report. It includes a response from management.

Our risk ratings are as follows. For more information and detail on our rating definitions, please see the webpage here: [www.qao.qld.gov.au/information-internal-controls](http://www.qao.qld.gov.au/information-internal-controls) or scan the QR code.



Internal control issues			Financial reporting issues		
					
Significant deficiency	Deficiency	Other matter	High	Medium	Low

### **D** Deficiencies

#### 23CR-1 Grant schedule and grant revenue recognition

##### Observation

Management prepares a grant schedule to support its position on revenue recognition, documenting the accounting treatment of each grant under either AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Not-for-profit Entities and calculate contract asset and liability balances.

Late adjustments were required to grant revenue and associated contract balances for five QRA grants. We understand management prepared the original grant schedule prior to receiving the documentation from QRA that prompted the adjustments.

##### Implication

As noted above, as the adjustments were material and updates were required to the financial statements (refer to section 7).

##### QAO recommendation

We recommend a process be implemented to confirm contract assets and check the completeness of contract liabilities, particularly in instances where the contract balances are material. For example, contract asset balances can be either agreed to external documentation or subsequent receipt in the bank statement. Management may need to update the grant schedule if information becomes available after initial preparation that could impact contract balances.

##### Management response

Council recognise the issues that have been identified during the audit and agree with the recommendation. Various elements of the recommendation are already in use with timely recognition of grants and tracking progress at least monthly. This is a much more robust process than used previously.

Responsible officer: Manager Finance

Status: Work in progress

Action date: 31 March 2024



### **23CR-2 No evidence of reviewer sign-off on claim forms**

#### **Observation**

Recoverable contract roadworks progress claims are supported by an approved claim form and supporting schedules. We understand general practice is for the claim and supporting schedules to be signed as reviewed by an appropriate officer (other than the preparer).

We identified instances where the forms and/or attached schedules were not signed as reviewed.

#### **Implication**

The forms and associated schedules form the support for progress claims invoiced by Council. Generally all business processes and documentation should be subject to documented review controls where appropriate. Not doing so exposes Council to an increased risk of fraud or error in sales revenue going undetected.

#### **QAO recommendation**

We recommend recoverable contract roadwork claim forms and attached schedules are signed as prepared by Council's engineer and signed as reviewed by an appropriate officer. We also recommend this practice be formalised as part of Council's documented policies and procedures.

#### **Management response**

Council recognises the need for claims to be signed by an appropriate officer following their review and will work towards incorporating this into a new process.

Responsible officer: Manager Finance

Status: Work in progress

Action date: 30 April 2024

### **23CR-3 Improvements to valuation processes and procedures (PPE)**

#### **Observation**

For the year ending 30 June 2023, Council conducted a comprehensive valuation of its road infrastructure asset class and indexation assessments on buildings, water, and sewerage infrastructure classes. While Council has made progress in implementing some of our previous year recommendations related to accounting for property, plant and equipment, further improvements are still necessary, particularly regarding the timeliness of reporting which was hindered by staff turnover in the current year,

Management prepared and submitted position papers on comprehensive valuations and indexations, incorporating several of the recommended considerations outlined in our prior findings. However, there is room for further improvement, especially in documenting the details of how management challenged the assumptions and inputs with the valuer. Further, we were unable to verify whether all work performed by the asset manager underwent secondary review.

Although management has developed a checklist of valuation processes and procedures, it remains unclear whether it was effectively implemented and utilised throughout the year. Furthermore, as at the audit testing date, the position papers on the revaluation process had not been presented to the audit committee for review and endorsement.

### Implication

The findings outlined carry implications for the Council's financial management and governance practices. The failure to meet expected levels of timeliness in reporting suggests potential inefficiencies within internal processes, which could hinder decision-making and transparency. Inadequate documentation regarding challenges to assumptions and inputs in valuations raises concerns about the reliability of asset valuations, risking misinformed decision-making. The absence of secondary review for work performed highlights potential weaknesses in internal controls and oversight mechanisms, increasing the risk of financial misstatements. Uncertainty surrounding the implementation of valuation processes and procedures indicates a gap between policy and practice, compromising the consistency and reliability of financial information.

The failure to present position papers to the audit committee for review and endorsement suggests a breakdown in communication and oversight, potentially leading to significant financial decisions being made without appropriate scrutiny. Addressing these deficiencies is crucial to enhancing the Council's financial reporting processes, maintaining stakeholder confidence, and ensuring effective governance.

### QAO recommendation

To support the conclusions reached by management over the adopted valuation amounts documentation could be improved by addressing the areas outlined in the observation above. Management should complete the valuation checklist they created and have it signed off by an appropriate reviewer/supervisor. Valuation workpapers calculations and position papers should have a documented review by someone independent of the preparer.

### Management response

Council recognised the need for continued development of our procedures and processes in relation to the valuation of assets. However we do wish to correct the record in relation to the comments around the secondary review and challenging of assumptions. Following the initial comprehensive valuation report on Council's road and transport assets, Council engaged a third party valuer which resulted not just challenging of assumptions but changes in assumptions. Council plan to undertake a full review of all Council's asset management practices during Q4 2023/2024. Improvements recommended will be incorporated into this review.

Responsible officer: Manager Finance

Status: Work in progress

Action date: 30 June 2024

## **D** Other matters

### 23CR-4 Improvements to stocktake procedures

#### Observation

From our testing performed over inventory and the stocktake, it was noted that stock on hand quantities recorded as per the inventory system were included on the count sheets provided to staff conducting the inventory counts.

We also noted the inventory balance at year-end had not been adjusted to account for stock-in-transit.

#### Implication

As the stock quantities as per the inventory system were made clearly visible to staff completing the count procedures, this may lead to an introduction of bias when performing the inventory counts and may affect the accuracy of the stocktake procedures performed.

Inventory balances at year end may be incorrect if stock-in-transit is not appropriately factored in.

### QAO recommendation

In future stocktakes, management should not allow the stock quantities per the inventory system to be visible to the staff performing the counts to remove the unintended risk of bias. When performing stocktake procedures management should assess the controls in place to ensure that the stock counts are performed accurately and do not lead to any misstatements.

Track and manage stock in transit to ensure the value of this stock is reflected in the year-end inventory balance.

### Management response

Council notes the improvement suggestion to the process and will incorporate this into future stocktakes. Management do assess the controls in place and plan prior to performing stocktakes. The responsible officer undertook a meeting with the stores officers and planned out a group visit to each site to undertake the stocktake as a team.

Responsible officer: Manager Regional Operations

Status: Work in progress

Action date: 30 June 2024



## Low risk financial reporting issues

### 23CR-5 Internal charges in other debtors

#### Observation

We noted that other debtors at year-end includes internal invoices. In the instances where we identified these they reflected the internal charge of the ORRTG and RAPAD programs. However, these are internal allocations and not external receivables or assets to Council.

#### Implication

Other debtors at year end is currently overstated (refer to Section 7 Misstatements – Summary of Uncorrected Quantitative Misstatements – Item 1).

#### QAO recommendation

Other debtors at year-end should exclude any internal invoices (for internal charges / internal cost allocations) as they are not receivable from an external party. These internal invoices should be adjusted going forward as they are not assets.

#### Management response

Council note the issue, and will be more diligent in resolving these invoices prior to end of financial year. Currently the finance system is limited in its ability to record internal allocations for programs such as ORRTG and RAPADWSA. Therefore it requires recording via an invoice to itself. Council has noted this issue and has added it to the end of year checklist. Furthermore Council is working through a new ERP solution and expect to see a smoother process of internal allocations once this complete.

Responsible officer: Manager Finance

Status: Work in progress

Action date: 30 June 2024

### 23CR-6 Classification of receivables and payables

#### Observation

We identified a number of negative items included in the trade receivables listing. The impact of these negative items is a net reduction in the receivables balance.

**Implication**

The trade receivables and trade payables balances are understated in the financial statements (refer to Section 7 Misstatements – Summary of Uncorrected Quantitative Misstatements – Item 4) .

**QAO recommendation**

We recommend management perform a review of the debtors and creditors listings at year end to identify items that require reclassification.

**Management response**

Issue is noted and added to the end of year checklist.

Responsible officer: Manager Finance

Status: Work in progress

Action date: 30 June 2024

## Appendix A2 – Matters previously reported

The following table summarises all control deficiencies, financial reporting issues and other matters that have previously been raised. The listing includes issues from our interim report this year and those issues raised in prior years.



### Internal control issues

Ref.	Rating	Issue	Status and comment
23IR-1	<b>S</b>	<b>Fixed asset registers not updated for activity year-to-date and capitalisation and disposal forms not prepared</b>	Resolved
23IR-2	<b>D</b>	<p><b>Risk register due for review</b></p> <p>Council has a risk management policy and a risk management framework. Under Council's risk management policy:</p> <ul style="list-style-type: none"> <li>The risk management policy and Council's risk management framework will be reviewed at least annually by Council's Executive Management Team to review their effectiveness and to ensure their continued application and relevance;</li> <li>The CEO and Executive Management Team will report to Council annually on the progress made in implementing a sound system of risk management and internal compliance and control across Council's operations; and</li> <li>Council's risk policy will be, considered at least annually.</li> </ul> <p>We understand the risk register has not been reviewed for two years and is now due for review.</p>	<p>Overdue / Unresolved</p> <p><i>2023 Final update:</i></p> <p>This is being review currently with EMT and will be presented to the new Council post the election.</p> <p>Responsible officer: CEO and Executive Management Team</p> <p>Initially agreed action dates: 31 December 2023</p> <p>Revised action date: 30 June 2024</p>
23IR-3	<b>H</b>	<b>Outdated and incomplete fixed asset registers</b>	Resolved
22CR-1	<b>S</b>	<p><b>Property, plant and equipment – valuation process (re-raised)</b></p> <p>Management's position papers on comprehensive valuations did not consider important details such as consideration of appropriateness of the unit rates, movement analysis and explanations for movements, sensitivity analysis and details of how management challenged the inputs and assumptions with the valuer (including condition ratings and useful lives/remaining useful lives).</p>	<p><i>2023 Final update:</i></p> <p>Closed – Outstanding matters re-raised a deficiency, refer to 23CR-3 Improvements to valuation processes and procedures in section 3 <i>Status of Issues</i>. As such this prior year item will be marked as closed.</p>



We also noted that management did not prepare reconciliations between the valuation data, general ledger and current and prior year financial statements for the opening and closing balances for all asset classes. We were unable to ascertain if work performed by the Asset Manager over valuation data, valuation workpapers, valuations reports and asset registers were subject to review.

22CR-2	<b>D</b>	<b>Disposals</b>	Resolved
22IR-1	<b>D</b>	<b>Outdated policies (re-raised)</b>	Resolved
21CR-2	<b>D</b>	<b>Absence of user access reviews (re-raised)</b>	Resolved
21CR-3	<b>D</b>	<b>Lack of IT risk assessment process (re-raised)</b> There were no internal formal processes to identify, record and track mitigation of specific IT risks in collaboration with other areas at the Council.	Resolved pending audit verification <i>2023 Final update:</i> We understand this is completed. New IT environment in place from November 2023 which addressed IT risks identified in IT security review.
21CR-4	<b>D</b>	<b>Untested IT continuity / recovery plans (re-raised)</b> We noted that whilst a Business Continuity Plan (BCP) is in place, it has not been recently tested and updated.	Overdue / In progress <i>2023 Final update:</i> New IT Managed Services Provider has established a continuity and recovery plan – testing planning is currently being undertaken with formal documentation and BCP sign off to follow. Responsible officer: Chief Executive Officer Initially agreed action dates: 30 April 2022 and 31 March 2023 Revised action date: 30 June 2024
22CR-3	<b>O</b>	<b>Milestones, accounting papers and asset valuations (re-raised)</b> In the prior year there were a number of slippages in the mutually agreed timeline. We recommended that appropriate steps be taken to ensure all information required to undertake the audit of Council is provided in accordance with the mutually agreed timeline. Management should ensure valuation processes such as indexation assessments, desktop valuations and comprehensive valuations are carried out and scheduled for completion prior to the milestone dates and to allow for sufficient time for management to review the valuations and prepare position papers for consideration by the audit committee.	<i>2023 Final update:</i> Closed – Outstanding matters re-raised a deficiency, refer to 23CR-3 Improvements to valuation processes and procedures in section 3 <i>Status of Issues</i> . As such this prior year item will be marked as closed.
22IR-2	<b>O</b>	<b>Month-end accrual accounting</b>	Status: Resolved pending audit verification <i>2023 final update:</i>

We recommended management's monthly financial reports are prepared using full accrual accounting processes.

During year end audit testing we identified \$220,000 of expenditure that should have been recorded as accrued expenses at 30 June 2023. Management identified a further \$353,700 of expenditure that should also have been as accrued expenses at 30 June 2023 in a subsequent review. Liabilities at 30 June 2023 were understated because expenditure accruals were not complete.

As of the date of this report, Council has advised it is now operating accrual accounting on major items.

---



[qao.qld.gov.au/reports-resources/reports-parliament](https://qao.qld.gov.au/reports-resources/reports-parliament)

---

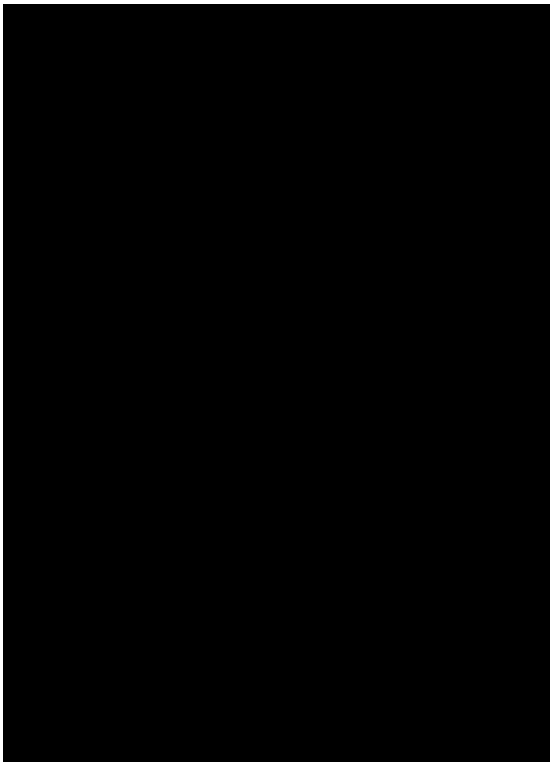


Suggest an audit topic

Contribute to an audit in progress

Subscribe to news and our blog

Connect with QAO on LinkedIn



**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.4.1**  
**Subject Heading: Regional Council Business**

*Summary: Items to be tabled on the day.*

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number:** 3.5.1  
**Subject Heading:** Councillor Information Correspondence  
Author and Title: Shane Gray, Chief Executive Officer  
Classification: (if confidential)

*Summary: From the Chief Executive Officer, tabling a list of significant and relevant correspondence for Councillor's Information.*

**Officer's Recommendation: That Council receive the report.**

---

**Background**

The following correspondence has been received up to 4 March 2024:

1. McArthur Local Government National Remuneration Survey Report.
2. Update from the Qld Small Business Commissioner.
3. 'Travel Today' Newspaper Articles.

**Link to Corporate Plan**

Theme 5: Governance

**Consultation (internal/external)**

Chief Executive Officer

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications**

Nil

**Asset Management Implications**

Nil

**Legal Implications**

Nil



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**1. McArthur Local Government National Remuneration Survey Report.**

Dear Shane,

Thank you for your Council's participation in the 2023/2024 McArthur Local Government National Remuneration Survey. Your contribution has been invaluable in helping McArthur provide our 22<sup>nd</sup> National Local government Remuneration Report, sourced from 202 Councils across Australia and providing data for 12,503 positions.

We are delighted to provide your Council's complimentary copy of the survey and hope it can significantly contribute to your overall HR and business planning activities. As a genuine contribution to the Australian Local Government Sector, we are confident this report will provide a day to day reference for in-depth analysis of relevant and reliable quantitative national salary data.

We also encourage you to consider further targeted benchmarking services offered through our HR consulting team. Our McArthur HR Consulting team work closely with many Local Government Councils and their Executive teams across the country, delivering dependable remuneration data analysis specific to their unique requirements. If you are looking for additional tailored reports for your organisation's specific needs, please call our office today.

A growing number of Councils are now utilising our tailored remuneration analysis services to ensure:

- Accurate, market-competitive reward and recognition structures
- More effective sourcing and recruitment ROI
- Informed and relevant retention strategies, and
- Service Stability through growth and change.

If you would like to know more about how we can assist you reach out with an email or connect via our website at [Tailored HR Consulting Solutions by McArthur Talent Architects | McArthur](#)

Many thanks again for your contribution this year. Your ongoing commitment to our research is greatly appreciated and if you require any further information, please feel free to call or email me directly.

**Warm regards**

*Sean*

**Sean Callanan**

General Manager

Consulting & Talent



*McArthur*  
Talent Architects

**2023 - 2024  
Local Government**

# National Remuneration Survey







*McArthur*  
Talent Architects

2023 - 2024  
Local Government

# National Remuneration Survey

Cover images provided by Alice Springs Town Council, City of Charles Sturt, Devonport City Council, Georges River Council, Kalgoorlie-Boulder City Council, Sunshine Coast Council, Whitehorse City Council

# TABLE OF CONTENTS



Introduction	4	Regulatory / Statutory Services – Economic / Business Development	101
Overview of the 2023 / 2024 Survey	6	Regulatory / Statutory Services – Environmental Health	102
What's in the Package	9	Regulatory / Statutory Services – Statutory Planning	103
Remuneration Trends - Over the Years	12	Regulatory / Statutory Services – Strategic Planning	104
Gender Statistics	41	Regulatory / Statutory Services – Tourism	105
Remuneration Data by Job Family and Gender	48		
Remuneration Data Tables by Job Family, Gender and Primary Function	49	<b>Level 4</b>	
Remuneration Data by Management Level, Council Category and Gender	53	Community Services – Aged and Disability	106
		Community Services – Arts and Culture	107
<b>Individual Position Summaries - Remuneration Data Tables</b>		Community Services – Children's Services	108
		Community Services – Community Development	109
<b>Level 1</b>		Community Services – Community Planning	110
CEO/General Manager	61	Community Services – Library Services	111
		Community Services – Recreation / Leisure	112
<b>Level 2</b>		Community Services – Youth / Family Services	113
Community Services	62	Corporate Services – Administration	114
Corporate Services	63	Corporate Services – Communication / Marketing	115
Human Resources / Organisational Development	64	Corporate Services – Corporate Planning / Strategic Policy	116
Engineering Services	65	Corporate Services – Customer Service	117
Regulatory / Statutory Services	66	Corporate Services – Executive / Personal Assistant	118
		Corporate Services – Finance	119
<b>Level 3</b>		Corporate Services – Governance	120
Community Services – Aged and Disability	67	Corporate Services – Human Resources / Organisational Development	121
Community Services – Arts and Culture	68	Corporate Services – Information Technology	122
Community Services – Children's Services	69	Corporate Services – Legal	123
Community Services – Community Development	70	Corporate Services – Occupational Health & Safety	124
Community Services – Community Planning	71	Corporate Services – Payroll	125
Community Services – Library Services	72	Corporate Services – Procurement / Contracts	126
Community Services – Recreation / Leisure	73	Corporate Services – Rates / Revenue	127
Community Services – Youth / Family Services	74	Corporate Services – Records Management	128
		Corporate Services – Risk Management	129
Corporate Services – Administration	75	Corporate Services – Valuations / Property	130
Corporate Services – Communication / Marketing	76	Engineering Services – Assets	131
Corporate Services – Corporate Planning / Strategic Policy	77	Engineering Services – Building / Property Services	132
Corporate Services – Customer Service	78	Engineering Services – Capital Works	133
Corporate Services – Finance	79	Engineering Services – City Services / Operations	134
Corporate Services – Governance	80	Engineering Services – Engineering Design	135
Corporate Services – Human Resources / Organisational Development	81	Engineering Services – Environment / Sustainability	136
Corporate Services – Information Technology	82	Engineering Services – Fleet Management	137
Corporate Services – Legal	83	Engineering Services – Infrastructure	138
Corporate Services – Procurement / Contracts	84	Engineering Services – Parks and Reserves	139
Corporate Services – Rates / Revenue	85	Engineering Services – Project Management	140
Corporate Services – Risk Management	86	Engineering Services – Waste Management	141
Corporate Services – Valuations / Property	87	Engineering Services – Water / Waste Water	142
		Regulatory / Statutory Services – Building	143
Engineering Services – Assets	88	Regulatory / Statutory Services – Compliance / Local Laws	144
Engineering Services – Building / Property Services	89	Regulatory / Statutory Services – Economic / Business Development	145
Engineering Services – Capital Works	90	Regulatory / Statutory Services – Emergency Management	146
Engineering Services – City Services / Operations	91	Regulatory / Statutory Services – Environmental Health	147
Engineering Services – Engineering Design	92	Regulatory / Statutory Services – Statutory Planning	148
Engineering Services – Environment / Sustainability	93	Regulatory / Statutory Services – Strategic Planning	149
Engineering Services – Infrastructure	94	Regulatory / Statutory Services – Tourism	150
Engineering Services – Parks and Reserves	95		
Engineering Services – Project Management	96	Participating Councils	151
Engineering Services – Waste Management	97		
Engineering Services – Water / Waste Water	98	Glossary	153
Regulatory / Statutory Services – Building	99		
Regulatory / Statutory Services – Compliance / Local Laws	100		

# INTRODUCTION

For most of 2023 Local Government continued to focus on meeting the challenges of skill shortages and high employment rates, rising interest rates and inflation, and one of the country's most acute housing shortages in memory. In contrast, the early signs for 2024 are pointing to a more positive economic landscape with cautiously predicted interest rate cuts, lower inflation and a more balanced employment and jobs market.

While there is muted cause for optimism, astute strategic and operational workplace planning is more vital than ever.

This year, we are pleased to say that the 22nd edition of our remuneration report has data provided from 202 councils reporting on 12,503 positions across 6 Council categories. The 2023/2024 report delivers a broad range of critical information which helps support both operational and strategic business decision-making, while delivering data and analysis-based insights allowing Councils to:

- Develop accurate, market-competitive reward and recognition structures based on key benchmarking criteria,
- Support more effective talent sourcing and deliver improved ROI across all key recruitment activities,
- Build effective talent retention strategies founded on the right insight and market intelligence.

Thank you to all Councils who took the time to be part of this important research, particularly during a year where I am sure priorities lay elsewhere. Without your ongoing support we simply could not deliver the level of reporting the sector has come to expect.

As usual, all participating Councils will receive a complimentary copy of the report. This year, as part of an ongoing commitment to sustainable business practice, we have provided the report in digital format.

With McArthur, you can be confident we will continue to develop the depth and relevance of both our data and subsequent analysis to help ensure you have the insight to make the best possible decisions, especially at a time when uncertainty and evolving change are driving key workforce agendas.

In the meantime, specialist McArthur Talent Architects consultants are available to discuss the report and your wider remuneration strategy objectives in more detail.

All the best for 2024.

**Matthew Mullins**  
Chief Executive Officer







## OUR STRATEGIC APPROACH TO REMUNERATION BENCHMARKING

The Talent Architect methodology places a strong emphasis on discussion with all key stakeholders with a focus on role clarification, perceived accountability and ensuring critical dimensions of positions have been captured. Our experience indicates that interviews with stakeholders are well received and ensures process integrity.

Our approach includes a comparative job value assessment which incorporates established and professionally developed profiles used nationally across the sector.

After completing an initial desktop exercise and interviews, McArthur in conjunction with the Chief Executive Officer and the key stakeholders review the findings to establish if further research/ interviews are required.

We then identify appropriate Councils for benchmarking against and data is downloaded into a matrix for comparative analysis. Further research is then undertaken to establish comparable positions with a minimum 85% fit in terms of similar key responsibilities.

Data is collected, analysed and confirmed and a preliminary discussion report is distributed to the CEO and key stakeholders. Any required modifications are incorporated and a formal report is presented to the CEO.

### SCOPE OF ACTIVITIES AND PREDICTED OUTCOMES

#### STAGE

##### STAGE 1

Clarification of approach and timeframe for completion of the activity

##### STAGE 2

**Complete a desktop review of documentation inc:**

- Organisation Charts
- Position Descriptions
- Council Strategic and Operational Plans

##### STAGE 3

**Face to face interviews with officers**

- Initially with the CEO and Directors
- With Managers and Stakeholders

##### STAGE 4

**Identify reference organisations as follows:**

- Local Government – State
- Local Government – National

Identify job match with relevant market positions

##### STAGE 5

**Analysis**

Remuneration benchmarking and trend analysis. Data is collated and sorted to reflect a job match against positions identified by Council.

##### STAGE 6

**Production and presentation of the final report**

# OVERVIEW

## OF THE 2023 / 2024 SURVEY

The 2023 / 2024 National Remuneration Survey for Local Government attracted data from 202 councils nationally covering 12,503 positions across four tiers of management. The size of councils that participated ranged from those with recurrent expenditure budgets exceeding \$450 million to those with budgets of less than \$3.5 million. Staff numbers ranged from less than 20 to more than 2,000, and populations from below 300 to over 450,000.

As a consequence of substantial variations in the size of participating councils in this year's survey, we have updated council classifications to reflect their category based primarily on the Annual Recurrent Expenditure along with Rate Income, Population and Staff numbers.

The following table provides a summary of participating councils by category.

Category	Annual Recurrent Expenditure	No. of Councils
Category 1	Greater than \$160 Million	44
Category 2	\$100M - \$160 Million	28
Category 3	\$60M - \$100 Million	31
Category 4	\$30M - \$60 Million	38
Category 5	\$15M - \$30 Million	34
Category 6	Less than \$15 Million	27

Nationally, remuneration levels varied significantly across the various Management Levels. The following tables show the range of remuneration paid to four management levels across each of the Council categories.

Category 1		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	43	\$650,000	\$365,000	\$449,950
2	Directors / Group Managers	223	\$465,000	\$220,000	\$309,406
3	Managers	966	\$380,000	\$140,000	\$211,058
4	Coordinator / Team Leader	4,373	\$275,000	\$81,500	\$131,493

Category 2		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	27	\$525,000	\$310,000	\$388,236
2	Directors / Group Managers	118	\$405,000	\$206,000	\$272,885
3	Managers	491	\$320,000	\$116,500	\$188,869
4	Coordinator / Team Leader	1,633	\$280,000	\$83,750	\$120,731

Category 3		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	31	\$410,000	\$290,000	\$342,218
2	Directors / Group Managers	119	\$315,000	\$188,500	\$245,192
3	Managers	424	\$317,000	\$124,500	\$178,130
4	Coordinator / Team Leader	1,327	\$191,000	\$73,750	\$121,627

Category 4		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	37	\$550,000	\$240,000	\$316,160
2	Directors / Group Managers	119	\$315,000	\$161,750	\$218,908
3	Managers	364	\$263,000	\$112,000	\$156,354
4	Coordinator / Team Leader	894	\$202,750	\$72,250	\$111,250

# OVERVIEW

## OF THE 2023 / 2024 SURVEY



Category 5		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	33	\$370,000	\$221,500	\$272,831
2	Directors / Group Managers	95	\$309,000	\$130,000	\$191,805
3	Managers	253	\$229,000	\$92,000	\$136,578
4	Coordinator / Team Leader	549	\$146,000	\$72,000	\$93,350

Category 6		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	27	\$338,000	\$172,000	\$235,640
2	Directors / Group Managers	69	\$242,000	\$118,000	\$162,290
3	Managers	85	\$186,000	\$91,000	\$117,540
4	Coordinator / Team Leader	203	\$150,000	\$71,000	\$89,662

The value of Remuneration packages within the current survey period revealed significant fluctuations across all Job Families when compared to previous years.

At the Chief Executive / General Manager level, the overall average increase in remuneration packages across all council categories was 4.6% representing a slight decline over the previous year where the average increase was 4.87% and the second largest year on year increase since 2015. In the eight-year period 2016 to 2023 increase in remuneration levels for Chief Executive Officers / General Managers was 20.44% with an annual average of 3.41%.

On average, positions within the larger metropolitan councils (Category 1) and the median and small rural councils (categories 5 and 6) received increases above the Consumer Price Index while those in all other categories received less generous increases particularly those in categories 2 and 3.

In contrast to the previous year where level 2 positions attained the highest year on year increase since 2014, the current year saw positions at level 2 across all disciplines, record an increase below the Consumer Price Index of 3.79%. On average, positions within Human Resources were the only ones to achieve an increase commensurate with CPI.

Attracting an increase of 28% over the past seven years, positions at level 3 recorded an average increase across all disciplines above the CPI in the current year. Positions within Community Services achieved the highest increase of 6.46% influenced strongly by positions within Category 6 councils which recorded an increase of 14.41%.

Attracting an increase of 20.34% over the past seven years, positions at level 4 also recorded an average increase across all disciplines above the CPI in the current year. Positions within Corporate Services achieved the highest increase of 7.19% with those in Category 4 councils recording an increase of 11.42%.

Nationally the CPI figure (all groups) for September 2022 to September 2023 was 5.4% as provided by the Australian Bureau of Statistics.

# Got questions about remuneration strategies?

## We've got all the answers.

For more than 20 years McArthur has been working with Australian Councils and the broader Local Government sector to help develop the best possible remuneration solutions.

With unparalleled insight and experience, our consultants deliver relevant insight and advice tailored to unique organisational specifications.

**Having the right strategies in place means more engaged, committed and focused teams, and optimised productivity and performance outcomes.**

Improve staff  
retention rates



Increase staff  
engagement



Ensure  
competitive  
advantage




Optimise  
recruitment



## Contact us today

 [www.mcarthur.com.au/sectors/hr-consulting](http://www.mcarthur.com.au/sectors/hr-consulting)

 [hrconsulting@mcarthur.com.au](mailto:hrconsulting@mcarthur.com.au)

 03 9828 6565

*McArthur*

Talent Architects

Adelaide • Brisbane • Canberra • Melbourne • Sydney

# WHAT'S IN THE PACKAGE?

## WHO GETS WHAT?

An analysis of survey data revealed that across councils generally there is a wide variance in the composition of remuneration packaging, particularly in terms of superannuation, motor vehicle values and other benefits including bonuses. These variations are often influenced by the size of the Council and its geographic location.

The following tables show the breakdown of components across all council categories and Job Families and includes all 12,503 positions recorded in the survey.

### SUPERANNUATION

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	5,601	99.93%	\$66,500	\$5,041
Category 2	2,269	2,269	100.00%	\$57,000	\$5,827
Category 3	1,901	1,900	99.95%	\$54,600	\$4,720
Category 4	1,414	1,414	100.00%	\$52,600	\$6,600
Category 5	930	930	100.00%	\$30,800	\$5,735
Category 6	384	384	100.00%	\$35,600	\$5,338
<b>TOTAL</b>	<b>12,503</b>	<b>12,498</b>	<b>99.96%</b>		

Along with the compulsory Superannuation Guarantee there is a range of Superannuation schemes in operation across the country including Defined Benefit Schemes. Aside from those Defined Benefit Schemes, the majority of councils within New South Wales, Victoria, South Australia and the Northern Territory operate under the Superannuation Guarantee and apply the standard 11%. Within Queensland, employer contributions were generally 12%, while councils within Tasmania and Western Australia contributed between 11% and 16.5%.

In addition, we note that across the board there are varying methods in calculating superannuation contributions as a component of the Total Remuneration Package. Salary sacrifice / co-contribution options realised employee contributions between 1% and 30% across 25% of councils, while less than 1% councils recorded in our database applied the maximum employer superannuation contribution base.

### MOTOR VEHICLE

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	1,322	23.59%	\$38,600	\$715
Category 2	2,269	629	27.72%	\$25,000	\$1,345
Category 3	1,901	420	22.09%	\$33,000	\$1,550
Category 4	1,414	356	25.18%	\$27,750	\$1,094
Category 5	930	254	27.31%	\$35,000	\$987
Category 6	384	133	34.64%	\$37,500	\$5,000
<b>TOTAL</b>	<b>12,503</b>	<b>3,114</b>	<b>24.91%</b>		

25% of all positions covered in the survey data included a vehicle component within the Total Remuneration Package. The value of this component varied considerably, usually as a consequence of the type and conditions of use of the vehicle. The manner in which the value of the vehicle is determined also varied considerably depending on Council policy or legislative requirements such as FBT legislation and the Lease Back arrangements provided for in the NSW Local Government Award.



# WHAT'S IN THE PACKAGE?

## WHO GETS WHAT?

### PHONE / LAPTOP

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	253	4.51%	\$1,760	\$260
Category 2	2,269	47	2.07%	\$2,000	\$420
Category 3	1,901	264	13.89%	\$5,000	\$60
Category 4	1,414	316	22.35%	\$5,000	\$160
Category 5	930	232	24.95%	\$2,800	\$180
Category 6	384	122	31.77%	\$6,600	\$260
<b>TOTAL</b>	<b>12,503</b>	<b>1,234</b>	<b>9.87%</b>		

1,234 positions (9.87%) covered in the survey data included a benefit for private use of technology devices. The value of this component also varied considerably usually because of the level of private use allowed for under the arrangement, the type of device/s included in the package and Fringe Benefit Tax requirements.

### PROFESSIONAL DEVELOPMENT

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	449	8.01%	\$6,000	\$500
Category 2	2,269	84	3.70%	\$15,000	\$500
Category 3	1,901	139	7.31%	\$15,000	\$300
Category 4	1,414	184	13.01%	\$10,000	\$200
Category 5	930	150	16.13%	\$13,320	\$200
Category 6	384	53	13.80%	\$10,000	\$300
<b>TOTAL</b>	<b>12,503</b>	<b>1059</b>	<b>8.47%</b>		

1,059 positions (8.47%) received payment to cover membership to professional associations and costs associated with professional development programs ranging from \$200 to \$15,000.

### RENT ASSISTANCE

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	0	0%	-	-
Category 2	2,269	45	1.98%	\$40,000	\$18,200
Category 3	1,901	6	0.32%	\$18,200	\$15,600
Category 4	1,414	103	7.28%	\$93,000	\$9,100
Category 5	930	48	5.16%	\$36,400	\$3,120
Category 6	384	36	9.38%	\$36,000	\$1,300
<b>TOTAL</b>	<b>12,503</b>	<b>238</b>	<b>1.90%</b>		

238 (1.90%) positions received rental assistance as part of their Total Remuneration Package. 97% of positions that attracted rental assistance resided in regional and or remote areas within Queensland, Western Australia and the Northern Territory. While several councils provided rental assistance across all management levels the vast majority of recipients comprised level 3 and 4 roles.

# WHAT'S IN THE PACKAGE?

## WHO GETS WHAT?

### OTHER BENEFITS

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	279	4.98%	\$58,000	\$125
Category 2	2,269	235	10.36%	\$61,900	\$630
Category 3	1,901	207	10.89%	\$25,410	\$65
Category 4	1,414	244	17.26%	\$65,000	\$300
Category 5	930	129	13.87%	\$47,560	\$170
Category 6	384	67	17.45%	\$35,860	\$275
<b>TOTAL</b>	<b>12,503</b>	<b>1161</b>	<b>9.29%</b>		

With a range from \$65 to \$65,000, Other Benefits typically included those for which a degree of discretion applied. While the range of options is often limited by virtue of FBT legislation, other benefits identified within the survey data included such items as; salary sacrifice for additional superannuation, additional annual leave, financial planning, gymnasium and sporting club memberships, school fees, child minding and remote area allowances.

### BONUS

Category	Total Positions	Positions Receiving Benefit	% of positions	Value	
				High	Low
Category 1	5,605	113	2.02%	\$10,000	\$480
Category 2	2,269	54	2.38%	\$10,000	\$750
Category 3	1,901	86	4.52%	\$10,000	\$860
Category 4	1,414	56	3.96%	\$8,900	\$1,000
Category 5	930	63	6.77%	\$10,000	\$500
Category 6	384	5	1.30%	\$8,000	\$300
<b>TOTAL</b>	<b>12,503</b>	<b>377</b>	<b>3.02%</b>		

377 positions across 20 councils attracted a bonus payment ranging from \$300 to \$10,000. Although Bonus payments were awarded across all levels of management it is interesting to note that positions at level 4 (70%) and those at level 3 (24%) attracted 94% of all bonuses paid, while only 6 Chief Executive Officers and 16 Directors were beneficiaries.

# REMUNERATION TRENDS

## OVER THE YEARS



The National Remuneration Survey for Local Government has noted the trends emerging within the industry, with this information providing a sound basis for benchmarking decisions by councils. In the following pages we have identified significant movements in remuneration packages.

There are many factors affecting variations in remuneration levels including contractual arrangements, standards of performance, staff retention initiatives and staff turnover. Accordingly, variances by discipline and council size need to be taken into consideration.

The survey data illustrates the emerging remuneration trends which incorporate all managerial and senior positions from level 1 CEO / General Manager to level 4 Coordinators Team Leaders and similar supervisory roles.

### CHIEF EXECUTIVE OFFICER / GENERAL MANAGER

Nationally, the CPI figure (all groups) for the twelve-month period to September 2023 rose by 5.4%. Over this period the average increase in packages for Chief Executive Officers and General Managers across all council categories was 4.16% representing a slight decrease over the previous year where the increase was 4.87%.

When we look at increases over the twelve-month period to September 2023, we note that Chief Executive Officers and General Managers in Category 1 (5.98%) Category 5 (5.95%) and Category 6 (5.54%) experienced increases in Total Remuneration Packages above CPI. Those employed in Category 4 councils realised an increase of 5.33% which was marginally below the CPI figure but above the average of all categories. Incumbents within all other categories obtained increases significantly below CPI with those in Category 3 receiving the lowest increase of 0.53%.

Remuneration advances over the eight-year period (2016 - 2023) revealed an average increase of 20.44% across all council categories. CEO's / General Managers within Category 4 councils experienced the highest increases of 23.85%. Those within Category 1 and Category 6 councils also received average increase in excess of the overall average while positions within categories 2, 3 and 5 received more moderate increases.

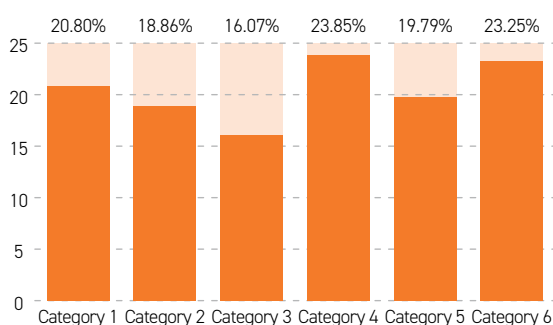
The following table and charts show the average remuneration packages for CEO / General Managers from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

### CEO / General Manager Average Packages by Council Category 2016 – 2023

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	372,470	393,255	417,181	418,781	414,707	419,730	424,579	449,950	5.98%	2.60%	20.80%
Category 2	326,638	340,940	348,380	363,133	355,664	370,843	382,054	388,236	1.62%	2.36%	18.86%
Category 3	294,846	300,254	304,815	303,565	324,510	315,931	340,399	342,218	0.53%	2.01%	16.07%
Category 4	255,276	268,207	281,276	279,932	283,569	283,846	300,173	316,161	5.33%	2.98%	23.85%
Category 5	227,752	238,103	235,602	243,628	248,034	250,668	257,521	272,832	5.95%	2.47%	19.79%
Category 6	191,187	196,197	195,503	196,060	201,799	205,223	223,280	235,641	5.54%	2.91%	23.25%

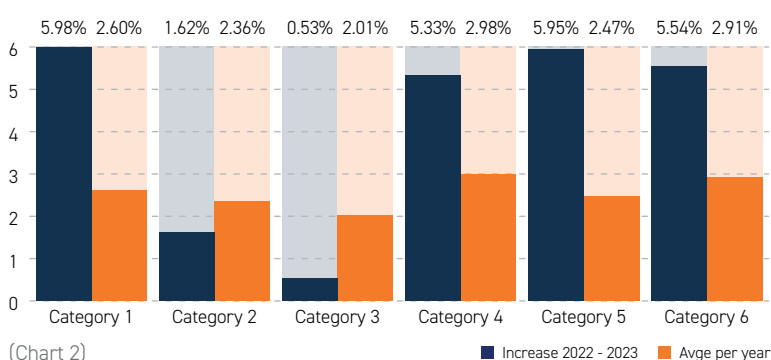
(Table 1)

#### Increase 2016 – 2023



(Chart 1)

#### Increase 2022 – 2023 & Per Year



(Chart 2)

# REMUNERATION TRENDS

## LEVEL 2 POSITIONS – OVER THE YEARS

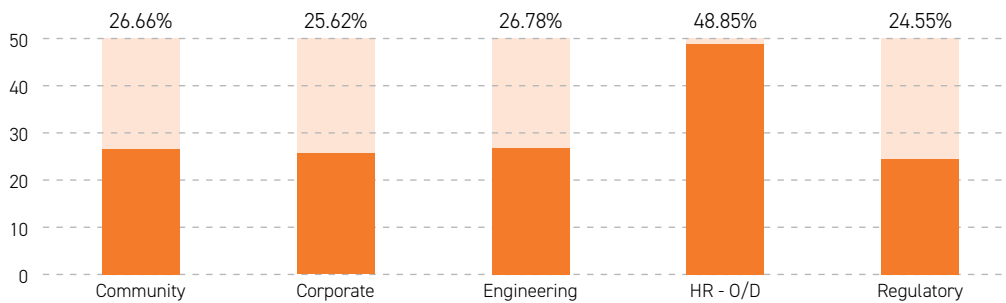
With respect to level 2 positions – Directors, Group Managers and discipline linked General Managers we note some further interesting trends.

The following table and charts show the average remuneration packages for all Job Families from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

Job Family	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Community Services	206,885	211,915	217,637	223,212	226,436	230,449	250,188	262,036	4.74%	3.33%	26.66%
Corporate Services	195,761	204,499	208,239	213,824	214,629	219,600	235,667	245,917	4.35%	3.20%	25.62%
Engineering Services	196,825	205,432	212,728	214,709	218,650	222,804	239,560	249,527	4.16%	3.35%	26.78%
Human Resources	161,385	184,493	191,598	190,358	194,463	204,557	230,593	240,227	4.18%	6.11%	48.85%
Regulatory / Statutory Services	200,388	213,198	218,493	219,661	228,040	231,987	245,845	249,575	1.52%	3.07%	24.55%
<b>AVERAGE INCREASES ALL JOB FAMILIES</b>									<b>3.79%</b>	<b>3.81%</b>	<b>30.49%</b>

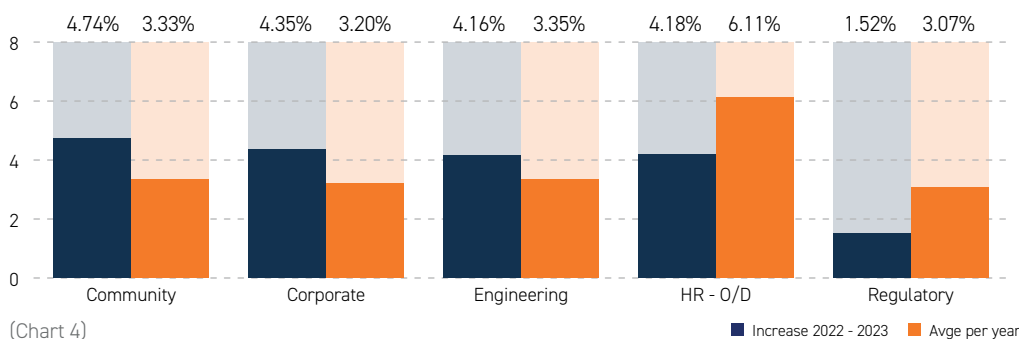
(Table 2)

### Increase 2016 – 2023



(Chart 3)

### Increase 2022 – 2023 & Per Year



(Chart 4)

As shown in Table 2, positions at this level and within these disciplines experienced an average increase of 3.79% in the current year representing an increase below CPI and marginally below the average annual increase across the review period.

# REMUNERATION TRENDS

## LEVEL 2 POSITIONS – COMMUNITY SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 2 Community Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

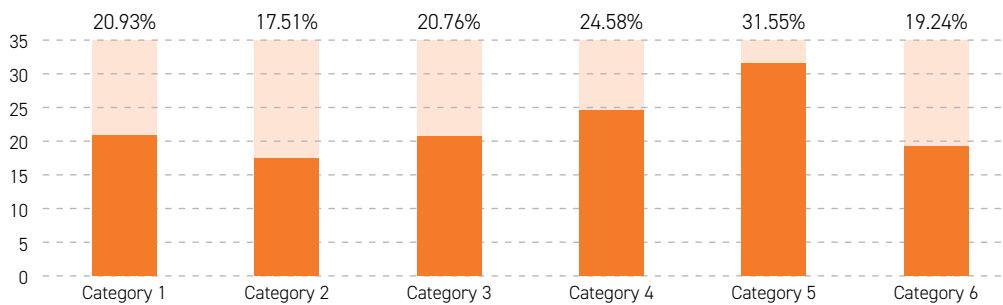
Looking at the increases over the eight-year period which averaged 22.43% we note that positions within categories 4 and 5, received increases in excess of the average while the other four categories fared less favourably.

Within the current year, where the average increase across all categories was 3.51%, positions within categories 1 and 5 received increases in excess of CPI while those in all other categories experienced increases well below the CPI figure of 5.4%.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	258,482	261,593	272,821	282,459	280,903	282,877	292,206	312,581	6.97%	2.62%	20.93%
Category 2	230,796	241,932	246,458	254,380	253,344	259,536	270,318	271,197	0.33%	2.19%	17.51%
Category 3	203,792	213,625	215,956	219,759	231,093	227,124	241,451	246,094	1.92%	2.59%	20.76%
Category 4	178,071	187,136	193,719	189,087	200,496	200,847	213,675	221,834	3.82%	3.07%	24.58%
Category 5	142,048	147,802	144,263	153,782	158,381	159,938	174,977	186,859	6.79%	3.94%	31.55%
Category 6	125,387	133,372	128,590	117,262	119,986	119,890	147,661	149,516	1.26%	2.41%	19.24%

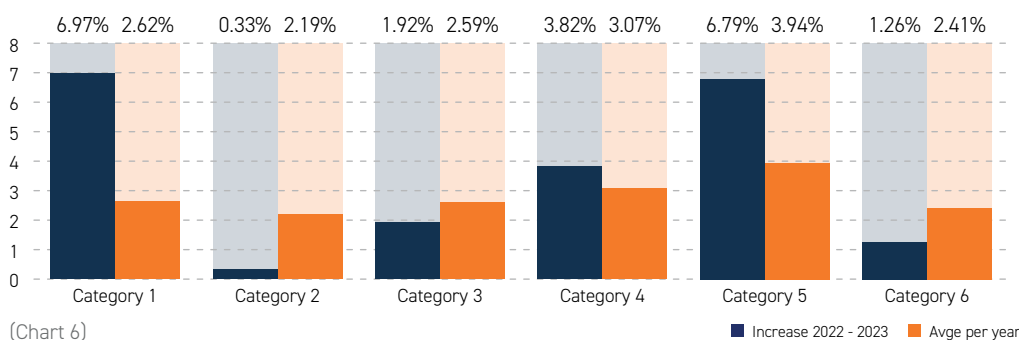
(Table 3)

### Increase 2016 – 2023



(Chart 5)

### Increase 2022 – 2023 & Per Year



(Chart 6)

■ Increase 2022 - 2023 ■ Avg per year



# REMUNERATION TRENDS

## LEVEL 2 POSITIONS – CORPORATE SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 2 Corporate Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

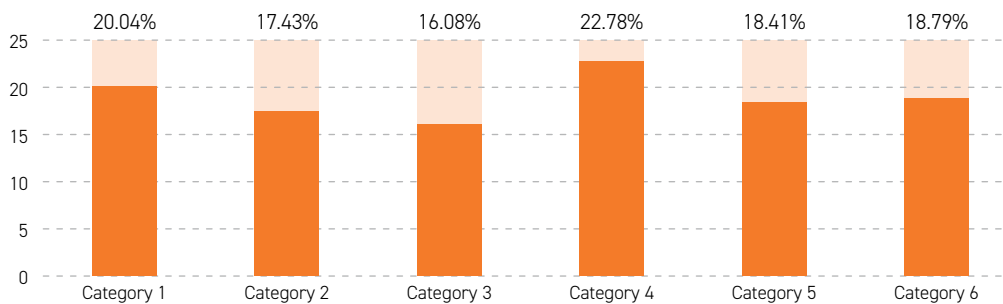
Looking at the increases over the eight-year period which averaged 18.92% we note that positions within categories 1 and 4 received increases in excess of the average while the other four categories fared less favourably.

Similar to Community Services, positions within Corporate Services in categories 1 and 5 received an increase above CPI in the current year. Also similar to Community Services, positions within all other categories received increases below CPI with those in Category 2 councils receiving the lowest increase of 0.61%.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	253,344	264,379	262,899	285,361	271,492	281,732	286,952	304,104	5.98%	2.50%	20.04%
Category 2	233,178	239,043	243,213	250,101	254,936	266,841	272,182	273,830	0.61%	2.18%	17.43%
Category 3	210,929	218,536	224,839	215,917	226,918	227,507	241,952	244,840	1.19%	2.01%	16.08%
Category 4	180,390	189,859	195,767	196,279	191,758	197,489	212,606	221,477	4.17%	2.85%	22.78%
Category 5	163,897	172,800	166,701	169,952	172,385	171,894	181,967	194,070	6.65%	2.30%	18.41%
Category 6	135,353	143,016	141,813	144,780	142,880	141,093	157,899	160,792	1.83%	2.35%	18.79%

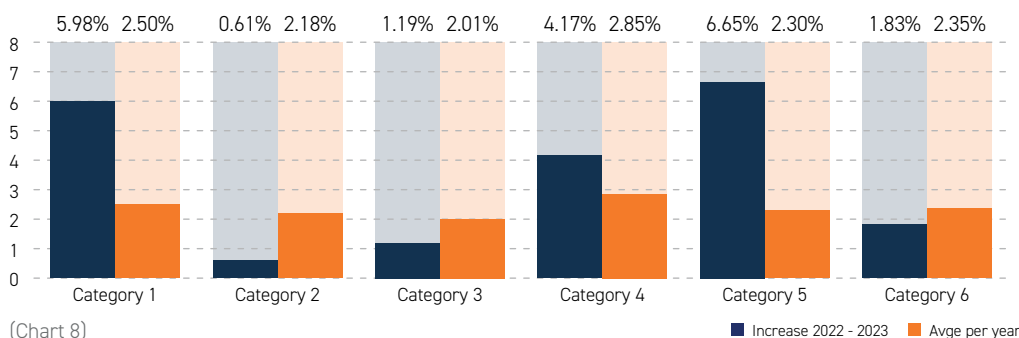
(Table 4)

### Increase 2016 – 2023



(Chart 7)

### Increase 2022 – 2023 & Per Year



(Chart 8)

■ Increase 2022 - 2023 ■ Avg per year

# REMUNERATION TRENDS

## LEVEL 2 POSITIONS – HUMAN RESOURCES / ORGANISATIONAL DEVELOPMENT

The following table and charts show comparative data in terms of average remuneration packages for all level 2 Human Resources positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

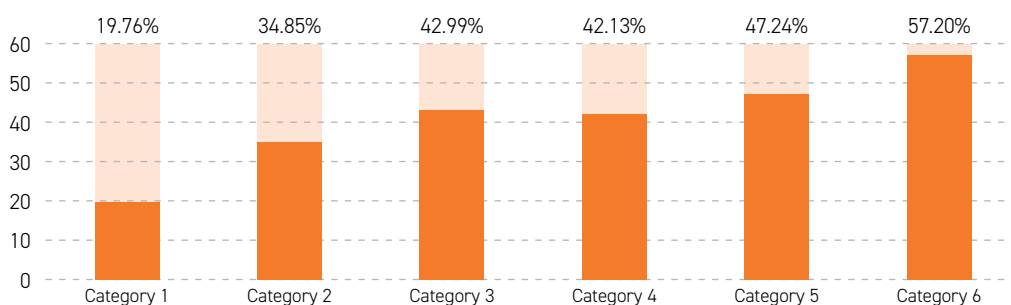
An examination of increases over the eight-year period which averaged 40.69% revealed that positions within categories 3, 4, 5 and 6 received increases in excess of the average while those in the larger metropolitan councils fared less favourably.

Positions across all categories on average received an increase above CPI in the current year. The significant increase in average remuneration in Category 5 was a consequence of limited positions. The staggering increase in Category 6 from 2021 – 2023 the result of only one position being reported.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	233,409	244,156	245,039	255,395	264,666	270,279	267,467	279,533	4.51%	2.47%	19.76%
Category 2	185,334	195,677	196,796	201,380	208,581	210,555	231,373	249,926	8.02%	4.36%	34.85%
Category 3	152,844	184,674	184,007	172,855	185,320	192,975	196,803	218,547	11.05%	5.37%	42.99%
Category 4	150,051	180,558	163,385	144,988	153,490	145,528	-	213,268	-	5.27%	42.13%
Category 5	113,117	114,515	122,931	144,258	140,503	145,297	131,323	166,557	26.83%	5.91%	47.24%
Category 6	115,769	107,187	117,839	115,962	119,377	131,597	-	181,985	-	7.15%	57.20%

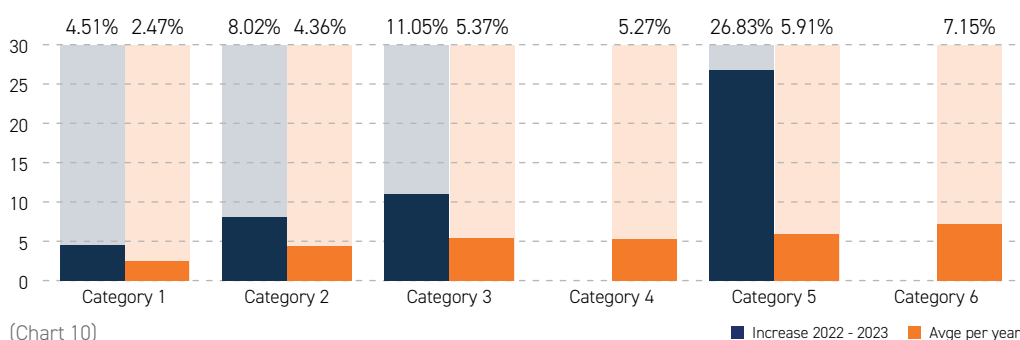
(Table 5)

### Increase 2016 – 2023



(Chart 9)

### Increase 2022 – 2023 & Per Year



(Chart 10)

■ Increase 2022 - 2023 ■ Avg per year

# REMUNERATION TRENDS

## LEVEL 2 POSITIONS – ENGINEERING SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 2 Engineering Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

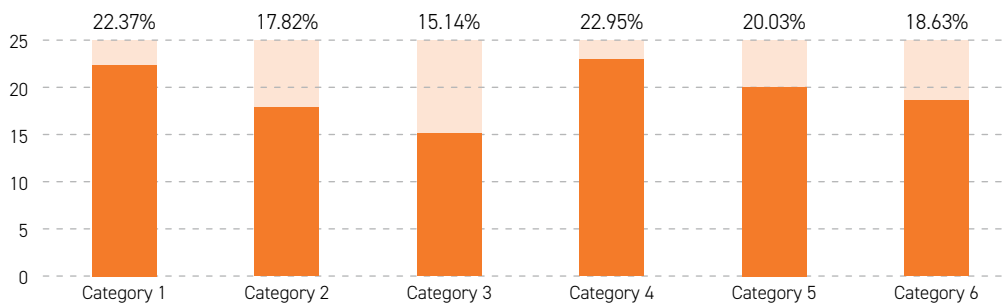
Looking at the increases over the eight-year period which averaged 19.49% we note that positions within categories 1, 4 and 5 received increases above the average while those in the other categories experienced increases marginally below it.

Within the current year, positions within Category 5 councils achieved an average increase above the Consumer Price Index of 6.32%. While positions in Category 1 councils received increases marginally below the CPI, those in categories 2 and 3 failed to secure an increase above 1% with positions in Category 3 falling into negative territory.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	262,386	271,745	288,121	285,377	287,935	294,531	305,328	321,082	5.16%	2.80%	22.37%
Category 2	238,598	246,327	257,440	266,602	260,580	269,219	278,541	281,110	0.92%	2.23%	17.82%
Category 3	215,110	218,150	225,987	227,389	236,723	233,049	252,150	247,683	-1.77%	1.89%	15.14%
Category 4	180,269	191,021	196,038	200,242	199,920	201,418	214,360	221,645	3.40%	2.87%	22.95%
Category 5	165,161	171,046	167,511	174,203	177,196	176,046	186,455	198,246	6.32%	2.50%	20.03%
Category 6	137,207	141,315	144,354	141,656	144,270	146,455	160,358	162,767	1.50%	2.33%	18.63%

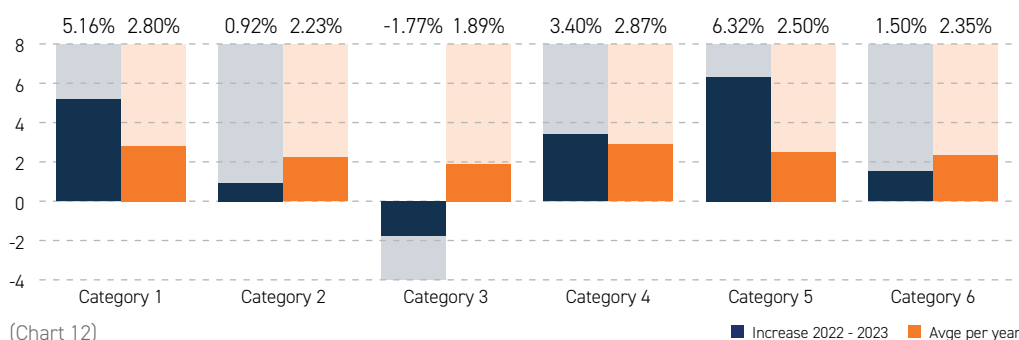
(Table 6)

### Increase 2016 – 2023



(Chart 11)

### Increase 2022 – 2023 & Per Year



(Chart 12)

■ Increase 2022 - 2023 ■ Avg per year

# REMUNERATION TRENDS

## LEVEL 2 POSITIONS – REGULATORY / STATUTORY SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 2 Regulatory / Statutory Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

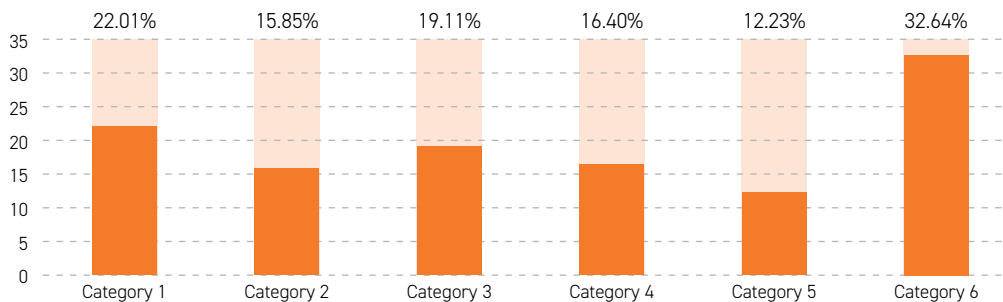
Looking at the increases over the eight-year period which averaged 19.71% we note that positions within Category 6 received the highest increase (32.64%) while those in Category 1 also realised increases in excess of the average.

With an average increase of 1.55% across all categories, Regulatory / Statutory positions within Category 1 councils experienced the highest average increase in the current year and were the only ones to achieve an increase above the Consumer Price Index. While positions within categories 5 and 6 received marginal increases, those in categories 2, 3 and 4 recorded negative returns.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	252,908	264,131	277,655	289,956	279,465	282,133	290,848	308,585	6.10%	2.75%	22.01%
Category 2	230,169	242,614	250,826	255,583	261,552	267,269	273,113	266,645	-2.37%	1.98%	15.85%
Category 3	207,055	212,167	223,203	224,365	239,905	233,986	246,802	246,620	-0.07%	2.39%	19.11%
Category 4	176,762	189,125	195,562	195,729	202,099	202,402	206,750	205,751	-0.48%	2.05%	16.40%
Category 5	164,084	165,760	159,967	162,898	170,934	165,821	180,046	184,151	2.28%	1.53%	12.23%
Category 6	127,877	132,098	133,673	141,962	146,848	141,181	163,361	169,617	3.83%	4.08%	32.64%

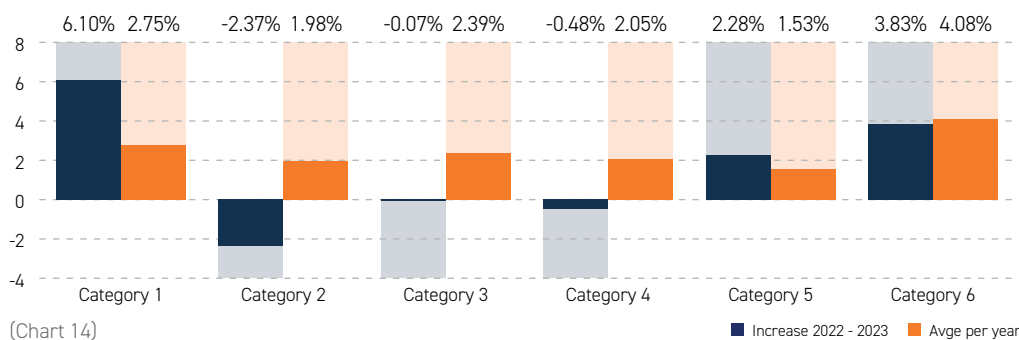
(Table 7)

### Increase 2016 – 2023



(Chart 13)

### Increase 2022 – 2023 & Per Year



(Chart 14)

■ Increase 2022 - 2023 ■ Avg per year

# REMUNERATION TRENDS

## LEVEL 3 POSITIONS – OVER THE YEARS

The following table and charts show the average remuneration packages for all Job Families from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

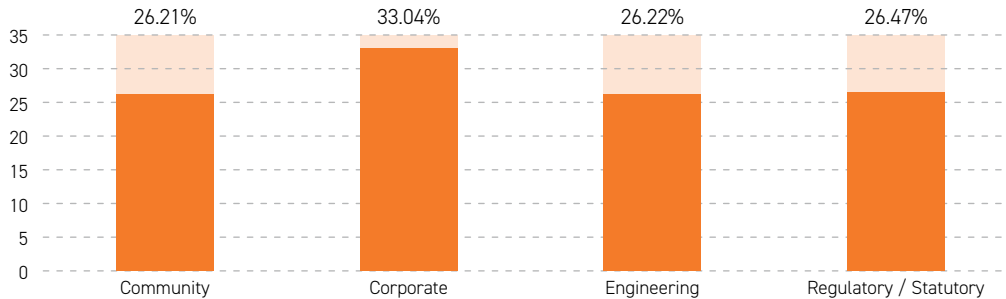
With an average increase in remuneration levels across all Job Families between 2016 and 2023 of 27.99% we observe that positions within Corporate Services realised increases above that average while those in other disciplines fell marginally short of the mark.

With respect to the current year, we note the average increase across all Job Families was 6.08%. With the exception of positions within Regulatory / Statutory Services all other disciplines recorded increases in excess of the Consumer Price Index 12 months to September 2023.

Job Family	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Community Services	138,338	143,592	147,237	151,742	151,429	158,677	163,651	174,598	6.69%	3.28%	26.21%
Corporate Services	140,023	147,776	155,408	158,848	160,968	167,261	175,646	186,292	6.06%	4.13%	33.04%
Engineering Services	146,782	151,287	158,084	158,668	159,675	166,050	174,125	185,274	6.40%	3.28%	26.22%
Regulatory / Statutory Services	144,126	147,986	153,720	156,794	160,044	165,555	173,306	182,274	5.17%	3.31%	26.47%

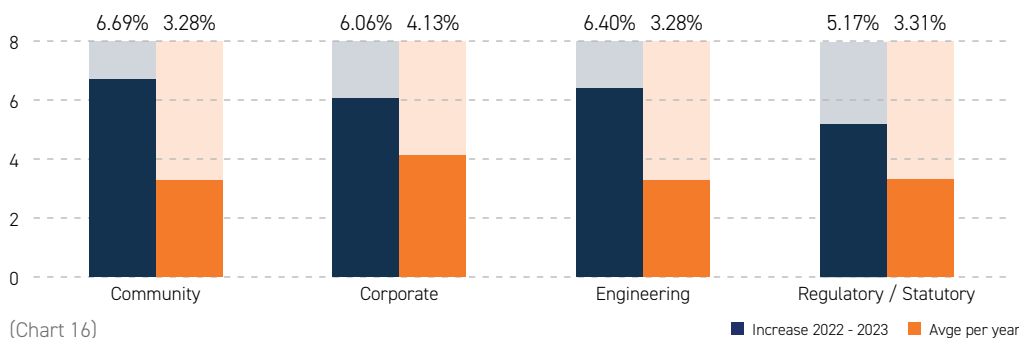
(Table 8)

### Increase 2016 – 2023



(Chart 15)

### Increase 2022 – 2023 & Per Year



(Chart 16)

■ Increase 2022 - 2023 ■ Avg per year



# REMUNERATION TRENDS

## LEVEL 3 POSITIONS – COMMUNITY SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 3 Community Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

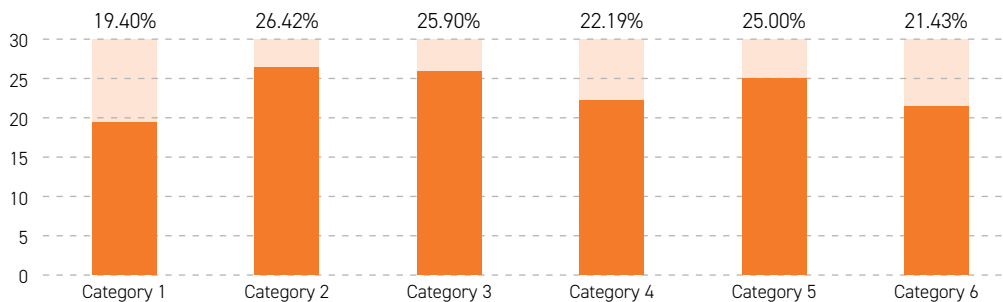
Looking at the increases over the eight-year period which averaged 23.39% we note that positions within categories 2, 3 and 5 realised increases above that average while those in all other categories achieved less favourable increases.

Within the current year, we observe that positions within the medium and small rural councils (categories 5 and 6) received average increases substantially in excess of the Consumer Price Index while those in the larger categories fell below that mark.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	169,445	175,823	178,034	183,341	183,289	187,852	193,525	202,316	4.54%	2.42%	19.40%
Category 2	146,560	156,094	161,453	168,754	171,319	176,440	179,735	185,286	3.09%	3.30%	26.42%
Category 3	135,722	141,153	142,228	143,344	150,550	156,394	164,399	170,874	3.94%	3.24%	25.90%
Category 4	122,027	125,614	133,085	128,448	131,194	135,153	142,342	149,107	4.75%	2.77%	22.19%
Category 5	100,230	97,392	108,054	107,070	106,473	110,999	115,969	125,284	8.03%	3.12%	25.00%
Category 6	87,299	94,615	90,572	92,234	95,675	96,071	92,651	106,005	14.41%	2.68%	21.43%

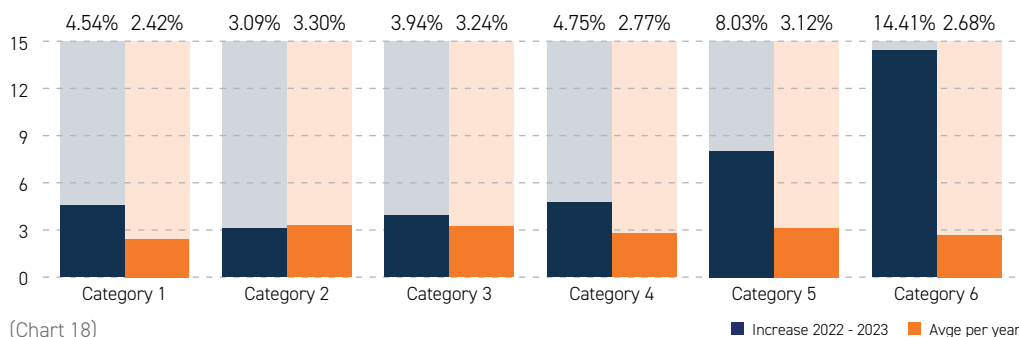
(Table 9)

### Increase 2016 – 2023



(Chart 17)

### Increase 2022 – 2023 & Per Year



(Chart 18)

■ Increase 2022 - 2023 ■ Avg per year

# REMUNERATION TRENDS

## LEVEL 3 POSITIONS – CORPORATE SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 3 Corporate Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

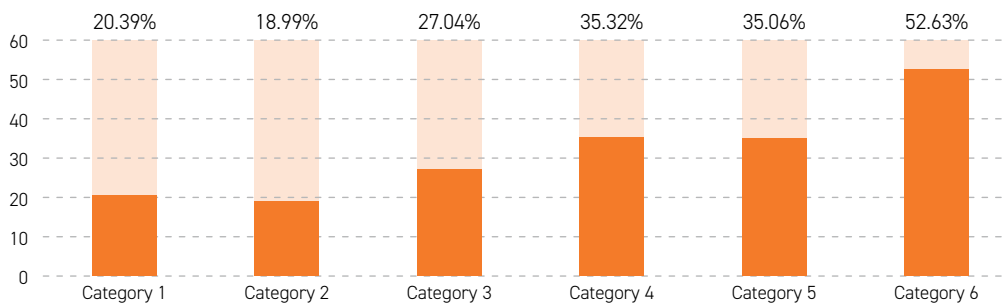
Looking at the increases over the eight-year period which averaged 31.57% we observe that positions within the smaller rural councils (Category 6) for the second year in a row, realised the most significant increase of 52.63% again doubling the amount achieved by the larger metropolitan councils.

Within the current year, it was positions within the smaller councils, (categories 4, 5 and 6) that received increases in excess of the Consumer Price Index. For the second year in a row, positions within the larger councils received increases below the CPI.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	177,028	181,880	190,350	193,691	188,933	201,197	203,742	213,129	4.61%	2.55%	20.39%
Category 2	159,050	161,171	169,571	173,465	178,269	183,908	188,102	189,249	0.61%	2.37%	18.99%
Category 3	140,713	144,486	148,383	152,061	160,828	162,475	172,227	178,763	3.79%	3.38%	27.04%
Category 4	118,719	132,653	138,214	135,671	140,281	143,361	149,309	160,656	7.60%	4.42%	35.32%
Category 5	102,624	103,427	111,002	113,976	113,423	114,752	129,291	138,603	7.20%	4.38%	35.06%
Category 6	80,052	85,677	89,031	95,152	94,438	95,673	114,398	122,183	6.81%	6.58%	52.63%

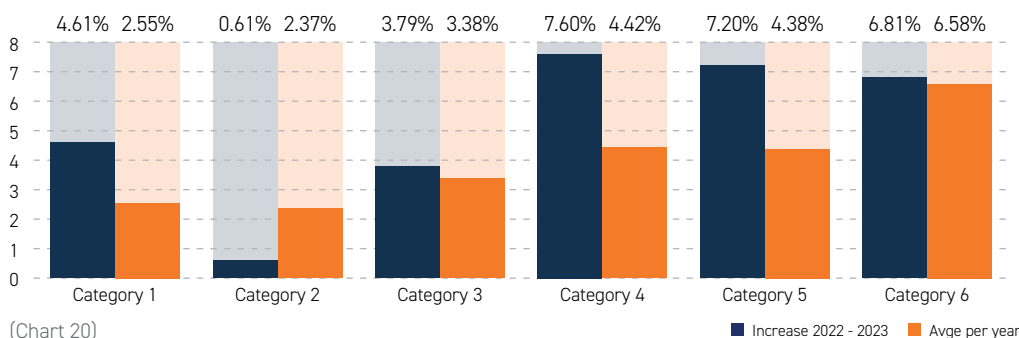
(Table 10)

### Increase 2016 – 2023



(Chart 19)

### Increase 2022 – 2023 & Per Year



(Chart 20)

# REMUNERATION TRENDS

## LEVEL 3 POSITIONS – ENGINEERING SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 3 Engineering Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

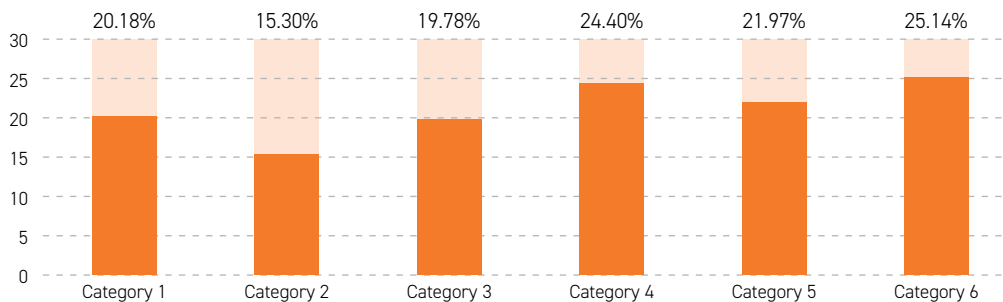
Looking at the increases over the eight-year period which averaged 21.13% we observe a reasonably uniform spread of increases across all council categories. Positions within categories 4, 5 and 6 realised increases above the average while those in the larger metropolitan councils progressed less favourably.

In similar fashion to Community Services, Engineering positions within Category 6 councils experienced the highest average increase in the current year and were the only group to exceed the Consumer Price Index. While positions within Category 1 councils received increases comparable to the CPI, those in categories 2 and 3 recorded significantly lower figures.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	180,101	183,954	193,475	195,081	194,073	199,613	205,639	216,453	5.26%	2.52%	20.18%
Category 2	164,389	161,681	171,462	172,151	177,630	181,894	184,719	189,543	2.61%	1.91%	15.30%
Category 3	150,515	154,033	156,809	158,485	165,940	168,137	178,119	180,291	1.22%	2.47%	19.78%
Category 4	127,585	135,779	136,581	137,184	143,666	146,475	151,614	158,713	4.68%	3.05%	24.40%
Category 5	113,407	115,774	117,466	117,966	116,154	121,290	131,998	138,324	4.79%	2.75%	21.97%
Category 6	92,707	96,253	99,707	104,615	96,792	99,842	109,769	116,010	5.69%	3.14%	25.14%

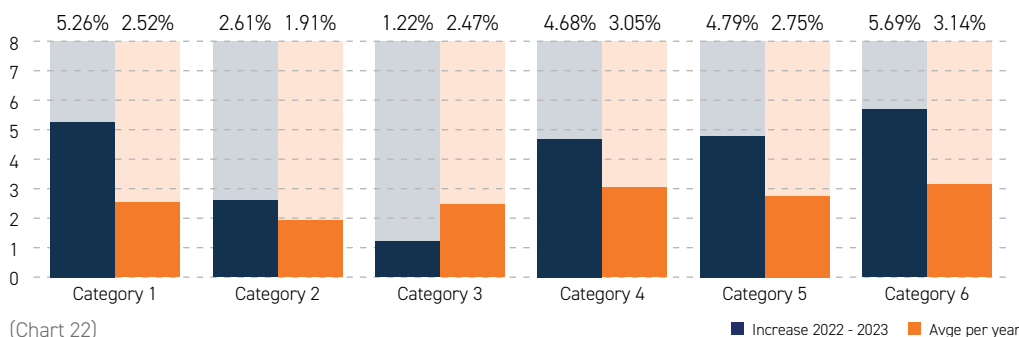
(Table 11)

### Increase 2016 – 2023



(Chart 21)

### Increase 2022 – 2023 & Per Year



(Chart 22)

# REMUNERATION TRENDS

## LEVEL 3 POSITIONS – REGULATORY / STATUTORY SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 3 Regulatory / Statutory Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

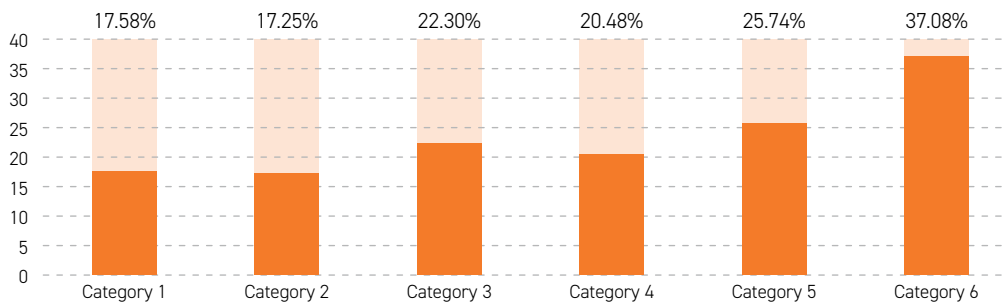
Looking at the increases over the eight-year period which averaged 23.40% we observe that for the second year in a row, positions within the smaller rural councils (Category 6) realised the most significant increase. Along with positions in Category 5, they were the only groups to realise increases above the average.

Within the current year a similar situation occurs where positions in categories 5 and 6 were the only groups to achieve increases above the Consumer Price Index.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	175,430	181,862	188,372	187,043	188,165	193,745	199,181	206,276	3.56%	2.20%	17.58%
Category 2	162,029	161,374	168,342	175,416	177,113	180,730	184,159	189,973	3.16%	2.16%	17.25%
Category 3	145,432	149,917	153,822	152,343	161,094	160,087	174,399	177,858	1.98%	2.79%	22.30%
Category 4	127,249	130,620	136,991	136,321	142,298	143,511	146,223	153,306	4.84%	2.56%	20.48%
Category 5	112,531	110,065	115,587	114,758	118,834	123,954	133,624	141,499	5.89%	3.22%	25.74%
Category 6	89,991	89,508	96,053	97,012	99,475	117,046	113,657	123,361	8.54%	4.64%	37.08%

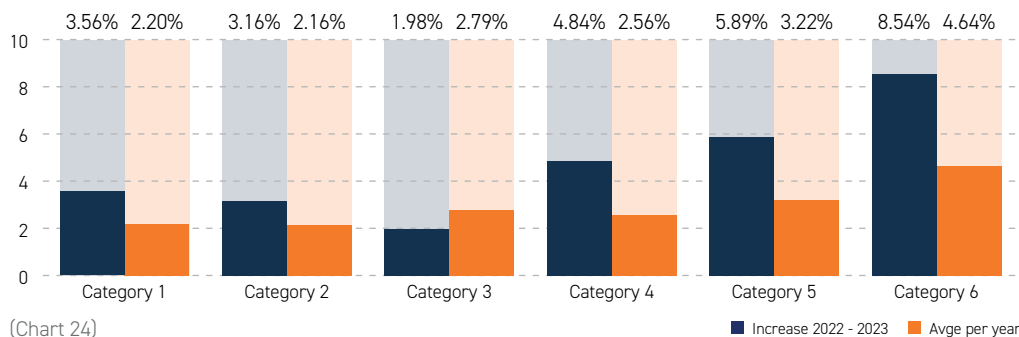
(Table 12)

### Increase 2016 – 2023



(Chart 23)

### Increase 2022 – 2023 & Per Year



(Chart 24)

In the following pages we have expanded the data to show remuneration trends across the various Primary Functions within level 3 positions.

# VARIATIONS IN REMUNERATION LEVELS

## ACROSS JOB FAMILIES, PRIMARY FUNCTIONS AND COUNCIL CATEGORIES

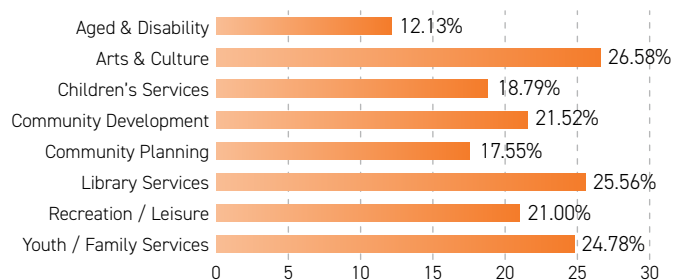
### COMMUNITY SERVICES

Table 13 and Charts 25 and 26 show variations in average remuneration covering a seven-year period from 2017 – 2023 for Community Services level 3 positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Aged & Disability	150,117	145,975	148,021	148,386	145,444	158,471	168,333	12.13%	1.73%
Arts & Culture	143,455	148,131	152,847	156,974	161,336	164,968	181,581	26.58%	3.80%
Children's Services	135,659	116,198	136,837	146,992	138,655	145,086	161,153	18.79%	2.68%
Community Development	141,750	147,654	150,652	147,666	161,215	162,562	172,260	21.52%	3.07%
Community Planning	156,375	155,824	173,428	165,864	177,555	178,939	183,814	17.55%	2.51%
Library Services	134,191	138,119	138,427	139,188	149,892	155,598	168,484	25.56%	3.65%
Recreation / Leisure	146,578	155,097	160,717	161,634	165,660	170,547	177,358	21.00%	3.00%
Youth / Family Services	145,254	151,263	156,695	154,184	158,374	164,487	181,243	24.78%	3.54%
<b>AVERAGE</b>	<b>144,172</b>	<b>144,783</b>	<b>152,203</b>	<b>152,611</b>	<b>157,266</b>	<b>162,582</b>	<b>174,278</b>	<b>20.99%</b>	<b>3.00%</b>

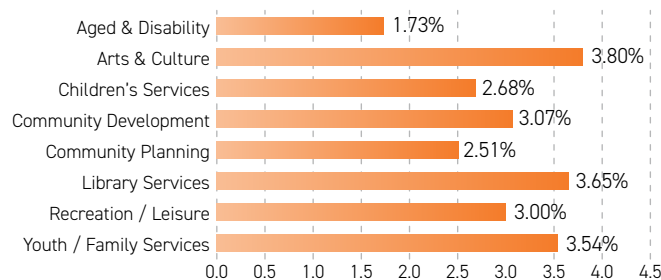
(Table 13)

#### Increase 2017 - 2023



(Chart 25)

#### Average Increase per year



(Chart 26)

Table 14 shows the average of Total Remuneration Packages for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Aged & Disability	196,741	177,240	183,020	164,438	122,333	-
Arts & Culture	197,579	168,662	164,294	174,116	126,083	110,481
Children's Services	207,899	179,777	177,587	133,028	110,889	93,812
Community Development	200,264	189,040	174,427	142,763	135,956	124,861
Community Planning	200,174	197,459	168,964	140,466	158,371	-
Library Services	205,828	182,902	183,299	141,561	107,897	108,000
Recreation / Leisure	209,457	183,039	162,661	157,400	116,260	68,226
Youth / Family Services	199,728	192,559	162,203	160,741	145,524	103,816
<b>AVERAGE</b>	<b>202,209</b>	<b>183,835</b>	<b>172,057</b>	<b>151,814</b>	<b>127,914</b>	<b>101,533</b>

(Table 14)

# VARIATIONS IN REMUNERATION LEVELS

## ACROSS JOB FAMILIES, PRIMARY FUNCTIONS AND COUNCIL CATEGORIES

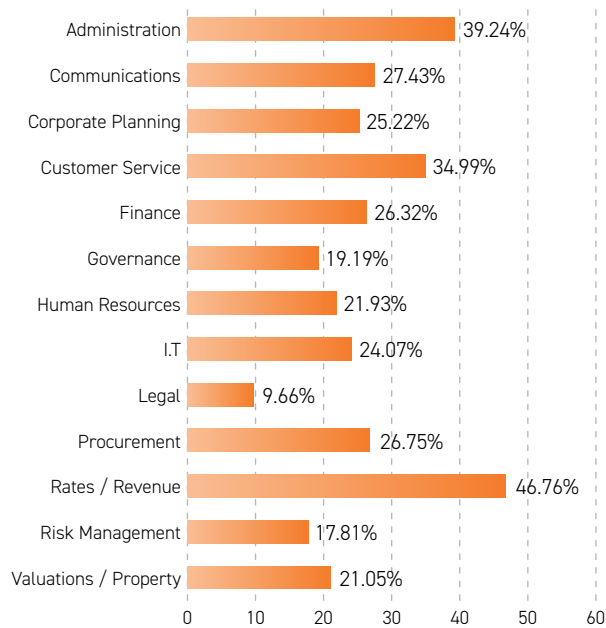
### CORPORATE SERVICES

Table 15 and Charts 27 and 28 show variations in average remuneration covering a seven-year period from 2017 – 2023 for Corporate Services level 3 positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Administration	111,171	126,509	130,634	125,344	133,042	143,694	154,798	39.24%	5.61%
Communications / Marketing	149,728	159,831	163,398	165,144	167,521	177,266	190,793	27.43%	3.92%
Corporate Planning	159,985	164,783	169,502	165,670	181,442	185,178	200,340	25.22%	3.60%
Customer Service	134,922	150,565	157,721	154,203	165,624	179,752	182,132	34.99%	5.00%
Finance	147,031	155,846	161,102	161,490	168,323	176,502	185,735	26.32%	3.76%
Governance	150,273	151,697	158,119	160,087	164,553	169,920	179,105	19.19%	2.74%
Human Resources	149,872	153,484	157,023	162,703	165,268	173,432	182,733	21.93%	3.13%
Information Technology	153,668	159,854	162,657	171,452	173,896	178,520	190,650	24.07%	3.44%
Legal	218,923	214,783	214,383	197,344	222,075	217,958	240,065	9.66%	1.38%
Procurement / Contracts	149,468	154,946	147,705	165,371	164,565	178,492	189,452	26.75%	3.82%
Rates / Revenue	108,214	122,543	114,042	117,454	124,018	139,040	158,810	46.76%	6.68%
Risk Management	149,210	159,828	150,141	146,483	144,537	164,101	175,790	17.81%	2.54%
Valuations / Property	161,968	160,810	162,394	168,819	175,146	180,973	196,063	21.05%	3.01%
<b>AVERAGE</b>	<b>149,572</b>	<b>156,575</b>	<b>157,602</b>	<b>158,582</b>	<b>165,385</b>	<b>174,217</b>	<b>186,651</b>	<b>26.19%</b>	<b>3.74%</b>

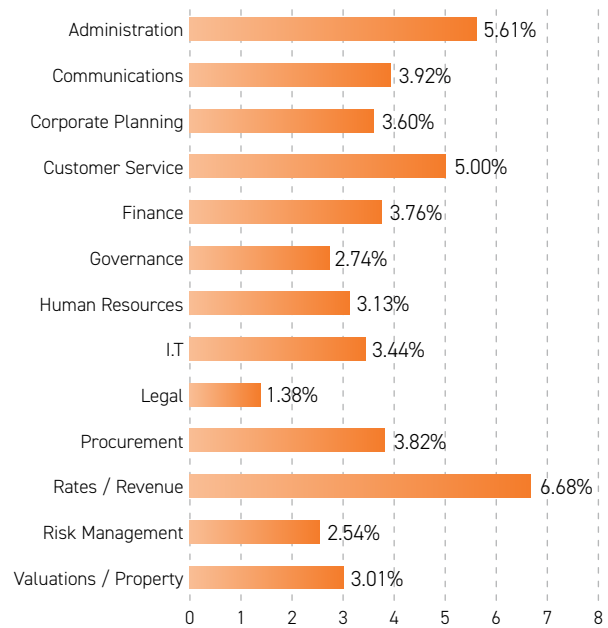
(Table 15)

#### Increase 2017 - 2023



(Chart 27)

#### Average Increase per year



(Chart 28)



# VARIATIONS IN REMUNERATION LEVELS

## ACROSS JOB FAMILIES, PRIMARY FUNCTIONS AND COUNCIL CATEGORIES

Table 16 shows the average of Total Remuneration Packages for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Administration	180,477	162,383	169,790	139,272	121,647	116,331
Communications / Marketing	209,242	195,808	171,247	173,639	120,524	-
Corporate Planning	215,917	194,174	170,586	170,888	140,170	-
Customer Service	196,803	177,788	174,764	152,211	132,085	-
Finance	218,268	196,442	188,604	162,117	149,571	132,409
Governance	208,008	175,764	175,581	159,783	137,816	123,320
Human Resources	212,869	190,995	181,386	158,824	139,803	117,218
Information Technology	221,273	193,867	177,537	162,147	136,400	131,316
Legal	265,343	202,007	220,849	203,781	-	-
Procurement / Contracts	205,305	204,469	164,200	137,099	-	106,514
Rates / Revenue	178,607	122,741	164,330	-	134,489	-
Risk Management	193,663	193,897	179,480	-	109,437	107,261
Valuations / Property	213,806	184,922	180,592	-	-	-
<b>AVERAGE</b>	<b>209,199</b>	<b>184,251</b>	<b>178,380</b>	<b>161,976</b>	<b>132,194</b>	<b>119,196</b>

(Table 16)

# VARIATIONS IN REMUNERATION LEVELS

## ACROSS JOB FAMILIES, PRIMARY FUNCTIONS AND COUNCIL CATEGORIES

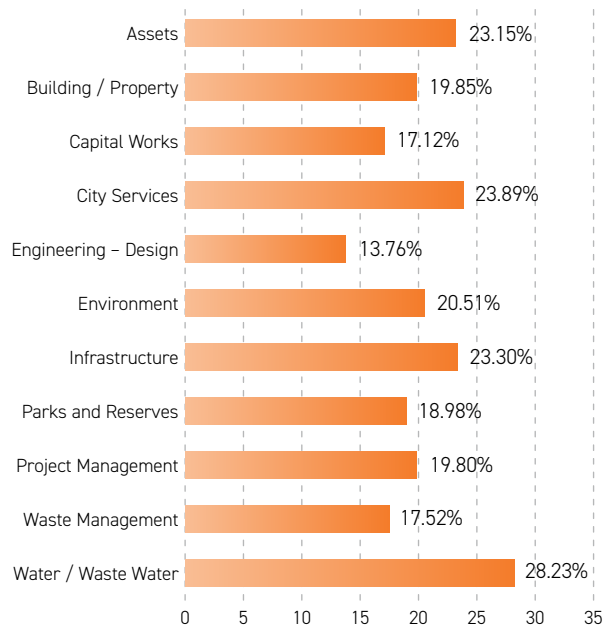
### ENGINEERING SERVICES

Table 17 and Charts 29 and 30 show variations in average remuneration covering a seven-year period from 2017 – 2023 for level 3 Engineering positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Assets	146,756	146,907	148,484	152,536	157,071	173,161	180,729	23.15%	3.31%
Building / Property Services	145,311	160,992	165,799	160,994	161,164	171,075	174,150	19.85%	2.84%
Capital Works	169,549	167,041	182,396	182,725	183,491	193,986	198,570	17.12%	2.45%
City Services / Operations	141,349	149,741	146,448	143,996	154,250	164,840	175,118	23.89%	3.41%
Engineering – Design	163,041	169,898	178,439	179,992	176,025	173,788	185,479	13.76%	1.97%
Environment / Sustainability	152,669	160,480	158,233	167,009	178,316	172,299	183,974	20.51%	2.93%
Infrastructure	151,373	159,921	163,336	165,244	167,637	174,249	186,641	23.30%	3.33%
Parks and Reserves	154,857	166,553	164,240	157,220	160,327	169,162	184,250	18.98%	2.71%
Project Management	161,213	160,526	169,464	171,297	179,668	178,010	193,126	19.80%	2.83%
Waste Management	159,364	167,113	159,057	163,119	171,027	174,786	187,281	17.52%	2.50%
Water / Waste Water	162,572	170,228	167,168	173,850	177,887	188,800	208,459	28.23%	4.03%
<b>AVERAGE</b>	<b>155,278</b>	<b>161,764</b>	<b>163,915</b>	<b>165,271</b>	<b>169,715</b>	<b>176,253</b>	<b>187,071</b>	<b>20.55%</b>	<b>2.94%</b>

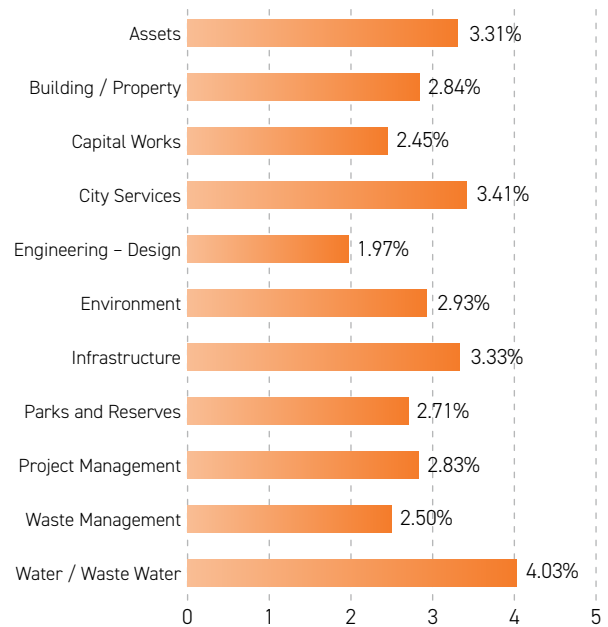
(Table 17)

#### Increase 2017 – 2023



(Chart 29)

#### Average Increase per year



(Chart 30)

# VARIATIONS IN REMUNERATION LEVELS

## ACROSS JOB FAMILIES, PRIMARY FUNCTIONS AND COUNCIL CATEGORIES

Table 18 shows the average of Total Remuneration Packages for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Assets	215,049	186,708	176,152	153,966	139,332	69,663
Building / Property Services	212,049	177,625	174,840	130,478	110,039	108,986
Capital Works	229,598	182,565	209,059	158,141	144,764	142,838
City Services / Operations	204,462	197,409	176,691	157,586	144,926	119,925
Engineering – Design	206,476	190,105	170,520	180,844	149,022	150,893
Environment / Sustainability	201,386	177,054	176,920	163,384	130,492	107,140
Infrastructure	219,951	196,943	183,241	161,813	143,726	111,104
Parks and Reserves	213,656	183,153	179,761	162,174	118,119	118,333
Project Management	227,425	191,210	190,117	150,921	141,237	-
Waste Management	215,044	180,789	183,342	154,109	111,618	109,366
Water / Waste Water	237,733	200,989	176,704	181,990	150,627	102,328
<b>AVERAGE</b>	<b>216,621</b>	<b>187,686</b>	<b>181,577</b>	<b>159,582</b>	<b>134,900</b>	<b>114,058</b>

(Table 18)

# VARIATIONS IN REMUNERATION LEVELS ACROSS JOB FAMILIES, PRIMARY FUNCTIONS AND COUNCIL CATEGORIES

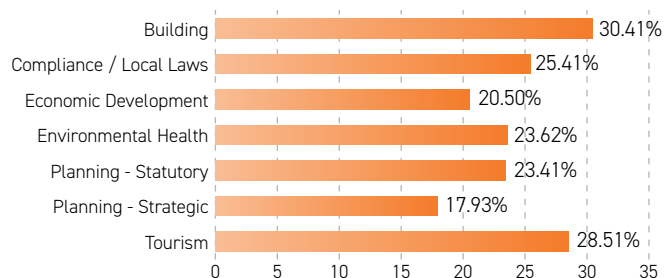
## REGULATORY / STATUTORY SERVICES

Table 19 and Charts 31 and 32 show variations in average remuneration covering a seven-year period from 2017 – 2023 for level 3 Regulatory / Statutory Services positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Building	138,364	146,890	150,692	145,214	150,994	162,037	180,446	30.41%	4.34%
Compliance / Local Laws	144,790	148,216	147,930	150,281	164,026	175,325	181,581	25.41%	3.63%
Economic / Business Development	147,908	155,372	155,500	161,529	165,428	167,612	178,233	20.50%	2.93%
Environmental Health	137,441	144,707	149,583	149,641	155,178	162,079	169,900	23.62%	3.37%
Planning - Statutory	152,592	155,710	161,050	167,570	170,842	178,670	188,312	23.41%	3.34%
Planning - Strategic	163,615	169,089	178,029	180,044	180,534	186,126	192,943	17.93%	2.56%
Tourism	109,720	120,033	122,101	135,325	136,981	128,781	141,004	28.51%	4.07%
<b>AVERAGE</b>	<b>142,061</b>	<b>148,574</b>	<b>152,126</b>	<b>155,658</b>	<b>160,569</b>	<b>165,804</b>	<b>176,060</b>	<b>24.26%</b>	<b>3.47%</b>

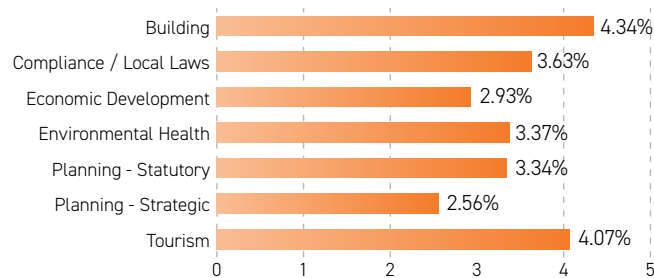
(Table 19)

### Increase 2017 - 2023



(Chart 31)

### Average Increase per year



(Chart 32)

Table 20 shows the average of Total Remuneration Packages for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Building	203,422	196,477	181,199	159,986	150,381	156,876
Compliance / Local Laws	210,665	183,569	171,115	143,941	129,194	138,991
Economic Development	201,639	182,807	171,091	149,743	150,655	96,903
Environmental Health	195,433	197,091	167,389	155,732	143,223	100,961
Planning - Statutory	212,807	196,251	185,748	159,308	140,682	134,346
Planning - Strategic	206,858	190,923	186,075	158,455	161,103	136,647
Tourism	178,662	-	-	136,669	124,737	104,003
<b>AVERAGE</b>	<b>201,355</b>	<b>191,186</b>	<b>177,103</b>	<b>151,976</b>	<b>142,854</b>	<b>124,104</b>

(Table 20)

# REMUNERATION TRENDS

## LEVEL 4 POSITIONS – OVER THE YEARS

Looking at level 4 positions, typically Coordinator, Team Leader or similar supervisory roles we observe some interesting trends.

With an average increase in remuneration levels across all Job Families between 2016 – 2023 of 20.34% we observe that positions within the Corporate Services job family realised an increase significantly above that average while those in Community Services and Regulatory / Statutory Services fell marginally short of the mark.

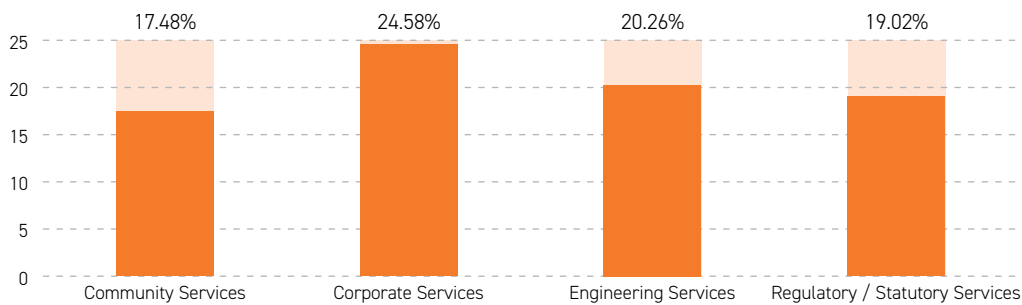
With respect to the current year, we note the average increase of 5.53% across all Job Families was commensurate with the Consumer Price Index for the 12 months to September 2023.

The following table and charts show the average remuneration packages for all Job Families from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

Job Family	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Community Services	98,888	101,461	104,982	105,664	104,166	104,401	110,710	116,178	4.94%	2.19%	17.48%
Corporate Services	99,251	102,631	106,737	107,201	110,350	112,588	115,350	123,644	7.19%	3.07%	24.58%
Engineering Services	102,215	105,178	111,587	112,073	108,597	108,688	116,006	122,926	5.97%	2.53%	20.26%
Regulatory / Statutory Services	108,515	111,893	116,335	117,548	117,559	119,277	124,161	129,152	4.02%	2.38%	19.02%

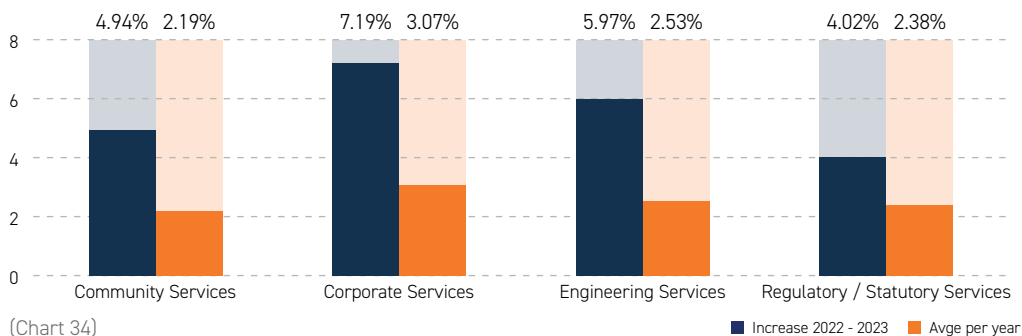
(Table 21)

### Increase 2016 – 2023



(Chart 33)

### Increase 2022 – 2023 & Per Year



(Chart 34)

# REMUNERATION TRENDS

## LEVEL 4 POSITIONS – COMMUNITY SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 4 Community Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

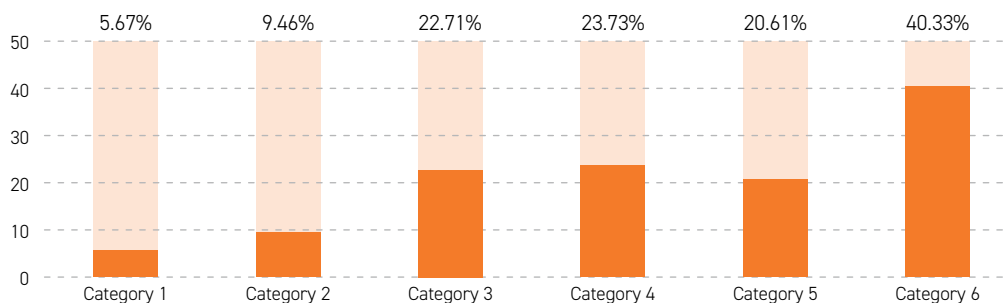
An analysis of increases over the eight-year period which averaged 20.42% across all categories was for the second year in a row, significantly influenced by the considerable average increase in remuneration levels within Category 6 which reflected a growth of 40.33% despite falling into negative territory in the current year. All other categories experienced a combined average increase of 16.44%.

The negative return within Category 6 councils also had a strong influence in remuneration levels within the current year realising a combined increase across all categories below the Consumer Price Index of 3.5%. While positions within the large metropolitan councils received a negligible average increase (0.14%), those within categories 2 and 4 fared a lot better recording increases above the CPI of 7.73% and 11.61% respectively.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	113,759	117,379	123,674	122,667	117,968	121,822	120,046	120,214	0.14%	0.71%	5.67%
Category 2	107,455	108,397	112,801	107,108	110,253	104,381	109,180	117,615	7.73%	1.18%	9.46%
Category 3	95,627	98,333	101,294	102,802	111,505	108,902	113,616	117,343	3.28%	2.84%	22.71%
Category 4	86,692	89,302	93,224	96,292	88,620	85,659	96,100	107,261	11.61%	2.97%	23.73%
Category 5	75,793	78,009	74,658	79,266	76,105	81,527	89,103	91,416	2.60%	2.58%	20.61%
Category 6	60,299	65,200	68,446	69,944	66,669	71,015	88,453	84,616	-4.34%	5.04%	40.33%

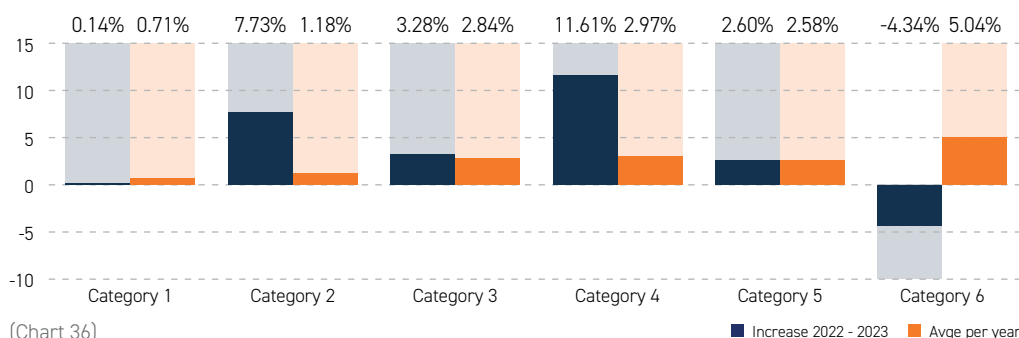
(Table 22)

### Increase 2016 – 2023



(Chart 35)

### Increase 2022 – 2023 & Per Year



(Chart 36)

■ Increase 2022 - 2023 ■ Avg per year



# REMUNERATION TRENDS

## LEVEL 4 POSITIONS – CORPORATE SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 4 Corporate Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

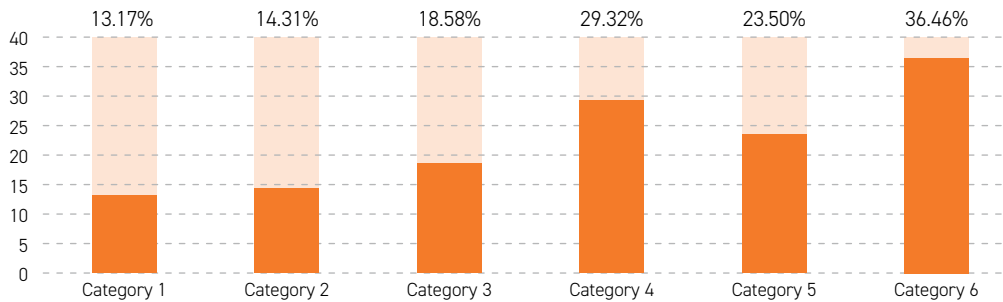
Looking at the increases over the eight-year period which averaged 22.56% we note that positions within categories 4,5 and 6 realised increases above that average while those in all other categories achieved considerably less favourable increases.

Within the current year we observe that the majority of categories recorded increases above the Consumer Price index. The exceptions being Category 1 with an increase of 3.99% and Category 5 which recorded a negative result.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	117,966	119,012	125,736	126,526	126,344	130,263	128,382	133,507	3.99%	1.65%	13.17%
Category 2	107,820	111,115	112,955	108,422	114,339	109,894	115,474	123,246	6.73%	1.79%	14.31%
Category 3	100,157	97,716	100,269	102,690	109,779	110,634	112,644	118,771	5.44%	2.32%	18.58%
Category 4	85,514	90,974	94,550	95,209	97,025	94,347	99,250	110,583	11.42%	3.66%	29.32%
Category 5	74,490	80,410	81,135	83,691	83,288	88,246	92,275	91,995	-0.30%	2.94%	23.50%
Category 6	65,853	73,834	75,746	75,871	72,975	78,295	82,454	89,864	8.99%	4.56%	36.46%

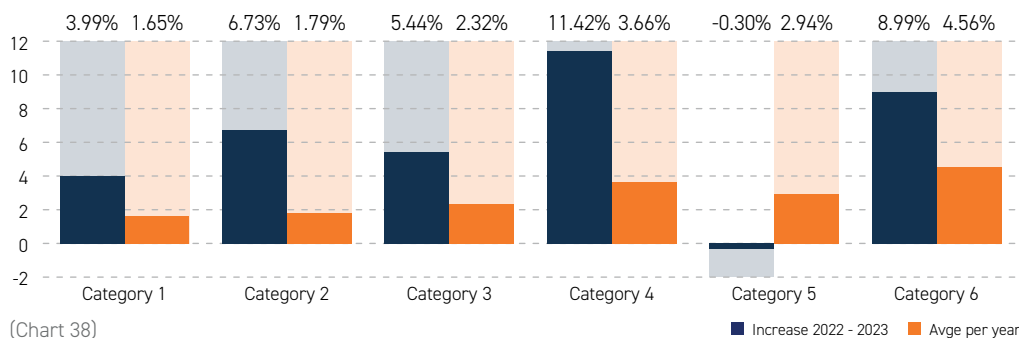
(Table 23)

### Increase 2016 – 2023



(Chart 37)

### Increase 2022 – 2023 & Per Year



(Chart 38)

# REMUNERATION TRENDS

## LEVEL 4 POSITIONS – ENGINEERING SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 4 Engineering Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

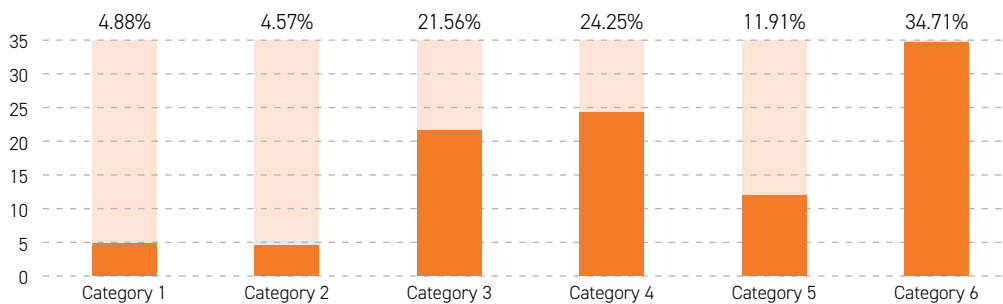
An analysis of increases over the eight-year period which averaged 16.98% across all categories was significantly influenced by the considerable average increase in remuneration levels within Category 6 which reflected a growth of 34.71%. All other categories experienced a combined average increase of 13.44%.

Within the current year which realised an average increase across all categories of 4.07%, positions within Category 4 councils received the only increase above the Consumer Price Index while those in Category 5 recorded a negative result.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	129,377	131,247	138,602	135,877	125,776	130,769	133,137	135,697	1.92%	0.61%	4.88%
Category 2	111,140	117,247	117,357	115,964	110,364	116,365	111,305	116,221	4.42%	0.57%	4.57%
Category 3	101,380	99,918	104,748	106,068	113,516	114,599	118,003	123,242	4.44%	2.70%	21.56%
Category 4	90,504	96,999	100,657	101,049	98,925	96,144	101,149	112,454	11.18%	3.03%	24.25%
Category 5	83,072	77,454	81,379	89,250	83,252	86,815	94,958	92,970	-2.09%	1.49%	11.91%
Category 6	64,963	68,161	70,762	71,335	70,695	74,505	83,706	87,512	4.55%	4.34%	34.71%

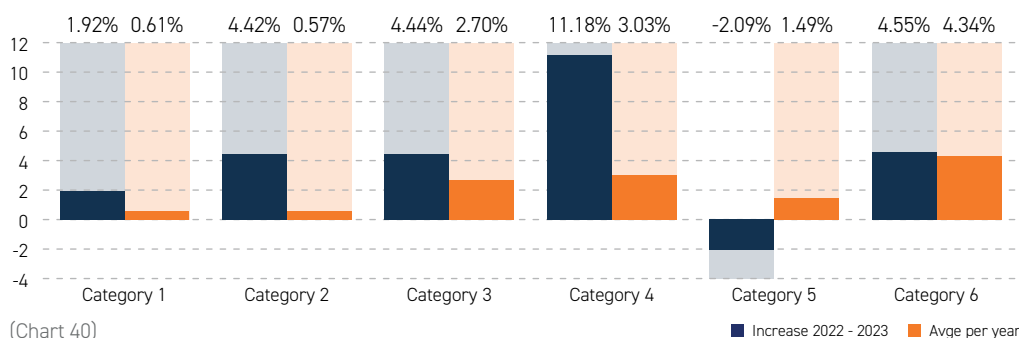
(Table 24)

### Increase 2016 – 2023



(Chart 39)

### Increase 2022 – 2023 & Per Year



(Chart 40)

■ Increase 2022 - 2023 ■ Avg per year

# REMUNERATION TRENDS

## LEVEL 4 POSITIONS – REGULATORY / STATUTORY SERVICES

The following table and charts show comparative data in terms of average remuneration packages for all level 4 Regulatory / Statutory Services positions from 2016 – 2023 along with the average increases in the current year and over the eight-year period.

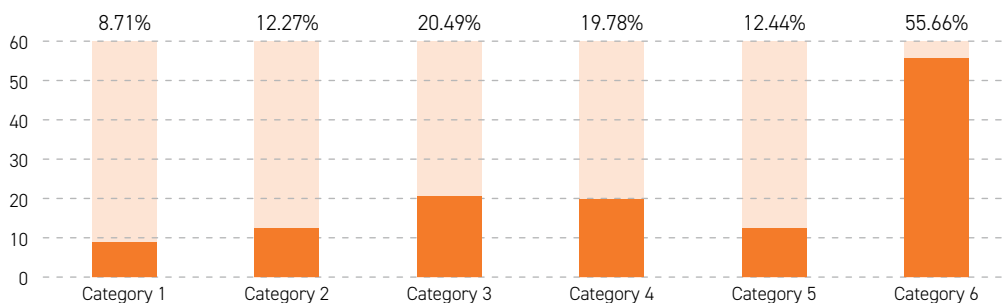
Following a similar trend to all other Job Families across level four positions, our analysis revealed that increases over the eight-year period which averaged 21.56% across all categories was significantly influenced by the considerable increase in remuneration levels within Category 6, which reflected a growth of 55.66%. All other categories experienced a combined average increase of 14.74%.

Category 6, along with Category 4 also had a strong influence in remuneration levels within the current year realising increases in excess of the Consumer Price Index. while those in all other categories failed to achieve increases commensurate with CPI.

Council Category	2016	2017	2018	2019	2020	2021	2022	2023	Increase 2022 - 2023	Average Increase per year	Increase 2016 - 2023
Category 1	124,879	127,206	134,632	134,570	129,103	133,031	134,831	135,757	0.69%	1.09%	8.71%
Category 2	116,079	119,104	121,362	119,815	122,461	122,330	124,320	130,322	4.83%	1.53%	12.27%
Category 3	106,123	108,600	111,334	113,279	117,936	117,561	122,975	127,869	3.98%	2.56%	20.49%
Category 4	96,909	99,459	101,547	105,140	104,801	101,159	105,175	116,073	10.36%	2.47%	19.78%
Category 5	87,723	88,202	87,870	91,861	87,489	98,686	106,173	98,638	-7.10%	1.56%	12.44%
Category 6	66,125	77,543	79,104	79,581	77,284	74,100	89,638	102,932	14.83%	6.96%	55.66%

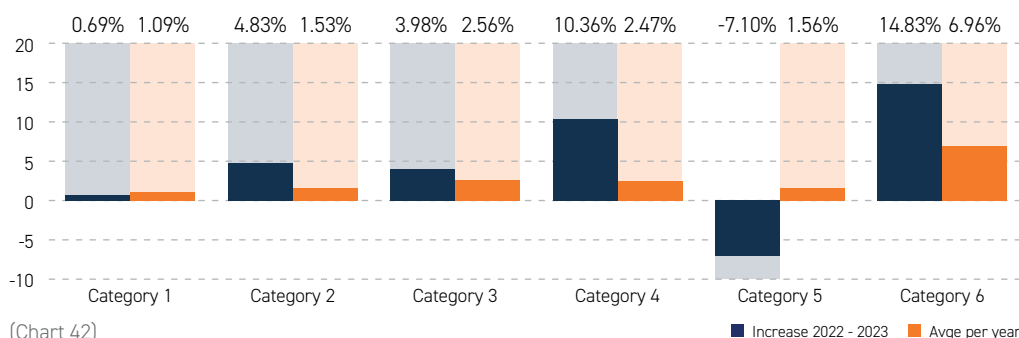
(Table 25)

### Increase 2016 – 2023



(Chart 41)

### Increase 2022 – 2023 & Per Year



(Chart 42)

In the following pages we have expanded the data to show remuneration trends across the various Primary Functions within level 4 positions.

# VARIATIONS IN REMUNERATION LEVELS ACROSS PRIMARY FUNCTIONS

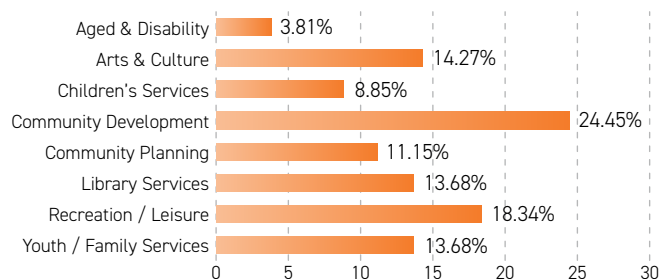
## COMMUNITY SERVICES

Table 26 and charts 43 and 44 show variations in remuneration levels covering a seven-year period from 2017 – 2023 for level 4 Community Services positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Aged & Disability	102,521	103,514	100,196	101,006	101,823	107,780	106,422	3.81%	0.54%
Arts & Culture	104,760	108,937	111,861	113,414	111,763	112,326	119,708	14.27%	2.04%
Children's Services	101,657	105,730	112,745	106,158	98,844	107,299	110,657	8.85%	1.26%
Community Development	98,588	104,802	103,147	98,820	107,576	113,373	122,692	24.45%	3.49%
Community Planning	114,170	113,607	116,765	121,447	121,695	122,838	126,899	11.15%	1.59%
Library Services	96,124	97,996	95,483	100,737	99,241	102,787	109,277	13.68%	1.95%
Recreation / Leisure	103,210	105,809	109,020	103,020	102,547	114,066	122,143	18.34%	2.62%
Youth / Family Services	101,094	107,374	106,491	103,041	106,008	112,823	114,926	13.68%	1.95%
<b>AVERAGE</b>	<b>102,765</b>	<b>105,971</b>	<b>106,963</b>	<b>105,955</b>	<b>106,187</b>	<b>111,661</b>	<b>116,590</b>	<b>13.53%</b>	<b>1.93%</b>

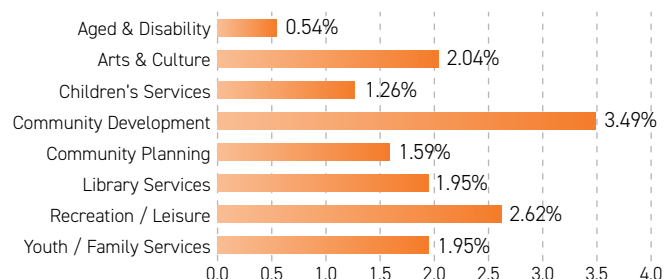
(Table 26)

### Increase 2017 - 2023



(Chart 43)

### Average Increase per year



(Chart 44)

Table 27 shows the average Total Remuneration Package for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Aged & Disability	110,835	105,072	122,754	99,130	87,159	-
Arts & Culture	125,147	113,099	115,372	116,069	105,558	92,140
Children's Services	109,743	126,646	126,009	108,133	-	77,273
Community Development	131,357	119,005	116,952	108,481	102,256	96,219
Community Planning	130,374	125,848	123,939	117,524	104,119	-
Library Services	111,651	108,480	113,931	107,410	86,194	-
Recreation / Leisure	131,487	125,439	117,663	107,067	81,042	67,643
Youth / Family Services	118,171	133,289	117,384	104,838	93,495	-
<b>AVERAGE</b>	<b>121,096</b>	<b>119,610</b>	<b>119,251</b>	<b>108,582</b>	<b>94,260</b>	<b>83,319</b>

(Table 27)

# VARIATIONS IN REMUNERATION LEVELS ACROSS PRIMARY FUNCTIONS

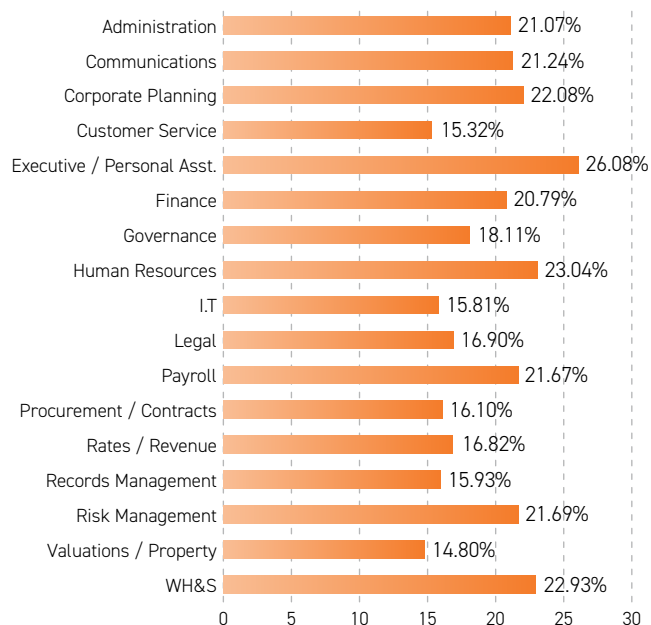
## CORPORATE SERVICES

Table 28 and charts 45 and 46 show variations in remuneration levels covering a seven-year period from 2017 – 2023 for level 4 Corporate Services positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Administration	82,721	87,618	86,075	88,280	90,092	94,712	100,148	21.07%	3.01%
Communications / Marketing	103,466	107,566	108,383	113,755	113,520	116,072	125,445	21.24%	3.03%
Corporate Planning / Strategic Policy	121,873	118,510	124,529	132,699	134,263	134,500	148,778	22.08%	3.15%
Customer Service	93,338	94,691	96,630	96,622	97,977	102,458	107,638	15.32%	2.19%
Executive / Personal Asst.	81,235	85,776	86,490	89,509	94,481	98,155	102,423	26.08%	3.73%
Finance	107,318	113,126	112,742	114,773	118,268	119,449	129,633	20.79%	2.97%
Governance	107,804	115,683	115,954	115,478	118,918	121,605	127,331	18.11%	2.59%
Human Resources	107,754	112,255	116,317	118,507	120,937	124,311	132,578	23.04%	3.29%
I.T	114,098	118,672	120,079	123,828	123,949	125,602	132,133	15.81%	2.26%
Legal	139,624	147,972	146,886	149,416	144,643	151,670	163,218	16.90%	2.41%
Payroll	93,802	97,771	98,717	101,074	106,216	109,867	114,131	21.67%	3.10%
Procurement / Contracts	107,416	114,949	115,037	118,012	114,022	116,479	124,712	16.10%	2.30%
Rates / Revenue	100,252	105,183	106,613	110,821	110,385	109,579	117,116	16.82%	2.40%
Records Management	93,011	95,426	94,837	96,378	96,598	102,453	107,829	15.93%	2.28%
Risk Management	105,020	108,523	112,099	112,674	115,122	120,275	127,803	21.69%	3.10%
Valuations / Property	121,350	124,225	122,712	124,842	124,885	128,615	139,311	14.80%	2.11%
Workplace Health & Safety	102,179	105,587	110,457	113,564	116,482	116,904	125,613	22.93%	3.28%
<b>AVERAGE</b>	<b>104,839</b>	<b>109,031</b>	<b>110,268</b>	<b>112,955</b>	<b>114,162</b>	<b>117,218</b>	<b>125,049</b>	<b>19.43%</b>	<b>2.78%</b>

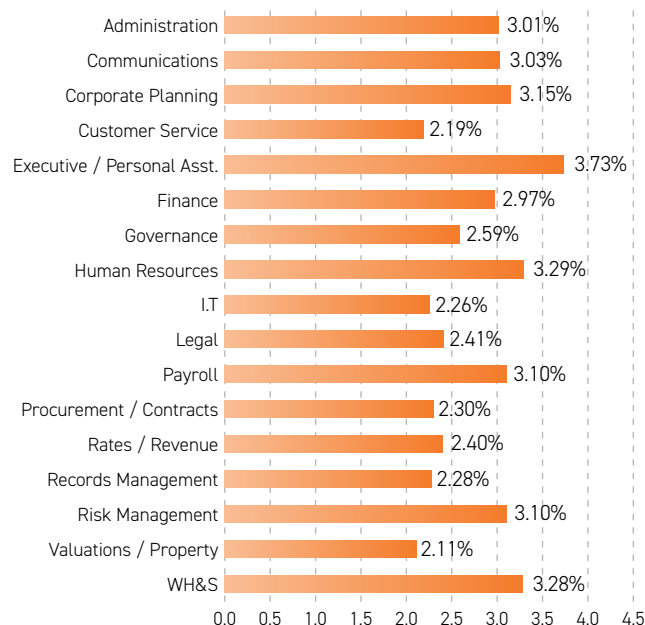
(Table 28)

### Increase 2017 - 2023



(Chart 45)

### Average Increase per year



(Chart 46)

# VARIATIONS IN REMUNERATION LEVELS

## ACROSS PRIMARY FUNCTIONS

Table 29 shows the average Total Remuneration Package for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Administration	109,883	102,562	95,241	89,328	76,853	85,641
Communications / Marketing	129,098	122,640	127,037	116,206	103,802	100,054
Corporate Planning / Strategic Policy	152,352	147,455	132,248	135,075	97,766	-
Customer Service	115,559	106,814	113,375	96,455	83,235	84,171
Executive / Personal Assistant	104,323	109,840	97,551	99,839	98,435	90,744
Finance	158,830	146,386	145,015	138,056	114,111	101,618
Governance	136,726	120,174	122,808	126,145	99,150	91,878
Human Resources	142,114	132,711	119,155	114,897	102,799	97,005
I.T	139,779	128,637	122,967	122,115	100,181	100,973
Legal	176,100	137,488	137,412	-	-	-
Payroll	126,487	125,724	104,895	101,122	90,280	80,257
Procurement / Contracts	136,236	126,228	116,491	111,639	85,419	-
Rates / Revenue	148,057	137,503	133,305	120,434	102,706	105,678
Records Management	118,931	112,711	107,332	100,754	92,532	91,158
Risk Management	137,797	131,416	125,211	106,974	103,565	109,195
Valuations / Property	151,069	122,821	136,453	105,884	99,091	-
Workplace Health & Safety	135,512	124,408	125,112	113,539	98,725	86,615
<b>AVERAGE</b>	<b>136,403</b>	<b>125,619</b>	<b>121,271</b>	<b>112,404</b>	<b>96,791</b>	<b>94,230</b>

(Table 29)



# VARIATIONS IN REMUNERATION LEVELS ACROSS PRIMARY FUNCTIONS

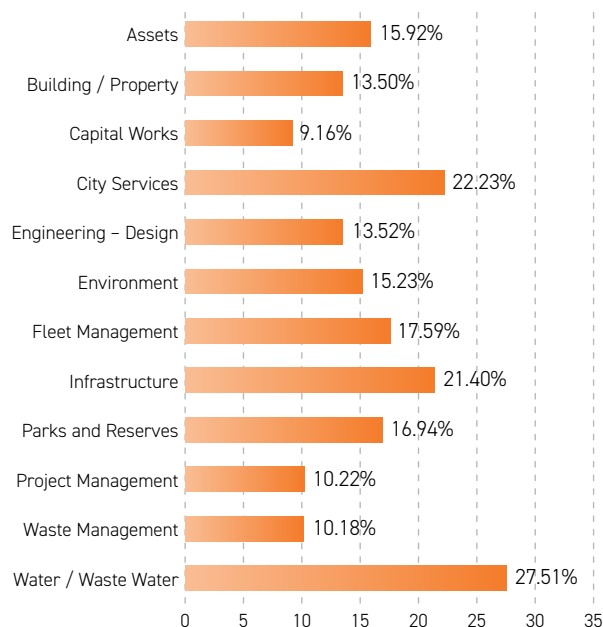
## ENGINEERING SERVICES

Table 30 and charts 47 and 48 show variations in remuneration levels covering a seven-year period from 2017 – 2023 for level 4 Engineering positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Assets	113,552	120,723	122,420	120,916	120,526	124,501	131,632	15.92%	2.27%
Building / Property Services	110,159	113,536	113,983	110,024	111,860	117,232	125,031	13.50%	1.93%
Capital Works	121,851	120,850	123,928	128,979	131,773	130,334	133,016	9.16%	1.31%
City Services / Operations	84,864	98,304	98,193	87,578	89,106	101,766	103,729	22.23%	3.18%
Engineering – Design	122,438	125,764	129,808	130,540	128,643	132,156	138,991	13.52%	1.93%
Environment / Sustainability	114,597	118,992	119,484	121,594	115,680	121,511	132,047	15.23%	2.18%
Fleet Management	99,106	100,600	102,905	104,586	106,028	109,830	116,534	17.59%	2.51%
Infrastructure	104,795	111,792	112,395	117,407	115,358	118,874	127,219	21.40%	3.06%
Parks and Reserves	98,506	100,578	104,150	97,126	97,747	106,176	115,197	16.94%	2.42%
Project Management	122,704	130,853	125,605	125,594	124,744	127,156	135,248	10.22%	1.46%
Waste Management	106,947	112,108	110,669	111,662	111,690	112,027	117,833	10.18%	1.45%
Water / Waste Water	103,432	116,045	112,024	114,677	112,447	117,785	131,890	27.51%	3.93%
<b>AVERAGE</b>	<b>108,579</b>	<b>114,179</b>	<b>114,630</b>	<b>114,224</b>	<b>113,800</b>	<b>118,279</b>	<b>125,697</b>	<b>16.12%</b>	<b>2.30%</b>

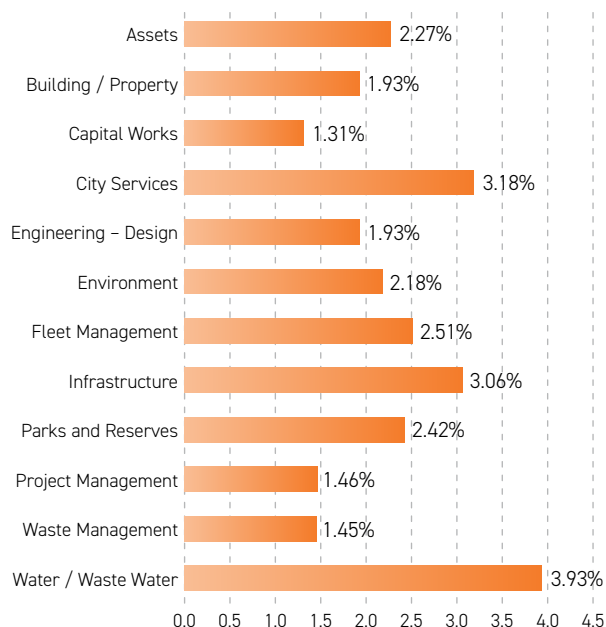
(Table 30)

### Increase 2017 – 2023



(Chart 47)

### Average Increase per year



(Chart 48)

# VARIATIONS IN REMUNERATION LEVELS

## ACROSS PRIMARY FUNCTIONS

Table 31 shows the average Total Remuneration Package for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Assets	138,063	129,128	127,591	119,952	97,196	-
Building / Property Services	130,470	119,948	125,783	113,771	100,533	90,148
Capital Works	144,224	140,374	130,354	113,854	111,443	98,695
City Services / Operations	118,974	94,769	120,404	102,379	87,026	87,326
Engineering – Design	144,973	139,456	135,319	116,749	107,846	-
Environment / Sustainability	138,719	128,869	124,428	113,024	99,558	-
Fleet Management	129,635	109,196	108,785	106,812	90,135	86,841
Infrastructure	147,572	123,512	121,555	110,999	98,990	90,188
Parks and Reserves	133,807	110,183	114,296	113,171	83,112	84,489
Project Management	141,101	140,490	130,256	145,762	99,408	102,736
Waste Management	121,818	121,895	125,436	106,484	92,439	84,359
Water / Waste Water	141,310	127,786	123,057	114,480	89,239	-
<b>AVERAGE</b>	<b>135,889</b>	<b>123,801</b>	<b>123,939</b>	<b>114,786</b>	<b>96,410</b>	<b>90,598</b>

(Table 31)

# VARIATIONS IN REMUNERATION LEVELS ACROSS PRIMARY FUNCTIONS

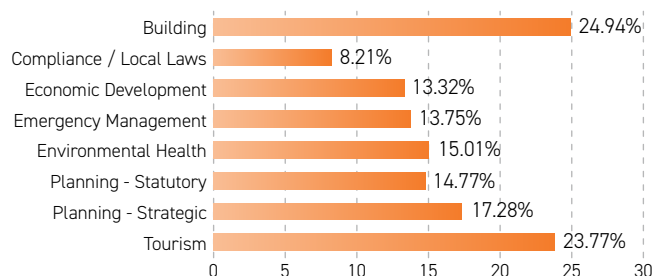
## REGULATORY / STATUTORY SERVICES

Table 32 and charts 49 and 50 show variations in remuneration levels covering a seven-year period from 2017 – 2023 for level 4 Regulatory / Statutory Services positions by Primary Function across all council categories.

Primary Function	2017	2018	2019	2020	2021	2022	2023	Increase 2017 - 2023	Average increase per year
Building	113,881	118,205	123,202	123,295	127,856	132,329	142,283	24.94%	3.56%
Compliance / Local Laws	103,993	106,034	107,420	104,943	106,061	110,294	112,527	8.21%	1.17%
Economic / Business Development	117,764	122,597	117,234	123,900	123,464	129,007	133,445	13.32%	1.90%
Emergency Management	112,818	113,437	118,017	116,376	119,710	123,906	128,335	13.75%	1.96%
Environmental Health	109,006	113,306	112,103	115,958	114,300	119,405	125,371	15.01%	2.14%
Planning - Statutory	117,226	123,359	124,115	123,378	127,070	129,373	134,538	14.77%	2.11%
Planning - Strategic	122,208	127,211	131,736	132,248	130,991	136,990	143,329	17.28%	2.47%
Tourism	86,702	92,832	91,570	98,864	105,840	105,736	107,309	23.77%	3.40%
<b>AVERAGE</b>	<b>110,450</b>	<b>114,623</b>	<b>115,675</b>	<b>117,370</b>	<b>119,412</b>	<b>123,380</b>	<b>128,392</b>	<b>16.38%</b>	<b>2.34%</b>

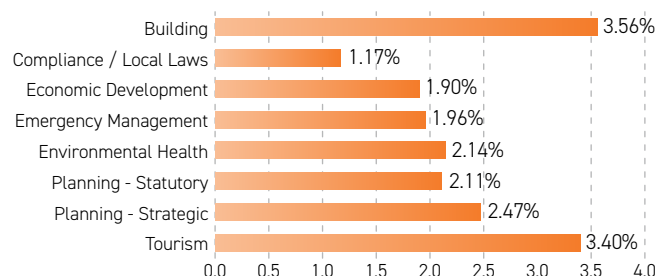
(Table 32)

### Increase 2017 – 2023



(Chart 49)

### Average Increase per year



(Chart 50)

Table 33 shows the average Total Remuneration Package for the current year by Primary Function and Council Category.

Primary Function	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Building	151,744	146,088	138,933	125,171	111,411	99,779
Compliance / Local Laws	113,252	118,018	125,478	103,152	89,402	103,308
Economic Development	139,538	125,551	134,483	125,768	114,117	94,907
Emergency Management	141,367	133,543	120,432	113,644	101,265	133,587
Environmental Health	131,066	126,525	123,153	114,325	111,279	114,702
Planning - Statutory	141,551	137,198	129,142	123,571	104,913	99,034
Planning - Strategic	145,558	143,014	135,295	136,036	101,502	118,801
Tourism	128,677	126,084	106,726	95,169	80,904	86,835
<b>AVERAGE</b>	<b>136,594</b>	<b>132,003</b>	<b>126,705</b>	<b>117,105</b>	<b>101,849</b>	<b>106,369</b>

(Table 33)

# GENDER STATISTICS

Over the past fourteen years we have provided information relating to gender statistics.

Here we present data covering a four-year period from 2020 – 2023 which shows a moderate change in the relative spread across each level of management. We note that since 2020 there has been an increase of 4% in the number of females at the Chief Executive / General Manager level, an increase of 3% at Director level and an overall increase of 3%.

Position Level	2020			2021			2022			2023		
	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male
Level 1 – CEO / General Manager	225	48 (21%)	177 (79%)	206	43 (21%)	163 (79%)	220	54 (25%)	166 (75%)	198	49 (25%)	149 (75%)
Level 2 – Director, General Manager, Group Manager	831	306 (37%)	525 (63%)	760	288 (38%)	472 (62%)	799	308 (39%)	491 (61%)	743	294 (40%)	449 (60%)
Level 3 – Manager, Professional	2,785	1,089 (39%)	1,696 (61%)	2,556	1,042 (41%)	1,514 (59%)	2,819	1,148 (41%)	1,671 (59%)	2,583	1,069 (41%)	1,514 (59%)
Level 4 – Team Leader, Coordinator	7,645	3,648 (48%)	3,997 (52%)	8,429	4,092 (49%)	4,337 (51%)	9,514	4,834 (51%)	4,680 (49%)	8,979	4,516 (50%)	4,463 (50%)
<b>TOTAL</b>	<b>11,486</b>	<b>5,091 (44%)</b>	<b>6,395 (56%)</b>	<b>11,951</b>	<b>5,465 (46%)</b>	<b>6,486 (54%)</b>	<b>13,352</b>	<b>6,344 (48%)</b>	<b>7,008 (52%)</b>	<b>12,503</b>	<b>5,928 (47%)</b>	<b>6,575 (53%)</b>

(Table 34)

This year's survey attracted data for 12,503 positions from 200 councils. When we look at the gender ratio within each Job Family and across each level over the past four years the following picture emerges.

	Ratio – Male / Female 2020		Ratio – Male / Female 2021		Ratio – Male / Female 2022		Ratio – Male / Female 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Chief Executive / General Manager	78.67%	21.33%	79.13%	20.87%	75.45%	24.55%	75.25%	24.75%
<b>Community Services</b>								
Level 2	37.41%	62.59%	38.24%	61.76%	40.91%	59.09%	40.48%	59.52%
Level 3	34.37%	65.63%	35.78%	64.22%	32.70%	67.30%	34.68%	65.32%
Level 4	24.75%	75.25%	24.83%	75.17%	25.54%	74.46%	26.22%	73.78%
<b>Corporate Services</b>								
Level 2	53.21%	46.79%	55.06%	44.94%	52.90%	47.10%	52.19%	47.81%
Level 3	50.59%	49.41%	46.80%	53.20%	47.90%	52.10%	48.57%	51.43%
Level 4	33.18%	66.82%	34.42%	65.58%	32.39%	67.61%	33.65%	66.35%
<b>HR/Organisational Development</b>								
Level 2	25.00%	75.00%	22.22%	77.78%	32.14%	67.86%	30.77%	69.23%
<b>Engineering Services</b>								
Level 2	89.40%	10.60%	88.73%	11.27%	84.40%	15.60%	83.33%	16.67%
Level 3	84.90%	15.10%	83.53%	16.47%	83.22%	16.78%	81.98%	18.02%
Level 4	84.77%	15.23%	83.66%	16.34%	80.37%	19.63%	80.06%	19.94%
<b>Regulatory Services</b>								
Level 2	78.81%	21.19%	69.34%	30.66%	67.59%	32.41%	65.44%	34.56%
Level 3	68.52%	31.48%	67.33%	32.67%	65.83%	34.17%	60.34%	39.66%
Level 4	56.46%	43.54%	54.65%	45.35%	54.00%	46.00%	51.67%	48.33%
<b>TOTAL</b>	<b>56%</b>	<b>44%</b>	<b>54%</b>	<b>46%</b>	<b>52%</b>	<b>48%</b>	<b>53%</b>	<b>47%</b>

(Table 35)

# GENDER STATISTICS

When we look at the totals in each year, we note that males occupy a greater percentage of all positions. Males also represent a higher percentage at all levels in Engineering and Regulatory Services and at levels 1 in Corporate Services. Females, on the other hand occupy a higher percentage at all levels within Community Services and Human Resources.

In the past three years, females have increased incumbency in level three positions within Corporate Services and now occupy the greater percentage of that level of management within that Job Family.

Delving back into history we note that over the past ten years there has been significant variations in male to female ratios which include an increase of 16.25 % in the number of females at the Chief Executive / General Manager level and an increase of 14.27% at Director level.

The following table presents data from the 2012 and 2023 surveys and shows the variation in gender ratios over the two periods. Over this time frame the number of female incumbents increased by 12.51% across all job families.

	Ratio - Male / Female 2012		Ratio - Male / Female 2023		Increase in Female Incumbents 2012 - 2023
	Male	Female	Male	Female	
Chief Executive / General Manager	91.8%	8.20%	75.25%	24.75%	16.55%
<b>Community Services</b>					
Level 2	51.92%	48.08%	40.48%	59.52%	11.44%
Level 3	41.44%	58.56%	34.68%	65.32%	6.76%
Level 4	26.69%	73.31%	26.22%	73.78%	0.47%
<b>Corporate Services</b>					
Level 2	65.02%	34.98%	52.19%	47.81%	12.83%
Level 3	55.63%	44.37%	48.57%	51.43%	7.06%
Level 4	37.99%	62.01%	33.65%	66.35%	4.34%
<b>H/R Organisational Development</b>					
Level 2	52.38%	47.62%	30.77%	69.23%	21.61%
<b>Engineering Services</b>					
Level 2	94.80%	5.20%	83.33%	16.67%	11.47%
Level 3	90.06%	9.94%	81.98%	18.02%	8.08%
Level 4	87.69%	12.31%	80.06%	19.94%	7.63%
<b>Regulatory / Statutory Services</b>					
Level 2	79.45%	20.55%	65.44%	34.56%	14.01%
Level 3	71.90%	28.10%	60.34%	39.66%	11.56%
Level 4	64.69%	35.31%	51.67%	48.33%	13.02%
<b>TOTAL</b>	<b>65.10%</b>	<b>34.90%</b>	<b>52.59%</b>	<b>47.41%</b>	<b>12.51%</b>

(Table 36)

# GENDER STATISTICS

In the following tables and charts we present comparative gender data against average remuneration packages across all job families and levels between 2019 – 2023.

## CHIEF EXECUTIVE / GENERAL MANAGER

At the Chief Executive / General Manager level we note that in the current year, for the first time since 2017 females received greater remuneration levels than their male counterparts. A primary reason for the higher female salary levels is their dominance across all council categories with the exception of categories 1 and 5.

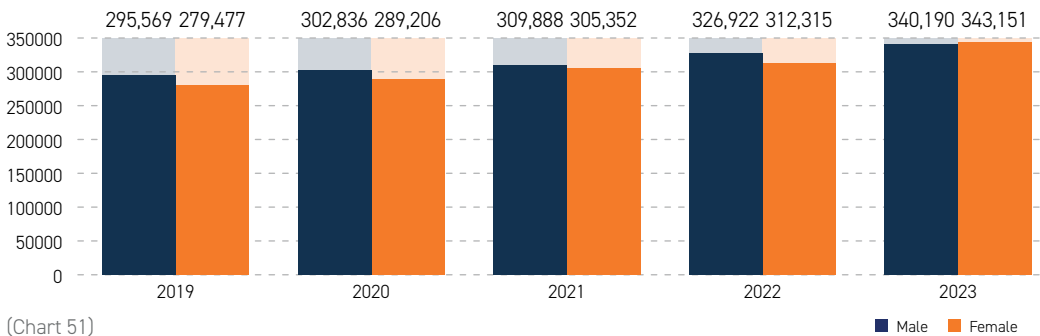
Females were also the beneficiaries of higher remuneration increases in the current year as was the case in 2020 and 2022. Females also received higher annual increases on average than their male counterparts across the period under review.

The following tables and charts show the progression in salary levels over the past four years.

	Years					Average Increase				
	2019	2020	2021	2022	2023	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2019 - 2023
Male	295,569	302,836	309,888	326,922	340,190	2.46%	2.33%	5.50%	4.06%	15.10%
Female	279,477	289,206	305,352	312,315	343,151	3.48%	5.58%	2.28%	9.87%	22.78%

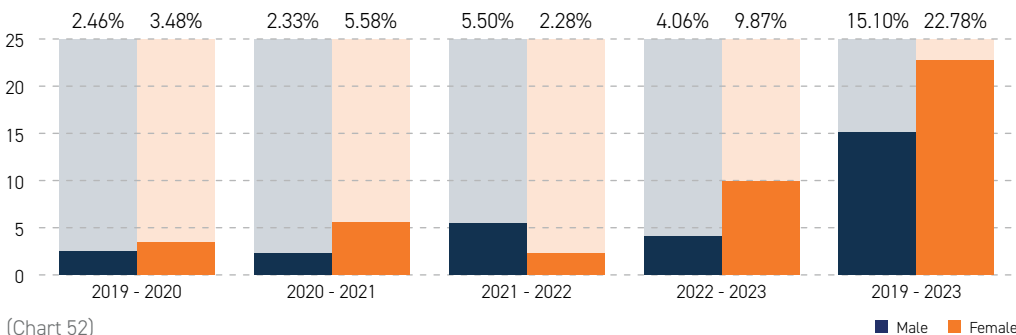
(Table 37)

### Average Remuneration 2019 – 2023



(Chart 51)

### Average Increase 2019 – 2023



(Chart 52)



# GENDER STATISTICS

## COMMUNITY SERVICES

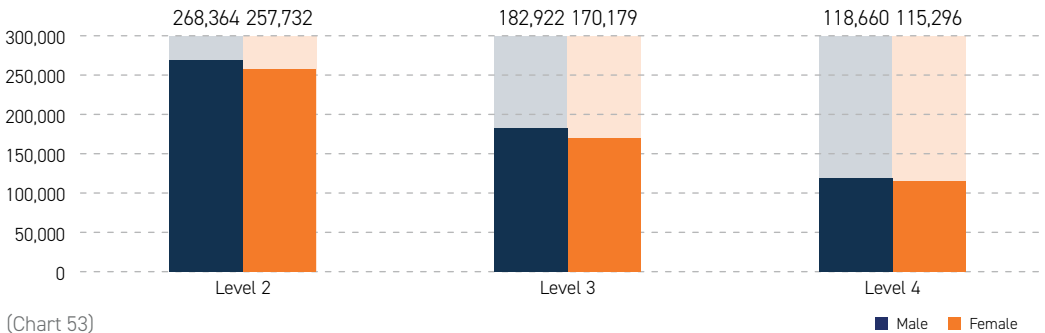
Within Community Services, males on average received higher remuneration packages than their female counterparts across all levels of management between 2019 and the current year. The average Total Remuneration Package for males increased by 10.65% over that period, while females on the other hand, experienced a greater increase of 15.85%. Over that timeframe, females at level 2 received the highest increase of 19.49%.

The following tables and charts show the progression in salary levels over the past four years.

	Years					Variance				
	2019	2020	2021	2022	2023	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2019 - 2023
<b>Level 2</b>										
Male	236,739	234,639	238,984	254,084	268,364	-0.89%	1.85%	6.32%	5.62%	13.36%
Female	215,696	221,533	225,166	247,490	257,732	2.71%	1.64%	9.91%	4.14%	19.49%
<b>Level 3</b>										
Male	163,774	160,652	168,936	176,250	182,922	-1.91%	5.16%	4.33%	3.79%	11.69%
Female	145,292	146,599	152,961	157,528	170,179	0.90%	4.34%	2.99%	8.03%	17.13%
<b>Level 4</b>										
Male	110,993	108,298	109,628	114,260	118,660	-2.43%	1.23%	4.23%	3.85%	6.91%
Female	103,928	102,807	102,675	109,493	115,296	-1.08%	-0.13%	6.64%	5.30%	10.94%

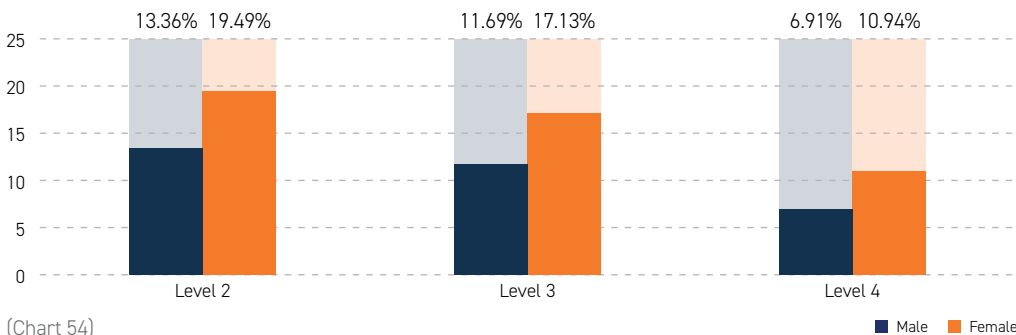
(Table 38)

### Average Remuneration 2023 by Gender & Management Level



(Chart 53)

### Average Increase 2019 - 2023



(Chart 54)

# GENDER STATISTICS

## CORPORATE SERVICES

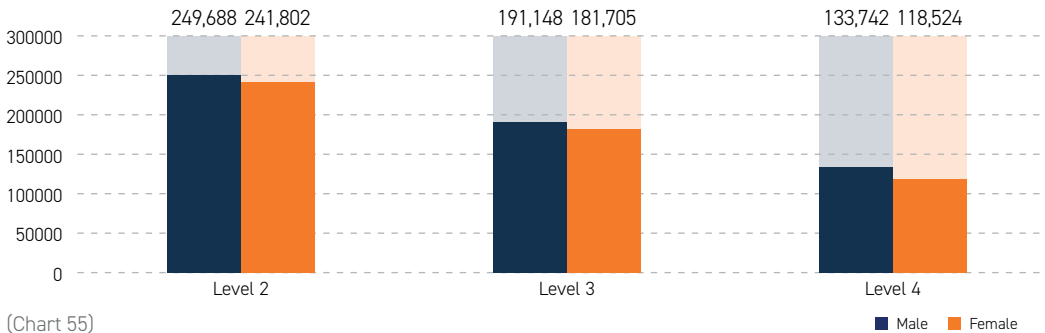
Looking at Corporate Services we again note that males on average received higher remuneration packages than their female counterparts across all levels of management between 2019 and the current year. The average Total Remuneration Package for males increased by 13.15% over that period, while females on the other hand, experienced a greater increase of 19.02%. Over that timeframe, females at level 3 received the highest increase of 20.25%.

The following tables and charts show the progression in salary levels over the past four years.

	Years					Variance				
	2019	2020	2021	2022	2023	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2019 - 2023
<b>Level 2</b>										
Male	222,256	220,640	221,557	236,879	249,688	-0.73%	0.42%	6.92%	5.41%	12.34%
Female	202,728	207,792	217,202	234,307	241,802	2.50%	4.53%	7.88%	3.20%	19.27%
<b>Level 3</b>										
Male	165,923	167,732	173,343	178,813	191,148	1.09%	3.35%	3.16%	6.90%	15.20%
Female	151,111	154,042	161,910	172,734	181,705	1.94%	5.11%	6.69%	5.19%	20.25%
<b>Level 4</b>										
Male	119,511	121,445	123,237	125,476	133,742	1.62%	1.48%	1.82%	6.59%	11.91%
Female	100,841	104,840	106,998	110,500	118,524	3.97%	2.06%	3.27%	7.26%	17.54%

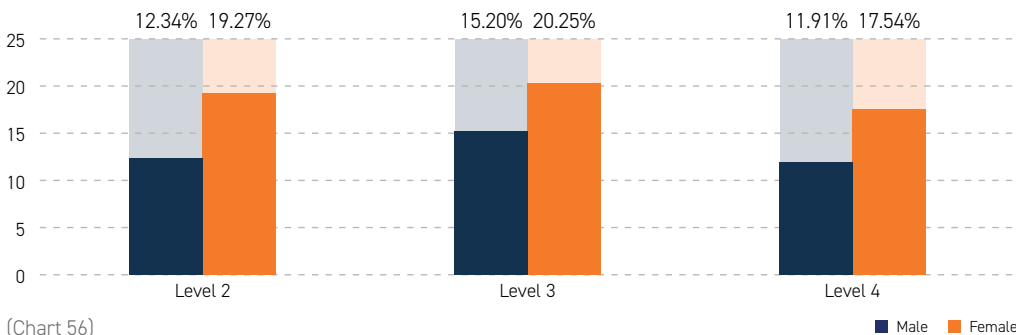
(Table 39)

### Average Remuneration 2023 by Gender & Management Level



(Chart 55)

### Average Increase 2019 - 2023



(Chart 56)

# GENDER STATISTICS

## ENGINEERING SERVICES

An examination of positions within the Engineering Services Job Family revealed that females at level 2 received higher remuneration levels than their male counterparts between 2019 – 2023 with the exception of 2022. Those at level 3 joined the trend in 2020 and 2021 while parity was realised in the current year. Females at level 4 also received higher remuneration levels in all years of the period under review with the exception of 2022.

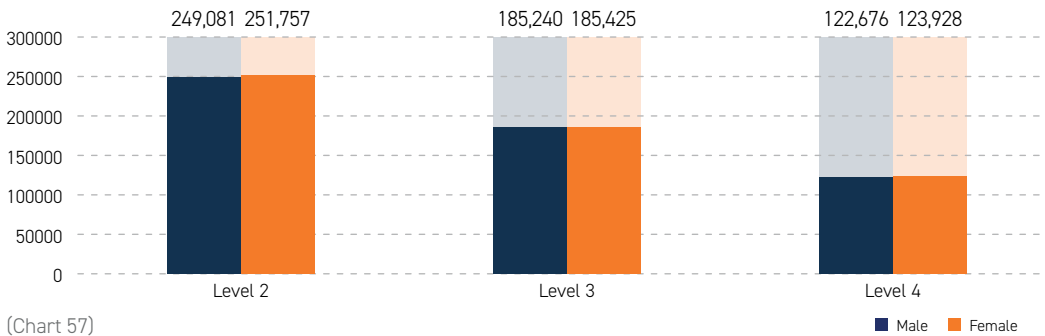
The average Total Remuneration Package for males across all management levels increased by 14.31% over the period 2019 to 2023 while females on the other hand, experienced a marginally smaller increase of 13.24%. Over that timeframe, males at level 1 received the highest increase of 16.87%.

The following tables and charts show the progression in salary levels over the past four years.

	Years					Variance				
	2019	2020	2021	2022	2023	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2019 - 2023
<b>Level 2</b>										
Male	213,123	216,533	220,684	240,180	249,081	1.60%	1.92%	8.83%	3.71%	16.87%
Female	225,877	236,506	239,483	236,202	251,757	4.71%	1.26%	-1.37%	6.59%	11.46%
<b>Level 3</b>										
Male	158,915	159,503	165,933	174,428	185,240	0.37%	4.03%	5.12%	6.20%	16.57%
Female	157,239	160,638	166,644	172,620	185,425	2.16%	3.74%	3.59%	7.42%	17.93%
<b>Level 4</b>										
Male	112,030	108,149	107,937	116,010	122,676	-3.46%	-0.20%	7.48%	5.75%	9.50%
Female	112,310	111,094	112,532	115,991	123,928	-1.08%	1.29%	3.07%	6.84%	10.34%

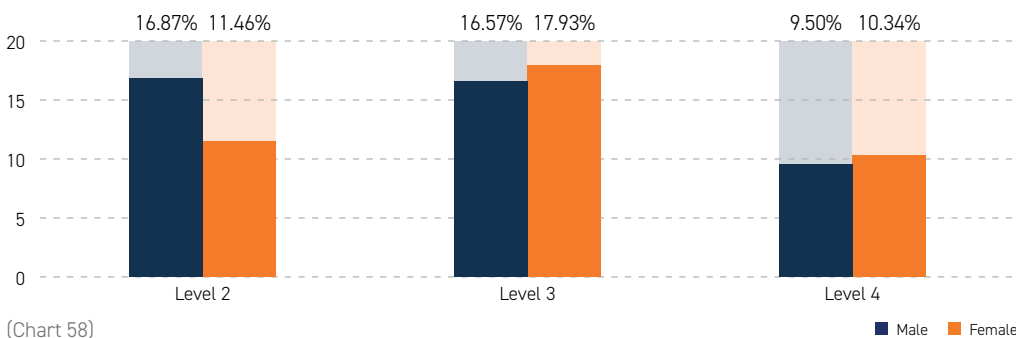
(Table 40)

### Average Remuneration 2023 by Gender & Management Level



(Chart 57)

### Average Increase 2019 - 2023



(Chart 58)

# GENDER STATISTICS

## REGULATORY / STATUTORY SERVICES

Turning to Regulatory / Statutory Services we note that between 2019 – 2023 females at level 2 averaged higher remuneration packages than their male counterparts with the exception of 2021. Males on the other hand averaged higher remuneration packages at levels 3 and 4 across all years in the review period.

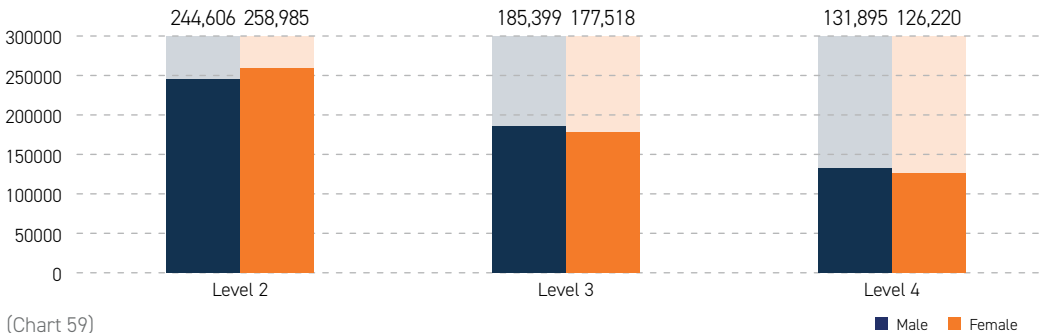
Over the period 2019 – 2023 the average Total Remuneration Package for males across all management levels increased by 12.03%. Females on the other hand, experienced a greater increase of 16.3%. Within that timeframe, females at level 3 received the highest increase of 21.63%.

The following tables and charts show the progression in salary levels over the past four years.

	Years					Variance				
	2019	2020	2021	2022	2023	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2019 - 2023
<b>Level 2</b>										
Male	218,629	227,695	232,151	245,119	244,606	4.15%	1.96%	5.59%	-0.21%	11.88%
Female	223,204	229,321	231,616	247,359	258,985	2.74%	1.00%	6.80%	4.70%	16.03%
<b>Level 3</b>										
Male	161,326	161,647	168,163	175,677	185,399	0.20%	4.03%	4.47%	5.53%	14.92%
Female	145,950	156,554	160,181	168,738	177,518	7.27%	2.32%	5.34%	5.20%	21.63%
<b>Level 4</b>										
Male	120,694	119,977	121,145	126,888	131,895	-0.59%	0.97%	4.74%	3.95%	9.28%
Female	113,473	114,422	117,026	120,959	126,220	0.84%	2.28%	3.36%	4.35%	11.23%

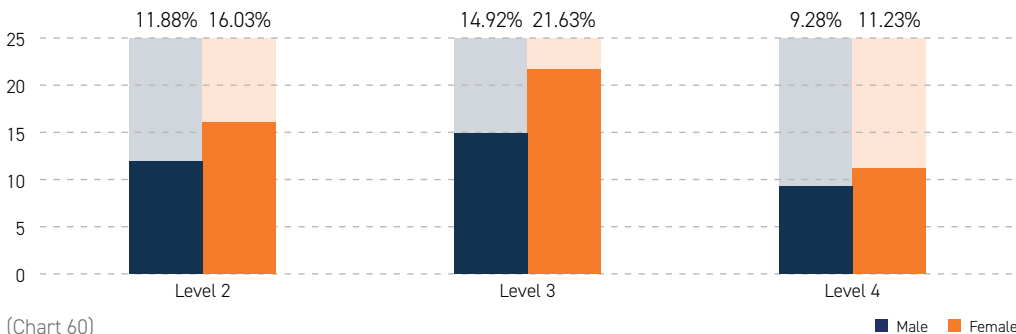
(Table 41)

### Average Remuneration 2023 by Gender & Management Level



(Chart 59)

### Average Increase 2019 - 2023



(Chart 60)

# REMUNERATION DATA

## BY JOB FAMILY AND GENDER

The table below summarises the total average remuneration packages for the current year by broad job categories and gender along with the average Total Remuneration Package for the previous three years.

The tables on the following pages expand this data to include Primary Functions for levels 3 and 4.

Level	Job Family	Gender	Count	Average Total Package 2023	Average Total Package 2022	Average Total Package 2021	Average Total Package 2020
Level 1	C.E.O / General Manager	F	49	343,151	312,315	305,352	289,206
		M	149	340,190	326,922	309,888	302,836
Level 2	Community Services	F	75	257,732	247,490	225,166	221,533
		M	51	268,364	254,084	238,984	234,639
Level 2	Corporate Services	F	120	241,802	234,307	217,202	207,792
		M	131	249,688	236,879	221,557	220,640
Level 2	H/R Organisational Development	F	34	251,757	239,592	206,726	236,506
		M	170	249,081	211,595	196,963	216,533
Level 2	Engineering Services	F	18	239,084	236,202	239,483	198,323
		M	8	242,796	240,180	220,684	182,885
Level 2	Regulatory / Statutory Services	F	47	258,985	247,359	231,616	229,321
		M	89	244,606	245,119	232,151	227,695
Level 3	Community Services	F	275	170,179	157,528	152,961	146,599
		M	146	182,922	176,250	168,936	160,652
Level 3	Corporate Services	F	468	181,705	172,734	161,910	154,042
		M	442	191,148	178,813	173,343	167,732
Level 3	Engineering Services	F	142	185,425	172,620	166,644	160,638
		M	646	185,240	174,428	165,933	159,503
Level 3	Regulatory / Statutory Services	F	184	177,518	168,738	160,181	156,554
		M	280	185,399	175,677	168,163	161,647
Level 4	Community Services	F	1,345	115,296	109,493	102,675	102,807
		M	478	118,660	114,260	109,628	108,298
Level 4	Corporate Services	F	1,909	118,524	110,500	106,998	104,840
		M	968	133,742	125,476	123,237	121,445
Level 4	Engineering Services	F	566	123,928	115,991	112,532	111,094
		M	2,273	122,676	116,010	107,937	108,149
Level 4	Regulatory / Statutory Services	F	696	126,220	120,959	117,026	114,422
		M	744	131,895	126,888	121,145	119,977

(Table 42)

# REMUNERATION DATA

## BY JOB FAMILY, GENDER AND PRIMARY FUNCTION

The tables below present a summary of the Average Total Remuneration Packages for each Job Family and Primary Function for levels 3 and 4 for the current year and show Male / Female comparisons.

### Level 3 Community Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Aged & Disability	168,333	5	198,769	28
Arts / Culture	181,581	21	185,146	25
Children's Services	161,153	3	231,629	16
Community Development	172,260	47	178,028	77
Community Planning	183,814	15	179,963	28
Library Services	168,484	4	153,164	52
Recreation / Leisure	177,358	45	186,710	29
Youth / Family Services	181,243	6	174,751	20
<b>Overall Average</b>	<b>174,278</b>		<b>186,020</b>	

(Table 43)

### Level 3 Corporate Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Administration	154,798	21	177,732	29
Communication / Marketing	190,793	22	179,200	55
Corporate Planning / Strategic Policy	200,340	28	204,651	39
Customer Service	182,132	15	187,217	34
Finance	185,735	103	187,436	74
Governance	179,105	36	192,135	61
Human Resources	182,733	41	193,579	120
Information Technology	190,650	118	190,280	22
Legal	240,065	14	232,490	12
Procurement / Contracts	189,452	21	193,175	8
Rates / Revenue	158,810	2	190,239	6
Risk Management	175,790	10	167,580	5
Valuations / Property	196,063	11	208,531	3
<b>Overall Average</b>	<b>186,651</b>		<b>192,634</b>	

(Table 44)



# REMUNERATION DATA

## BY JOB FAMILY, GENDER AND PRIMARY FUNCTION

### Level 3 Engineering Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Assets	180,729	70	178,906	22
Building / Property Services	174,150	39	172,842	11
Capital Works	198,570	42	199,457	6
City Services / Operations	175,118	120	172,547	15
Engineering – Design	185,479	47	184,103	5
Environment / Sustainability	183,974	25	196,063	20
Infrastructure	186,641	114	188,186	18
Parks and Reserves	184,250	55	182,282	15
Project Management	193,126	43	194,316	12
Waste Management	187,281	49	189,696	13
Water / Waste Water	208,459	42	205,577	5
<b>Overall Average</b>	<b>187,071</b>		<b>187,634</b>	

(Table 45)

### Level 3 Regulatory / Statutory Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Building	180,446	29	181,548	4
Compliance / Local Laws	181,581	63	182,157	27
Economic / Business Development	178,233	43	183,043	41
Environmental Health	169,900	23	175,779	10
Planning - Statutory	188,312	70	188,688	45
Planning - Strategic	192,943	46	198,639	44
Tourism	141,004	6	151,937	13
<b>Overall Average</b>	<b>176,060</b>		<b>180,256</b>	

(Table 46)

# REMUNERATION DATA

## BY JOB FAMILY, GENDER AND PRIMARY FUNCTION

### Level 4 Community Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Aged & Disability	106,422	42	106,976	150
Arts / Culture	119,708	73	117,559	152
Children's Services	110,657	14	93,623	244
Community Development	122,692	67	129,515	211
Community Planning	126,899	24	125,441	77
Library Services	109,277	55	109,620	232
Recreation / Leisure	122,143	157	124,723	147
Youth / Family Services	114,926	46	109,461	132
<b>Overall Average</b>	<b>116,590</b>		<b>114,615</b>	

(Table 47)

### Level 4 Corporate Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Administration	100,148	40	120,553	235
Communication / Marketing	125,445	73	128,223	165
Corporate Planning / Strategic Policy	148,778	55	154,107	88
Customer Service	107,638	40	111,481	177
Executive / Personal Assistant	102,423	3	101,972	128
Finance	129,633	126	137,435	200
Governance	127,331	25	139,174	97
Human Resources / OD	132,578	40	142,184	235
Information Technology	132,133	311	134,051	139
Legal	163,218	13	171,593	14
Payroll	114,131	10	131,965	56
Procurement / Contracts	124,712	68	130,510	67
Rates / Revenue	117,116	39	124,521	95
Records Management	107,829	8	127,971	70
Risk Management	127,803	25	129,318	43
Valuations / Property	139,311	26	146,620	38
Occupational Health & Safety	125,613	66	129,014	62
<b>Overall Average</b>	<b>125,049</b>		<b>132,982</b>	

(Table 48)

# REMUNERATION DATA

## BY JOB FAMILY, GENDER AND PRIMARY FUNCTION

### Level 4 Engineering Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Assets	131,632	144	135,574	62
Building / Property Services	125,031	157	128,800	58
Capital Works	133,016	116	133,285	22
City Services / Operations	103,729	425	103,167	39
Engineering – Design	138,991	187	140,266	32
Environment / Sustainability	132,047	76	133,812	84
Fleet	116,534	113	115,179	17
Infrastructure	127,219	281	127,795	28
Parks and Reserves	115,197	335	114,171	75
Project Management	135,248	156	136,796	57
Waste Management	117,833	151	115,626	64
Water / Waste Water	131,890	132	131,967	28
<b>Overall Average</b>	<b>125,697</b>		<b>126,370</b>	

(Table 49)

### Level 4 Regulatory / Statutory Services

Primary Function	Male		Female	
	Average TRP	Count	Average TRP	Count
Building	142,283	106	148,492	36
Compliance / Local Laws	112,527	199	114,284	125
Economic / Business Development	133,445	59	141,960	92
Emergency Management	128,335	34	129,198	37
Environmental Health	125,371	75	127,836	79
Planning - Statutory	134,538	153	136,882	133
Planning - Strategic	143,329	105	140,745	139
Tourism	107,309	13	120,781	55
<b>Overall Average</b>	<b>128,392</b>		<b>132,522</b>	

(Table 50)

# REMUNERATION DATA

## BY MANAGEMENT LEVEL, COUNCIL CATEGORY AND GENDER

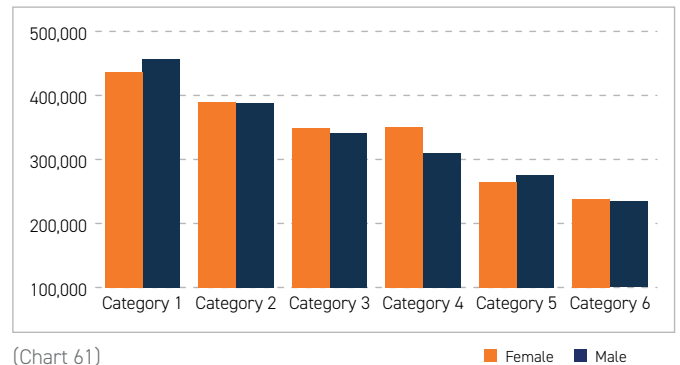
In the following tables and charts, we show gender comparisons in average remuneration packages for each management level across the various council categories for the current year.

### LEVEL 1

#### Chief Executive / General Manager

Category	Female	Average TRP	Male	Average TRP
Category 1	14	436,857	29	456,271
Category 2	6	390,374	21	387,625
Category 3	5	349,292	26	340,858
Category 4	6	351,340	31	309,352
Category 5	8	265,388	25	275,213
Category 6	10	237,854	17	234,339

(Table 51)



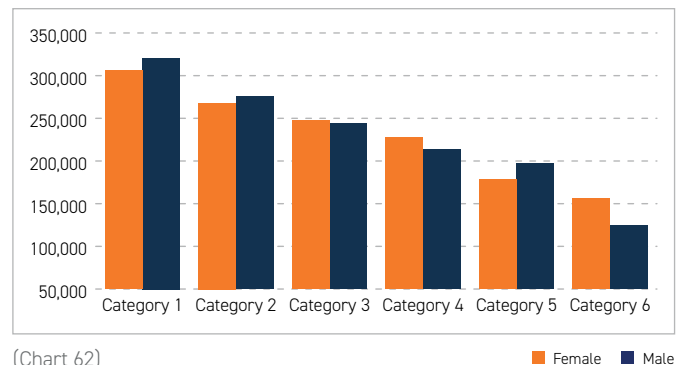
(Chart 61)

### LEVEL 2

#### Community Services

Category	Female	Average TRP	Male	Average TRP
Category 1	25	306,413	19	320,697
Category 2	16	267,934	12	275,547
Category 3	12	246,940	6	244,403
Category 4	12	227,366	8	213,534
Category 5	6	177,911	5	197,596
Category 6	4	155,878	1	124,067

(Table 52)

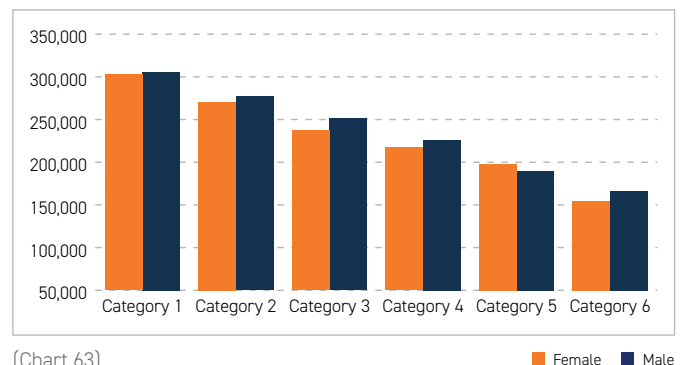


(Chart 62)

#### Corporate Services

Category	Female	Average TRP	Male	Average TRP
Category 1	33	302,512	40	305,417
Category 2	20	270,849	20	276,811
Category 3	15	236,913	19	251,098
Category 4	20	217,030	20	225,923
Category 5	18	197,800	15	189,595
Category 6	14	154,401	17	166,055

(Table 53)



(Chart 63)

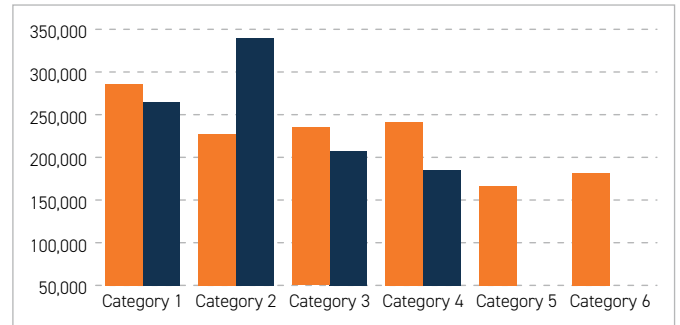
# REMUNERATION DATA

## BY MANAGEMENT LEVEL, COUNCIL CATEGORY AND GENDER

### H/R Organisational Development

Category	Female	Average TRP	Male	Average TRP
Category 1	7	285,811	3	264,886
Category 2	4	227,463	1	339,779
Category 3	2	234,900	3	207,645
Category 4	1	241,536	1	185,000
Category 5	3	166,557	-	-
Category 6	1	181,985	-	-

(Table 54)

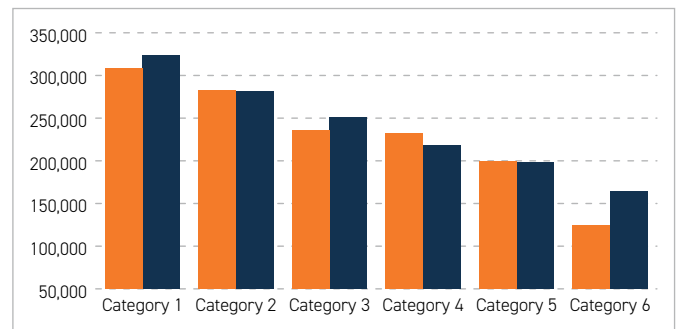


(Chart 64)

### Engineering

Category	Female	Average TRP	Male	Average TRP
Category 1	9	308,365	41	323,874
Category 2	4	282,119	24	280,942
Category 3	7	235,532	31	250,427
Category 4	9	231,683	28	218,418
Category 5	4	199,508	26	198,052
Category 6	1	124,067	20	164,702

(Table 55)

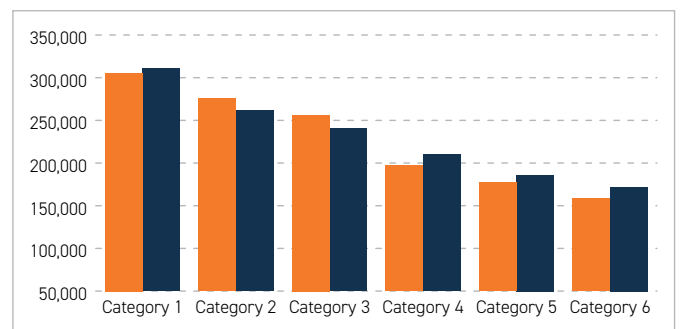


(Chart 65)

### Regulatory / Statutory Services

Category	Female	Average TRP	Male	Average TRP
Category 1	19	305,443	27	310,795
Category 2	6	275,313	11	261,917
Category 3	9	256,265	15	240,832
Category 4	7	197,488	13	210,201
Category 5	4	177,600	14	186,022
Category 6	2	158,902	9	171,998

(Table 56)



(Chart 66)

# REMUNERATION DATA

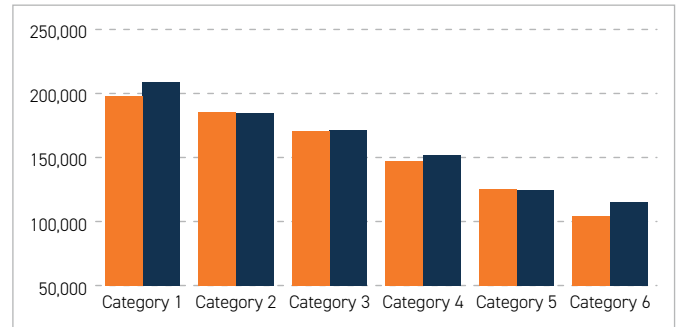
## BY MANAGEMENT LEVEL, COUNCIL CATEGORY AND GENDER

### LEVEL 3

#### Community Services

Category	Female	Average TRP	Male	Average TRP
Category 1	99	197,896	63	209,263
Category 2	50	185,671	23	184,449
Category 3	27	170,483	23	171,333
Category 4	50	147,386	27	152,296
Category 5	40	125,405	8	124,683
Category 6	9	103,930	2	115,343

(Table 57)

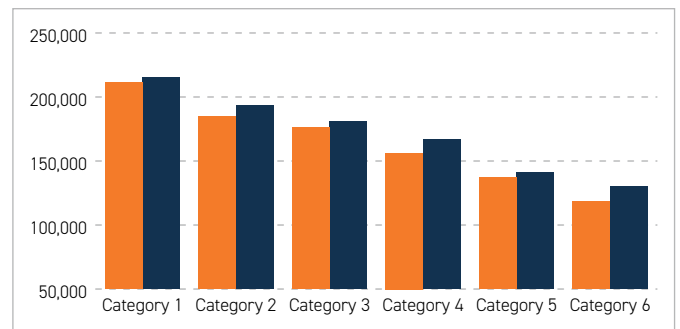


(Chart 67)

#### Corporate Services

Category	Female	Average TRP	Male	Average TRP
Category 1	172	211,110	168	215,196
Category 2	90	184,866	98	193,274
Category 3	75	176,437	86	180,792
Category 4	65	156,256	49	166,491
Category 5	48	136,967	32	141,057
Category 6	18	118,072	9	130,405

(Table 58)

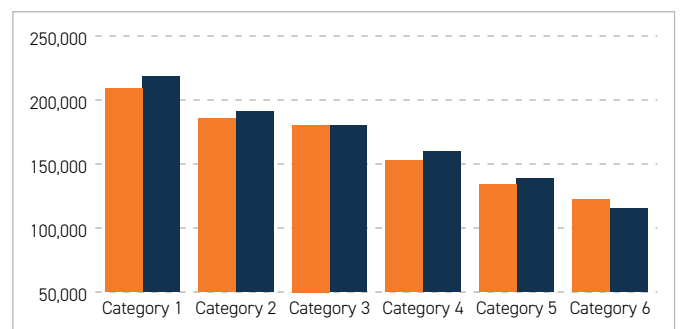


(Chart 68)

#### Engineering Services

Category	Female	Average TRP	Male	Average TRP
Category 1	55	208,689	233	218,285
Category 2	35	185,393	113	190,828
Category 3	23	180,553	108	180,235
Category 4	19	153,026	91	159,900
Category 5	7	133,859	67	138,791
Category 6	3	122,158	34	115,467

(Table 59)



(Chart 69)



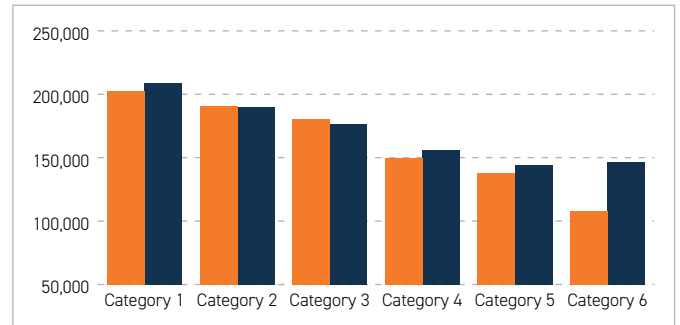
# REMUNERATION DATA

## BY MANAGEMENT LEVEL, COUNCIL CATEGORY AND GENDER

### Regulatory / Statutory Services

Category	Female	Average TRP	Male	Average TRP
Category 1	66	202,401	110	208,601
Category 2	30	190,588	52	189,618
Category 3	30	180,659	52	176,242
Category 4	29	149,735	34	156,352
Category 5	23	138,202	28	144,208
Category 6	6	107,753	4	146,772

(Table 60)



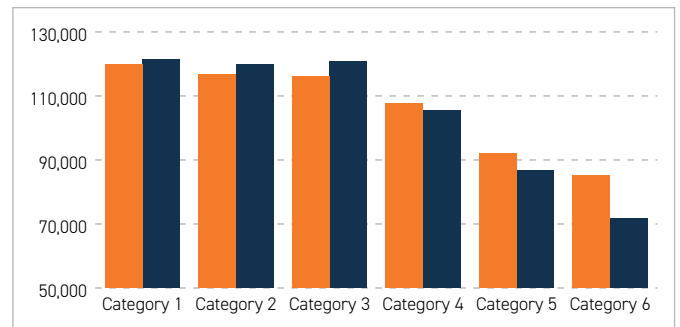
(Chart 70)

### LEVEL 4

#### Community Services

Category	Female	Average TRP	Male	Average TRP
Category 1	716	119,754	279	121,395
Category 2	225	116,775	86	119,811
Category 3	154	116,039	58	120,803
Category 4	146	107,797	42	105,397
Category 5	85	92,066	12	86,812
Category 6	19	85,301	1	71,613

(Table 61)

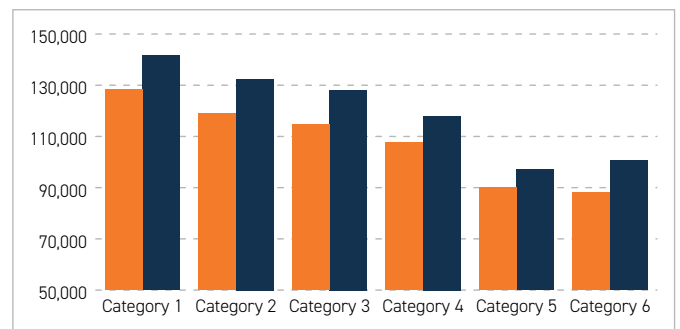


(Chart 71)

#### Corporate Services

Category	Female	Average TRP	Male	Average TRP
Category 1	851	128,453	531	141,607
Category 2	376	119,080	171	132,409
Category 3	289	114,583	129	128,153
Category 4	214	107,666	84	118,012
Category 5	122	90,116	44	97,205
Category 6	57	88,171	9	100,585

(Table 62)



(Chart 72)

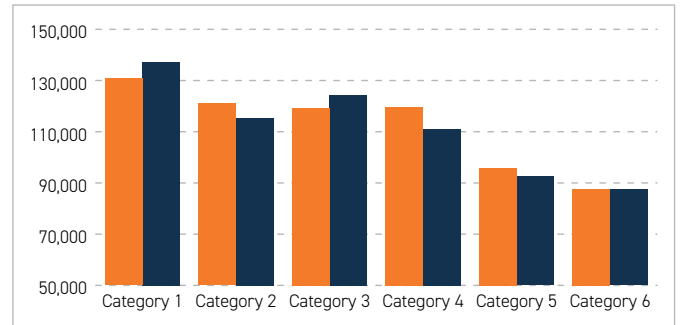
# REMUNERATION DATA

## BY MANAGEMENT LEVEL, COUNCIL CATEGORY AND GENDER

### Engineering Services

Category	Female	Average TRP	Male	Average TRP
Category 1	291	130,790	937	137,220
Category 2	94	121,039	462	115,241
Category 3	100	119,311	386	124,260
Category 4	46	119,745	234	111,021
Category 5	24	95,902	170	92,556
Category 6	11	87,721	84	87,484

(Table 63)

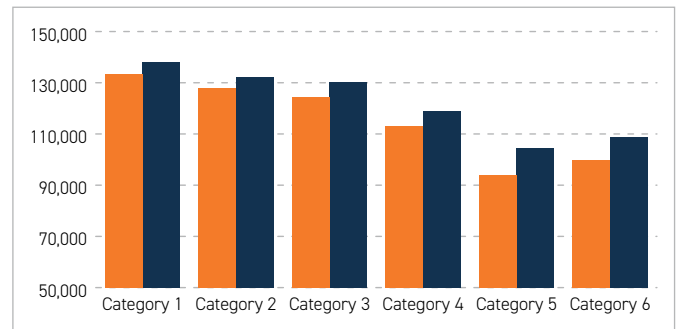


(Chart 73)

### Regulatory / Statutory Services

Category	Female	Average TRP	Male	Average TRP
Category 1	380	133,555	388	137,914
Category 2	100	128,097	119	132,192
Category 3	89	124,554	122	130,288
Category 4	63	112,967	65	119,083
Category 5	50	93,809	42	104,386
Category 6	14	99,703	8	108,582

(Table 64)



(Chart 74)






# TAILORED STAFF ENGAGEMENT SURVEYS

## ANYTIME. ANYWHERE.

The McArthur LG Life Pulse Survey allows Managers and staff to develop and access tailored surveys quickly, easily and in real time, delivering a range of business-critical benefits.

<p>Improves staff retention and engagement</p> 	<p>Foster a listening culture</p> 	<p>Be an employer of choice</p> 	<p>Develop shared leadership</p> 
<p>Connect instantly with staff</p> 	<p>Be responsive and proactive</p> 	<p>Save time and resources</p> 	

To find out more, contact the McArthur Talent Architects team:

-  [www.mcarthur.com.au/sectors/hr-consulting](http://www.mcarthur.com.au/sectors/hr-consulting)
-  [hrconsulting@mcarthur.com.au](mailto:hrconsulting@mcarthur.com.au)
-  03 9828 6565

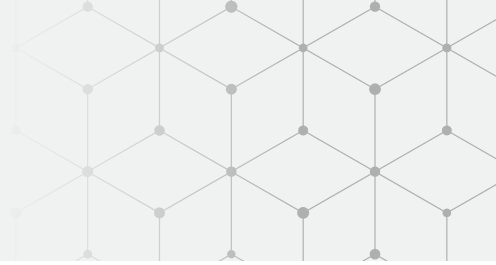
**McArthur**  
Talent Architects

Adelaide | Brisbane | Canberra | Melbourne | Sydney

# **NATIONAL REMUNERATION SURVEY**

## **LOCAL GOVERNMENT 2023 / 2024**

Remuneration Survey Figures  
and Data Summaries



# INDIVIDUAL POSITION SUMMARIES

## REMUNERATION DATA TABLES

In the following pages we provide information emerging from the survey. For each position across all levels there are three tables of data.

### TABLE 1

The first table shows the number of positions recorded, the number of male and female incumbents, along with the Q1 Median, Q3 and Average of the various remuneration package items.

### TABLE 2

This summarises the total package and the cash component results by State.

### TABLE 3

This shows the Total Remuneration Package and the cash component results by **Category of Council**.

Councils were grouped into six categories as follows:

- Category 1**      Recurrent Expenditure Budget greater than \$160 million.
- Category 2**      Recurrent Expenditure Budget between \$100 million and \$160 million.
- Category 3**      Recurrent Expenditure Budget between \$60 million and \$100 million.
- Category 4**      Recurrent Expenditure Budget between \$30 million and \$60 million.
- Category 5**      Recurrent Expenditure Budget between \$15 million and \$30 million.
- Category 6**      Recurrent Expenditure Budget less than \$15 million.

A list of all Councils participating in this year's survey can be found in the Attachments at the end of the report.

*The confidentiality of our clients' data is paramount to us. For this reason, we do not, and will not, disclose any specific information relating to respondents' data.*

# LEVEL 1

## CEO / GENERAL MANAGER

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	198	149	49	272,696	331,600	399,216	340,923
Cash Component	198	149	49	229,315	282,893	346,616	293,423
Council Super Contribution	198	149	49	25,616	27,500	35,462	30,836
Motor Vehicle	146	115	31	10,133	13,308	19,025	15,472
Professional Development	50	38	12	1,500	3,000	5,000	3,504
Phone / Laptop	54	42	12	600	1,070	2,000	1,503
Rental / Home Assistance	28	22	6	11,015	15,600	19,337	18,529
Other	30	23	7	2,000	4,497	11,146	8,846
Bonus Paid	6	4	2	500	3,978	10,000	4,793

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	25	21	4	364,287	397,785	465,048	406,774	312,891	356,415	420,094	362,931
NT	6	4	2	304,196	341,539	347,035	335,413	237,788	270,258	307,111	271,937
QLD	42	33	9	308,605	345,170	442,189	378,326	254,412	295,383	392,162	320,925
SA	41	32	9	232,094	265,533	319,797	275,847	186,502	225,838	278,634	234,215
TAS	14	10	4	246,458	265,342	292,130	273,647	200,000	235,005	248,766	233,162
VIC	51	34	17	292,300	361,291	407,258	355,314	259,368	320,938	365,682	314,970
WA	19	15	4	256,658	324,850	370,000	324,702	202,896	282,048	316,834	262,289

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	43	29	14	401,793	432,295	495,357	449,950	361,629	385,690	444,580	402,212
Category 2	27	21	6	349,388	384,588	409,320	388,236	307,000	330,899	358,382	337,709
Category 3	31	26	5	320,000	337,064	363,534	342,218	277,201	291,185	322,286	298,654
Category 4	37	31	6	276,714	304,657	342,566	316,161	240,187	259,500	292,330	267,283
Category 5	33	25	8	248,574	271,953	287,744	272,832	202,978	220,000	241,850	224,326
Category 6	27	17	10	204,993	229,177	263,040	235,641	167,520	180,928	216,186	190,149



# LEVEL 2

## COMMUNITY SERVICES



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	126	51	75	227,625	256,816	298,985	262,036
Cash Component	126	51	75	188,199	222,991	264,091	225,030
Council Super Contribution	126	51	75	22,200	25,708	29,118	25,848
Motor Vehicle	76	35	41	10,124	13,325	18,750	14,539
Professional Development	23	14	9	1,150	2,000	5,000	2,851
Phone / Laptop	22	7	15	500	655	1,600	1,059
Rental / Home Assistance	8	5	3	7,800	15,600	20,410	13,077
Other	22	12	10	750	2,077	4,292	4,885
Bonus Paid	1	1	0	-	7,500	-	7,500

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	17	4	13	258,133	304,807	330,054	299,924	224,156	264,151	299,734	261,725
NT	5	2	3	199,151	232,340	263,053	231,349	175,542	205,611	221,725	200,029
QLD	27	15	12	224,911	280,000	349,438	279,103	174,900	238,000	289,228	231,214
SA	16	5	11	148,353	239,487	251,566	212,845	122,751	209,246	226,636	186,216
TAS	6	4	2	205,687	222,759	311,675	244,366	174,927	185,311	263,685	207,680
VIC	44	17	27	238,885	260,623	295,808	263,025	210,936	226,763	265,524	231,599
WA	11	4	7	206,200	252,817	291,679	252,766	185,766	200,000	229,030	204,149

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	44	19	25	288,399	305,320	345,888	312,581	247,183	267,967	298,607	273,651
Category 2	28	12	16	246,163	267,687	298,562	271,197	215,786	230,176	252,328	231,658
Category 3	18	6	12	239,456	248,780	260,717	246,094	196,977	215,108	226,252	211,684
Category 4	20	8	12	202,357	225,893	240,685	221,834	173,242	186,600	205,944	187,416
Category 5	11	5	6	166,500	193,313	222,945	186,859	134,934	150,000	167,000	149,120
Category 6	5	1	4	123,909	139,894	179,935	149,516	105,651	110,000	153,230	125,552

# LEVEL 2

## CORPORATE SERVICES



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	251	131	120	200,000	247,560	287,151	245,917
Cash Component	251	131	120	166,663	210,125	246,162	209,892
Council Super Contribution	251	131	120	19,761	24,351	27,400	24,004
Motor Vehicle	154	81	73	10,000	13,371	20,000	14,837
Professional Development	55	34	21	1,234	2,000	5,000	2,886
Phone / Laptop	59	38	21	500	900	1,600	1,129
Rental / Home Assistance	21	12	9	11,200	16,640	19,217	14,409
Other	35	22	13	1,250	2,500	3,251	5,840
Bonus Paid	4	3	1	500	4,070	8,200	4,210

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	34	20	14	226,060	274,886	315,360	275,385	198,977	235,999	279,257	238,454
NT	7	4	3	205,183	232,340	279,912	235,076	157,476	176,800	241,362	191,233
QLD	56	32	24	231,610	273,331	310,820	276,628	196,768	228,625	258,752	230,743
SA	49	23	26	152,644	185,974	224,245	189,989	126,915	159,693	196,891	162,376
TAS	19	9	10	178,247	192,920	242,352	218,983	148,147	160,000	203,528	182,950
VIC	66	30	36	220,995	261,061	288,499	256,945	194,444	231,450	254,638	226,134
WA	20	13	7	195,063	251,685	286,205	239,849	156,524	205,000	233,813	197,895

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	73	40	33	274,649	299,342	330,586	304,104	236,084	257,625	296,540	264,979
Category 2	40	20	20	248,639	276,056	293,646	273,830	214,065	235,963	250,151	232,637
Category 3	34	19	15	226,780	251,006	263,012	244,840	195,475	217,355	230,754	213,062
Category 4	40	20	20	196,130	219,065	239,703	221,477	169,119	186,243	204,570	187,320
Category 5	33	15	18	178,752	199,402	205,588	194,070	138,294	154,997	172,166	157,464
Category 6	31	17	14	138,666	158,494	172,430	160,792	115,113	129,694	145,000	132,284

# LEVEL 2

## HUMAN RESOURCES / ORGANISATIONAL DEVELOPMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	26	8	18	190,654	230,700	294,305	240,227
Cash Component	26	8	18	166,667	193,421	254,464	202,485
Council Super Contribution	26	8	18	18,379	22,741	28,600	23,868
Motor Vehicle	16	3	13	13,185	19,150	22,550	16,934
Professional Development	7	2	5	500	2,000	4,000	2,357
Phone / Laptop	5	1	4	575	1,760	3,550	2,002
Rental / Home Assistance	3	1	2	6,188	7,436	18,200	10,608
Other	4	1	3	1,479	2,523	24,900	7,856
Bonus Paid	2	0	2	7,500	7,850	8,200	7,850

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	3	1	2	190,654	219,800	316,626	242,360	167,080	173,118	289,227	209,808
NT	1	0	1	-	308,659	-	308,659	-	258,364	-	258,364
QLD	13	4	9	197,500	243,033	302,507	251,181	169,640	210,400	257,232	206,872
SA	1	0	1	-	131,237	-	131,237	-	113,638	-	113,638
TAS	1	0	1	-	181,985	-	181,985	-	158,939	-	158,939
VIC	6	2	4	185,000	230,700	294,305	237,508	166,667	197,753	241,290	204,152
WA	1	1	0	-	206,534	-	206,534	-	190,000	-	190,000

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	10	3	7	243,033	289,653	316,626	279,533	210,400	247,877	265,140	239,620
Category 2	5	1	4	187,397	226,400	324,219	249,926	155,451	198,664	259,182	205,586
Category 3	5	3	2	197,500	206,534	245,600	218,547	169,640	180,715	205,000	185,999
Category 4	2	1	1	185,000	213,268	241,536	213,268	166,667	173,334	180,000	173,334
Category 5	3	0	3	131,237	183,434	185,000	166,557	113,638	134,934	156,306	134,959
Category 6	1	0	1	-	181,985	-	181,985	-	158,939	-	158,939

# LEVEL 2

## ENGINEERING SERVICES



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	204	170	34	201,833	248,165	292,601	249,527
Cash Component	204	170	34	170,000	213,235	251,216	212,811
Council Super Contribution	204	170	34	20,061	24,276	27,500	24,455
Motor Vehicle	134	112	22	10,000	13,361	19,000	14,644
Professional Development	48	39	9	1,000	2,000	4,000	2,749
Phone / Laptop	52	46	6	500	720	1,396	1,066
Rental / Home Assistance	20	19	1	11,200	14,664	19,337	14,179
Other	24	20	4	1,052	1,934	4,000	2,831
Bonus Paid	5	5	0	400	640	4,620	2,136

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	32	27	5	247,798	287,481	314,118	279,209	215,553	248,020	280,188	245,046
NT	5	4	1	204,666	229,761	236,214	222,304	148,684	182,700	205,548	178,233
QLD	56	50	6	227,522	263,278	335,649	276,048	186,194	226,818	275,213	232,814
SA	39	29	10	162,627	188,955	236,645	198,187	131,000	156,499	205,102	167,604
TAS	11	11	0	184,662	204,377	209,678	206,290	145,600	167,220	174,927	169,873
VIC	43	33	10	220,995	267,111	298,051	261,696	189,592	236,364	259,448	230,279
WA	18	16	2	180,779	233,471	271,494	230,400	153,688	191,200	224,508	185,341

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	50	41	9	294,543	310,880	346,499	321,082	259,448	275,707	298,462	281,150
Category 2	28	24	4	255,416	273,913	297,597	281,110	221,560	240,327	251,051	241,830
Category 3	38	31	7	230,064	248,165	267,111	247,683	190,000	215,063	228,812	213,251
Category 4	37	28	9	194,943	215,833	243,572	221,645	167,149	185,277	205,548	188,020
Category 5	30	26	4	180,790	199,601	208,000	198,246	144,315	161,860	179,641	160,613
Category 6	21	20	1	141,827	160,169	183,136	162,767	111,110	129,850	151,504	128,862

# LEVEL 2

## REGULATORY / STATUTORY SERVICES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	136	89	47	197,558	251,570	291,401	249,575
Cash Component	136	89	47	167,419	213,260	252,760	214,479
Council Super Contribution	136	89	47	19,562	24,831	27,500	24,140
Motor Vehicle	80	55	25	10,490	12,868	20,580	15,505
Professional Development	33	26	7	1,000	2,000	3,100	2,417
Phone / Laptop	29	19	10	550	900	1,630	1,226
Rental / Home Assistance	5	3	2	4,732	13,000	18,174	11,762
Other	16	10	6	1,934	3,037	6,049	4,715
Bonus Paid	4	1	3	300	570	8,200	2,410

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	22	12	10	250,000	288,950	326,468	295,372	203,006	255,479	298,198	262,012
NT	1	0	1	-	155,400	-	155,400	-	140,000	-	140,000
QLD	29	24	5	228,897	265,000	312,458	267,082	183,236	226,590	256,953	224,952
SA	23	18	5	167,115	194,199	202,694	191,532	136,500	160,000	177,675	163,657
TAS	9	6	3	179,157	199,692	227,879	204,579	153,561	160,413	183,733	170,759
VIC	36	16	20	230,496	275,099	301,526	266,311	204,188	244,622	259,577	234,514
WA	16	13	3	186,479	239,829	271,291	231,851	157,722	199,700	219,880	187,365

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	46	27	19	279,381	306,736	325,698	308,585	245,572	257,909	287,915	269,710
Category 2	17	11	6	245,916	270,985	284,820	266,645	201,981	232,804	253,486	230,893
Category 3	24	15	9	231,282	251,005	262,705	246,620	195,754	214,938	224,782	211,368
Category 4	20	13	7	182,233	198,794	219,274	205,751	157,532	173,116	188,548	173,542
Category 5	18	14	4	167,115	188,826	201,012	184,151	136,500	158,114	167,984	153,822
Category 6	11	9	2	156,079	173,400	181,986	169,617	117,008	140,000	158,940	138,624

# LEVEL 3

## COMMUNITY SERVICES – AGED AND DISABILITY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	33	5	28	136,148	174,849	194,046	168,333
Cash Component	33	5	28	122,625	150,082	172,316	147,246
Council Super Contribution	33	5	28	13,637	17,849	19,242	16,705
Motor Vehicle	10	1	9	9,000	10,050	13,325	11,259
Professional Development	2	1	1	1,000	1,000	1,000	1,000
Phone / Laptop	4	1	3	520	595	1,250	740
Rental / Home Assistance	0	0	0	-	-	-	-
Other	3	1	2	1,039	1,039	25,000	9,026
Bonus Paid	0	0	0	-	-	-	-

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	4	1	3	111,010	139,554	226,678	154,199	100,009	120,585	189,107	132,572
NT	4	0	4	124,915	131,451	146,390	133,552	111,269	117,791	131,883	119,684
QLD	0	0	0	-	-	-	-	-	-	-	-
SA	3	1	2	174,849	191,681	211,882	192,804	156,026	172,686	190,885	173,199
TAS	2	1	1	111,308	152,575	193,842	152,575	97,182	123,632	150,082	123,632
VIC	16	2	14	174,009	189,382	202,347	186,815	152,614	168,035	175,396	163,690
WA	4	0	4	121,212	131,485	147,215	132,849	106,000	115,100	128,013	116,053

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	9	2	7	187,885	194,250	209,503	196,741	165,411	171,946	178,423	172,390
Category 2	6	1	5	147,215	190,502	193,842	177,240	128,013	156,322	172,686	151,587
Category 3	3	0	3	151,243	185,934	211,882	183,020	124,250	167,508	190,885	160,881
Category 4	8	2	6	144,154	162,333	168,934	164,438	129,869	141,741	151,445	144,941
Category 5	7	0	7	111,308	124,915	128,660	122,333	100,009	109,200	111,269	107,990
Category 6	0	0	0	-	-	-	-	-	-	-	-



# LEVEL 3

## COMMUNITY SERVICES – ARTS AND CULTURE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	46	21	25	154,106	180,570	197,950	181,581
Cash Component	46	21	25	131,551	153,570	176,973	156,920
Council Super Contribution	46	21	25	15,957	18,295	20,328	18,735
Motor Vehicle	21	9	12	6,445	10,500	12,460	10,118
Professional Development	7	2	5	2,000	2,500	5,000	2,955
Phone / Laptop	6	4	2	456	908	2,400	1,432
Rental / Home Assistance	1	1	0	-	20,800	-	20,800
Other	4	3	1	1,619	2,274	3,900	2,517
Bonus Paid	2	0	2	483	562	640	562

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	7	5	2	161,975	197,950	265,528	213,202	141,398	178,491	239,214	188,943
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	9	5	4	162,558	194,432	221,306	191,366	139,575	173,677	183,133	163,060
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	4	2	2	115,224	142,305	208,447	152,070	98,527	123,209	176,973	130,480
VIC	21	7	14	158,043	176,678	191,487	175,678	132,985	153,451	168,253	153,386
WA	5	2	3	144,877	157,999	196,376	168,101	129,748	133,489	146,079	137,028

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	26	11	15	176,678	193,607	220,442	197,579	153,451	168,253	181,506	173,036
Category 2	7	3	4	152,027	161,507	194,034	168,662	130,835	141,149	174,805	146,536
Category 3	7	4	3	142,019	157,999	184,600	164,294	127,726	131,551	162,632	141,859
Category 4	3	2	1	147,668	161,980	212,700	174,116	122,957	129,924	150,000	134,294
Category 5	2	0	2	115,224	126,083	136,941	126,083	98,527	107,511	116,494	107,511
Category 6	1	1	0	-	110,481	-	110,481	-	82,694	-	82,694

# LEVEL 3

## COMMUNITY SERVICES – CHILDREN’S SERVICES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	19	3	16	111,010	162,330	195,994	161,153
Cash Component	19	3	16	100,009	136,892	173,903	139,705
Council Super Contribution	19	3	16	11,583	16,048	19,129	16,114
Motor Vehicle	7	1	6	10,450	10,640	13,325	13,149
Professional Development	2	0	2	1,150	3,075	5,000	3,075
Phone / Laptop	1	0	1	-	653	-	653
Rental / Home Assistance	0	0	0	-	-	-	-
Other	2	1	1	887	1,253	1,619	1,253
Bonus Paid	1	1	0	-	483	-	483

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	7	2	5	155,550	195,994	245,573	194,336	130,676	174,466	195,412	168,435
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	1	0	1	-	101,913	-	101,913	-	90,994	-	90,994
SA	3	0	3	93,812	105,931	162,330	120,691	84,898	96,375	132,730	104,668
TAS	3	0	3	88,805	114,170	129,572	110,849	77,222	100,149	113,163	96,845
VIC	5	1	4	163,247	177,587	200,476	181,006	146,737	148,778	168,787	155,965
WA	0	0	0	-	-	-	-	-	-	-	-

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	7	3	4	163,287	205,951	245,573	207,899	136,892	174,466	195,412	178,991
Category 2	2	0	2	164,554	179,777	195,000	179,777	147,582	155,627	163,671	155,627
Category 3	1	0	1	-	177,587	-	177,587	-	148,778	-	148,778
Category 4	4	0	4	101,913	133,935	162,330	133,028	90,994	114,553	145,891	116,498
Category 5	4	0	4	88,805	112,590	129,572	110,889	77,222	100,079	113,163	97,636
Category 6	1	0	1	-	93,812	-	93,812	-	84,898	-	84,898

# LEVEL 3

## COMMUNITY SERVICES – COMMUNITY DEVELOPMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	124	47	77	146,092	174,820	197,392	172,260
Cash Component	124	47	77	120,346	148,307	165,090	146,840
Council Super Contribution	124	47	77	14,441	17,352	19,765	16,994
Motor Vehicle	58	26	32	10,500	13,739	18,000	13,905
Professional Development	15	7	8	500	1,200	4,000	2,293
Phone / Laptop	17	7	10	401	600	1,020	1,004
Rental / Home Assistance	10	4	6	11,544	18,200	18,720	14,232
Other	19	4	15	1,619	2,055	3,500	2,343
Bonus Paid	3	2	1	483	500	2,845	1,276

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	7	2	5	161,975	169,401	181,333	175,019	136,464	148,399	152,235	149,387
NT	20	8	12	119,029	127,902	147,712	137,335	98,874	107,233	115,117	115,429
QLD	29	13	16	172,084	187,304	220,393	192,424	136,956	159,817	181,064	159,797
SA	10	2	8	135,397	171,109	187,231	165,737	113,823	153,089	162,000	145,415
TAS	10	5	5	131,186	147,047	160,267	153,856	117,228	126,091	132,500	132,058
VIC	36	12	24	163,018	183,736	197,924	180,933	139,640	159,043	177,391	159,883
WA	12	5	7	158,548	181,481	198,284	174,879	132,500	142,537	155,531	140,774

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	40	17	23	182,519	198,816	210,835	200,264	159,043	174,089	185,313	173,848
Category 2	20	6	14	162,435	183,110	213,479	189,040	135,720	149,200	160,409	156,036
Category 3	18	8	10	165,491	176,180	190,902	174,427	133,783	149,761	159,668	147,943
Category 4	29	12	17	119,029	135,397	163,940	142,763	107,233	119,783	146,863	125,098
Category 5	15	4	11	132,900	141,387	149,033	135,956	98,874	100,000	119,598	108,135
Category 6	2	0	2	119,597	124,861	130,124	124,861	103,476	110,352	117,228	110,352

# LEVEL 3

## COMMUNITY SERVICES – COMMUNITY PLANNING

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	43	15	28	155,400	185,000	207,600	183,814
Cash Component	43	15	28	138,634	159,106	180,414	159,584
Council Super Contribution	43	15	28	15,262	18,333	20,550	18,319
Motor Vehicle	19	5	14	9,159	10,748	18,000	12,599
Professional Development	4	0	4	500	945	2,500	1,222
Phone / Laptop	6	2	4	806	1,020	1,200	990
Rental / Home Assistance	0	0	0	-	-	-	-
Other	2	0	2	1,868	1,977	2,085	1,977
Bonus Paid	1	0	1	-	1,639	-	1,639

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	11	3	8	192,827	210,996	232,976	212,214	163,863	189,172	201,089	186,304
NT	1	0	1	-	145,947	-	145,947	-	111,274	-	111,274
QLD	4	2	2	155,270	198,970	207,405	190,154	138,634	167,697	184,737	164,691
SA	3	1	2	144,300	153,667	155,400	151,122	130,000	138,439	140,000	136,146
TAS	1	0	1	-	162,433	-	162,433	-	143,033	-	143,033
VIC	18	5	13	158,245	176,541	190,673	172,222	135,000	148,706	171,104	151,464
WA	5	4	1	168,874	185,785	211,865	189,452	140,830	145,000	169,122	152,981

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	16	8	8	185,393	200,870	212,775	200,174	161,625	171,434	187,088	175,602
Category 2	11	3	8	176,473	207,600	210,996	197,459	147,273	176,483	189,172	169,685
Category 3	8	2	6	154,581	167,540	180,487	168,964	139,262	142,784	152,838	146,508
Category 4	5	2	3	124,900	141,273	155,630	140,466	112,523	127,273	134,802	124,384
Category 5	3	0	3	145,947	158,245	170,922	158,371	111,274	134,385	146,288	130,649
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## COMMUNITY SERVICES – LIBRARY SERVICES



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	56	4	52	132,399	176,396	199,496	168,484
Cash Component	56	4	52	110,957	150,166	175,567	145,815
Council Super Contribution	56	4	52	12,774	17,481	20,229	17,042
Motor Vehicle	24	1	23	7,750	10,475	15,132	11,480
Professional Development	11	2	9	500	1,080	3,000	1,770
Phone / Laptop	10	2	8	397	900	1,500	1,043
Rental / Home Assistance	0	0	0	-	-	-	-
Other	4	0	4	228	2,218	5,030	2,423
Bonus Paid	2	1	1	483	1,822	3,160	1,822

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	10	2	8	143,450	204,818	233,730	191,604	127,904	171,609	201,089	164,335
NT	4	0	4	104,835	139,186	208,840	148,012	91,161	122,048	172,975	127,058
QLD	9	1	8	122,489	202,351	222,487	179,240	105,517	160,268	198,432	154,664
SA	13	0	13	125,443	143,164	188,838	150,732	108,847	128,796	165,604	133,097
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	12	0	12	176,396	185,548	193,532	181,676	150,837	162,433	174,353	158,364
WA	8	1	7	117,931	143,024	177,350	146,780	104,758	119,112	147,436	123,933

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	22	0	22	183,000	205,896	227,161	205,828	157,009	176,239	198,856	178,154
Category 2	9	1	8	164,470	188,095	196,422	182,902	131,367	169,455	176,957	158,487
Category 3	3	1	2	182,500	183,276	184,121	183,299	144,872	156,833	165,114	155,606
Category 4	10	1	9	133,126	141,369	143,450	141,561	108,851	125,320	128,796	120,649
Category 5	7	0	7	85,806	115,137	121,694	107,897	77,303	102,426	108,843	96,381
Category 6	5	1	4	92,886	104,835	124,698	108,000	81,862	91,161	108,512	94,382

# LEVEL 3

## COMMUNITY SERVICES – RECREATION / LEISURE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	74	45	29	152,927	180,233	201,408	177,358
Cash Component	74	45	29	132,327	155,544	174,663	152,694
Council Super Contribution	74	45	29	14,627	17,620	19,943	17,479
Motor Vehicle	32	25	7	9,330	12,750	16,000	13,586
Professional Development	9	4	5	500	1,000	4,250	2,356
Phone / Laptop	10	6	4	456	510	1,250	1,109
Rental / Home Assistance	2	2	0	18,200	19,500	20,800	19,500
Other	11	7	4	1,479	1,958	3,900	2,333
Bonus Paid	2	2	0	483	2,727	4,970	2,727

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	12	11	1	176,883	206,709	241,667	212,281	159,060	182,510	213,352	184,843
NT	1	0	1	-	140,385	-	140,385	-	119,783	-	119,783
QLD	11	6	5	126,451	185,239	218,279	179,925	111,851	147,000	184,433	148,425
SA	5	3	2	150,224	172,050	187,702	169,580	127,900	155,000	165,740	148,456
TAS	4	1	3	103,835	117,033	143,830	120,433	93,131	103,150	126,880	106,578
VIC	29	15	14	162,662	185,837	195,987	181,876	143,382	161,688	175,278	158,343
WA	12	9	3	125,111	145,616	183,009	154,462	108,806	131,185	154,228	130,690

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	29	19	10	185,540	201,243	228,849	209,457	162,135	175,207	197,299	180,662
Category 2	15	9	6	165,603	189,322	202,955	183,039	145,188	155,550	172,029	155,168
Category 3	8	7	1	155,169	162,832	172,348	162,661	132,887	142,185	152,970	143,045
Category 4	12	6	6	141,775	151,323	171,509	157,400	123,332	130,755	153,350	135,041
Category 5	9	4	5	99,176	111,308	143,304	116,260	89,141	100,000	121,182	101,020
Category 6	1	0	1	-	68,226	-	68,226	-	58,630	-	58,630

# LEVEL 3

## COMMUNITY SERVICES – YOUTH / FAMILY SERVICES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	26	6	20	163,742	185,548	195,129	181,243
Cash Component	26	6	20	144,861	166,101	175,000	158,190
Council Super Contribution	26	6	20	16,227	18,704	19,492	18,011
Motor Vehicle	10	3	7	8,000	10,000	13,325	11,186
Professional Development	4	0	4	1,000	2,100	5,000	2,550
Phone / Laptop	4	0	4	520	955	2,400	1,208
Rental / Home Assistance	0	0	0	-	-	-	-
Other	2	0	2	575	2,112	3,648	2,112
Bonus Paid	0	0	0	-	-	-	-

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	1	0	1	-	133,811	-	133,811	-	111,541	-	111,541
NT	2	1	1	145,524	145,957	146,390	145,957	111,269	121,576	131,883	121,576
QLD	1	0	1	-	103,816	-	103,816	-	76,764	-	76,764
SA	2	0	2	169,661	180,671	191,681	180,671	151,352	162,019	172,686	162,019
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	20	5	15	181,478	192,999	199,753	191,072	154,822	168,813	175,993	167,872
WA	0	0	0	-	-	-	-	-	-	-	-

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	13	3	10	185,548	195,129	210,587	199,728	167,160	175,000	179,820	176,413
Category 2	3	0	3	191,681	191,848	194,149	192,559	165,261	172,686	174,909	170,952
Category 3	2	1	1	160,664	162,203	163,742	162,203	132,738	140,127	147,515	140,127
Category 4	6	2	4	146,390	163,153	172,936	160,741	131,883	142,992	151,352	139,736
Category 5	1	0	1	-	145,524	-	145,524	-	111,269	-	111,269
Category 6	1	0	1	-	103,816	-	103,816	-	76,764	-	76,764



# LEVEL 3

## CORPORATE SERVICES – ADMINISTRATION



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	50	21	29	117,076	147,673	184,810	154,798
Cash Component	50	21	29	105,474	128,060	162,006	134,427
Council Super Contribution	50	21	29	10,945	13,829	19,441	15,307
Motor Vehicle	14	8	6	10,500	12,000	17,523	13,493
Professional Development	4	3	1	1,000	1,100	5,000	2,050
Phone / Laptop	7	3	4	500	1,050	1,500	1,001
Rental / Home Assistance	2	0	2	12,000	16,000	20,000	16,000
Other	9	2	7	678	1,600	2,667	1,896
Bonus Paid	0	0	0	-	-	-	-

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	6	3	3	135,373	187,021	253,160	192,053	115,261	162,399	228,072	168,299
NT	3	0	3	114,786	117,076	139,090	123,651	102,105	105,474	120,267	109,282
QLD	20	9	11	101,210	180,701	191,176	159,572	90,143	153,427	168,424	136,897
SA	8	4	4	109,760	122,857	145,214	127,930	98,058	111,177	115,850	110,911
TAS	2	1	1	119,125	135,916	152,706	135,916	107,320	119,910	132,500	119,910
VIC	6	1	5	140,000	173,424	195,387	165,117	126,126	152,238	170,347	146,475
WA	5	3	2	128,015	150,033	166,575	147,842	96,354	142,907	152,117	127,969

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	14	6	8	161,507	173,424	205,051	180,477	129,994	152,117	168,588	155,707
Category 2	12	4	8	99,768	168,753	206,887	162,383	89,079	148,750	174,236	141,907
Category 3	6	5	1	150,033	179,305	188,451	169,790	142,907	160,093	168,260	153,257
Category 4	5	1	4	107,110	123,363	179,388	139,272	95,819	113,353	146,473	119,587
Category 5	7	3	4	102,651	119,125	145,116	121,647	91,206	107,320	118,000	104,484
Category 6	6	2	4	108,717	114,027	122,350	116,331	84,898	101,560	109,000	98,288

# LEVEL 3

## CORPORATE SERVICES – COMMUNICATIONS / MARKETING

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	77	22	55	171,807	186,366	218,750	190,793
Cash Component	77	22	55	147,768	164,000	178,289	165,098
Council Super Contribution	77	22	55	16,499	18,640	22,120	19,063
Motor Vehicle	33	9	24	6,647	11,294	16,123	12,397
Professional Development	8	4	4	625	1,040	3,075	1,911
Phone / Laptop	9	3	6	577	806	1,225	1,091
Rental / Home Assistance	3	2	1	13,780	18,200	20,800	17,593
Other	8	2	6	1,597	1,972	3,089	2,965
Bonus Paid	5	4	1	492	1,395	4,099	2,115

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	17	6	11	173,759	183,527	228,130	199,073	152,787	164,735	201,089	173,529
NT	1	0	1	-	256,445	-	256,445	-	215,862	-	215,862
QLD	15	6	9	175,000	194,096	227,275	204,315	154,174	169,188	181,918	172,668
SA	7	2	5	152,419	181,353	191,681	176,195	137,314	163,381	172,686	156,587
TAS	2	1	1	221,429	233,107	244,784	233,107	195,244	206,415	217,586	206,415
VIC	28	6	22	169,385	186,150	194,111	185,061	151,595	162,732	173,536	162,536
WA	7	1	6	93,524	170,968	191,115	157,761	84,256	131,520	164,000	128,100

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	33	4	29	183,038	195,721	228,907	209,242	161,576	173,649	201,781	181,041
Category 2	18	5	13	175,428	191,177	218,800	195,808	153,940	168,194	181,763	169,215
Category 3	17	9	8	159,097	172,995	185,695	171,247	134,417	155,537	166,146	150,463
Category 4	5	2	3	145,377	173,919	201,760	173,639	130,305	142,940	160,829	145,042
Category 5	4	2	2	92,042	116,237	157,580	120,524	82,921	102,128	122,019	102,299
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## CORPORATE SERVICES – CORPORATE PLANNING / STRATEGIC POLICY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	67	28	39	178,744	196,922	215,481	200,340
Cash Component	67	28	39	153,684	168,588	191,513	174,934
Council Super Contribution	67	28	39	16,955	19,248	23,441	19,705
Motor Vehicle	30	16	14	10,000	10,700	14,672	11,897
Professional Development	5	2	3	350	1,000	5,450	2,520
Phone / Laptop	4	3	1	520	720	1,250	803
Rental / Home Assistance	0	0	0	-	-	-	-
Other	5	2	3	1,310	1,629	2,487	1,844
Bonus Paid	1	1	0	-	483	-	483

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	14	5	9	184,459	207,570	243,932	211,523	156,720	175,847	213,155	184,255
NT	1	0	1	-	190,072	-	190,072	-	160,425	-	160,425
QLD	13	2	11	156,987	204,148	263,244	202,314	123,649	181,869	222,770	176,015
SA	8	5	3	156,609	183,745	197,886	177,680	136,494	166,859	173,772	156,935
TAS	6	5	1	164,687	200,496	244,530	201,758	146,388	173,558	217,360	175,408
VIC	21	8	13	180,260	196,922	229,879	203,351	154,757	168,488	205,215	179,777
WA	4	3	1	158,734	189,351	201,481	184,729	128,013	158,368	164,400	152,287

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	38	12	26	190,676	204,240	250,496	215,917	165,368	182,142	223,042	190,571
Category 2	14	9	5	164,687	189,385	210,967	194,174	146,388	162,924	187,526	166,198
Category 3	8	4	4	159,140	169,292	195,875	170,586	135,255	152,515	169,629	148,707
Category 4	5	2	3	143,488	165,000	201,234	170,888	120,169	138,459	170,136	143,814
Category 5	2	1	1	138,973	140,170	141,366	140,170	118,720	121,690	124,660	121,690
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## CORPORATE SERVICES – CUSTOMER SERVICE



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	49	15	34	158,709	183,397	201,660	182,132
Cash Component	49	15	34	136,889	162,561	175,552	157,331
Council Super Contribution	49	15	34	15,663	18,366	20,587	18,297
Motor Vehicle	19	6	13	10,400	15,000	22,851	15,974
Professional Development	7	1	6	500	1,000	1,080	826
Phone / Laptop	5	2	3	287	703	1,225	745
Rental / Home Assistance	0	0	0	-	-	-	-
Other	3	1	2	1,575	1,619	2,497	1,897
Bonus Paid	1	0	1	-	1,639	-	1,639

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	6	2	4	161,975	184,268	209,570	180,714	136,464	160,637	163,863	153,529
NT	1	1	0	-	238,575	-	238,575	-	200,000	-	200,000
QLD	12	4	8	150,107	195,720	222,979	187,851	129,536	161,438	187,349	156,284
SA	5	1	4	142,165	152,419	191,506	163,952	128,401	137,314	169,711	146,707
TAS	3	1	2	114,170	155,443	162,015	143,876	100,149	134,875	142,754	125,926
VIC	18	5	13	175,525	182,973	197,924	184,470	157,658	163,650	176,471	163,940
WA	4	1	3	181,307	196,986	200,286	193,891	156,238	159,758	174,633	162,597

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	24	7	17	181,651	199,105	210,979	196,803	162,989	171,864	186,421	170,317
Category 2	10	5	5	155,443	184,532	196,640	177,788	134,875	155,672	164,768	149,756
Category 3	8	2	6	157,217	181,041	191,814	174,764	140,034	158,202	161,127	151,679
Category 4	5	0	5	134,233	144,680	173,954	152,211	115,952	130,000	156,716	135,067
Category 5	2	1	1	114,170	132,085	150,000	132,085	100,149	117,642	135,135	117,642
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## CORPORATE SERVICES – FINANCE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	177	103	74	160,000	184,347	207,918	185,735
Cash Component	177	103	74	136,426	157,170	178,496	159,678
Council Super Contribution	177	103	74	15,731	18,299	21,522	18,757
Motor Vehicle	76	43	33	10,000	12,250	15,745	13,166
Professional Development	34	23	11	650	1,350	3,500	2,157
Phone / Laptop	21	15	6	500	660	1,648	1,122
Rental / Home Assistance	11	6	5	8,216	12,740	20,020	13,664
Other	20	10	10	1,339	1,934	2,716	2,220
Bonus Paid	6	5	1	500	1,339	3,318	2,496

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	28	18	10	178,075	206,459	237,039	206,612	149,887	176,540	205,047	177,465
NT	5	2	3	141,908	152,000	194,668	165,030	117,954	131,883	158,987	137,153
QLD	39	17	22	162,612	200,640	224,388	196,280	137,944	167,200	190,551	166,976
SA	23	14	9	143,164	163,380	191,681	167,001	125,926	144,167	169,005	146,223
TAS	16	10	6	140,579	157,740	178,077	168,167	122,945	134,928	154,320	144,937
VIC	50	32	18	165,289	184,424	198,066	185,144	145,658	160,957	174,665	162,737
WA	16	10	6	152,953	183,782	204,693	176,313	125,064	145,812	162,510	142,323

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	49	32	17	194,883	216,079	240,141	218,268	171,325	182,487	208,703	190,167
Category 2	33	18	15	176,951	195,504	216,155	196,442	150,294	165,802	180,192	167,249
Category 3	32	19	13	170,200	181,903	199,960	188,604	144,410	156,411	175,113	163,029
Category 4	30	20	10	143,164	162,479	176,013	162,117	124,889	140,057	150,000	139,261
Category 5	25	10	15	131,972	155,956	164,192	149,571	109,223	129,328	137,775	125,971
Category 6	8	4	4	104,082	136,111	151,396	132,409	91,670	116,405	126,005	110,200

# LEVEL 3

## CORPORATE SERVICES – GOVERNANCE



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	97	36	61	154,187	183,746	201,968	179,105
Cash Component	97	36	61	132,308	151,858	171,354	153,452
Council Super Contribution	97	36	61	15,350	18,223	20,251	17,870
Motor Vehicle	47	21	26	9,078	12,920	18,000	13,648
Professional Development	15	6	9	500	1,000	2,500	1,717
Phone / Laptop	14	7	7	500	587	1,200	1,003
Rental / Home Assistance	4	3	1	-4,004	11,310	20,800	9,854
Other	12	5	7	1,549	2,039	3,187	2,853
Bonus Paid	0	0	0	-	-	-	-

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	17	6	11	158,330	186,273	207,689	185,430	137,663	156,921	181,404	158,994
NT	4	0	4	114,786	132,409	167,188	136,698	102,105	113,128	130,535	114,724
QLD	18	9	9	154,800	199,729	213,710	192,247	138,214	156,635	181,574	160,661
SA	12	2	10	136,615	178,856	193,073	167,940	120,250	156,030	169,254	146,806
TAS	1	0	1	-	153,049	-	153,049	-	132,797	-	132,797
VIC	34	12	22	156,705	185,988	196,082	179,326	139,759	157,435	172,078	157,297
WA	11	7	4	160,445	172,065	197,783	177,110	128,000	144,545	151,067	144,416

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	33	17	16	188,305	208,208	217,240	208,008	164,854	179,553	194,238	179,866
Category 2	22	10	12	155,921	187,286	196,640	175,764	134,311	152,156	166,100	148,067
Category 3	16	4	12	160,434	173,366	186,626	175,581	140,315	147,142	157,807	150,424
Category 4	14	3	11	143,153	156,050	173,966	159,783	128,000	137,637	150,000	136,949
Category 5	8	2	6	122,718	140,971	153,457	137,816	101,854	121,800	130,158	116,149
Category 6	4	0	4	109,134	122,390	139,366	123,320	97,906	107,518	125,555	109,624

# LEVEL 3

## CORPORATE SERVICES – HUMAN RESOURCES / ORGANISATIONAL DEVELOPMENT



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	161	41	120	156,461	180,000	209,229	182,733
Cash Component	161	41	120	134,966	156,320	176,294	158,016
Council Super Contribution	161	41	120	15,489	18,060	21,115	18,352
Motor Vehicle	67	19	48	9,300	11,380	16,750	12,766
Professional Development	24	6	18	800	1,175	3,350	2,018
Phone / Laptop	23	4	19	456	806	2,000	1,234
Rental / Home Assistance	3	0	3	4,004	16,000	20,800	10,932
Other	17	2	15	1,215	2,000	3,655	3,511
Bonus Paid	7	3	4	500	3,872	5,271	3,307

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	26	7	19	166,918	192,481	236,616	199,221	147,801	162,453	191,513	172,575
NT	3	0	3	133,968	135,926	162,100	143,998	115,907	120,692	125,000	120,533
QLD	39	13	26	158,940	190,035	210,733	186,518	133,929	160,000	181,127	159,967
SA	23	3	20	144,100	168,187	189,679	161,381	124,889	143,087	164,399	140,831
TAS	8	2	6	142,217	168,092	194,321	166,710	123,784	139,218	166,910	143,253
VIC	49	13	36	161,362	185,934	204,979	185,653	139,493	162,561	180,041	162,859
WA	13	3	10	141,499	205,437	217,236	183,968	127,477	166,000	174,812	152,932

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	54	23	31	192,244	209,648	235,000	212,869	169,125	180,041	204,077	185,254
Category 2	27	5	22	171,141	196,640	208,887	190,995	150,158	168,936	180,132	165,880
Category 3	29	7	22	159,832	180,000	194,329	181,386	138,153	156,320	168,330	156,085
Category 4	27	4	23	144,100	156,560	169,893	158,824	123,552	135,747	146,977	134,896
Category 5	18	2	16	125,875	145,210	161,720	139,803	110,417	124,591	139,886	121,422
Category 6	6	0	6	93,812	110,001	139,366	117,218	84,898	97,030	125,000	100,654



# LEVEL 3

## CORPORATE SERVICES – INFORMATION TECHNOLOGY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	140	118	22	165,042	189,373	212,944	190,650
Cash Component	140	118	22	139,427	161,863	188,125	164,104
Council Super Contribution	140	118	22	16,360	18,885	21,306	19,056
Motor Vehicle	65	58	7	10,000	13,000	18,000	13,851
Professional Development	21	17	4	500	1,000	2,250	1,428
Phone / Laptop	22	20	2	420	730	1,500	1,299
Rental / Home Assistance	3	3	0	18,200	20,800	20,800	19,933
Other	11	11	0	1,868	2,100	3,900	2,720
Bonus Paid	4	4	0	640	1,094	6,200	2,257

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	26	21	5	171,698	201,264	227,880	200,994	151,538	174,829	193,372	173,308
NT	2	2	0	130,066	135,226	140,385	135,226	117,177	118,480	119,783	118,480
QLD	30	25	5	172,392	197,892	242,851	203,711	142,500	160,749	200,000	170,683
SA	17	12	5	147,047	190,013	194,685	179,337	129,332	171,183	174,017	159,549
TAS	5	5	0	131,400	160,052	172,485	153,564	108,688	132,163	150,861	130,252
VIC	46	41	5	172,245	187,628	210,000	191,558	147,090	163,836	189,189	168,136
WA	14	12	2	147,766	176,548	207,050	175,371	120,999	144,908	165,600	143,810

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	49	41	8	200,914	214,108	244,583	221,273	174,911	190,909	207,938	192,850
Category 2	29	24	5	174,086	192,536	209,460	193,867	142,791	163,671	180,194	163,113
Category 3	30	26	4	167,853	177,582	190,013	177,537	140,060	155,715	165,600	154,597
Category 4	21	17	4	140,213	163,018	174,838	162,147	122,497	133,775	151,182	136,700
Category 5	10	9	1	133,233	139,056	152,012	136,400	112,558	120,755	125,911	116,777
Category 6	1	1	0	-	131,316	-	131,316	-	118,303	-	118,303

# LEVEL 3

## CORPORATE SERVICES – LEGAL



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	26	14	12	206,361	235,665	270,432	240,065
Cash Component	26	14	12	181,945	207,603	236,425	209,999
Council Super Contribution	26	14	12	20,960	23,114	27,399	23,819
Motor Vehicle	9	6	3	11,225	12,920	21,500	16,519
Professional Development	5	2	3	550	1,200	2,250	1,360
Phone / Laptop	1	1	0	-	1,296	-	1,296
Rental / Home Assistance	0	0	0	-	-	-	-
Other	2	1	1	2,503	2,819	3,135	2,819
Bonus Paid	1	0	1	-	483	-	483

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	10	6	4	219,583	248,901	262,432	246,681	186,297	224,235	236,425	219,768
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	10	5	5	211,100	251,572	286,699	253,319	183,448	211,724	255,535	217,622
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	1	1	0	-	154,057	-	154,057	-	126,273	-	126,273
VIC	4	1	3	201,959	227,951	250,496	227,089	181,945	205,361	225,672	204,585
WA	1	1	0	-	179,266	-	179,266	-	141,475	-	141,475

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	15	6	9	237,993	253,314	298,350	265,343	214,408	228,211	255,577	234,081
Category 2	8	6	2	179,456	208,731	226,147	202,007	158,948	183,962	188,424	173,717
Category 3	2	2	0	179,266	220,849	262,432	220,849	141,475	188,950	236,425	188,950
Category 4	1	0	1	-	203,781	-	203,781	-	181,139	-	181,139
Category 5	0	0	0	-	-	-	-	-	-	-	-
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## CORPORATE SERVICES – PROCUREMENT / CONTRACTS

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	29	21	8	168,006	186,383	209,305	189,452
Cash Component	29	21	8	147,231	163,881	181,602	163,788
Council Super Contribution	29	21	8	17,114	18,926	20,566	18,952
Motor Vehicle	13	11	2	9,750	10,500	17,900	12,734
Professional Development	4	3	1	500	850	2,500	1,175
Phone / Laptop	1	1	0	-	500	-	500
Rental / Home Assistance	1	1	0	-	18,200	-	18,200
Other	4	4	0	275	1,712	1,991	1,422
Bonus Paid	2	2	0	483	809	1,135	809

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	5	5	0	176,120	206,459	242,251	208,640	151,331	176,540	214,067	181,467
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	13	10	3	176,591	205,333	217,035	198,402	147,122	172,291	185,910	169,769
SA	3	2	1	177,854	179,939	208,887	188,893	151,220	162,107	176,409	163,245
TAS	1	1	0	-	106,514	-	106,514	-	85,546	-	85,546
VIC	6	2	4	140,633	180,954	190,981	172,625	126,697	163,022	167,155	152,256
WA	1	1	0	-	162,729	-	162,729	-	146,720	-	146,720

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	14	9	5	181,908	205,230	217,674	205,305	162,162	181,602	193,905	181,472
Category 2	6	6	0	190,981	208,774	216,395	204,469	151,525	169,723	175,852	165,710
Category 3	7	5	2	140,633	167,698	179,939	164,200	126,697	147,741	162,107	145,331
Category 4	1	0	1	-	137,099	-	137,099	-	112,133	-	112,133
Category 5	0	0	0	-	-	-	-	-	-	-	-
Category 6	1	1	0	-	106,514	-	106,514	-	85,546	-	85,546

# LEVEL 3

## CORPORATE SERVICES – RATES / REVENUE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	8	2	6	134,489	158,508	177,641	158,810
Cash Component	8	2	6	114,073	140,112	150,774	137,971
Council Super Contribution	8	2	6	14,785	16,802	17,437	16,457
Motor Vehicle	1	0	1	-	17,600	-	17,600
Professional Development	1	0	1	-	2,500	-	2,500
Phone / Laptop	0	0	0	-	-	-	-
Rental / Home Assistance	0	0	0	-	-	-	-
Other	2	0	2	1,950	7,475	13,000	7,475
Bonus Paid	1	0	1	-	640	-	640

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	1	0	1	-	146,026	-	146,026	-	118,555	-	118,555
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	5	1	4	137,714	164,330	177,641	159,008	122,959	143,896	150,774	138,272
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	1	0	1	-	122,952	-	122,952	-	107,853	-	107,853
VIC	1	1	0	-	206,460	-	206,460	-	186,000	-	186,000
WA	0	0	0	-	-	-	-	-	-	-	-

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	4	2	2	152,686	177,641	206,460	178,607	136,327	150,335	186,000	155,749
Category 2	1	0	1	-	122,741	-	122,741	-	109,590	-	109,590
Category 3	1	0	1	-	164,330	-	164,330	-	144,774	-	144,774
Category 4	0	0	0	-	-	-	-	-	-	-	-
Category 5	2	0	2	122,952	134,489	146,026	134,489	107,853	113,204	118,555	113,204
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## CORPORATE SERVICES – RISK MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	15	10	5	160,000	185,837	199,868	175,790
Cash Component	15	10	5	144,144	162,914	175,038	150,889
Council Super Contribution	15	10	5	15,856	18,421	19,812	17,465
Motor Vehicle	6	4	2	12,000	12,823	16,000	14,111
Professional Development	2	1	1	500	1,850	3,200	1,850
Phone / Laptop	3	2	1	500	600	2,400	1,167
Rental / Home Assistance	1	0	1	-	18,200	-	18,200
Other	1	0	1	-	1,479	-	1,479
Bonus Paid	0	0	0	-	-	-	-

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	5	3	2	136,956	177,939	217,250	177,270	123,384	155,625	176,410	151,043
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	5	4	1	143,371	199,285	210,727	181,496	120,138	162,914	172,997	149,837
SA	1	1	0	-	112,530	-	112,530	-	100,838	-	100,838
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	4	2	2	160,000	185,864	198,759	182,622	144,144	167,445	179,062	164,524
WA	0	0	0	-	-	-	-	-	-	-	-

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	7	4	3	185,837	198,759	199,868	193,663	165,933	167,469	179,062	168,839
Category 2	4	2	2	167,569	193,217	221,586	193,897	150,963	159,270	175,038	161,135
Category 3	1	1	0	-	179,480	-	179,480	-	160,250	-	160,250
Category 4	0	0	0	-	-	-	-	-	-	-	-
Category 5	2	2	0	106,343	109,437	112,530	109,437	95,805	98,322	100,838	98,322
Category 6	1	1	0	-	107,261	-	107,261	-	80,025	-	80,025

# LEVEL 3

## CORPORATE SERVICES – VALUATIONS / PROPERTY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	14	11	3	163,170	183,198	213,568	196,063
Cash Component	14	11	3	145,102	154,350	172,918	168,371
Council Super Contribution	14	11	3	15,961	17,689	21,040	18,830
Motor Vehicle	7	6	1	10,500	11,300	16,000	14,254
Professional Development	1	1	0	-	500	-	500
Phone / Laptop	1	1	0	-	500	-	500
Rental / Home Assistance	1	1	0	-	18,200	-	18,200
Other	3	3	0	1,479	1,619	1,990	1,696
Bonus Paid	3	2	1	483	3,442	3,872	2,599

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	7	5	2	161,063	177,650	266,788	204,826	143,894	150,230	240,350	178,757
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	3	3	0	167,697	213,568	250,203	210,489	147,740	155,849	198,723	167,437
SA	1	1	0	-	188,746	-	188,746	-	172,686	-	172,686
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	1	1	0	-	193,768	-	193,768	-	162,927	-	162,927
WA	2	1	1	126,819	148,562	170,305	148,562	115,126	133,988	152,850	133,988

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	6	5	1	170,305	198,104	250,203	213,806	152,850	167,923	198,723	181,037
Category 2	4	4	0	159,722	183,198	213,568	184,922	143,894	153,040	172,686	155,665
Category 3	4	2	2	126,819	164,380	266,788	180,592	115,126	146,421	240,350	162,080
Category 4	0	0	0	-	-	-	-	-	-	-	-
Category 5	0	0	0	-	-	-	-	-	-	-	-
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## ENGINEERING SERVICES – ASSETS

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	92	70	22	159,872	180,000	204,182	180,729
Cash Component	92	70	22	133,859	156,302	176,954	155,364
Council Super Contribution	92	70	22	15,775	17,562	20,119	17,805
Motor Vehicle	48	34	14	10,000	11,375	16,175	13,017
Professional Development	10	6	4	650	1,000	2,500	1,821
Phone / Laptop	13	11	2	272	500	740	643
Rental / Home Assistance	2	1	1	-8,008	3,926	15,860	3,926
Other	9	6	3	996	2,154	4,296	4,028
Bonus Paid	7	5	2	483	640	2,845	2,220

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	18	14	4	178,763	206,718	218,048	202,565	151,633	177,030	186,865	172,649
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	26	18	8	170,950	183,411	220,456	185,510	131,036	162,290	184,985	157,291
SA	16	13	3	132,195	172,568	190,214	166,700	119,701	150,215	169,516	147,040
TAS	3	2	1	127,556	129,169	139,418	132,048	95,214	103,119	125,258	107,864
VIC	24	21	3	159,267	172,182	192,510	174,808	136,537	148,953	167,423	152,612
WA	5	2	3	159,637	173,943	202,865	179,789	132,668	152,000	170,007	151,470

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	27	19	8	194,196	219,709	235,000	215,049	173,954	184,985	199,721	185,190
Category 2	19	16	3	161,901	188,746	203,920	186,708	139,569	162,561	174,487	159,667
Category 3	19	16	3	163,655	176,929	186,020	176,152	144,167	152,000	166,330	152,052
Category 4	16	10	6	138,807	159,907	172,408	153,966	122,198	135,005	154,575	135,126
Category 5	10	8	2	125,763	134,294	145,733	139,332	103,119	115,480	127,103	115,860
Category 6	1	1	0	-	69,663	-	69,663	-	50,125	-	50,125



# LEVEL 3

## ENGINEERING SERVICES- BUILDING / PROPERTY SERVICES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	50	39	11	144,062	185,844	202,161	174,150
Cash Component	50	39	11	124,244	154,077	175,234	148,991
Council Super Contribution	50	39	11	14,373	17,762	20,265	17,399
Motor Vehicle	23	18	5	10,000	12,000	15,000	12,837
Professional Development	8	7	1	500	1,000	2,542	1,661
Phone / Laptop	9	9	0	590	1,000	2,400	1,584
Rental / Home Assistance	2	2	0	2,600	2,600	2,600	2,600
Other	8	8	0	1,496	3,093	10,717	7,498
Bonus Paid	4	4	0	483	2,454	6,476	2,967

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	10	8	2	158,930	204,226	236,602	198,346	143,180	165,023	212,595	170,058
NT	2	2	0	137,987	139,186	140,385	139,186	119,783	122,048	124,313	122,048
QLD	9	7	2	136,517	200,000	225,348	184,975	114,686	166,667	189,887	155,233
SA	9	6	3	135,669	150,836	193,375	160,169	117,280	124,889	165,654	137,494
TAS	2	2	0	99,026	121,544	144,062	121,544	86,106	105,553	125,000	105,553
VIC	13	11	2	184,466	192,794	203,330	194,794	150,732	172,727	175,710	166,911
WA	5	3	2	89,807	92,708	145,807	112,787	79,349	80,403	125,148	97,879

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	20	16	4	193,897	208,590	236,292	212,049	165,023	175,710	206,158	182,237
Category 2	4	4	0	144,062	185,844	194,749	177,625	125,000	156,891	168,382	151,791
Category 3	12	8	4	154,883	174,414	195,323	174,840	136,071	149,310	164,797	149,801
Category 4	6	4	2	107,469	138,307	140,385	130,478	94,221	122,048	124,889	112,621
Category 5	3	2	1	86,906	99,026	144,185	110,039	78,294	86,106	115,000	93,133
Category 6	5	5	0	92,708	101,379	129,068	108,986	79,849	80,403	102,409	88,984

# LEVEL 3

## ENGINEERING SERVICES – CAPITAL WORKS



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	48	42	6	166,860	193,468	216,212	198,570
Cash Component	48	42	6	138,745	169,835	193,574	170,431
Council Super Contribution	48	42	6	16,363	18,957	22,052	19,405
Motor Vehicle	27	25	2	9,650	12,920	15,370	13,551
Professional Development	4	3	1	600	2,500	4,000	2,400
Phone / Laptop	5	4	1	390	806	3,300	1,637
Rental / Home Assistance	1	1	0	-	16,000	-	16,000
Other	5	4	1	1,640	5,000	5,655	3,918
Bonus Paid	1	1	0	-	1,772	-	1,772

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	12	11	1	181,877	232,235	251,258	225,663	155,915	200,985	221,449	195,612
NT	1	1	0	-	144,913	-	144,913	-	123,720	-	123,720
QLD	8	6	2	173,630	214,899	258,371	220,122	139,395	169,460	224,647	179,496
SA	5	5	0	154,317	178,305	205,925	179,758	129,720	151,284	176,423	152,714
TAS	4	4	0	140,672	150,037	184,463	156,302	117,696	128,704	162,528	134,408
VIC	15	12	3	147,289	191,727	213,510	187,477	132,693	171,946	184,630	165,053
WA	3	3	0	177,441	195,209	208,724	193,791	159,140	163,704	173,827	165,557

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	19	16	3	208,181	215,211	251,407	229,598	173,827	192,352	216,674	199,127
Category 2	8	7	1	164,292	176,648	193,750	182,565	132,357	155,575	170,808	155,186
Category 3	9	8	1	187,843	199,206	230,600	209,059	163,116	170,250	192,181	177,795
Category 4	7	6	1	144,913	150,434	178,305	158,141	123,720	125,730	148,625	133,314
Category 5	3	3	0	139,715	147,288	147,289	144,764	116,500	132,692	132,693	127,295
Category 6	2	2	0	140,672	142,838	145,004	142,838	117,696	120,277	122,858	120,277

# LEVEL 3

## ENGINEERING SERVICES – CITY SERVICES / OPERATIONS

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	135	120	15	153,190	175,792	196,509	175,118
Cash Component	135	120	15	130,670	149,292	168,472	149,148
Council Super Contribution	135	120	15	14,782	17,214	19,521	17,439
Motor Vehicle	76	68	8	10,000	12,000	15,382	12,662
Professional Development	21	21	0	500	1,446	3,250	1,958
Phone / Laptop	26	24	2	500	600	864	831
Rental / Home Assistance	4	4	0	-8,008	14,300	18,200	9,698
Other	21	18	3	1,597	2,319	5,643	4,181
Bonus Paid	1	1	0	-	640	-	640

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	22	21	1	172,621	181,694	208,991	185,815	146,055	159,111	177,465	160,098
NT	4	2	2	122,600	171,071	212,485	169,307	110,450	140,000	176,259	141,677
QLD	26	23	3	172,800	191,320	220,412	195,043	142,500	161,812	177,035	162,042
SA	25	24	1	126,748	149,727	165,883	147,404	99,400	127,301	140,768	126,374
TAS	8	8	0	130,422	152,075	166,286	151,904	107,954	128,185	146,567	129,531
VIC	40	32	8	158,825	174,618	192,579	176,159	138,265	151,237	167,362	153,443
WA	10	10	0	164,169	185,317	211,320	185,801	140,000	150,420	170,832	149,972

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	33	27	6	188,034	199,773	227,094	204,462	159,819	175,000	193,267	175,545
Category 2	23	18	5	176,473	193,000	217,408	197,409	150,451	167,215	176,259	167,038
Category 3	24	22	2	162,614	179,372	187,193	176,691	140,744	147,981	163,294	151,682
Category 4	27	26	1	145,953	158,425	172,050	157,586	122,019	132,730	146,863	134,100
Category 5	20	20	0	127,074	145,189	159,775	144,926	104,667	123,630	134,137	122,220
Category 6	8	7	1	94,367	118,266	149,894	119,925	84,746	98,540	118,238	99,334

# LEVEL 3

## ENGINEERING SERVICES – ENGINEERING DESIGN

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	52	47	5	170,271	183,748	198,107	185,479
Cash Component	52	47	5	143,025	159,971	171,532	159,131
Council Super Contribution	52	47	5	16,957	18,464	20,255	18,647
Motor Vehicle	27	25	2	10,000	11,620	15,263	12,592
Professional Development	6	6	0	581	1,167	3,500	1,903
Phone / Laptop	8	7	1	281	450	1,319	782
Rental / Home Assistance	2	2	0	5,000	11,837	18,674	11,837
Other	7	7	0	1,575	2,153	5,307	2,734
Bonus Paid	2	2	0	640	3,222	5,804	3,222

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	12	10	2	177,870	187,656	215,490	192,782	152,325	157,791	184,873	164,517
NT	1	1	0	-	208,840	-	208,840	-	172,975	-	172,975
QLD	11	11	0	182,843	195,000	209,898	201,102	159,471	164,723	182,169	170,851
SA	7	7	0	149,906	158,650	176,526	163,686	129,271	133,211	157,738	140,624
TAS	4	2	2	123,953	148,637	185,747	151,744	107,853	126,385	156,055	129,169
VIC	11	11	0	180,000	186,468	197,261	189,397	156,158	167,212	177,713	167,034
WA	6	5	1	168,491	177,208	179,070	179,065	139,050	155,414	162,395	151,637

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	18	16	2	185,658	200,282	225,281	206,476	161,118	171,755	188,129	179,040
Category 2	11	10	1	177,650	186,468	208,840	190,105	147,000	162,561	174,556	162,371
Category 3	10	9	1	161,180	175,070	179,070	170,520	129,271	155,269	161,324	147,708
Category 4	6	6	0	176,526	179,799	190,500	180,844	153,016	155,517	162,162	154,502
Category 5	5	4	1	136,288	149,906	161,315	149,022	105,681	133,211	134,418	122,682
Category 6	2	2	0	143,136	150,893	158,650	150,893	118,484	124,242	130,000	124,242

# LEVEL 3

## ENGINEERING SERVICES – ENVIRONMENT / SUSTAINABILITY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	45	25	20	162,572	180,600	204,320	183,974
Cash Component	45	25	20	141,634	153,831	175,614	158,663
Council Super Contribution	45	25	20	16,038	17,423	20,887	18,294
Motor Vehicle	24	15	9	10,000	10,500	12,500	11,969
Professional Development	6	2	4	600	1,115	1,500	1,138
Phone / Laptop	6	1	5	380	593	2,000	1,393
Rental / Home Assistance	0	0	0	-	-	-	-
Other	5	3	2	1,788	2,380	3,679	2,663
Bonus Paid	3	1	2	640	2,582	6,720	3,314

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	10	6	4	173,547	188,681	202,439	191,652	146,889	160,524	180,258	165,105
NT	2	2	0	178,500	204,965	231,429	204,965	150,000	171,663	193,325	171,663
QLD	11	9	2	190,016	208,541	222,840	206,763	153,831	171,186	198,521	175,616
SA	2	1	1	141,577	148,129	154,680	148,129	127,547	128,774	130,000	128,774
TAS	4	0	4	107,140	137,591	169,551	137,968	88,984	121,306	136,490	117,022
VIC	16	7	9	164,414	176,291	185,805	176,867	145,320	152,122	166,195	155,503
WA	0	0	0	-	-	-	-	-	-	-	-

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	21	14	7	183,459	197,924	215,299	201,386	156,064	168,434	190,314	173,452
Category 2	8	3	5	162,572	174,871	182,716	177,054	145,802	151,369	159,751	154,473
Category 3	8	5	3	152,738	174,039	203,144	176,920	136,999	146,180	174,129	153,284
Category 4	6	3	3	154,680	164,183	177,500	163,384	130,000	134,409	150,000	138,720
Category 5	1	0	1	-	130,492	-	130,492	-	114,000	-	114,000
Category 6	1	0	1	-	107,140	-	107,140	-	88,984	-	88,984

# LEVEL 3

## ENGINEERING SERVICES – INFRASTRUCTURE



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	132	114	18	161,505	187,985	211,129	186,641
Cash Component	132	114	18	135,528	158,775	178,455	158,086
Council Super Contribution	132	114	18	16,111	18,757	21,187	18,659
Motor Vehicle	77	67	10	10,000	12,000	16,825	13,256
Professional Development	24	21	3	1,000	1,692	3,750	2,206
Phone / Laptop	29	28	1	510	660	1,268	991
Rental / Home Assistance	5	5	0	9,464	18,200	20,280	15,538
Other	18	18	0	1,947	3,718	5,810	7,010
Bonus Paid	3	3	0	500	1,760	3,872	2,044

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	28	25	3	192,631	202,989	230,110	203,604	165,703	175,778	186,670	173,836
NT	5	4	1	141,934	146,390	196,225	164,541	124,502	131,883	163,789	141,693
QLD	30	29	1	189,022	215,595	262,996	217,469	150,000	180,888	197,583	179,589
SA	21	19	2	111,104	130,137	166,500	137,676	91,689	104,634	150,000	116,924
TAS	7	6	1	145,957	166,997	180,624	171,707	128,544	144,900	159,131	148,956
VIC	32	23	9	169,729	186,766	196,462	184,427	148,657	159,707	170,820	159,217
WA	9	8	1	148,297	180,035	214,193	177,117	133,601	145,000	169,409	145,634

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	48	42	6	194,910	210,598	240,006	219,951	168,074	177,518	210,994	187,501
Category 2	24	19	5	182,950	194,812	211,811	196,943	151,386	162,268	178,455	164,767
Category 3	18	14	4	175,844	180,254	187,627	183,241	150,000	156,978	166,011	158,311
Category 4	19	18	1	141,740	153,772	178,500	161,813	125,730	134,999	153,150	136,461
Category 5	13	11	2	115,618	143,632	165,930	143,726	101,213	125,911	133,038	119,164
Category 6	10	10	0	97,400	108,342	119,301	111,104	81,411	91,428	93,790	92,136

# LEVEL 3

## ENGINEERING SERVICES – PARKS AND RESERVES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	70	55	15	161,939	189,814	212,659	184,250
Cash Component	70	55	15	135,747	161,925	174,120	156,058
Council Super Contribution	70	55	15	16,351	18,709	21,303	18,406
Motor Vehicle	44	35	9	9,451	12,250	16,400	13,571
Professional Development	10	8	2	500	800	1,200	1,205
Phone / Laptop	11	11	0	660	1,200	2,400	1,423
Rental / Home Assistance	2	2	0	18,200	19,500	20,800	19,500
Other	7	6	1	1,479	2,541	4,718	3,027
Bonus Paid	3	1	2	483	640	1,683	935

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	10	6	4	196,082	209,463	226,363	216,845	169,917	174,933	199,182	185,933
NT	1	1	0	-	152,400	-	152,400	-	120,000	-	120,000
QLD	17	12	5	168,600	208,218	230,710	193,804	137,771	168,485	190,745	159,960
SA	8	8	0	133,167	177,522	200,032	167,444	107,869	156,129	172,127	145,184
TAS	3	2	1	106,580	128,125	150,977	128,561	95,000	98,460	131,000	108,153
VIC	20	16	4	176,642	187,392	192,017	185,405	153,750	161,925	167,709	161,934
WA	11	10	1	140,890	161,858	212,659	168,060	115,991	128,013	161,125	136,436

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	29	25	4	192,017	212,659	225,274	213,656	164,430	178,103	197,011	182,871
Category 2	18	12	6	165,200	188,965	198,877	183,153	135,747	161,211	168,485	155,487
Category 3	9	5	4	170,474	178,848	191,301	179,761	141,052	147,053	167,921	151,898
Category 4	3	2	1	111,883	161,939	212,700	162,174	92,237	138,323	150,000	126,853
Category 5	6	6	0	106,580	117,280	128,125	118,119	95,000	101,328	107,120	99,993
Category 6	5	5	0	96,548	102,641	147,965	118,333	73,937	90,584	117,996	94,890



# LEVEL 3

## ENGINEERING SERVICES – PROJECT MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	55	43	12	164,000	188,186	223,857	193,126
Cash Component	55	43	12	142,940	161,013	184,985	164,522
Council Super Contribution	55	43	12	16,248	18,000	21,873	19,347
Motor Vehicle	30	23	7	10,000	12,450	20,000	13,939
Professional Development	14	12	2	500	1,040	2,280	1,397
Phone / Laptop	7	6	1	420	500	1,250	682
Rental / Home Assistance	1	1	0	-	18,200	-	18,200
Other	12	11	1	1,619	2,932	4,232	4,038
Bonus Paid	1	1	0	-	5,804	-	5,804

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	11	9	2	160,901	184,653	210,337	181,256	143,738	156,841	181,479	158,066
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	20	18	2	186,500	223,108	257,307	220,371	154,159	185,699	208,379	184,614
SA	6	5	1	163,958	166,107	168,919	162,749	132,708	145,325	150,000	139,786
TAS	1	1	0	-	128,344	-	128,344	-	109,621	-	109,621
VIC	16	9	7	161,850	173,816	192,539	180,317	142,260	150,634	165,850	155,386
WA	1	1	0	-	230,795	-	230,795	-	183,183	-	183,183

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	23	18	5	193,110	223,857	253,326	227,425	161,333	183,183	205,981	190,945
Category 2	11	7	4	164,000	188,186	210,908	191,210	147,000	158,318	181,479	163,237
Category 3	5	5	0	164,852	172,646	224,118	190,117	148,516	155,537	197,539	169,529
Category 4	8	5	3	121,583	164,531	171,506	150,921	104,213	143,339	153,421	132,015
Category 5	8	8	0	117,692	151,701	161,149	141,237	103,027	123,422	137,636	119,699
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 3

## ENGINEERING SERVICES – WASTE MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	62	49	13	166,232	193,282	216,733	187,281
Cash Component	62	49	13	142,813	163,037	176,903	159,659
Council Super Contribution	62	49	13	16,084	19,389	22,337	18,878
Motor Vehicle	32	25	7	9,900	12,000	19,543	13,753
Professional Development	10	8	2	1,000	1,140	2,500	1,698
Phone / Laptop	11	9	2	500	1,250	2,400	1,378
Rental / Home Assistance	2	2	0	18,200	19,500	20,800	19,500
Other	8	8	0	2,054	3,192	4,505	3,860
Bonus Paid	2	2	0	1,764	4,131	6,497	4,131

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	16	13	3	164,008	183,187	206,074	182,121	143,757	163,673	176,484	159,271
NT	2	2	0	144,913	145,652	146,390	145,652	123,720	127,802	131,883	127,802
QLD	19	16	3	184,676	206,734	229,347	197,489	145,000	165,568	197,000	165,556
SA	3	1	2	104,270	135,327	228,864	156,154	88,081	121,916	206,184	138,727
TAS	2	2	0	192,158	194,348	196,538	194,348	164,940	167,139	169,338	167,139
VIC	12	8	4	161,360	177,855	199,813	182,568	141,448	152,595	178,401	160,329
WA	8	7	1	174,605	202,010	224,984	200,743	143,150	162,250	171,861	159,369

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	28	22	6	197,101	206,597	232,880	215,044	166,193	176,722	203,691	184,507
Category 2	13	9	4	160,816	172,644	201,172	180,789	142,275	146,869	163,033	150,458
Category 3	9	8	1	173,607	175,709	193,544	183,342	142,304	158,296	172,886	160,145
Category 4	6	5	1	141,473	145,652	159,795	154,109	122,769	127,802	142,813	128,774
Category 5	4	4	0	69,737	111,504	153,728	111,618	60,555	98,528	138,494	99,026
Category 6	2	1	1	103,834	109,366	114,897	109,366	79,783	83,325	86,867	83,325

# LEVEL 3

## ENGINEERING SERVICES – WATER / WASTE WATER

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	47	42	5	180,466	196,000	230,352	208,459
Cash Component	47	42	5	150,029	165,584	193,926	173,718
Council Super Contribution	47	42	5	17,884	19,458	21,787	20,429
Motor Vehicle	34	31	3	10,500	17,375	22,000	17,077
Professional Development	12	10	2	1,140	2,850	3,750	2,498
Phone / Laptop	8	6	2	382	550	1,336	889
Rental / Home Assistance	1	0	1	-	18,200	-	18,200
Other	6	5	1	2,010	3,774	9,789	6,124
Bonus Paid	0	0	0	-	-	-	-

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	16	14	2	171,133	190,547	201,953	190,742	145,265	164,083	175,229	164,700
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	30	27	3	183,000	214,930	248,225	218,676	150,029	174,215	205,514	178,844
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	0	0	0	-	-	-	-	-	-	-	-
WA	1	1	0	-	185,399	-	185,399	-	164,218	-	164,218

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	22	18	4	197,027	221,485	273,135	237,733	170,158	185,639	223,626	198,079
Category 2	9	8	1	181,831	194,386	228,860	200,989	146,077	156,760	184,967	163,722
Category 3	8	8	0	170,884	177,802	185,199	176,704	139,792	151,615	159,527	150,576
Category 4	6	6	0	164,175	181,806	196,000	181,990	138,896	149,972	173,561	154,338
Category 5	1	1	0	-	150,627	-	150,627	-	125,911	-	125,911
Category 6	1	1	0	-	102,328	-	102,328	-	76,953	-	76,953

# LEVEL 3

## REGULATORY / STATUTORY SERVICES – BUILDING

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	33	29	4	158,194	172,373	189,881	180,446
Cash Component	33	29	4	129,260	151,538	169,453	154,924
Council Super Contribution	33	29	4	14,849	16,877	19,749	17,627
Motor Vehicle	16	14	2	10,000	10,500	15,250	13,250
Professional Development	4	4	0	500	800	1,000	775
Phone / Laptop	5	5	0	663	820	1,420	997
Rental / Home Assistance	2	2	0	5,000	11,837	18,674	11,837
Other	4	4	0	1,619	1,925	11,320	4,197
Bonus Paid	2	2	0	483	2,376	4,268	2,376

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	11	9	2	169,532	180,803	227,746	193,114	129,122	153,426	195,063	163,725
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	3	2	1	188,451	203,044	256,573	216,023	160,887	168,260	228,547	185,898
SA	2	2	0	150,597	170,007	189,416	170,007	125,926	148,286	170,645	148,286
TAS	2	2	0	137,900	150,703	163,506	150,703	109,000	125,548	142,096	125,548
VIC	9	9	0	165,326	169,832	193,239	177,743	143,203	150,982	173,296	156,260
WA	6	5	1	143,632	158,508	175,852	156,884	120,510	133,699	150,000	133,303

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	14	12	2	172,373	189,881	227,746	203,422	151,633	161,192	196,721	176,440
Category 2	1	1	0	-	196,477	-	196,477	-	174,646	-	174,646
Category 3	4	3	1	163,506	185,937	189,416	181,199	138,000	155,178	170,645	154,750
Category 4	7	6	1	150,597	153,325	170,866	159,986	125,730	129,122	151,538	136,362
Category 5	5	5	0	132,508	149,766	168,561	150,381	114,933	122,346	140,190	126,518
Category 6	2	2	0	137,900	156,876	175,852	156,876	109,000	130,776	152,552	130,776

# LEVEL 3

## REGULATORY / STATUTORY SERVICES – COMPLIANCE / LOCAL LAWS



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	90	63	27	158,252	181,885	205,126	181,581
Cash Component	90	63	27	133,560	158,708	177,625	156,252
Council Super Contribution	90	63	27	15,172	18,307	20,910	18,213
Motor Vehicle	46	33	13	8,000	12,018	16,000	12,384
Professional Development	10	6	4	500	1,075	2,000	1,696
Phone / Laptop	10	8	2	500	780	1,250	932
Rental / Home Assistance	2	1	1	-4,004	7,098	18,200	7,098
Other	10	8	2	1,619	2,009	2,860	3,023
Bonus Paid	5	4	1	492	1,639	3,447	1,903

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	15	15	0	175,709	215,404	233,100	210,457	158,296	177,782	209,906	183,469
NT	3	1	2	115,562	140,385	142,127	132,691	104,110	119,783	128,042	117,312
QLD	21	10	11	144,730	187,133	215,500	182,887	117,124	158,875	182,273	153,708
SA	7	7	0	138,991	162,655	193,752	167,843	111,704	137,527	172,686	147,321
TAS	5	3	2	107,272	152,793	195,750	151,767	95,004	132,575	166,159	130,980
VIC	30	20	10	163,018	184,580	195,311	182,001	142,851	158,942	169,978	158,185
WA	9	7	2	148,196	165,510	200,606	172,547	125,270	135,485	169,186	144,352

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	36	26	10	187,638	204,586	225,754	210,665	166,265	176,869	196,435	182,858
Category 2	16	10	6	160,507	186,066	205,953	183,569	140,700	160,104	171,744	155,638
Category 3	18	12	6	159,719	166,100	177,162	171,115	134,150	137,728	158,180	146,409
Category 4	10	7	3	115,562	141,256	163,018	143,941	104,110	123,913	138,323	126,910
Category 5	9	7	2	107,272	134,309	148,152	129,194	93,056	115,000	124,214	108,160
Category 6	1	1	0	-	138,991	-	138,991	-	111,704	-	111,704

# LEVEL 3

## REGULATORY / STATUTORY SERVICES – ECONOMIC / BUSINESS DEVELOPMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	84	43	41	161,711	177,501	193,211	178,233
Cash Component	84	43	41	135,370	151,810	170,518	152,328
Council Super Contribution	84	43	41	15,432	17,738	19,401	17,688
Motor Vehicle	46	25	21	9,104	11,950	16,100	12,864
Professional Development	13	8	5	550	1,500	4,500	2,245
Phone / Laptop	11	4	7	500	1,200	1,296	1,262
Rental / Home Assistance	2	1	1	13,884	16,042	18,200	16,042
Other	11	5	6	1,575	1,868	2,458	2,117
Bonus Paid	5	2	3	2,388	4,268	5,667	4,075

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	12	7	5	168,882	179,378	209,698	189,756	146,734	155,299	176,587	163,308
NT	1	0	1	-	212,486	-	212,486	-	176,259	-	176,259
QLD	19	11	8	160,925	180,961	217,700	185,221	123,283	160,206	182,590	152,626
SA	10	4	6	138,809	154,139	184,687	154,706	113,775	138,864	166,385	135,100
TAS	1	0	1	-	114,170	-	114,170	-	100,149	-	100,149
VIC	36	19	17	162,949	173,796	187,974	175,772	137,931	151,179	169,346	153,126
WA	5	2	3	175,563	180,085	221,297	194,761	139,354	152,000	182,665	159,207

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	29	15	14	181,116	194,740	218,592	201,639	151,997	171,036	183,390	172,996
Category 2	16	9	7	165,565	176,000	196,209	182,807	135,688	152,703	172,686	153,735
Category 3	19	10	9	162,600	175,091	180,961	171,091	137,341	152,000	161,572	148,071
Category 4	12	8	4	135,147	153,380	164,575	149,743	115,129	132,360	142,695	128,923
Category 5	7	1	6	114,170	144,917	168,055	150,655	100,149	117,260	142,082	124,462
Category 6	1	0	1	-	96,903	-	96,903	-	87,300	-	87,300

# LEVEL 3

## REGULATORY / STATUTORY SERVICES – ENVIRONMENTAL HEALTH



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	33	23	10	138,915	167,319	193,879	169,900
Cash Component	33	23	10	122,421	142,765	160,071	142,298
Council Super Contribution	33	23	10	13,940	17,342	20,121	17,224
Motor Vehicle	23	16	7	8,500	10,500	15,000	12,345
Professional Development	7	4	3	500	1,980	3,200	1,888
Phone / Laptop	9	4	5	438	840	1,950	1,255
Rental / Home Assistance	2	2	0	5,200	13,000	20,800	13,000
Other	4	4	0	345	1,896	3,900	2,009
Bonus Paid	1	0	1	-	640	-	640

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	6	4	2	165,146	195,430	226,360	192,554	139,321	166,820	183,355	165,385
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	5	3	2	131,506	171,015	199,428	166,576	108,538	151,574	166,519	140,337
SA	7	5	2	135,095	153,164	195,694	161,129	113,208	128,796	168,702	135,275
TAS	4	1	3	131,103	139,651	187,658	149,516	101,634	120,474	156,055	124,659
VIC	3	3	0	155,244	167,319	175,000	165,854	132,202	150,738	157,658	146,866
WA	8	7	1	143,308	180,387	196,799	174,371	122,800	144,824	158,547	139,459

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	9	6	3	169,167	192,063	216,576	195,433	151,156	154,609	179,224	164,780
Category 2	5	4	1	181,329	195,694	213,551	197,091	156,857	168,702	180,632	168,736
Category 3	5	4	1	151,764	172,646	180,387	167,389	129,626	142,765	151,695	141,081
Category 4	5	3	2	130,756	135,095	191,027	155,732	111,030	115,690	146,562	126,174
Category 5	8	6	2	133,262	142,235	153,220	143,223	111,817	123,221	128,629	119,817
Category 6	1	0	1	-	100,961	-	100,961	-	74,311	-	74,311



# LEVEL 3

## REGULATORY / STATUTORY SERVICES – STATUTORY PLANNING



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	115	70	45	163,644	186,366	207,065	188,312
Cash Component	115	70	45	140,743	159,091	176,078	160,624
Council Super Contribution	115	70	45	16,050	18,360	20,463	18,606
Motor Vehicle	68	47	21	9,662	11,893	15,132	12,628
Professional Development	16	9	7	500	1,000	1,600	1,125
Phone / Laptop	13	7	6	441	820	1,273	1,064
Rental / Home Assistance	3	2	1	2,400	16,000	20,800	13,067
Other	12	6	6	1,597	2,193	3,950	9,557
Bonus Paid	2	0	2	483	1,141	1,798	1,141

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	25	16	9	181,477	196,601	222,395	199,698	153,623	166,011	182,046	168,967
NT	1	1	0	-	208,840	-	208,840	-	172,975	-	172,975
QLD	16	9	7	185,671	203,664	227,407	211,481	146,225	166,929	189,826	174,713
SA	13	10	3	146,370	172,554	182,170	164,854	123,960	147,346	161,132	144,655
TAS	8	3	5	134,907	167,261	181,284	176,356	113,456	145,069	150,821	149,823
VIC	39	22	17	162,406	186,345	205,000	186,553	144,144	161,979	176,078	162,295
WA	13	9	4	142,579	184,495	198,295	172,411	122,932	147,000	164,348	143,889

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	39	24	15	190,947	206,230	230,539	212,807	162,484	177,897	190,869	183,075
Category 2	25	19	6	179,422	189,158	209,918	196,251	147,410	164,149	172,831	163,953
Category 3	21	14	7	168,788	181,716	188,620	185,748	144,045	155,655	166,112	159,499
Category 4	18	7	11	141,273	159,408	175,589	159,308	124,889	142,452	153,000	137,368
Category 5	11	5	6	121,334	135,875	158,245	140,682	105,182	116,494	125,911	117,420
Category 6	1	1	0	-	134,346	-	134,346	-	119,231	-	119,231

# LEVEL 3

## REGULATORY / STATUTORY SERVICES – STRATEGIC PLANNING



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	90	46	44	175,091	192,163	208,887	192,943
Cash Component	90	46	44	153,743	164,312	178,306	165,644
Council Super Contribution	90	46	44	17,050	19,200	21,814	19,426
Motor Vehicle	50	32	18	9,300	12,028	17,845	13,103
Professional Development	17	11	6	500	1,000	2,000	1,418
Phone / Laptop	10	7	3	653	1,220	1,250	1,369
Rental / Home Assistance	0	0	0	-	-	-	-
Other	6	4	2	2,100	2,326	3,000	2,603
Bonus Paid	5	3	2	650	1,780	5,057	2,639

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	17	9	8	175,258	196,601	218,555	198,532	153,775	165,597	192,740	171,001
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	17	9	8	178,908	201,500	226,776	204,845	157,566	164,489	185,771	174,319
SA	9	4	5	166,670	181,506	208,887	181,219	139,826	166,062	177,318	156,070
TAS	2	0	2	154,623	175,254	195,884	175,254	124,655	144,395	164,135	144,395
VIC	37	17	20	174,825	188,000	203,806	188,409	151,518	167,883	180,508	164,544
WA	8	7	1	186,647	205,418	209,230	194,357	152,836	162,484	166,248	157,001

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	43	23	20	188,676	203,608	213,994	206,858	162,484	173,118	185,342	178,211
Category 2	19	9	10	175,000	195,884	205,867	190,923	149,860	163,318	176,727	162,675
Category 3	15	9	6	172,646	177,238	208,632	186,075	149,121	157,740	166,062	159,739
Category 4	7	3	4	133,811	170,490	173,663	158,455	111,541	142,940	155,000	136,753
Category 5	5	2	3	150,956	158,245	172,680	161,103	128,674	134,385	142,943	135,524
Category 6	1	0	1	-	136,647	-	136,647	-	123,105	-	123,105

# LEVEL 3

## REGULATORY / STATUTORY SERVICES – TOURISM

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	19	6	13	114,112	137,305	169,067	141,004
Cash Component	19	6	13	99,343	111,223	142,888	118,715
Council Super Contribution	19	6	13	11,921	13,359	16,754	14,385
Motor Vehicle	8	2	6	9,590	13,213	15,300	13,050
Professional Development	4	1	3	500	3,750	4,923	3,231
Phone / Laptop	3	1	2	420	2,000	2,500	1,640
Rental / Home Assistance	2	0	2	8,060	10,920	13,780	10,920
Other	4	2	2	275	1,480	2,860	1,524
Bonus Paid	2	1	1	500	570	640	570

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	4	1	3	123,458	147,091	188,116	151,439	101,465	127,056	160,014	128,898
NT	1	0	1	-	106,880	-	106,880	-	91,162	-	91,162
QLD	5	3	2	114,110	149,713	181,964	148,372	96,775	101,683	145,572	117,275
SA	2	0	2	125,571	131,438	137,305	131,438	113,127	118,413	123,698	118,413
TAS	3	1	2	91,017	109,202	114,112	104,777	80,660	95,423	103,204	93,096
VIC	2	1	1	150,672	159,870	169,067	159,870	127,061	139,687	152,313	139,687
WA	2	0	2	137,831	163,818	189,805	163,818	110,725	133,482	156,238	133,482

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	6	4	2	169,067	181,964	188,116	178,662	142,888	151,157	156,238	150,433
Category 2	0	0	0	-	-	-	-	-	-	-	-
Category 3	0	0	0	-	-	-	-	-	-	-	-
Category 4	4	0	4	125,571	135,216	150,672	136,669	101,465	118,413	127,061	116,338
Category 5	6	2	4	109,202	121,654	137,831	124,737	95,423	100,513	110,725	102,101
Category 6	3	0	3	91,017	106,880	114,112	104,003	80,660	91,162	103,204	91,675

# LEVEL 4

## COMMUNITY SERVICES – AGED AND DISABILITY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	192	42	150	83,868	101,670	125,721	106,422
Cash Component	192	42	150	75,557	91,036	113,244	95,087
Council Super Contribution	192	42	150	8,311	10,014	12,727	10,734
Motor Vehicle	10	3	7	8,000	9,250	13,000	9,658
Professional Development	5	1	4	800	1,000	1,132	973
Phone / Laptop	17	3	14	520	520	963	698
Rental / Home Assistance	1	0	1	-	4,004	-	4,004
Other	4	0	4	889	1,193	2,730	1,501
Bonus Paid	1	0	1	-	10,000	-	10,000

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	5	0	5	103,230	118,097	133,089	118,147	93,425	106,394	117,330	105,581
NT	16	2	14	88,569	88,569	98,233	93,197	79,792	79,792	88,498	83,791
QLD	6	1	5	102,609	106,953	109,315	109,859	91,615	94,861	97,067	98,309
SA	35	3	32	85,908	90,000	118,144	101,923	77,395	81,081	106,436	91,613
TAS	3	2	1	102,651	118,509	129,673	116,944	91,245	105,341	115,265	103,950
VIC	107	32	75	79,180	113,079	130,358	110,052	71,333	101,156	117,440	98,402
WA	20	2	18	73,765	97,873	118,095	99,915	66,455	87,006	103,619	87,546

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	94	30	64	76,962	115,589	130,358	110,835	69,335	102,663	117,440	98,717
Category 2	39	5	34	85,908	92,042	125,763	105,072	77,395	82,921	113,300	94,416
Category 3	12	1	11	117,046	120,798	125,463	122,754	101,613	107,144	112,732	108,301
Category 4	29	5	24	88,569	96,697	108,536	99,130	79,792	87,114	97,781	89,211
Category 5	18	1	17	72,894	86,206	100,119	87,159	65,670	76,305	90,197	78,237
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## COMMUNITY SERVICES – ARTS / CULTURE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	225	73	152	102,539	120,343	133,108	119,708
Cash Component	225	73	152	91,248	104,459	118,598	105,992
Council Super Contribution	225	73	152	10,470	12,219	13,659	12,324
Motor Vehicle	13	5	8	6,007	10,278	16,534	11,107
Professional Development	6	1	5	1,000	1,000	1,500	1,100
Phone / Laptop	20	4	16	456	630	1,236	1,286
Rental / Home Assistance	3	1	2	20,800	20,800	20,800	20,800
Other	10	4	6	1,255	1,558	21,500	7,398
Bonus Paid	6	1	5	1,000	1,000	1,148	1,398

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	26	7	19	113,108	122,502	132,896	124,402	101,899	108,886	119,716	111,750
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	33	17	16	94,391	116,994	143,206	119,241	84,278	97,445	122,272	103,866
SA	22	8	14	92,140	108,525	121,046	109,659	82,598	97,586	109,050	98,257
TAS	21	7	14	94,412	105,259	108,278	103,967	83,445	91,331	95,046	91,475
VIC	99	28	71	113,079	128,423	135,479	124,443	101,873	115,035	122,053	111,605
WA	24	6	18	100,251	117,439	137,094	118,720	88,694	95,198	111,499	99,320

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	115	43	72	108,397	124,660	141,427	125,147	97,445	111,913	125,566	111,605
Category 2	48	14	34	100,304	106,208	126,478	113,099	90,149	94,704	113,626	100,734
Category 3	39	10	29	96,991	114,606	128,573	115,372	87,379	103,249	114,797	101,609
Category 4	19	5	14	93,446	114,593	132,613	116,069	82,773	99,415	103,562	97,371
Category 5	3	1	2	72,155	112,530	131,990	105,558	63,294	100,838	118,910	94,347
Category 6	1	0	1	-	92,140	-	92,140	-	82,598	-	82,598

# LEVEL 4

## COMMUNITY SERVICES – CHILDREN'S SERVICES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	258	14	244	82,884	107,168	130,358	110,657
Cash Component	258	14	244	74,670	95,729	116,114	98,666
Council Super Contribution	258	14	244	8,214	10,759	12,918	10,954
Motor Vehicle	21	1	20	8,000	8,500	12,433	9,228
Professional Development	13	0	13	1,000	1,000	1,000	1,000
Phone / Laptop	12	0	12	623	725	725	664
Rental / Home Assistance	1	0	1	-	20,605	-	20,605
Other	13	0	13	300	884	4,008	2,467
Bonus Paid	5	0	5	887	2,005	2,746	1,854

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	21	1	20	115,766	127,022	143,362	131,362	102,674	114,434	121,299	115,992
NT	5	0	5	96,781	96,782	102,675	99,139	87,190	87,191	92,500	89,314
QLD	2	0	2	95,112	109,188	123,264	109,188	84,921	88,291	91,660	88,291
SA	11	0	11	77,562	83,500	85,908	80,205	70,192	74,955	77,395	72,355
TAS	2	0	2	100,083	117,397	134,710	117,397	82,224	97,345	112,466	97,345
VIC	215	13	202	82,884	107,762	130,358	110,521	74,670	97,083	117,437	98,740
WA	2	0	2	96,388	98,971	101,554	98,971	85,881	88,686	91,490	88,686

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	190	11	179	81,300	103,220	130,358	109,743	73,243	92,991	116,114	97,927
Category 2	19	2	17	103,920	131,971	145,505	126,646	93,691	118,893	126,074	112,802
Category 3	10	1	9	109,374	122,862	141,773	126,009	98,535	110,507	126,266	109,170
Category 4	33	0	33	96,781	107,071	122,477	108,133	87,190	93,168	109,262	96,826
Category 5	0	0	0	-	-	-	-	-	-	-	-
Category 6	6	0	6	66,081	81,045	86,844	77,273	59,802	73,344	78,592	69,931

# LEVEL 4

## COMMUNITY SERVICES – COMMUNITY DEVELOPMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	278	67	211	102,782	118,745	140,675	122,692
Cash Component	278	67	211	91,796	104,926	123,473	108,174
Council Super Contribution	278	67	211	10,942	12,441	14,720	12,778
Motor Vehicle	27	10	17	8,500	13,703	15,000	12,270
Professional Development	16	0	16	550	1,000	1,040	1,704
Phone / Laptop	23	4	19	456	520	725	889
Rental / Home Assistance	4	0	4	2,000	18,200	20,800	14,800
Other	19	3	16	983	1,479	1,776	2,399
Bonus Paid	4	1	3	516	820	1,072	807

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	18	2	16	110,182	123,139	153,806	129,441	99,263	108,155	125,812	113,348
NT	4	1	3	84,410	89,369	149,850	103,250	73,257	80,513	135,000	92,321
QLD	60	12	48	97,682	109,568	140,707	121,164	85,821	97,445	123,112	104,572
SA	28	4	24	97,539	114,521	127,008	116,466	87,959	101,433	114,422	103,782
TAS	18	5	13	96,644	110,160	118,950	110,434	85,906	97,920	103,391	97,158
VIC	99	24	75	117,713	130,358	146,927	131,717	106,048	117,345	132,009	117,801
WA	51	19	32	101,824	109,239	126,787	113,860	90,195	95,835	107,158	99,440

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	145	45	100	112,372	128,944	147,499	131,357	99,110	115,697	130,000	115,941
Category 2	55	12	43	98,670	113,163	133,900	119,005	87,485	101,069	120,090	104,837
Category 3	32	7	25	100,686	115,570	133,707	116,952	87,204	102,594	115,454	102,895
Category 4	20	1	19	93,947	105,445	118,828	108,481	83,928	94,398	105,164	95,104
Category 5	17	2	15	91,421	101,759	117,519	102,256	81,773	91,675	102,005	89,880
Category 6	9	0	9	88,043	91,573	105,242	96,219	77,432	82,498	94,221	85,799



# LEVEL 4

## COMMUNITY SERVICES – COMMUNITY PLANNING

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	101	24	77	112,900	125,289	143,075	126,899
Cash Component	101	24	77	101,474	109,425	124,629	112,460
Council Super Contribution	101	24	77	11,148	12,455	14,070	12,539
Motor Vehicle	11	4	7	10,000	10,450	13,000	11,423
Professional Development	3	1	2	1,000	1,000	1,000	1,000
Phone / Laptop	8	3	5	693	1,240	3,500	1,983
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	7	0	7	300	300	2,730	3,793
Bonus Paid	3	0	3	750	1,000	2,971	1,574

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	11	4	7	128,388	148,384	193,881	159,106	115,665	133,680	174,668	141,110
NT	1	0	1	-	87,847	-	87,847	-	76,271	-	76,271
QLD	6	2	4	119,046	129,720	141,534	128,015	106,176	107,275	122,154	107,572
SA	13	2	11	100,622	113,084	126,911	114,744	90,515	101,607	114,199	102,521
TAS	3	3	0	79,216	105,259	148,169	110,881	70,414	91,331	121,946	94,564
VIC	61	12	49	113,079	125,679	141,982	125,127	101,873	113,224	126,544	112,203
WA	6	1	5	112,721	115,356	134,629	125,594	101,474	102,788	105,208	103,961

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	61	12	49	113,241	128,388	146,520	130,374	101,882	115,214	128,652	116,757
Category 2	16	7	9	114,139	122,681	148,277	125,848	101,328	109,689	127,120	110,800
Category 3	13	4	9	106,494	121,379	138,082	123,939	95,940	108,258	120,191	108,608
Category 4	7	0	7	98,864	113,084	128,058	117,524	88,796	101,607	114,427	98,541
Category 5	4	1	3	87,847	101,670	125,289	104,119	76,271	91,036	103,466	90,452
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## COMMUNITY SERVICES – LIBRARY SERVICES



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	287	55	232	90,000	107,164	125,763	109,277
Cash Component	287	55	232	81,081	94,864	110,511	96,988
Council Super Contribution	287	55	232	8,919	10,731	12,657	11,074
Motor Vehicle	21	4	17	10,000	10,500	12,620	11,760
Professional Development	10	2	8	1,000	1,040	1,210	1,068
Phone / Laptop	14	1	13	420	693	725	1,005
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	15	0	15	888	1,537	4,465	3,732
Bonus Paid	10	1	9	750	1,103	2,500	1,533

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	33	5	28	111,403	126,478	141,088	128,581	100,363	113,944	124,800	114,466
NT	8	0	8	107,000	110,829	149,850	123,823	90,925	95,056	133,850	107,432
QLD	41	3	38	96,330	107,889	131,681	115,455	86,228	96,773	112,134	100,499
SA	69	14	55	90,000	101,287	122,423	104,754	81,081	91,250	108,453	93,793
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	94	27	67	82,884	98,756	118,202	104,199	74,670	88,969	106,488	93,535
WA	42	6	36	94,518	106,342	116,966	104,103	85,085	94,576	100,468	90,819

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	145	39	106	86,259	109,138	128,182	111,651	77,350	97,445	114,020	98,873
Category 2	50	7	43	90,000	104,628	129,983	108,480	81,081	93,842	117,632	97,101
Category 3	48	8	40	101,287	109,378	126,740	113,931	90,462	98,688	109,631	101,174
Category 4	23	1	22	95,714	105,599	108,294	107,410	86,229	92,207	97,563	94,069
Category 5	21	0	21	70,686	88,382	96,914	86,194	63,681	79,623	87,310	77,336
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## COMMUNITY SERVICES – RECREATION / LEISURE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	304	157	147	101,322	119,987	143,255	122,143
Cash Component	304	157	147	91,164	105,073	122,561	106,920
Council Super Contribution	304	157	147	10,444	11,995	14,246	12,344
Motor Vehicle	53	27	26	8,230	10,500	13,000	10,941
Professional Development	13	10	3	800	1,000	1,290	1,032
Phone / Laptop	24	16	8	427	920	1,218	1,218
Rental / Home Assistance	4	2	2	20,800	20,800	20,800	20,800
Other	31	15	16	1,575	1,997	5,200	5,457
Bonus Paid	15	8	7	1,000	1,233	1,500	1,494

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	47	26	21	109,065	128,573	149,607	129,790	96,289	108,417	129,515	113,687
NT	5	1	4	102,538	106,221	174,841	132,196	86,879	90,081	147,122	111,616
QLD	29	15	14	105,984	123,780	155,562	129,967	94,206	106,176	135,877	110,596
SA	30	15	15	98,864	106,994	125,763	109,630	88,796	96,391	113,300	98,244
TAS	19	12	7	95,378	105,654	122,757	113,503	84,002	93,915	109,117	99,508
VIC	121	64	57	108,848	126,339	146,339	127,662	98,061	110,991	129,392	113,269
WA	53	24	29	93,443	101,355	120,170	107,709	83,734	91,152	98,140	91,540

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	136	73	63	109,469	132,269	151,562	131,487	97,047	113,744	131,616	114,599
Category 2	68	35	33	106,706	122,979	140,269	125,439	95,550	109,180	126,378	111,223
Category 3	48	25	23	103,348	116,056	129,254	117,663	93,106	103,507	115,362	103,920
Category 4	35	19	16	95,378	104,100	118,450	107,067	83,677	90,081	95,674	90,747
Category 5	13	4	9	68,127	74,636	94,932	81,042	61,376	67,240	85,524	72,786
Category 6	4	1	3	55,734	71,613	71,613	67,643	50,211	64,808	64,808	61,159

# LEVEL 4

## COMMUNITY SERVICES – YOUTH / FAMILY SERVICES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	178	46	132	96,781	112,882	135,573	114,926
Cash Component	178	46	132	87,190	101,507	121,828	102,395
Council Super Contribution	178	46	132	9,737	11,206	13,435	11,501
Motor Vehicle	10	2	8	8,500	9,250	13,000	9,738
Professional Development	4	0	4	1,000	1,000	1,156	1,039
Phone / Laptop	11	3	8	660	725	1,200	1,029
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	10	5	5	1,410	2,153	4,430	4,974
Bonus Paid	4	0	4	640	1,035	2,500	1,302

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	2	0	2	119,731	126,300	132,869	126,300	106,903	113,303	119,702	113,303
NT	17	11	6	96,781	96,781	99,685	107,094	87,190	87,190	89,806	95,095
QLD	3	2	1	61,606	102,262	107,418	90,429	53,730	91,024	96,773	80,509
SA	9	2	7	101,201	111,301	132,714	110,463	91,172	100,271	114,562	98,405
TAS	3	1	2	80,903	87,630	98,872	89,135	69,217	77,893	87,886	78,332
VIC	125	24	101	98,876	122,782	136,802	118,363	89,077	109,032	122,138	105,894
WA	19	6	13	97,270	105,788	114,845	108,184	86,083	94,198	102,174	93,903

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	109	26	83	100,481	121,026	135,573	118,171	89,273	106,571	122,138	105,745
Category 2	16	4	12	109,546	131,975	145,986	133,289	98,690	118,896	131,519	118,628
Category 3	10	2	8	107,608	121,257	134,629	117,384	94,198	103,968	118,090	101,306
Category 4	22	11	11	96,781	99,340	106,221	104,838	87,190	89,496	90,081	92,277
Category 5	21	3	18	79,562	92,081	103,680	93,495	70,365	82,956	93,109	83,757
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## CORPORATE SERVICES – ADMINISTRATION

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	275	40	235	85,301	94,279	107,152	100,148
Cash Component	275	40	235	76,848	84,020	95,671	89,129
Council Super Contribution	275	40	235	8,559	9,787	11,241	10,297
Motor Vehicle	11	8	3	3,500	12,650	17,068	10,884
Professional Development	3	1	2	119	500	1,080	566
Phone / Laptop	3	1	2	397	500	820	572
Rental / Home Assistance	3	2	1	2,600	18,200	40,000	20,267
Other	13	2	11	300	740	1,994	1,110
Bonus Paid	3	0	3	640	864	4,405	1,970

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	19	5	14	100,302	111,774	146,614	121,849	90,362	101,217	125,970	108,358
NT	11	1	10	78,692	78,692	83,484	81,111	70,894	70,894	75,211	73,074
QLD	73	11	62	87,193	95,873	114,093	108,093	77,851	85,601	101,869	94,645
SA	48	5	43	85,330	91,573	98,178	93,195	77,395	82,498	88,449	83,987
TAS	14	0	14	82,805	94,919	99,647	95,508	72,540	83,269	88,575	84,538
VIC	82	16	66	88,239	98,756	113,079	100,362	79,495	88,969	101,236	90,107
WA	28	2	26	67,724	86,838	96,357	85,796	61,012	77,720	86,808	76,258

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	118	20	98	89,631	100,592	116,490	109,883	80,749	89,237	103,441	97,706
Category 2	58	10	48	88,621	96,675	100,614	102,562	79,732	86,338	90,362	90,573
Category 3	28	3	25	83,969	90,560	98,064	95,241	74,972	81,586	88,346	85,233
Category 4	29	3	26	78,692	87,173	96,931	89,328	70,894	78,534	87,268	80,385
Category 5	26	3	23	67,034	73,904	84,490	76,853	60,391	66,311	74,010	68,701
Category 6	16	1	15	79,665	85,716	91,629	85,641	71,162	77,222	82,548	76,510

# LEVEL 4

## CORPORATE SERVICES – COMMUNICATION / MARKETING

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	238	73	165	109,510	121,046	140,519	125,445
Cash Component	238	73	165	97,655	108,781	124,873	111,365
Council Super Contribution	238	73	165	11,206	12,455	14,494	12,829
Motor Vehicle	12	4	8	9,290	12,173	15,000	12,265
Professional Development	12	5	7	1,000	1,000	1,250	1,659
Phone / Laptop	15	5	10	520	725	1,240	1,333
Rental / Home Assistance	2	1	1	20,800	20,800	20,800	20,800
Other	13	5	8	1,552	2,309	4,588	5,306
Bonus Paid	7	3	4	719	1,000	1,500	1,360

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	21	6	15	115,922	128,887	169,849	136,514	101,256	116,114	146,804	120,473
NT	5	2	3	98,195	118,269	139,565	118,758	85,657	102,972	117,239	101,753
QLD	34	9	25	103,057	112,352	126,472	120,915	94,702	100,120	113,939	105,926
SA	30	7	23	107,608	117,215	129,555	119,862	96,944	105,599	116,716	108,167
TAS	9	5	4	102,823	122,420	136,948	120,858	90,033	106,221	119,852	106,133
VIC	103	31	72	113,079	128,424	145,986	129,208	101,873	115,214	131,519	116,170
WA	36	13	23	107,824	114,572	126,193	119,225	96,191	100,634	109,062	102,749

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	129	47	82	113,079	124,880	145,790	129,098	100,054	112,143	130,314	114,900
Category 2	42	12	30	107,558	118,717	134,533	122,640	96,899	104,098	118,242	109,583
Category 3	37	6	31	109,593	122,038	140,876	127,037	98,313	109,050	125,053	113,359
Category 4	20	4	16	100,326	114,253	126,963	116,206	89,987	99,544	108,291	98,799
Category 5	7	3	4	92,081	102,144	110,816	103,802	82,956	88,821	100,838	91,372
Category 6	3	1	2	90,169	95,674	114,318	100,054	81,233	86,193	102,989	90,138

# LEVEL 4

## CORPORATE SERVICES – CORPORATE PLANNING / STRATEGIC POLICY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	143	55	88	125,763	141,739	157,230	148,778
Cash Component	143	55	88	112,143	124,333	137,547	131,763
Council Super Contribution	143	55	88	12,727	14,092	15,900	15,117
Motor Vehicle	18	8	10	10,000	11,615	16,000	12,729
Professional Development	3	1	2	500	600	1,000	700
Phone / Laptop	5	2	3	430	520	2,010	1,080
Rental / Home Assistance	1	0	1	-	18,200	-	18,200
Other	8	3	5	1,619	1,871	2,012	2,078
Bonus Paid	3	1	2	625	2,361	4,721	2,569

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	15	6	9	127,000	139,651	193,882	156,120	111,595	120,394	172,134	137,453
NT	1	1	0	-	156,300	-	156,300	-	130,000	-	130,000
QLD	23	8	15	123,241	163,328	190,748	167,040	110,037	129,261	164,197	143,577
SA	22	8	14	125,763	136,220	145,146	132,854	113,300	121,520	125,848	117,915
TAS	12	6	6	106,406	122,757	176,224	163,210	94,583	109,117	156,643	143,747
VIC	61	22	39	131,269	143,625	153,743	146,359	118,260	128,301	137,292	131,406
WA	9	4	5	110,168	114,355	131,635	125,123	99,068	101,474	117,369	112,574

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	97	37	60	129,598	146,413	164,044	152,352	115,887	128,108	146,968	135,126
Category 2	31	11	20	122,420	135,293	144,590	147,455	109,117	121,135	129,037	129,619
Category 3	9	4	5	124,862	132,710	136,163	132,248	112,488	118,767	119,878	118,288
Category 4	4	3	1	115,507	134,246	156,300	135,075	104,060	120,561	130,762	118,986
Category 5	2	0	2	90,525	97,766	105,006	97,766	81,554	88,077	94,600	88,077
Category 6	0	0	0	-	-	-	-	-	-	-	-



# LEVEL 4

## CORPORATE SERVICES – CUSTOMER SERVICE



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	217	40	177	84,684	103,220	126,563	107,638
Cash Component	217	40	177	75,790	92,581	111,869	96,032
Council Super Contribution	217	40	177	8,422	10,462	12,828	10,864
Motor Vehicle	10	3	7	10,000	10,840	17,068	12,440
Professional Development	8	3	5	1,000	1,000	1,217	1,035
Phone / Laptop	7	1	6	529	725	1,240	1,016
Rental / Home Assistance	1	0	1	-	2,600	-	2,600
Other	13	3	10	669	1,193	1,728	1,424
Bonus Paid	5	1	4	793	946	1,642	1,163

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	21	2	19	95,280	105,481	125,587	114,868	85,838	94,618	110,330	102,630
NT	1	1	0	-	139,090	-	139,090	-	120,267	-	120,267
QLD	23	6	17	91,445	105,048	130,992	111,700	81,647	92,207	108,470	96,904
SA	38	1	37	87,956	94,086	113,084	103,457	79,240	84,762	101,607	92,681
TAS	10	0	10	94,919	99,562	116,165	100,062	82,538	88,198	100,410	88,163
VIC	105	29	76	80,760	108,397	130,358	109,656	72,756	97,655	117,278	98,484
WA	19	1	18	71,943	93,791	115,126	94,273	64,299	80,163	97,519	83,705

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	94	30	64	82,884	115,090	140,378	115,559	74,670	103,548	123,091	103,048
Category 2	46	4	42	88,621	99,262	128,382	106,814	81,081	88,512	111,595	95,678
Category 3	29	3	26	102,158	109,378	128,634	113,375	92,035	97,519	109,162	100,377
Category 4	22	1	21	84,707	97,523	105,731	96,455	75,631	87,423	95,253	86,494
Category 5	18	2	16	73,605	77,751	99,309	83,235	66,311	70,046	89,468	74,239
Category 6	8	0	8	71,658	88,623	94,084	84,171	62,402	79,841	84,761	75,152

# LEVEL 4

## CORPORATE SERVICES – EXECUTIVE / PERSONAL ASSISTANT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	131	3	128	91,029	101,617	109,933	102,423
Cash Component	131	3	128	81,192	90,288	98,987	91,556
Council Super Contribution	131	3	128	9,720	10,301	11,165	10,600
Motor Vehicle	1	0	1	-	15,400	-	15,400
Professional Development	3	0	3	66	1,100	1,318	828
Phone / Laptop	2	0	2	420	470	520	470
Rental / Home Assistance	0	0	0	-	-	-	-
Other	11	0	11	300	1,118	1,479	1,464
Bonus Paid	2	0	2	640	1,633	2,626	1,633

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	5	0	5	92,396	103,571	105,159	99,736	83,239	93,307	94,738	89,852
NT	3	0	3	99,685	100,625	106,221	102,177	85,216	89,806	90,081	88,368
QLD	38	1	37	90,935	92,394	102,427	97,679	81,192	82,158	91,453	86,736
SA	20	1	19	102,083	108,525	112,059	105,434	91,967	97,770	100,553	94,819
TAS	2	0	2	87,965	98,407	108,848	98,407	76,491	85,957	95,423	85,957
VIC	43	0	43	98,084	103,398	113,079	108,543	88,364	93,151	101,873	97,752
WA	20	1	19	87,481	100,218	104,789	96,378	78,812	88,344	91,893	85,592

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	55	2	53	93,493	98,677	112,372	104,323	83,582	88,364	99,656	93,138
Category 2	21	0	21	101,617	109,876	112,389	109,840	91,547	98,987	101,251	98,740
Category 3	25	1	24	86,871	92,977	104,999	97,551	77,689	83,015	93,229	87,045
Category 4	14	0	14	89,063	102,286	108,525	99,839	79,967	89,987	97,770	89,049
Category 5	11	0	11	87,965	101,759	108,848	98,435	76,491	91,675	95,423	87,993
Category 6	5	0	5	82,089	88,370	100,585	90,744	73,751	79,613	89,940	81,399

# LEVEL 4

## CORPORATE SERVICES – FINANCE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	326	126	200	110,216	128,186	146,903	129,633
Cash Component	326	126	200	97,655	114,296	129,346	113,976
Council Super Contribution	326	126	200	11,378	13,129	15,046	13,411
Motor Vehicle	32	15	17	9,043	12,345	16,527	12,685
Professional Development	14	8	6	1,000	1,000	1,318	1,865
Phone / Laptop	21	10	11	420	725	1,620	1,053
Rental / Home Assistance	6	1	5	18,200	20,800	20,800	19,933
Other	28	5	23	730	1,683	4,104	5,649
Bonus Paid	12	5	7	824	1,000	1,461	1,250

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	36	18	18	123,000	134,702	156,728	141,624	110,238	119,818	133,817	123,948
NT	10	5	5	91,225	109,209	126,290	109,502	82,185	94,751	112,855	97,116
QLD	67	19	48	102,262	123,709	152,101	131,025	91,024	109,817	130,885	113,709
SA	44	17	27	101,358	121,744	145,081	122,141	91,314	109,679	129,474	109,537
TAS	10	3	7	89,363	109,079	118,345	105,117	79,189	89,897	104,730	90,416
VIC	104	46	58	120,679	135,923	146,617	134,104	108,719	122,453	131,541	119,784
WA	55	18	37	107,603	124,805	146,903	125,744	95,408	104,615	122,594	107,692

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	142	62	80	123,709	137,001	158,830	140,669	109,425	122,724	134,875	123,919
Category 2	56	22	34	114,812	134,708	146,386	132,859	103,434	119,998	130,525	116,192
Category 3	50	19	31	107,603	132,492	145,015	128,055	94,263	119,314	128,563	113,437
Category 4	42	16	26	99,454	117,536	138,056	119,321	89,598	104,101	113,302	102,846
Category 5	25	5	20	82,649	98,865	114,111	96,973	74,414	87,053	101,646	86,349
Category 6	11	2	9	82,204	88,370	101,618	91,510	74,393	79,189	91,548	82,070

# LEVEL 4

## CORPORATE SERVICES – GOVERNANCE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	122	25	97	109,298	124,838	145,368	127,331
Cash Component	122	25	97	97,108	108,532	128,108	112,116
Council Super Contribution	122	25	97	10,831	12,594	14,584	12,852
Motor Vehicle	16	7	9	8,000	10,547	14,000	11,043
Professional Development	6	3	3	1,000	1,000	1,080	1,097
Phone / Laptop	8	3	5	543	981	2,750	1,667
Rental / Home Assistance	2	0	2	20,800	20,800	20,800	20,800
Other	7	2	5	889	1,619	21,500	7,165
Bonus Paid	4	1	3	1,000	1,162	1,500	1,206

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	18	3	15	105,105	118,930	132,902	120,317	95,118	107,144	116,114	107,701
NT	1	0	1	-	96,781	-	96,781	-	87,190	-	87,190
QLD	17	8	9	111,064	152,182	170,009	142,248	98,592	129,533	137,969	122,110
SA	20	2	18	98,177	111,987	135,138	117,001	88,448	100,754	118,897	103,902
TAS	1	0	1	-	125,261	-	125,261	-	108,686	-	108,686
VIC	48	11	37	116,512	132,677	146,451	133,855	104,966	117,834	131,938	119,646
WA	17	1	16	99,280	113,211	131,259	115,495	87,336	97,537	104,808	96,870

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	57	14	43	114,123	137,055	152,536	136,726	102,665	122,053	132,925	120,467
Category 2	28	4	24	105,176	117,123	135,327	120,174	94,967	105,517	117,328	106,891
Category 3	16	3	13	104,935	122,247	139,930	122,808	94,536	107,831	125,350	107,959
Category 4	13	3	10	114,787	119,765	139,950	126,145	99,577	106,403	116,409	107,386
Category 5	5	1	4	83,339	105,572	111,750	99,150	75,081	95,110	100,675	89,324
Category 6	3	0	3	84,527	91,573	99,535	91,878	76,495	82,498	89,671	82,888

# LEVEL 4

## CORPORATE SERVICES – HUMAN RESOURCES / ORGANISATIONAL DEVELOPMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	275	40	235	113,040	128,845	150,101	132,578
Cash Component	275	40	235	100,614	115,261	130,928	116,805
Council Super Contribution	275	40	235	11,451	12,883	15,000	13,332
Motor Vehicle	31	8	23	10,000	11,240	16,000	12,384
Professional Development	16	1	15	1,000	1,000	1,040	974
Phone / Laptop	21	3	18	379	725	1,238	1,161
Rental / Home Assistance	5	1	4	19,500	20,800	20,800	20,280
Other	29	5	24	1,183	1,619	4,656	5,034
Bonus Paid	8	1	7	1,000	1,000	1,891	1,477

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	32	4	28	112,869	139,134	174,580	142,970	100,902	123,635	151,378	126,823
NT	8	0	8	89,897	107,980	121,266	113,221	80,989	91,610	106,647	98,377
QLD	57	9	48	104,565	115,488	139,541	125,854	93,019	103,114	123,373	108,751
SA	20	2	18	104,045	117,735	138,010	121,429	93,495	106,068	124,333	108,903
TAS	9	2	7	102,982	122,420	128,837	118,953	91,141	106,221	111,805	104,228
VIC	123	19	104	125,679	136,947	152,699	139,052	112,319	123,376	134,850	124,535
WA	26	4	22	97,683	117,446	148,595	123,147	88,003	101,112	112,813	101,669

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	146	22	124	122,286	138,411	163,324	142,114	109,032	123,514	142,082	125,921
Category 2	48	4	44	115,689	130,269	140,634	132,711	104,747	117,624	126,435	116,827
Category 3	39	7	32	103,348	116,009	135,223	119,155	93,106	103,858	118,228	106,170
Category 4	32	5	27	94,228	112,638	129,214	114,897	84,649	96,893	104,542	96,848
Category 5	8	2	6	82,370	102,219	126,309	102,799	74,208	91,504	107,281	89,326
Category 6	2	0	2	95,674	97,005	98,335	97,005	86,193	87,392	88,590	87,392

# LEVEL 4

## CORPORATE SERVICES – INFORMATION TECHNOLOGY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	450	311	139	113,322	129,462	151,190	132,133
Cash Component	450	311	139	100,772	114,296	130,885	116,603
Council Super Contribution	450	311	139	11,357	13,010	15,065	13,469
Motor Vehicle	37	33	4	8,580	11,230	13,500	11,585
Professional Development	19	15	4	1,000	1,000	1,000	1,040
Phone / Laptop	36	28	8	456	725	1,238	1,256
Rental / Home Assistance	9	6	3	20,800	20,800	20,800	17,599
Other	41	29	12	1,354	1,619	12,020	6,707
Bonus Paid	20	13	7	1,000	1,000	2,149	1,531

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	59	42	17	114,606	133,164	150,101	138,053	103,249	118,000	132,896	122,179
NT	6	3	3	113,494	123,213	129,462	119,077	96,404	106,138	112,855	103,212
QLD	70	56	14	113,040	128,512	158,946	136,447	100,618	112,165	135,670	119,311
SA	43	29	14	105,246	127,613	141,545	124,885	94,816	114,967	125,849	111,290
TAS	16	10	6	105,756	119,536	146,144	127,026	93,596	103,316	128,488	112,019
VIC	193	134	59	113,968	131,106	151,826	133,288	102,454	118,090	136,780	119,487
WA	63	37	26	112,919	127,864	143,030	125,740	94,946	103,784	119,312	105,604

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	244	167	77	116,002	136,520	158,030	139,779	103,784	121,413	138,411	123,943
Category 2	82	55	27	114,812	129,462	140,859	128,637	102,780	114,299	125,856	114,652
Category 3	65	44	21	114,488	124,674	137,873	122,967	100,454	107,851	120,589	109,034
Category 4	41	28	13	104,574	122,652	147,601	122,115	93,222	99,421	113,989	100,794
Category 5	15	14	1	84,203	97,759	116,657	100,181	75,859	89,468	105,096	89,238
Category 6	3	3	0	80,650	107,736	114,533	100,973	72,658	94,093	102,949	89,900

# LEVEL 4

## CORPORATE SERVICES – LEGAL

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	27	13	14	137,388	145,100	196,311	163,218
Cash Component	27	13	14	122,668	130,721	172,992	144,928
Council Super Contribution	26	12	14	14,043	15,863	21,308	17,242
Motor Vehicle	2	1	1	12,000	15,750	19,500	15,750
Professional Development	6	4	2	500	500	1,200	783
Phone / Laptop	1	1	0	-	1,236	-	1,236
Rental / Home Assistance	0	0	0	-	-	-	-
Other	2	1	1	2,329	4,058	5,787	4,058
Bonus Paid	1	0	1	-	628	-	628

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	4	1	3	145,100	169,534	235,055	179,806	125,604	152,695	211,761	160,689
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	13	6	7	132,253	190,609	217,255	175,482	118,083	163,278	187,456	154,179
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	2	2	0	130,849	135,853	140,857	135,853	122,219	126,534	130,849	126,534
VIC	5	2	3	111,377	141,708	143,120	130,140	100,340	127,665	128,937	117,244
WA	3	2	1	138,147	171,954	173,893	161,331	123,899	146,827	155,958	142,228

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	18	8	10	141,708	182,251	216,129	176,100	127,665	159,618	180,376	155,897
Category 2	5	2	3	119,861	140,857	153,432	137,488	107,983	122,219	135,089	121,672
Category 3	4	3	1	104,270	136,711	171,954	137,412	94,115	128,800	146,827	124,635
Category 4	0	0	0	-	-	-	-	-	-	-	-
Category 5	0	0	0	-	-	-	-	-	-	-	-
Category 6	0	0	0	-	-	-	-	-	-	-	-



# LEVEL 4

## CORPORATE SERVICES – PAYROLL

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	66	10	56	95,057	105,927	128,845	114,131
Cash Component	66	10	56	84,651	95,430	116,077	101,380
Council Super Contribution	66	10	56	9,798	11,501	13,332	11,946
Motor Vehicle	2	0	2	10,450	11,725	13,000	11,725
Professional Development	2	0	2	1,000	1,499	1,998	1,499
Phone / Laptop	3	0	3	397	725	1,240	787
Rental / Home Assistance	1	0	1	-	2,600	-	2,600
Other	11	0	11	662	1,118	2,000	1,972
Bonus Paid	2	1	1	640	802	963	802

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	6	3	3	116,259	125,830	174,849	137,588	104,738	112,306	147,313	120,996
NT	2	0	2	93,963	99,145	104,327	99,145	84,651	86,543	88,434	86,543
QLD	18	1	17	93,081	102,045	115,744	107,937	83,108	91,067	103,343	96,150
SA	7	0	7	91,573	98,864	123,762	102,459	82,498	88,796	111,497	92,665
TAS	3	1	2	91,224	94,191	120,995	102,137	80,729	80,871	104,985	88,862
VIC	23	4	19	103,398	124,664	138,048	123,195	93,151	112,310	124,368	109,944
WA	7	1	6	74,925	89,333	123,039	101,260	67,240	80,480	103,452	88,194

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	26	7	19	102,427	126,755	144,682	126,487	91,453	114,194	129,994	112,735
Category 2	11	1	10	117,713	123,762	129,842	125,724	104,985	109,680	116,975	111,049
Category 3	12	0	12	93,429	101,373	118,638	104,895	83,796	91,014	102,761	93,225
Category 4	9	2	7	94,312	98,995	105,858	101,122	82,690	88,796	94,706	89,471
Category 5	5	0	5	77,064	94,191	101,540	90,280	69,427	80,871	91,414	80,510
Category 6	3	0	3	74,272	74,925	91,573	80,257	62,500	66,912	82,498	70,637

# LEVEL 4

## CORPORATE SERVICES – PROCUREMENT / CONTRACTS

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	135	68	67	104,314	124,276	141,451	124,712
Cash Component	135	68	67	93,106	110,492	122,903	109,902
Council Super Contribution	135	68	67	10,501	12,679	15,062	12,867
Motor Vehicle	16	9	7	10,250	10,865	14,500	11,533
Professional Development	4	2	2	600	1,000	1,080	920
Phone / Laptop	5	3	2	357	725	4,050	1,908
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	13	8	5	1,159	1,429	3,280	3,370
Bonus Paid	3	1	2	500	1,000	1,324	941

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	22	17	5	107,879	134,435	138,440	130,986	97,188	115,261	123,177	115,206
NT	1	0	1	-	102,675	-	102,675	-	92,500	-	92,500
QLD	32	17	15	95,319	113,373	138,578	119,096	85,106	101,528	120,417	103,323
SA	16	8	8	106,522	123,187	133,370	121,288	95,830	111,845	120,153	108,812
TAS	4	2	2	105,654	124,174	139,002	123,251	93,915	109,402	120,609	108,332
VIC	41	16	25	117,454	130,253	152,357	131,155	105,814	117,345	135,647	117,480
WA	19	8	11	96,040	109,756	133,969	117,352	85,881	94,211	113,000	100,651

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	60	34	26	114,833	133,506	155,182	136,236	102,989	117,151	134,319	119,000
Category 2	29	17	12	111,002	126,339	137,292	126,228	99,398	113,819	122,393	113,173
Category 3	21	10	11	95,470	113,706	129,795	116,491	85,623	102,438	115,631	103,187
Category 4	16	3	13	101,242	108,240	125,148	111,639	90,843	97,513	106,679	97,511
Category 5	9	4	5	76,171	87,586	91,780	85,419	67,673	77,214	82,082	76,396
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## CORPORATE SERVICES – RATES / REVENUE

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	134	39	95	98,178	113,079	131,746	117,116
Cash Component	134	39	95	88,449	101,660	117,440	103,475
Council Super Contribution	134	39	95	9,787	11,660	13,979	12,125
Motor Vehicle	12	5	7	9,050	11,573	14,500	11,458
Professional Development	7	3	4	500	1,000	1,264	935
Phone / Laptop	7	4	3	397	500	1,236	673
Rental / Home Assistance	1	0	1	-	18,200	-	18,200
Other	10	2	8	1,100	1,236	2,509	3,607
Bonus Paid	2	1	1	926	945	963	945

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	12	4	8	119,220	144,808	164,865	145,354	106,546	118,264	142,513	127,350
NT	2	0	2	95,906	122,878	149,850	122,878	86,402	110,701	135,000	110,701
QLD	26	5	21	95,331	102,146	119,046	110,935	85,117	91,202	106,291	96,053
SA	18	4	14	98,178	99,684	123,762	108,575	88,449	89,806	111,497	97,025
TAS	3	2	1	107,143	108,899	113,163	109,735	93,168	94,489	100,589	96,082
VIC	54	20	34	100,918	120,671	136,367	119,749	90,918	107,780	120,193	106,975
WA	19	4	15	93,788	112,854	125,039	108,905	84,494	100,207	103,452	95,125

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	57	21	36	98,756	119,645	148,057	125,974	88,969	107,405	128,652	111,263
Category 2	23	4	19	101,188	123,762	137,503	123,223	90,347	107,809	117,677	107,374
Category 3	22	6	16	103,104	114,474	133,305	116,527	92,587	101,936	112,319	102,956
Category 4	15	4	11	94,374	107,147	120,434	105,633	84,751	96,529	105,503	94,707
Category 5	13	4	9	74,774	81,243	102,706	88,531	67,240	73,192	90,849	79,168
Category 6	4	0	4	84,527	94,847	105,678	94,975	76,495	85,448	91,894	84,821

# LEVEL 4

## CORPORATE SERVICES – RECORDS MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	78	8	70	94,175	102,969	118,668	107,829
Cash Component	78	8	70	84,579	91,344	105,313	95,352
Council Super Contribution	78	8	70	9,332	10,565	12,345	11,176
Motor Vehicle	3	0	3	8,580	10,450	13,705	10,912
Professional Development	3	1	2	1,000	1,080	3,605	1,895
Phone / Laptop	4	1	3	204	983	3,500	1,417
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	13	3	10	575	1,150	1,677	2,812
Bonus Paid	5	0	5	695	1,000	2,341	1,414

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	13	2	11	95,982	108,616	122,156	109,230	86,470	97,852	107,568	96,960
NT	2	1	1	99,685	100,155	100,625	100,155	85,216	87,511	89,806	87,511
QLD	14	0	14	87,539	98,600	109,432	101,206	78,864	87,639	97,319	90,137
SA	15	1	14	84,527	98,864	112,187	98,767	76,495	88,796	101,069	88,959
TAS	2	0	2	102,645	104,613	106,581	104,613	89,063	89,697	90,330	89,697
VIC	21	4	17	99,906	119,337	141,970	119,515	90,005	104,684	126,070	106,059
WA	11	0	11	86,283	107,965	113,370	106,628	77,732	94,946	96,898	90,820

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	21	2	19	100,239	107,965	145,791	118,931	89,810	95,969	126,067	105,500
Category 2	14	2	12	102,645	111,692	118,668	112,711	89,063	99,649	106,305	100,172
Category 3	15	2	13	94,728	109,921	119,731	107,332	85,083	96,898	106,903	95,942
Category 4	17	2	15	87,191	98,864	101,071	100,754	78,358	86,682	91,055	86,921
Category 5	7	0	7	76,694	86,283	106,581	92,532	69,094	77,732	93,713	82,166
Category 6	4	0	4	84,527	88,362	103,380	91,158	76,495	79,606	91,894	81,900

# LEVEL 4

## CORPORATE SERVICES – RISK MANAGEMENT



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	68	25	43	113,047	124,922	146,150	127,803
Cash Component	68	25	43	99,674	110,776	127,525	112,227
Council Super Contribution	68	25	43	11,137	12,485	14,171	12,834
Motor Vehicle	10	5	5	8,500	10,927	14,000	11,381
Professional Development	4	3	1	1,000	1,000	2,810	1,453
Phone / Laptop	9	5	4	456	820	2,370	1,448
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	6	2	4	1,485	1,974	4,682	5,495
Bonus Paid	3	2	1	603	640	1,000	748

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	8	3	5	116,807	127,944	151,512	132,096	105,463	115,523	131,238	117,813
NT	1	1	0	-	120,547	-	120,547	-	102,536	-	102,536
QLD	11	5	6	113,040	123,904	157,200	129,374	100,618	110,287	129,163	109,969
SA	7	4	3	109,195	114,630	141,920	123,084	97,063	103,434	127,856	110,820
TAS	4	3	1	81,818	105,709	164,627	114,466	72,002	91,360	146,335	100,264
VIC	30	7	23	113,079	131,957	146,034	130,205	101,873	115,424	127,912	116,017
WA	7	2	5	120,909	124,850	135,706	123,510	94,946	105,162	112,143	102,777

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	31	12	19	122,463	135,706	152,552	137,797	109,426	117,440	129,533	121,206
Category 2	12	5	7	115,781	126,670	147,560	131,416	104,869	114,376	132,937	118,483
Category 3	10	1	9	114,630	127,085	141,920	125,211	103,270	110,662	121,823	108,815
Category 4	9	4	5	94,978	103,422	116,284	106,974	85,180	93,173	96,838	90,518
Category 5	5	2	3	92,103	102,290	115,664	103,565	80,197	91,036	100,479	90,477
Category 6	1	1	0	-	109,195	-	109,195	-	97,063	-	97,063

# LEVEL 4

## CORPORATE SERVICE – VALUATIONS / PROPERTY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	64	26	38	118,034	145,311	155,043	139,311
Cash Component	64	26	38	105,888	123,543	136,273	122,277
Council Super Contribution	64	26	38	11,659	13,835	15,658	13,921
Motor Vehicle	13	5	8	10,225	13,000	17,227	13,519
Professional Development	8	5	3	1,000	1,000	1,000	1,013
Phone / Laptop	7	3	4	397	725	1,236	1,229
Rental / Home Assistance	0	0	0	-	-	-	-
Other	3	2	1	1,619	2,440	2,691	2,250
Bonus Paid	3	2	1	606	1,324	1,500	1,143

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	12	7	5	118,746	132,762	149,633	135,297	106,978	114,898	134,208	120,485
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	11	4	7	109,315	163,412	174,268	155,484	97,067	135,877	155,250	130,081
SA	8	3	5	107,645	114,268	147,848	125,451	96,977	103,717	133,196	112,531
TAS	1	0	1	-	87,965	-	87,965	-	76,491	-	76,491
VIC	30	12	18	119,337	145,845	152,888	140,107	107,511	130,983	136,527	124,358
WA	2	0	2	134,290	143,605	152,919	143,605	120,558	120,770	120,982	120,770

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	33	14	19	138,844	151,826	164,677	151,069	121,593	135,627	138,798	131,635
Category 2	12	4	8	107,188	117,448	138,133	122,821	96,137	105,809	120,556	110,086
Category 3	15	7	8	122,123	134,290	148,285	136,453	110,021	120,558	132,081	119,510
Category 4	2	0	2	103,422	105,884	108,345	105,884	93,173	95,391	97,608	95,391
Category 5	2	1	1	87,965	99,091	110,216	99,091	76,491	88,665	100,838	88,665
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## CORPORATE SERVICES – WORKPLACE HEALTH & SAFETY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	128	66	62	105,393	119,518	138,885	125,613
Cash Component	128	66	62	94,978	105,210	119,682	110,458
Council Super Contribution	128	66	62	10,826	12,165	13,763	12,695
Motor Vehicle	19	13	6	9,756	10,500	15,000	11,636
Professional Development	7	5	2	1,000	1,000	1,080	1,011
Phone / Laptop	10	4	6	397	510	725	1,070
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	16	12	4	1,113	1,376	4,856	3,455
Bonus Paid	7	2	5	1,000	1,500	2,056	1,593

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	19	10	9	113,679	132,896	157,167	137,696	100,537	113,308	134,216	119,972
NT	2	2	0	124,217	129,556	134,895	129,556	105,727	111,145	116,562	111,145
QLD	33	19	14	102,480	114,879	134,288	124,056	91,500	101,726	112,163	108,024
SA	21	7	14	94,644	104,970	122,866	110,075	84,994	93,977	110,690	99,060
TAS	4	3	1	102,651	126,580	174,383	132,548	91,245	111,097	146,335	114,943
VIC	38	18	20	113,079	124,200	143,625	129,308	101,873	111,812	129,392	115,893
WA	11	7	4	105,903	119,645	134,528	123,078	95,408	104,101	114,125	102,555

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	54	32	22	115,488	127,531	150,622	135,512	103,114	110,455	134,216	119,682
Category 2	29	14	15	105,598	119,390	137,361	124,408	95,347	105,512	119,585	108,903
Category 3	21	10	11	107,232	117,672	138,885	125,112	96,265	104,909	125,122	109,914
Category 4	13	6	7	98,291	114,696	121,345	113,539	88,141	101,267	105,244	97,522
Category 5	8	3	5	93,544	98,956	105,271	98,725	83,254	89,149	94,229	88,466
Category 6	3	1	2	80,826	84,527	94,493	86,615	72,816	76,495	84,588	77,966

# LEVEL 4

## ENGINEERING SERVICES – ASSETS

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	206	144	62	113,079	129,117	147,533	131,632
Cash Component	206	144	62	100,453	113,790	129,392	115,408
Council Super Contribution	206	144	62	11,445	13,122	15,230	13,498
Motor Vehicle	42	37	5	8,084	10,500	13,000	10,769
Professional Development	11	8	3	600	1,000	1,080	1,025
Phone / Laptop	13	8	5	561	806	1,218	1,284
Rental / Home Assistance	1	1	0	-	20,800	-	20,800
Other	15	12	3	1,354	4,139	4,566	4,026
Bonus Paid	6	5	1	640	875	1,233	1,143

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	31	28	3	127,638	142,917	150,471	141,624	112,477	119,363	129,486	122,042
NT	2	1	1	112,513	137,182	161,850	137,182	96,797	115,899	135,000	115,899
QLD	37	26	11	113,085	134,663	170,889	140,008	100,292	117,058	138,613	120,813
SA	21	16	5	112,713	128,678	146,475	127,808	101,543	115,926	129,707	114,610
TAS	3	2	1	122,739	124,771	126,397	124,636	106,492	109,290	109,686	108,489
VIC	78	51	27	108,397	127,160	149,684	128,840	97,655	113,983	131,591	114,829
WA	34	20	14	109,269	119,090	131,917	122,464	94,946	104,414	114,125	105,881

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	111	77	34	115,744	138,382	155,512	138,063	101,873	119,295	135,686	120,515
Category 2	33	25	8	119,080	129,555	141,567	129,128	105,405	116,716	125,092	114,753
Category 3	36	23	13	115,970	126,307	138,004	127,591	103,022	111,367	122,136	111,989
Category 4	18	13	5	103,417	122,100	127,305	119,952	93,168	107,641	114,175	104,606
Category 5	8	6	2	87,604	97,500	103,839	97,196	78,923	87,838	93,548	86,939
Category 6	0	0	0	-	-	-	-	-	-	-	-



# LEVEL 4

## ENGINEERING SERVICES – BUILDING / PROPERTY SERVICES



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	215	157	58	105,572	122,721	142,525	125,031
Cash Component	215	157	58	93,146	107,006	123,555	109,383
Council Super Contribution	215	157	58	10,919	12,768	14,834	13,109
Motor Vehicle	37	34	3	8,250	11,240	13,500	11,675
Professional Development	5	5	0	500	1,000	1,500	1,000
Phone / Laptop	21	17	4	427	725	1,238	1,267
Rental / Home Assistance	3	2	1	4,000	18,200	20,800	10,331
Other	19	15	4	1,118	1,485	1,776	2,704
Bonus Paid	7	6	1	694	1,058	1,075	1,205

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	21	19	2	120,682	126,790	182,299	145,351	105,343	113,944	149,709	124,851
NT	1	1	0	-	137,854	-	137,854	-	120,267	-	120,267
QLD	41	30	11	105,627	118,668	145,882	128,431	92,090	105,511	117,853	110,881
SA	19	13	6	88,475	111,068	137,980	111,695	73,851	100,061	122,261	99,181
TAS	9	6	3	105,654	112,698	129,973	115,758	85,819	96,548	104,960	96,665
VIC	93	64	29	104,785	128,342	146,333	125,087	94,321	113,224	131,113	111,722
WA	31	24	7	100,908	113,368	130,356	117,054	85,697	98,595	110,580	99,500

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	114	86	28	108,895	126,851	150,546	130,470	95,671	111,468	134,850	114,616
Category 2	31	24	7	105,654	122,247	137,980	119,948	93,915	109,117	121,201	105,600
Category 3	39	29	10	110,084	124,980	145,700	125,783	93,177	106,903	120,957	107,887
Category 4	21	13	8	93,982	113,717	126,506	113,771	84,471	100,061	108,535	99,345
Category 5	9	5	4	87,257	101,759	107,620	100,533	77,068	91,036	96,955	89,154
Category 6	1	0	1	-	90,148	-	90,148	-	81,214	-	81,214

# LEVEL 4

## ENGINEERING SERVICES – CAPITAL WORKS



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	138	116	22	111,931	128,895	151,968	133,016
Cash Component	138	116	22	98,763	112,847	131,519	115,875
Council Super Contribution	138	116	22	11,366	13,256	15,605	13,459
Motor Vehicle	35	33	2	8,143	11,075	15,000	11,452
Professional Development	10	10	0	1,000	1,296	1,511	1,257
Phone / Laptop	22	21	1	500	626	1,000	1,051
Rental / Home Assistance	2	2	0	18,200	18,200	18,200	18,200
Other	10	10	0	1,868	4,278	4,396	3,526
Bonus Paid	4	4	0	500	728	1,266	806

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	23	21	2	104,381	134,976	150,044	136,727	94,037	111,973	127,904	117,802
NT	3	3	0	91,628	115,562	161,850	123,013	77,393	104,110	135,000	105,501
QLD	23	22	1	118,700	142,800	173,600	147,707	103,441	126,750	140,400	123,506
SA	8	7	1	112,743	117,471	126,459	119,582	101,570	105,168	109,914	106,563
TAS	14	13	1	99,647	106,266	139,002	116,692	88,575	93,371	120,609	103,122
VIC	50	39	11	124,391	140,782	156,897	138,218	111,122	125,325	134,850	122,403
WA	17	11	6	102,858	115,719	126,699	114,353	92,251	103,784	110,278	100,458

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	53	41	12	125,769	142,800	161,683	144,224	111,338	126,760	141,898	127,147
Category 2	26	23	3	115,680	139,505	156,897	140,374	105,798	123,517	136,925	120,212
Category 3	25	18	7	110,250	124,138	146,375	130,354	99,325	108,470	125,909	112,852
Category 4	22	22	0	91,628	116,279	127,158	113,854	77,393	101,555	111,122	99,390
Category 5	9	9	0	103,705	111,766	122,104	111,443	91,528	95,005	100,037	94,966
Category 6	3	3	0	74,332	105,153	116,599	98,695	66,966	91,837	105,044	87,949

# LEVEL 4

## ENGINEERING SERVICES – CITY SERVICES / OPERATIONS

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	464	425	39	75,760	98,756	121,402	103,729
Cash Component	464	425	39	68,224	87,946	105,511	91,333
Council Super Contribution	464	425	39	7,501	9,800	12,223	10,425
Motor Vehicle	65	60	5	7,001	10,500	12,173	10,222
Professional Development	16	13	3	1,080	1,453	1,453	1,310
Phone / Laptop	58	53	5	520	763	1,000	978
Rental / Home Assistance	6	4	2	2,600	2,600	2,600	5,417
Other	47	41	6	300	1,429	4,118	2,977
Bonus Paid	11	9	2	976	1,148	2,500	1,682

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	61	52	9	98,729	118,379	136,112	120,101	88,945	99,263	115,456	103,662
NT	18	17	1	85,152	96,781	106,221	98,400	72,251	87,190	95,275	86,877
QLD	61	54	7	103,361	119,316	146,545	129,580	91,615	105,511	123,660	112,632
SA	150	142	8	74,354	76,359	98,864	88,523	67,447	69,277	88,505	79,254
TAS	30	28	2	85,352	103,022	113,163	101,650	75,000	91,170	98,828	88,820
VIC	96	89	7	73,320	98,700	125,494	102,054	66,054	88,469	112,072	90,689
WA	48	43	5	71,319	100,602	118,201	104,242	64,251	85,433	101,641	90,873

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	111	104	7	76,962	112,052	142,590	118,974	69,335	97,188	127,665	104,178
Category 2	139	129	10	74,354	77,165	112,539	94,769	67,619	69,518	98,987	84,726
Category 3	63	54	9	107,092	116,997	137,170	120,404	93,017	104,462	120,560	105,680
Category 4	66	58	8	85,152	98,643	117,175	102,379	72,666	87,946	101,971	88,935
Category 5	46	43	3	69,978	79,328	105,309	87,026	63,043	71,467	90,975	76,839
Category 6	39	37	2	77,547	83,963	94,650	87,326	69,277	74,535	79,238	76,298

# LEVEL 4

## ENGINEERING SERVICES – ENGINEERING DESIGN

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	219	187	32	121,946	135,895	152,999	138,991
Cash Component	219	187	32	107,851	119,403	134,850	121,076
Council Super Contribution	219	187	32	12,421	13,674	15,612	14,182
Motor Vehicle	51	45	6	8,717	11,230	18,000	12,924
Professional Development	16	13	3	600	1,000	1,290	1,174
Phone / Laptop	18	15	3	400	520	725	843
Rental / Home Assistance	2	2	0	18,200	18,200	18,200	18,200
Other	30	26	4	1,397	2,553	4,139	2,933
Bonus Paid	6	4	2	750	1,373	2,408	1,531

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	30	25	5	135,231	143,327	154,939	143,244	114,359	125,177	132,397	121,647
NT	4	3	1	96,781	113,971	129,462	113,546	87,190	100,825	112,855	100,424
QLD	54	50	4	124,980	155,590	189,710	156,517	109,835	130,740	155,842	132,078
SA	24	20	4	123,285	134,629	143,124	133,980	111,389	120,584	128,194	119,712
TAS	3	2	1	105,988	109,555	134,647	116,730	92,603	96,548	116,959	102,037
VIC	76	65	11	120,342	131,052	149,684	132,971	108,416	117,467	134,682	119,164
WA	28	22	6	114,294	125,792	139,681	127,292	99,798	109,772	121,137	110,595

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	119	98	21	124,624	140,241	160,819	144,973	109,425	123,346	140,878	125,850
Category 2	35	31	4	125,337	137,980	147,084	139,456	109,285	124,306	130,625	121,456
Category 3	42	37	5	121,147	142,344	146,916	135,319	107,851	122,126	130,500	117,765
Category 4	16	14	2	108,043	120,198	128,619	116,749	96,261	108,047	115,873	104,117
Category 5	7	7	0	92,081	105,988	122,667	107,846	82,956	92,603	110,511	96,648
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## ENGINEERING SERVICES – ENVIRONMENT / SUSTAINABILITY

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	160	76	84	115,277	129,998	148,052	132,047
Cash Component	160	76	84	103,608	115,098	129,392	115,683
Council Super Contribution	160	76	84	11,677	12,918	14,919	13,308
Motor Vehicle	34	22	12	9,858	10,865	18,000	12,619
Professional Development	11	4	7	600	1,000	1,000	882
Phone / Laptop	13	6	7	563	725	1,010	1,028
Rental / Home Assistance	0	0	0	-	-	-	-
Other	10	8	2	1,397	2,035	3,515	3,691
Bonus Paid	3	1	2	946	1,148	1,500	1,198

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	25	12	13	120,775	138,792	148,837	137,867	108,933	115,261	125,025	119,185
NT	2	1	1	113,493	114,134	114,774	114,134	96,403	98,144	99,885	98,144
QLD	37	26	11	111,615	138,060	163,925	136,964	99,656	110,037	138,874	115,648
SA	14	7	7	102,717	117,804	132,710	119,089	93,977	105,995	119,559	106,439
TAS	1	0	1	-	150,908	-	150,908	-	134,140	-	134,140
VIC	69	26	43	118,644	131,723	147,439	133,051	106,353	117,440	131,408	118,954
WA	12	4	8	106,004	111,763	130,497	115,522	93,012	100,457	113,563	101,853

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	95	48	47	122,766	141,103	152,999	138,719	107,511	120,793	135,627	121,234
Category 2	22	8	14	114,774	122,375	145,986	128,869	102,311	109,096	126,900	114,340
Category 3	27	11	16	115,282	124,674	133,817	124,428	103,668	107,851	114,982	108,158
Category 4	12	7	5	105,345	117,371	118,869	113,024	89,545	105,605	107,090	100,865
Category 5	4	2	2	83,626	100,311	113,983	99,558	74,222	87,498	96,720	86,484
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## ENGINEERING SERVICES – FLEET MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	130	113	17	96,530	117,554	129,882	116,534
Cash Component	130	113	17	86,964	101,278	112,310	101,864
Council Super Contribution	130	113	17	9,942	11,764	13,934	12,171
Motor Vehicle	22	17	5	8,000	11,372	14,000	11,513
Professional Development	7	6	1	600	1,000	1,080	897
Phone / Laptop	9	5	4	399	725	1,218	1,006
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	9	7	2	612	1,479	4,117	3,929
Bonus Paid	3	2	1	500	1,000	1,105	868

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	15	15	0	102,202	114,400	129,036	115,043	92,256	99,793	110,482	100,486
NT	4	4	0	85,152	98,692	112,197	98,683	71,763	86,334	101,078	86,377
QLD	37	33	4	91,472	111,469	143,157	121,326	80,483	99,234	119,568	105,382
SA	20	17	3	78,921	94,780	115,621	100,758	71,416	85,195	104,258	89,905
TAS	3	3	0	102,651	119,189	146,520	122,787	91,245	103,391	130,240	108,292
VIC	33	26	7	102,864	123,299	142,126	121,393	92,061	111,080	123,156	107,653
WA	18	15	3	118,414	118,495	125,046	119,472	101,278	101,278	105,598	100,827

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	61	51	10	118,370	123,875	144,969	129,635	101,278	110,000	125,982	112,167
Category 2	21	19	2	91,036	104,536	127,326	109,196	80,725	93,336	113,705	97,506
Category 3	21	18	3	98,745	112,329	121,465	108,785	88,165	99,041	106,626	96,528
Category 4	15	14	1	95,328	102,758	114,400	106,812	85,881	90,381	101,078	91,768
Category 5	6	6	0	79,873	90,334	98,195	90,135	71,958	78,873	88,104	80,337
Category 6	6	5	1	75,770	83,137	98,368	86,841	69,323	75,061	88,080	77,824

# LEVEL 4

## ENGINEERING SERVICES – INFRASTRUCTURE



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	309	281	28	100,951	123,015	146,491	127,219
Cash Component	309	281	28	89,997	107,006	129,172	110,606
Council Super Contribution	309	281	28	10,466	12,613	14,951	12,948
Motor Vehicle	77	75	2	6,647	10,428	15,000	11,147
Professional Development	29	27	2	500	1,000	1,283	1,221
Phone / Laptop	31	31	0	420	660	820	805
Rental / Home Assistance	2	2	0	18,200	18,200	18,200	18,200
Other	51	48	3	1,200	1,819	4,430	3,481
Bonus Paid	8	8	0	570	750	1,986	1,746

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	41	39	2	112,614	143,366	157,068	139,444	96,977	119,216	136,917	119,726
NT	5	5	0	95,262	106,221	115,998	105,748	81,650	90,081	99,717	90,563
QLD	97	89	8	99,023	123,015	166,842	133,199	87,418	106,291	134,307	113,924
SA	42	40	2	89,083	106,368	127,337	109,414	79,895	90,899	108,915	96,482
TAS	12	10	2	90,408	104,327	115,959	103,516	80,363	91,288	102,153	91,096
VIC	82	74	8	115,242	139,058	151,826	134,047	103,822	120,222	131,562	118,524
WA	30	24	6	99,813	110,934	124,556	110,500	89,922	98,079	109,984	96,688

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	115	108	7	123,015	145,330	172,156	147,572	106,915	127,912	147,471	128,168
Category 2	61	54	7	101,185	119,804	142,023	123,512	88,324	105,511	122,393	106,550
Category 3	66	59	7	99,813	121,489	143,327	121,555	89,922	107,658	121,823	106,570
Category 4	25	23	2	91,675	107,717	127,321	110,999	82,590	94,061	109,292	97,132
Category 5	25	23	2	89,478	94,001	107,754	98,990	76,124	82,657	93,743	85,345
Category 6	17	14	3	77,887	85,400	103,263	90,188	70,047	77,285	87,915	78,987

# LEVEL 4

## ENGINEERING SERVICES – PARKS AND RESERVES

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	410	335	75	91,975	113,079	135,610	115,197
Cash Component	410	335	75	81,718	99,589	117,440	101,000
Council Super Contribution	410	335	75	9,456	11,398	13,892	11,741
Motor Vehicle	69	59	10	7,777	10,500	14,706	11,019
Professional Development	19	16	3	600	1,000	1,112	976
Phone / Laptop	33	29	4	500	725	910	1,068
Rental / Home Assistance	4	3	1	18,200	20,800	20,800	20,150
Other	36	28	8	923	1,479	1,770	3,123
Bonus Paid	15	14	1	653	1,069	2,159	1,568

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	43	42	1	104,879	119,731	141,170	126,818	94,347	106,903	127,756	111,467
NT	4	3	1	88,434	119,967	160,950	122,329	74,616	105,525	145,000	107,667
QLD	73	59	14	97,021	105,221	142,177	120,718	85,791	92,176	118,204	104,033
SA	86	77	9	79,272	97,809	124,303	103,529	71,416	83,393	109,600	91,888
TAS	25	16	9	82,158	99,647	120,633	103,827	73,029	86,387	107,229	91,749
VIC	116	87	29	112,832	127,469	146,066	125,858	101,292	111,700	128,550	111,568
WA	63	51	12	81,103	100,796	118,370	101,227	71,467	89,671	101,114	86,570

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	136	99	37	113,079	130,358	151,345	133,807	101,366	112,820	131,888	116,836
Category 2	104	84	20	88,007	105,558	134,801	110,183	78,062	94,883	120,416	97,722
Category 3	72	65	7	99,507	114,395	125,254	114,296	88,811	101,127	110,848	100,894
Category 4	39	36	3	96,530	107,124	127,600	113,171	84,438	94,946	104,101	96,536
Category 5	39	33	6	69,220	79,328	98,421	83,112	62,360	70,345	80,673	73,001
Category 6	20	18	2	77,902	80,462	84,246	84,489	70,500	72,298	76,461	74,046



# LEVEL 4

## ENGINEERING SERVICES – PROJECT MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	213	156	57	118,317	130,358	151,968	135,248
Cash Component	213	156	57	104,101	115,697	131,591	117,686
Council Super Contribution	213	156	57	11,810	13,311	15,857	13,827
Motor Vehicle	36	28	8	10,000	10,940	15,167	12,318
Professional Development	22	18	4	500	1,000	1,000	1,045
Phone / Laptop	23	20	3	600	725	3,500	1,457
Rental / Home Assistance	7	4	3	20,800	20,800	20,800	20,429
Other	18	15	3	1,619	2,139	21,500	8,485
Bonus Paid	7	4	3	1,000	1,000	1,000	1,545

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	11	7	4	138,946	150,878	154,989	146,544	125,177	133,225	139,486	128,732
NT	1	1	0	-	156,300	-	156,300	-	130,000	-	130,000
QLD	40	32	8	119,181	151,968	186,700	151,687	106,591	134,761	147,682	131,153
SA	30	24	6	115,725	126,023	141,336	130,682	104,257	114,422	127,317	116,703
TAS	6	5	1	102,736	123,789	130,724	121,457	92,556	107,521	113,244	106,268
VIC	85	63	22	117,408	130,358	146,066	129,935	105,322	117,115	131,408	115,375
WA	40	24	16	113,161	124,405	144,845	131,962	99,942	104,838	113,611	108,235

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	120	84	36	120,968	131,723	154,829	141,101	105,995	117,440	135,686	123,564
Category 2	23	16	7	125,795	137,980	150,857	140,490	112,821	124,306	134,694	124,405
Category 3	29	23	6	115,565	125,691	146,155	130,256	101,855	112,834	130,290	115,065
Category 4	17	12	5	124,336	145,146	171,352	145,762	104,101	112,813	122,691	111,978
Category 5	23	20	3	77,991	95,690	115,725	99,408	70,262	86,207	104,257	88,912
Category 6	1	1	0	-	102,736	-	102,736	-	92,556	-	92,556

# LEVEL 4

## ENGINEERING SERVICES – WASTE MANAGEMENT

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	215	151	64	92,622	118,631	140,040	117,833
Cash Component	215	151	64	83,385	103,505	121,340	103,040
Council Super Contribution	215	151	64	9,599	11,826	14,306	11,983
Motor Vehicle	40	30	10	9,650	12,000	15,000	11,982
Professional Development	8	4	4	1,000	1,000	1,250	1,126
Phone / Laptop	17	12	5	427	725	1,218	1,037
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	23	17	6	662	1,440	2,073	3,371
Bonus Paid	7	6	1	1,209	1,601	1,670	1,497

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	34	27	7	96,863	118,425	135,519	120,236	87,264	101,858	120,884	104,673
NT	7	7	0	92,205	120,903	160,950	126,291	77,895	107,233	145,000	106,772
QLD	33	22	11	96,811	122,009	156,487	127,898	86,438	106,890	133,795	109,077
SA	12	8	4	94,185	104,759	140,253	115,452	84,165	94,108	121,850	102,431
TAS	14	13	1	79,436	93,656	122,420	101,290	70,365	83,250	107,866	88,593
VIC	94	62	32	85,301	120,182	143,625	116,525	76,848	107,087	126,163	103,465
WA	21	12	9	100,949	110,590	127,632	113,554	89,464	98,595	107,992	97,740

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	109	73	36	94,712	122,528	148,186	121,818	85,326	110,362	129,565	106,878
Category 2	36	26	10	102,371	118,379	146,390	121,895	91,163	104,566	126,809	107,131
Category 3	31	23	8	106,656	125,591	138,946	125,436	95,014	107,311	120,884	108,233
Category 4	17	11	6	94,411	101,727	117,657	106,484	82,333	91,646	104,431	92,428
Category 5	14	12	2	79,225	82,723	105,700	92,439	71,373	74,526	95,110	81,655
Category 6	8	6	2	79,436	81,169	88,735	84,359	70,365	72,855	79,390	72,189

# LEVEL 4

## ENGINEERING SERVICES – WATER / WASTE WATER

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	160	132	28	108,138	127,037	148,934	131,890
Cash Component	160	132	28	95,302	109,387	125,511	113,800
Council Super Contribution	160	132	28	11,401	12,468	14,827	13,451
Motor Vehicle	50	40	10	10,500	10,500	17,068	11,966
Professional Development	13	10	3	600	600	2,202	1,205
Phone / Laptop	5	4	1	193	500	750	477
Rental / Home Assistance	2	2	0	4,000	11,110	18,200	11,110
Other	20	17	3	785	1,277	4,381	5,787
Bonus Paid	1	1	0	-	1,233	-	1,233

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	49	38	11	120,041	133,034	143,327	132,795	101,875	111,873	125,177	114,356
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	108	92	16	106,411	119,181	150,926	130,692	94,738	106,123	128,107	112,922
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	0	0	0	-	-	-	-	-	-	-	-
WA	3	2	1	150,940	150,940	178,791	160,224	122,208	122,208	164,531	136,316

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	84	68	16	113,599	133,440	167,054	141,310	97,445	112,621	138,052	120,820
Category 2	25	23	2	109,021	129,983	142,480	127,786	97,341	111,630	124,933	111,272
Category 3	35	26	9	103,348	120,776	143,327	123,057	93,106	108,028	125,177	108,704
Category 4	12	11	1	99,406	108,839	134,423	114,480	88,748	93,677	102,163	96,559
Category 5	4	4	0	64,382	92,406	107,760	89,239	55,774	82,081	93,989	78,481
Category 6	0	0	0	-	-	-	-	-	-	-	-

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – BUILDING

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	142	106	36	114,309	141,293	161,309	142,283
Cash Component	142	106	36	101,873	121,696	142,082	124,005
Council Super Contribution	142	106	36	12,427	14,122	16,382	14,597
Motor Vehicle	38	31	7	9,602	10,875	13,000	10,946
Professional Development	15	14	1	500	1,000	1,080	1,091
Phone / Laptop	14	11	3	420	693	1,200	933
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	8	6	2	1,134	3,150	13,027	7,053
Bonus Paid	7	6	1	640	750	1,303	1,175

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	22	17	5	142,879	149,349	162,581	153,403	122,918	128,016	142,082	131,528
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	18	15	3	109,997	134,449	152,903	137,250	98,212	116,114	136,521	121,279
SA	16	14	2	116,508	125,126	141,865	126,539	104,963	110,348	125,001	111,754
TAS	6	3	3	94,919	100,319	114,143	105,834	82,538	87,667	96,623	88,943
VIC	55	44	11	132,179	159,008	189,000	160,331	119,080	135,850	165,094	140,940
WA	25	13	12	105,539	111,500	126,577	115,237	88,930	94,946	109,058	98,347

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	72	52	20	113,718	149,688	181,785	151,744	102,196	126,844	156,221	132,360
Category 2	21	17	4	119,273	142,413	177,614	146,088	106,628	120,354	154,079	127,828
Category 3	22	21	1	126,336	141,865	152,903	138,933	110,601	125,085	130,251	122,082
Category 4	14	9	5	95,378	126,947	146,879	125,171	85,462	108,153	127,124	107,385
Category 5	9	6	3	94,919	115,807	127,151	111,411	82,538	96,623	106,976	94,897
Category 6	4	1	3	80,650	97,358	123,749	99,779	72,658	83,504	111,486	87,788

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – COMPLIANCE / LOCAL LAWS



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	324	199	125	91,299	108,032	132,959	112,527
Cash Component	324	199	125	81,081	95,297	117,207	99,317
Council Super Contribution	324	199	125	9,024	11,206	13,713	11,391
Motor Vehicle	42	27	15	8,000	10,475	12,345	10,153
Professional Development	12	8	4	736	1,040	1,409	1,145
Phone / Laptop	17	12	5	600	960	1,236	1,233
Rental / Home Assistance	1	1	0	-	20,800	-	20,800
Other	19	13	6	1,118	3,702	10,400	5,650
Bonus Paid	8	5	3	937	1,556	2,755	1,834

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	30	20	10	120,517	139,849	160,564	141,545	108,069	123,124	137,801	122,816
NT	14	7	7	76,400	95,040	129,462	104,514	68,829	82,931	112,855	92,466
QLD	52	30	22	98,642	109,138	136,391	117,177	87,655	96,986	121,077	102,316
SA	37	21	16	92,042	105,700	117,346	107,684	82,921	88,449	105,148	95,664
TAS	13	9	4	93,641	105,259	111,501	107,329	83,236	91,331	97,831	93,513
VIC	149	94	55	84,438	99,781	131,170	107,546	76,070	89,893	117,415	96,201
WA	29	18	11	94,019	113,656	120,952	112,145	84,510	99,881	106,263	96,211

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	169	100	69	86,654	109,138	136,708	113,252	76,494	94,497	119,833	100,232
Category 2	57	39	18	97,427	117,118	135,391	118,018	88,449	103,505	120,748	104,835
Category 3	37	26	11	107,667	130,407	139,014	125,478	97,740	112,235	122,742	109,674
Category 4	30	17	13	87,173	100,822	117,794	103,152	78,534	89,181	104,101	89,922
Category 5	25	15	10	73,981	87,601	103,945	89,402	66,650	78,920	88,057	78,673
Category 6	6	2	4	85,814	95,685	107,859	103,308	77,310	83,950	95,342	90,249

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – ECONOMIC / BUSINESS DEVELOPMENT



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	151	59	92	116,139	130,998	146,153	133,445
Cash Component	151	59	92	103,466	114,161	129,098	116,525
Council Super Contribution	151	59	92	11,626	12,926	14,703	13,246
Motor Vehicle	39	19	20	8,369	10,450	13,000	10,931
Professional Development	10	3	7	1,000	1,000	1,080	2,768
Phone / Laptop	10	5	5	725	981	1,240	1,491
Rental / Home Assistance	2	2	0	16,000	18,400	20,800	18,400
Other	13	5	8	1,188	1,998	4,371	3,769
Bonus Paid	3	1	2	1,000	1,500	2,633	1,711

				Total Package				Cash Component			
State	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	17	7	10	118,627	138,792	154,933	141,058	103,276	116,907	131,382	121,014
NT	3	0	3	130,697	130,697	133,660	131,685	112,855	112,855	116,562	114,091
QLD	27	9	18	115,488	126,973	166,722	141,510	103,114	110,961	137,000	120,332
SA	18	8	10	104,314	130,336	146,610	126,025	93,977	117,420	130,485	112,452
TAS	1	0	1	-	113,414	-	113,414	-	100,366	-	100,366
VIC	75	30	45	119,765	131,723	143,743	132,208	104,690	116,312	129,392	117,298
WA	10	5	5	107,022	115,719	137,248	123,892	97,337	103,784	112,813	102,498

				Total Package				Cash Component			
Category	Count	Male	Female	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	82	28	54	120,640	139,058	152,999	139,538	107,714	117,115	133,043	121,883
Category 2	26	11	15	106,391	129,242	138,792	125,551	95,848	113,180	117,632	110,239
Category 3	17	7	10	125,491	134,121	142,041	134,483	105,634	113,790	128,865	117,362
Category 4	18	9	9	111,266	119,364	131,413	125,768	100,240	105,617	116,449	108,197
Category 5	7	4	3	99,309	116,087	126,087	114,117	89,468	103,466	109,522	100,926
Category 6	1	0	1	-	94,907	-	94,907	-	85,502	-	85,502

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – EMERGENCY MANAGEMENT



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	71	34	37	112,559	120,745	143,828	128,335
Cash Component	71	34	37	98,535	104,551	126,750	112,269
Council Super Contribution	71	34	37	11,269	12,714	14,995	13,228
Motor Vehicle	13	8	5	9,050	10,750	18,027	11,869
Professional Development	4	3	1	600	1,000	1,000	900
Phone / Laptop	7	4	3	397	1,050	1,200	886
Rental / Home Assistance	0	0	0	-	-	-	-
Other	8	7	1	1,299	1,563	8,970	4,680
Bonus Paid	1	1	0	-	2,005	-	2,005

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	3	1	2	114,606	116,259	120,682	117,182	99,263	103,249	104,738	102,417
NT	1	1	0	-	172,323	-	172,323	-	142,800	-	142,800
QLD	22	8	14	116,298	129,879	151,968	134,586	103,838	108,006	128,418	117,673
SA	0	0	0	-	-	-	-	-	-	-	-
TAS	0	0	0	-	-	-	-	-	-	-	-
VIC	32	14	18	110,829	125,029	147,931	128,439	99,389	111,375	131,042	114,168
WA	13	10	3	105,322	115,947	123,838	116,694	94,592	98,400	102,606	98,374

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	28	10	18	120,764	145,514	155,173	141,367	103,142	120,556	137,259	122,068
Category 2	10	6	4	118,668	127,832	139,678	133,543	104,551	111,698	125,856	117,815
Category 3	18	9	9	112,283	116,123	126,831	120,432	98,535	103,417	108,779	106,262
Category 4	8	5	3	105,593	113,138	118,306	113,644	95,129	100,371	102,843	100,987
Category 5	6	3	3	99,309	103,050	105,050	101,265	89,468	92,838	94,640	91,230
Category 6	1	1	0	-	133,587	-	133,587	-	107,064	-	107,064

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – ENVIRONMENTAL HEALTH



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	154	75	79	111,059	122,320	139,678	125,371
Cash Component	154	75	79	98,678	107,024	121,456	110,156
Council Super Contribution	154	75	79	11,012	12,260	14,004	12,954
Motor Vehicle	23	14	9	8,000	10,500	13,978	10,518
Professional Development	7	6	1	644	1,000	1,491	1,045
Phone / Laptop	13	8	5	438	600	963	849
Rental / Home Assistance	1	0	1	-	20,800	-	20,800
Other	13	5	8	832	1,354	10,446	5,169
Bonus Paid	4	1	3	1,000	2,321	3,612	2,314

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	18	8	10	115,313	140,137	153,467	134,194	104,413	117,439	128,720	115,638
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	19	10	9	104,857	113,040	134,619	122,567	94,050	100,618	107,714	107,020
SA	28	12	16	104,314	113,047	127,768	115,051	93,977	101,732	115,446	102,842
TAS	4	2	2	103,838	114,755	176,772	127,530	93,133	100,294	121,456	103,794
VIC	56	28	28	117,098	130,388	144,865	132,478	104,919	116,666	129,392	117,451
WA	29	15	14	108,286	115,719	128,183	117,676	95,998	102,143	109,746	102,660

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	67	35	32	113,079	125,679	143,625	131,066	101,873	110,492	127,310	114,924
Category 2	28	8	20	104,314	128,597	142,500	126,525	93,977	113,239	125,095	112,060
Category 3	31	15	16	109,041	125,135	135,323	123,153	98,678	111,548	120,196	108,121
Category 4	14	9	5	105,213	113,972	123,345	114,325	94,361	101,170	106,403	99,890
Category 5	12	7	5	97,500	111,017	124,550	111,279	87,838	96,266	107,636	97,457
Category 6	2	1	1	112,805	114,702	116,599	114,702	101,626	103,335	105,044	103,335



# LEVEL 4

## REGULATORY / STATUTORY SERVICES – STATUTORY PLANNING



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	286	153	133	115,719	134,048	150,525	134,538
Cash Component	286	153	133	103,330	117,115	132,397	117,932
Council Super Contribution	286	153	133	11,777	13,580	15,544	13,732
Motor Vehicle	58	35	23	8,500	10,787	13,703	11,386
Professional Development	23	12	11	1,000	1,000	1,000	1,130
Phone / Laptop	14	7	7	600	725	1,236	1,401
Rental / Home Assistance	1	1	0	-	20,800	-	20,800
Other	21	12	9	1,462	2,000	5,787	4,532
Bonus Paid	12	5	7	1,162	1,461	6,317	3,507

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	42	22	20	138,722	145,186	159,186	150,697	116,884	125,070	137,586	130,297
NT	1	1	0	-	174,525	-	174,525	-	145,000	-	145,000
QLD	33	20	13	118,853	155,706	183,657	149,957	103,071	132,129	156,856	127,784
SA	30	17	13	105,599	123,782	138,087	122,969	94,864	112,111	124,403	109,543
TAS	7	2	5	101,703	111,029	132,241	118,217	90,003	96,547	113,613	102,032
VIC	123	65	58	116,490	135,194	150,525	133,002	104,946	118,228	134,795	118,475
WA	50	26	24	109,750	123,476	136,647	122,993	94,206	107,076	116,957	106,424

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	148	79	69	120,796	139,740	158,029	141,551	106,382	117,440	136,194	123,841
Category 2	47	26	21	129,983	139,678	152,714	137,198	113,613	123,490	135,322	121,266
Category 3	46	29	17	114,023	133,095	142,525	129,142	100,453	115,710	124,403	112,871
Category 4	24	12	12	102,563	123,185	144,309	123,571	91,588	109,063	126,183	108,106
Category 5	16	4	12	82,137	108,194	123,013	104,913	73,997	95,742	105,675	91,744
Category 6	5	3	2	78,215	83,150	127,796	99,034	70,464	74,910	115,132	89,220

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – STRATEGIC PLANNING



	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	244	105	139	123,097	142,401	157,367	143,329
Cash Component	244	105	139	109,766	124,649	138,833	126,225
Council Super Contribution	243	104	139	12,275	14,233	15,855	14,545
Motor Vehicle	41	18	23	8,790	10,500	13,000	11,771
Professional Development	30	12	18	500	500	1,000	723
Phone / Laptop	15	6	9	520	725	1,236	1,289
Rental / Home Assistance	2	0	2	20,800	20,800	20,800	20,800
Other	11	6	5	1,619	5,225	5,787	6,710
Bonus Paid	11	4	7	1,000	1,500	4,353	3,362

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	35	14	21	120,858	142,525	167,874	148,932	108,881	118,000	144,796	128,664
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	39	14	25	138,382	175,143	198,213	168,638	118,766	155,842	170,266	147,603
SA	8	5	3	139,651	146,948	149,150	143,709	125,812	132,537	134,714	129,591
TAS	1	0	1	-	133,918	-	133,918	-	116,959	-	116,959
VIC	141	64	77	122,926	141,982	154,051	137,287	110,744	125,045	136,163	122,340
WA	20	8	12	116,980	124,316	142,758	127,085	96,242	106,545	114,573	106,769

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	182	81	101	122,462	143,120	160,528	145,558	109,715	126,658	144,136	128,569
Category 2	22	9	13	127,293	147,560	154,225	143,014	114,164	127,390	136,699	126,439
Category 3	28	13	15	127,039	140,084	146,793	135,295	111,460	121,438	127,921	118,155
Category 4	9	1	8	124,693	142,055	148,168	136,036	99,853	113,551	127,404	113,258
Category 5	2	1	1	101,050	101,502	101,954	101,502	91,036	91,443	91,850	91,443
Category 6	1	0	1	-	118,801	-	118,801	-	107,028	-	107,028

# LEVEL 4

## REGULATORY / STATUTORY SERVICES – TOURISM

	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	68	13	55	86,728	104,767	123,299	107,309
Cash Component	68	13	55	78,133	91,631	109,930	94,039
Council Super Contribution	68	13	55	8,986	10,875	13,135	11,289
Motor Vehicle	9	3	6	10,989	12,000	17,834	13,926
Professional Development	0	0	0	-	-	-	-
Phone / Laptop	4	0	4	400	1,152	2,300	1,251
Rental / Home Assistance	0	0	0	-	-	-	-
Other	4	1	3	300	1,318	1,429	1,091
Bonus Paid	2	0	2	500	824	1,148	824

State	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
NSW	8	1	7	100,402	111,766	133,662	111,164	90,453	100,690	116,676	98,842
NT	0	0	0	-	-	-	-	-	-	-	-
QLD	17	3	14	86,519	102,427	157,201	117,251	77,533	91,453	123,046	99,077
SA	5	1	4	78,229	98,564	107,929	94,176	70,297	88,796	95,964	84,263
TAS	3	0	3	81,362	105,259	116,174	100,932	72,002	91,331	100,802	88,045
VIC	22	6	16	99,309	109,336	123,299	108,094	89,468	98,501	111,080	97,046
WA	13	2	11	72,169	89,333	113,421	97,132	65,017	80,480	101,947	84,553

Category	Count	Male	Female	Total Package				Cash Component			
				Q1	Median	Q3	Average	Q1	Median	Q3	Average
Category 1	20	3	17	106,820	123,299	146,568	128,677	94,451	111,080	121,729	110,218
Category 2	8	3	5	109,698	114,762	129,171	126,084	98,827	101,460	115,652	110,061
Category 3	12	2	10	89,561	108,176	124,659	106,726	80,399	97,025	111,788	94,314
Category 4	11	3	8	87,173	98,564	102,141	95,169	78,534	88,796	89,893	85,085
Category 5	15	2	13	72,057	80,296	86,283	80,904	63,698	70,999	77,732	72,530
Category 6	2	0	2	63,410	86,835	110,259	86,835	57,127	77,095	97,063	77,095

# PARTICIPATING COUNCILS

Adelaide Plains Council	Cessnock City Council	Greater Geelong City Council
Albany City Council	Charles Sturt City Council	Greater Shepparton City Council
Alice Springs Town Council	Charters Towers Regional Council	Gunnedah Shire Council
Alpine Shire Council	Cherbourg Aboriginal Shire Council	Gwydir Shire Council
Ararat Rural City Council	Circular Head Council	Hawkesbury City Council
Aurukun Shire Council	Clare & Gilbert Valleys Council	Hepburn Shire Council
Ballarat City Council	Cleve District Council	Hobart City Council
Balonne Shire Council	Colac Otway Shire Council	Hobsons Bay City Council
Banana Shire Council	Copper Coast District Council	Holdfast Bay City Council
Barcaldine Regional Council	Corangamite Shire Council	Horsham Rural City Council
Barcoo Shire Council	Darebin City Council	Hume City Council
Barunga West District Council	Darwin City Council	Huon Valley Council
Bass Coast Shire Council	Derwent Valley Council	Inner West Council
Bayside City Council (VIC)	Devonport City Council	Ipswich City Council
Benalla Rural City Council	Dorset Council	Isaac Regional Council
Blacktown City Council	Douglas Shire Council	Kalgoorlie-Boulder City Council
Bland Shire Council	East Arnhem Regional Council	Karoonda East Murray District Council
Brighton Council	East Gippsland Shire Council	Katherine Town Council
Brimbank City Council	Eurobodalla Shire Council	Kiama Municipal Council
Bundaberg Regional Council	Fairfield City Council	Kimba District Council
Burke Shire Council	Flinders Shire Council (QLD)	Kingborough Council
Busselton City Council	Franklin Harbour District Council	Knox City Council
Cairns Regional Council	Frankston City Council	Koorda Shire Council
Camden Council	Fraser Coast Regional Council	Kwinana City Council
Campbelltown City Council (SA)	George Town Council	Lake Grace Shire Council
Canada Bay City Council	Georges River Council	Latrobe City Council
Canning City Council	Gladstone Regional Council	Launceston City Council
Cardinia Shire Council	Glen Eira City Council	Light Regional Council
Casey City Council	Glenorchy City Council	Livingstone Shire Council
Cassowary Coast Regional Council	Golden Plains Shire Council	Lockyer Valley Regional Council
Ceduna District Council	Goondiwindi Regional Council	Loddon Shire Council
Central Coast Council (NSW)	Goulburn Mulwaree Council	Logan City Council
Central Coast Council (TAS)	Goyder Regional Council	Longreach Regional Council
Central Highlands Council (TAS)	Grant District Council	Lower Eyre Peninsula District Council
Central Highlands Regional Council (QLD)	Greater Bendigo City Council	Loxton Waikerie District Council

# PARTICIPATING COUNCILS

Macedon Ranges Shire Council  
Manjimup Shire Council  
Mansfield Shire Council  
Maranoa Regional Council  
Mareeba Shire Council  
Maribyrnong City Council  
Marion City Council  
Maroondah City Council  
Merri-bek City Council  
Mildura Rural City Council  
Mitcham City Council  
Mitchell Shire Council  
Moonee Valley City Council  
Moorabool Shire Council  
Moreton Bay Regional Council  
Mount Alexander Shire Council  
Mount Barker District Council  
Mount Isa City Council  
Murray Bridge Rural City Council  
Murray Shire Council  
Murrindindi Shire Council  
Naracoorte Lucindale Council  
Narrogin Shire Council  
Narromine Shire Council  
Ngaanyatjarraku Shire Council  
Noosa Shire Council  
Norfolk Island Regional Council  
Northam Shire Council  
Northern Areas Council  
Northern Grampians Shire Council  
Onkaparinga City Council  
Palmerston City Council  
Paroo Shire Council  
Parramatta City Council  
Penrith City Council  
Peppermint Grove Shire Council  
Playford City Council  
Port Adelaide Enfield City Council  
Port Lincoln City Council  
Port Phillip City Council  
Port Pirie Regional Council  
Quilpie Shire Council  
Redland City Council  
Richmond Valley Council  
Rockhampton Regional Council  
Rockingham City Council  
Scenic Rim Regional Council  
Shellharbour City Council  
Shoalhaven City Council  
South Burnett Regional Council  
South Gippsland Shire Council  
South Perth City Council  
Southern Downs Regional Council  
Southern Mallee District Council  
Stonnington City Council  
Strathbogie Shire Council  
Streaky Bay District Council  
Sunshine Coast Regional Council  
Surf Coast Shire Council  
Swan City Council  
Swan Hill Rural City Council  
Tablelands Regional Council  
Tamworth Regional Council  
Tea Tree Gully City Council  
Temora Shire Council  
The Flinders Ranges Council  
The Hills Shire Council  
Toowoomba Regional Council  
Town of Gawler  
Town of Mosman Park  
Town of Port Hedland  
Townsville City Council  
Tumby Bay District Council  
Tweed Shire Council  
Unley City Council  
Upper Lachlan Shire Council  
Victor Harbor City Council  
Victoria Daly Regional Council  
Wagga Wagga City Council  
Wakefield Regional Council  
Wanneroo City Council  
Wattle Range Council  
Wellington Shire Council  
Wentworth Shire Council  
West Coast Council  
West Tamar Council  
Western Downs Regional Council  
Whitehorse City Council  
Whitsunday Regional Council  
Whittlesea City Council  
Whyalla City Council  
Wudinna District Council  
Wyndham City Council  
Yarra City Council  
Yarra Ranges Council  
Yarriambiack Shire Council  
Yorke Peninsula District Council

# GLOSSARY

## AVERAGE

This is calculated by adding all the values for that item and then dividing by the count of those numbers

## CASH COMPONENT

This is the annual cash component of the salary package

## BONUS PAID

This is the gross annual amount of any performance bonus paid

## COUNCIL SUPERANNUATION CONTRIBUTION

This is the gross annual amount paid by the Council as the employer contribution

## POSITION TITLE

Specific positions have been grouped into job families to represent the main activity of work undertaken. Within each Job Family we have identified the primary functional responsibility.

The Job Family and Functional Responsibility provide the basic heading for each page in the data section

## LEVEL

L1 is the position most commonly referred to as the Chief Executive Officer or General Manager

L2 positions are direct reports to the CEO. The job titles for positions at this level generally start with 'Director' or 'General Manager'; for example 'Director Corporate Services', 'General Manager City Services' etc.

L3 positions are the direct reports to L2 positions and are commonly referred to as 'Managers'.

L4 positions typically report to a Manager and are most commonly referred to as Team Leaders or Coordinators

## MEDIAN

This is the midpoint of all values given for the particular item; that is, half the numbers for the item are greater than this value and half are smaller

## MOTOR VEHICLE

This is the gross annual value of the motor vehicle benefit included in the Total Remuneration Package calculation, including FBT.

## OTHER

This item includes a range of remuneration package items not included elsewhere

## PHONE / LAPTOP

This item is the gross annual value of the telephone rental and calls or computer and internet usage

## PROFESSIONAL DEVELOPMENT

This is the gross annual amount paid to cover memberships to professional associations, and costs associated with attendance at development programs, conferences, seminars etc.

## Q1, Q3

Q1, Median and Q3 have been calculated using the method described by Moore and McCabe

Q1 stands for 'First Quartile', the number below which 25% of the data falls

Q3 stands for 'Third Quartile', the number above which 25% of the data sits

## RENTAL / HOME ASSISTANCE

This is the gross annual value of any rental or home purchase assistance provided

## TOTAL REMUNERATION PACKAGE (TRP)

This is the addition of all items paid to incumbents for a particular job, making up a 'total package'.

# PERFORMANCE MANAGEMENT ONLINE

## IDENTIFY, DEVELOP AND OPTIMISE THE REAL TALENT IN YOUR WORKFORCE



Salmac 21<sup>©</sup> Online is a leading edge online performance management technology that provides Local Government with significant financial and operational benefits while identifying true talent in the workforce.

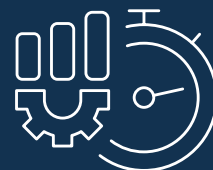
Continuously developed over 20 years by the McArthur Talent Architects team, Salmac 21<sup>©</sup> can be tailored for any specific industry sector, including Local Government. Backed by substantial and ongoing investment, Salmac 21<sup>©</sup> delivers an exceptional range of business-critical benefits.

To find out how Salmac 21<sup>©</sup> can help you really get the best out of your talent, contact the McArthur Talent Architects team.

Increase  
ROI



Improve  
Productivity



Optimise  
Efficiency




Decrease  
HR Costs



 [www.mcarthur.com.au/sectors/hr-consulting](http://www.mcarthur.com.au/sectors/hr-consulting)

 [hrconsulting@mcarthur.com.au](mailto:hrconsulting@mcarthur.com.au)

 03 9828 6565

*McArthur*  
Talent Architects

Adelaide

Brisbane

Canberra

Melbourne

Sydney

*McArthur*

**Talent Architects**



**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**2. Update from the Qld Small Business Commissioner.**



February 2024



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

The data is in and small business numbers are growing in Queensland, increasing by 9,793 (2.1%), since 30 June 2022. Queensland is now home to 482,836 small businesses, representing 19.2% of all Australian small businesses. When compared to 20.4% of Australia's population living in Queensland, we are certainly demonstrating our value!

Other data worth noting includes employment:

- 62% of Queensland small businesses have no employees
- 28% have between one and four employees
- 10% have between five and 19 employees.

The top 10 small business industries in Queensland are:

- Construction (17.4%)
- Professional, scientific, and technical services (12.5%)
- Rental, hiring and real estate services (11.9%)
- Agriculture, forestry, and fishing (8.6%)
- Health care and social assistance (7.5%)
- Transport, postal and warehousing (7.4%)
- Retail trade (5.8%)
- Other services (5.6%)
- Administrative and support services (4.5%)
- Financial and insurance services (4.2%).

It's great to see that, along with our small business population growing, the number of Small Business Friendly (SBF) Program members is growing too. I'm excited to report that in late February, **Barcaldine Regional Council** became the 48th council to join the SBF Program, meaning 96% of the Queensland small business community is supported by the program. Welcome to the SBF family, Barcaldine!

During our visit to Barcaldine, we enjoyed learning about the council's current initiatives and meeting with many of the region's small business owners from a diverse range of industries. We also travelled to Longreach and Barcoo to meet with council representatives and small businesses in their areas. It was a great adventure getting to Barcoo and a true learning experience in avoiding livestock on the roads and getting bogged, and at one point I was chief herder and car pusher!

At the end of 2023, small businesses were regularly reporting concerns about finding staff, housing, and the general cost of doing business. Since then, there has been a distinct shift in small business concerns to the cost of electricity and insurance. We use the data and the feedback we get from our visits, assistance work, and stakeholders to raise awareness about the issues impacting the Queensland small business sector and to push for positive change. I'm pleased to inform you that QSBC has been appointed as a member of the **Insurance Council of Australia's** business advisory council. We look forward to working with the Insurance Council and their members to provide better outcomes for small business.

# BARCALDINE REGIONAL COUNCIL

## AGENDA FOR GENERAL MEETING 12 MARCH 2024

We're also working closely with the **Energy and Water Ombudsman Queensland** to assist small businesses to get better outcomes, as we've heard instances of electricity bills rising by 300% despite measures taken by the small business to reduce their power bills. We look forward to working with the Ombudsman and her team to explore these issues and ensure the experiences of small businesses are heard.

This month we attended our first **National Small Business Commissioners meeting** of 2024. Recent severe weather events and their impact on the small business community was top of the agenda. Each of the commissioners shared similar concerns regarding rising electricity and insurance costs across the country and we will now work to collectively advocate about these issues. If you have experiences that you wish to share with us about electricity and insurance, please get in touch.

I am also excited to report that the QSBC is a finalist in the Australian ADR (Alternative Dispute Resolution) Ombudsman and Commissions Group of the Year category. I'll be attending the Awards ceremony with Peter Maddock, Director Assistance—wish us luck!

### Coming up

I will be presenting at the following events:

- **Celebrating International Women's Day with WAVES 2024**, Fortitude Valley, 8 March 2024.
- **COSBOA National Small Business Summit**, Sydney, 3-4 April 2024.
- **8th Annual Australian ADR Conference & Awards**, Sydney, 21-22 March 2024.

If you are new to our newsletter or would like to learn more about our services, resources, initiatives, and projects, visit the **QSBC website**. If you are ever unsure and are looking for more information, give us a call on 1300 312 344 or **submit an enquiry**.

*Photo: The Wellshot Hotel's Tracy Hatch with Commissioner Dominique Lamb in Ilfracombe (the hub of the West), February 2024.*



**Dominique Lamb**

**Queensland Small Business Commissioner**

### Assistance update

A common question we receive on our assistance line (1300 312 344) is whether a commercial or retail lease bond needs to be registered with an agency or held in a

## BARCALDINE REGIONAL COUNCIL

### AGENDA FOR GENERAL MEETING 12 MARCH 2024

particular way in Queensland. As we explain in our fact sheet, **Security for lease** (cash bonds and bank guarantees), there is no legislative requirement for a commercial or retail shop lease security (bond) to be held in a particular manner, registered with a government body, a solicitor, or other authority.

Experience tells us that although leases are often silent on how the bond is to be held, you should check the lease to see if it contains bond conditions or details. If you have questions about bonds or bank guarantees check out the **Security for lease** fact sheet, or contact our office.

Recently, we published a suite of dispute resolution fact sheets covering topics, including:

- **Repairs and maintenance**
- **Security for lease**
- **Make good provisions**
- **Tips for Negotiating Disputes**
- **Mediation.**

Our suite of fact sheets will grow to include more topics and we are preparing to publish translated versions of the same fact sheets in Simplified Chinese, Thai, Vietnamese, and Japanese.

## Small Business Friendly Program update

Noosa Council joined the **SBF Program** in April 2023 and is already making great progress on its small business friendly journey in partnership with the Noosa Chamber of Commerce and Industry and are currently working through our SBF Accelerator.

In late 2023, they co-hosted the inaugural, 'Noosa Connects' breakfast, a café style event connecting 70 local small business owners with 14 Business Support Program representatives. The keynote speaker, **Peter Drennan** from **Qi Insights** delivered a deep dive into the Noosa economy and spoke about influencing economic and social conditions, and local consumer behaviour.

The event was well-received by participants with many not aware of the breadth and depth of support and programs available. The **Chamber** and **Council** agreed the event cemented an already positive relationship, and both are committed to maintaining this strong collaboration.



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

## ATO update

### Overdue TPARs – penalties may apply

Businesses that haven't lodged their [Taxable payments annual report \(TPAR\)](#) or submitted a non-lodgment advice form may face penalties if they don't lodge now.

From 22 March, the ATO will apply penalties to those who:

- did not lodge their 2023 or prior year TPAR
- have been sent three non-lodgment letters about their overdue TPAR.

### Help with paying your tax debt

Have you received a tax bill that you can't pay in full and on time? Or maybe you've accumulated a tax debt? There is help available if you're experiencing financial difficulties. You may be eligible to set up a payment plan yourself online.

When you set up a [payment plan](#), you'll need to make an up-front payment and should pay within the shortest possible timeframe to help you avoid interest charges. The later you lodge and pay, the more it will cost you in interest charges and penalties. Interest on overdue tax debts is currently 11.38%, and compounds daily. If you need additional support, reach out to your tax professional or the ATO.

## Free training for small businesses

When starting a new business, we have discovered three key resources tailored to different learning styles.

### Self-Employment Assistance

Ideal for those who prefer one-on-one support, the [Self-Employment Assistance program](#) helps turn your business idea or existing small business into a viable venture. Access workshops, coaching, a small business health check, business plan development, and advice sessions.

### ATO's Learning Management Portal

If you're a self-paced learner, explore the ATO's new [learning portal](#) offering 21 online courses and tutorials covering general business processes with broad coverage of major industries.

### Business Readiness Health Check

For those who enjoy the journey as much as the destination, the [Business Readiness Health Check](#) is a simple tool that assesses the strengths and weaknesses of your new business startup approach. Receive a personalised business report highlighting areas for development and practical resources.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

## Digital business tips

### Maximizing Your Digital Marketing Provider

A report commissioned by the Australian Small Business and Family Enterprise Ombudsman (ASBFEO), found that 1 in 3 small businesses face disputes with their digital marketing provider. Sadly, nearly 70 per cent part ways within 12 months! One of the key reasons for disputes arising is a mismatch in expectations, which mirrors the cause of many of the disputes we receive. Here is a **best practice guide** to better match your needs and expectations with those of digital marketing service providers.

### Need to verify customer information?

If your business needs to **verify customer information** (such as age, identity, authority to drive or other details), your customer may use the Digital Licence app to present this information to you. The Digital Licence is legally equivalent to the physical licence under Queensland law. Plus, you don't need to purchase any specific equipment to verify the Digital Licence.

## Funding and grants

### Regional Networker Grant Program

Regional small business groups, industry associations, and councils can now apply for the \$2,000 **Regional Networker Grant** to help bring small businesses and support crew together during Queensland Small Business Month in May. This funding opportunity is designed to support events outside of South-East Queensland, aiming to strengthen networks for small businesses in regional and remote areas. Applications close on 14 March 2024.

### Grants for small to medium manufacturers

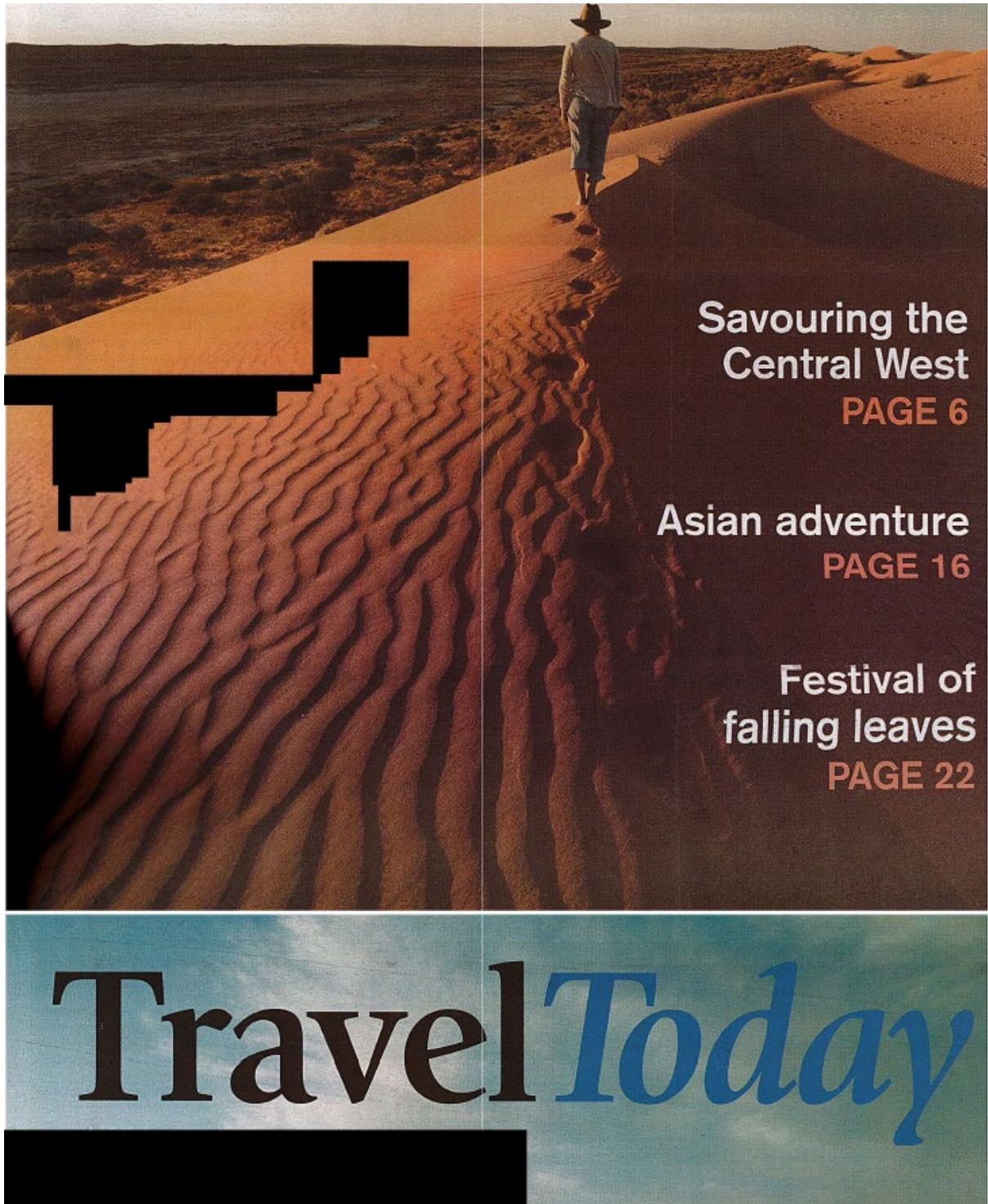
Eligible Queensland-based small to medium manufacturers can apply for matched grant funding of between \$5,000 and \$25,000 to buy equipment or introduce processes that will reduce energy consumption and carbon emissions. Applications for the **Manufacturing Energy Efficiency Grant Program** close on 30 June 2024 or when funding is fully allocated.

### Tourism Exceptional Assistance Grant

If you are a tourism operator and were unable to trade for a minimum of 14 days due to the impact of Tropical Cyclone Jasper, you might be eligible for a **Tourism Exceptional Assistance Grant**. The grants of up to \$500,000 can be used to cover costs such as wages and salaries, fuel, rent and supplies. Applications close on 11 March 2024.

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**3. 'Travel Today' Newspaper Articles.**





Whether it's for your first visit or a revisit there's even more to explore in 2024 in...

# The Heart of Outback Queensland



Central West Queensland

Go the distance & tick off our top stops in 2024



The Central West is home to Outback Queensland's icons – from the home of Qantas in the bustling town of Longreach to the rolling red sand dunes of the Munga-Thirri (Simpson Desert) just a stone's throw from Birdsville. But look a little further and you'll find a region embracing its legendary past and growing the next generation of travel and event experiences.

This year the region is set to welcome visitors to a growing list of attractions and events with the added bonus of good summer rains continuing to deliver stunning landscapes and flourishing wildlife.

Combined with iconic must-dos, the road ahead in 2024 is set to make it even more worthwhile to travel the distance to the heart of Outback Queensland.

## Dinosaurs & outdoors

Welcome to the epicentre of Australia's prehistoric attractions. Take a trip back millions of years at award-winning museums and get up close with Queensland's fossil emblem the *Muttaburrasaurus*.

### Muttaburrasaurus Interpretation Centre, Muttaburra

Muttaburra's greatest claim to fame is the fossilised skeleton of the *Muttaburrasaurus langdoni* found by local Doug Langdon.

### Australian Age of Dinosaurs, Winton

Travel through time at the world's largest Australian dinosaur fossil collection. Tour the exhibits, preparation lab and walk through Dinosaur Canyon plus the Gondwana Stars Observatory, one of the country's best places to view the night sky.

### Lark Quarry Conservation Park, near Winton

Head off the beaten track to Merton Gorge and lookouts, the jumpups, and tour the tracks of fleeing dinosaurs.

### The Stone House, Boulia

Visit this collection of marine reptile fossils to delve deep into the Cretaceous Era and the ancient inland Eromanga Sea where these fascinating marine creatures once swam.

### Barcoo Interpretation Centre, Isisford

Home of the life-sized replica model of the *Isisfordia duncani* – a giant ancestor of the crocodile, displayed along with a 100-million-year-old Bulldog Fish and fossilised fauna, flora, reptiles and birds from the region.

### Cooper Creek, Windorah

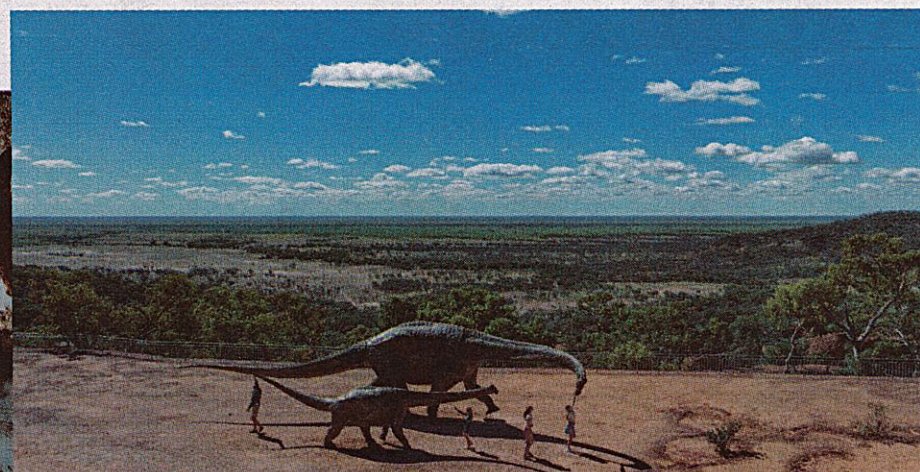
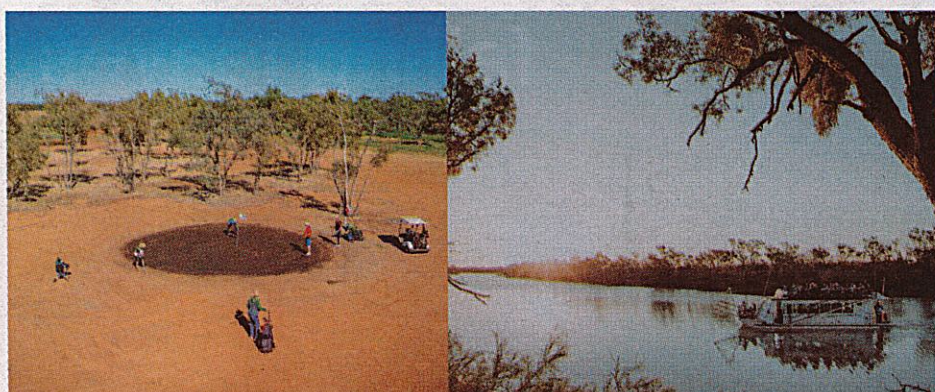
Cooper Creek is located 10km east of Windorah and is an idyllic free camping area. Throw in a line for a spot of fishing – there are yellowbell in abundance, kayak the channels, have a swim or do some boating.

### Munga-Thirri (Simpson Desert), Birdsville

Sunrise or sunset on Big Red, the tallest dune in the Simpson Desert, is a must. Only 35km from Birdsville on a mostly sealed road, either test your 4WD skills and conquer the sand dune, or work your leg muscles and walk to the top. The view is worth it.

### Sunset Cruises, Thomson River, Longreach

Kick-back for a leisurely cruise on the mighty Thomson River as the sun sets and the stars come out. Check out package options to include a delicious meal and entertainment.





## Legends & Larrikins

Outback Queensland is never short on local characters, and is the destination to get up close and live Australia's story.

**Blackall Woolscour, Blackall**  
Gain an insight of how drovers lived and worked at the Woolscour in the 1900s through the new Drover's Dining & Shearer's exhibit and outdoor Drover's Camp – with camp oven dinners.

**Min Min Encounter, Boulia**  
A unique theatrical experience based on the famous light phenomenon featuring animatronics, fibre optics and loads of high-tech wizardry.

**Blackall Saleyards, Blackall**  
Experience the unique history, heritage and atmosphere of Outback Queensland's iconic saleyards.

**Bedourie, Birdsville and Betoota Pubs**  
Diamantina Shire's legendary watering holes. Steeped in history, serving up delicious meals and refreshing beverages in some of the most remote spots on the globe.

**Australian Stockman's Hall of Fame, Longreach**  
Retrace the footsteps and celebrate the lives and work of Australia's stockmen and women. Take an immersive journey through Outback history and witness stockmen in action at the live show.

**Crack Up Sisters House, Winton**  
Celebrate Outback art, book a sleepover, try a workshop or watch a show – check out what's happening at this quirky new icon when you're in town.

**Australian Workers Heritage Centre, Barcaldine**  
Wander through landscaped gardens featuring original historic structures, including a one-teacher school, railway station, police watch house and post office.

### More details

Find more inspiration to plan your Central West adventure at:  
[outbackqueensland.com.au](http://outbackqueensland.com.au)



# Mark your calendars for iconic events and once in a lifetime experiences

# FarOut!

Far Out! from sporting events to rock concerts our local events make the most of stunning landscapes, warm hospitality, and rich history. Get these top events of 2024 on your travel list as you hit the road to Outback Queensland's Central West. Live in the region and these events and more are right in your wide open backyard.

### Festival of Outback Opera

14-20 May

Unlike any other music event you have experienced. Join music lovers from around Australia and the world who make the annual pilgrimage to the Outback to indulge in big voices and big skies blended in beautiful harmony.

### Birdsville Big Red Bash

2-4 July

Thousands of people from around Australia, and the world, head into the Simpson Desert for the most remote music festival on the planet.

### Outback Queensland Masters Golf 2024

15 June - 21 July

Australia's most remote golf series with great prize money up for grabs. This year's schedule includes stops in Central West towns of Barcaldine, Winton, Boulia and Birdsville.

### Blackall-Tambo Festival of Circus

19-23 August

Celebrate the birthplace of Australian circus with the fun of the fair and the magic over two action-packed weekends in Blackall and Tambo.



Image: Bushshutterman

# Why not make the move, Far Out!

The next generation are making the move to the Central West and discovering the benefits of living and working in the region - from affordable houses, to career growth opportunities, to safe and welcoming communities – what's more, there's even more to explore on their doorstep and a growing list of mod-cons available in the region.

Yep, we've got flies and heat, and we can be pretty far out, but there's also a ton of opportunity to still have your career, business and lifestyle sorted.

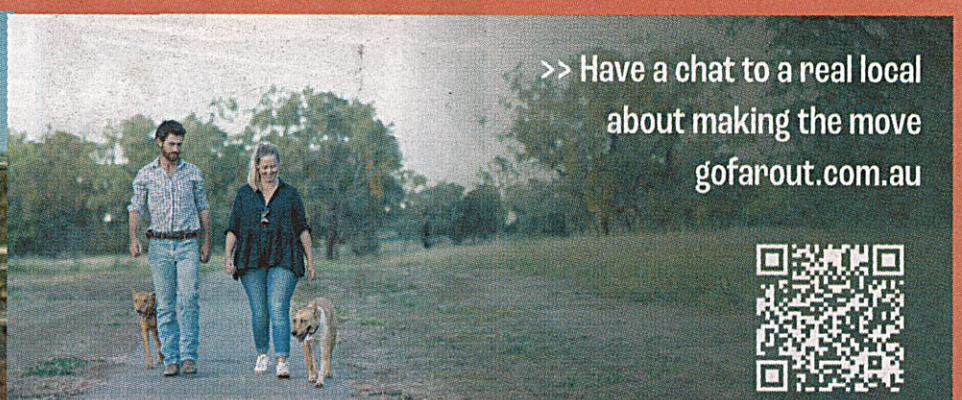
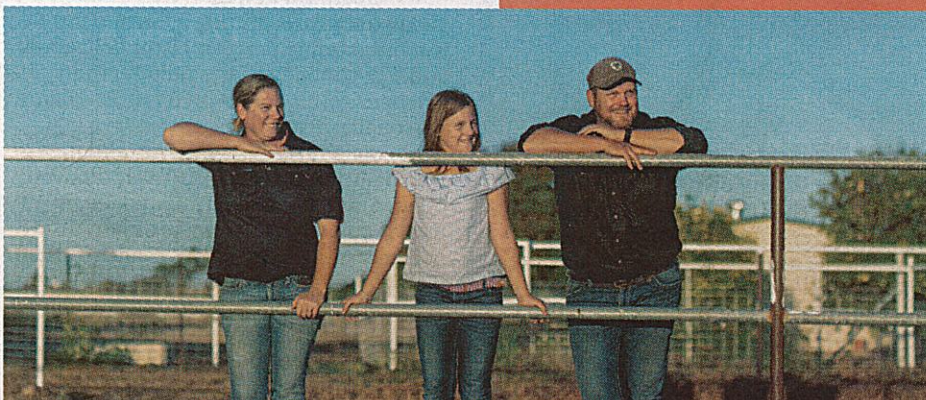
Whether you're looking for your next home, job or adventure, check off more of your list out here.

Keep doing the things you love and have time for even more. It's easier than you think... check it out for yourself.

**1min**  
Avg. commute to work  
**\$230**  
Avg. weekly childcare  
**\$5,147**  
Avg. monthly income  
**\$252k**  
Median house price

*The local councils of the Central West have joined forces through Far Out! to bust some myths and get real about what it's like making the move to, and living in Central West Queensland. It's not for everybody, but it might just be right for you.*

>> Have a chat to a real local about making the move  
[gofarout.com.au](http://gofarout.com.au)





## HEADING OUTBACK



If you haven't been to the Birdsville Pub, have you really been to the Outback? Delicious meals served up with a slice of Australian history.



Barcaldine's Desert Dreaming Centre – a unique space offers authentic experiences from Aboriginal arts and crafts workshops to song and dance shows, and a cooking class using bush tucker.



Festival of Outback Opera returns to Central West Queensland 14-15 May 2024.

# Savouring the Central West

Embarking on an adventure through Central West Queensland offers a genuine taste of the outback and is now proudly serving up even more tantalising reasons to make the trip or come back and explore even more in 2024.

While the region is famous for its breathtaking landscapes and legendary stories, treats of a different kind are finding their way onto must-do travel lists - from handcrafted delicacies and art, to opera under the everlasting stars, to glamping and champagne overlooking prehistoric landscapes.

As locals will tell you: "It's 2024 in the Central West too!" and you don't have to look too far to see the growing number of mod-cons along with cultural and culinary gems. Look a little further, stay a little longer and you'll be rewarded.

The wider Outback Queensland events calendar provides a great starting point to plan your trip. Larger events like the Birdsville Big Red Bash or the Festival of Outback Opera are complimented by smaller events hosted before and after in towns along the way, making the journey all the more worthwhile. Be sure to check out dates for local races, rodeos and campdrafts, alongside the arts, crafts, fashion and entertainment offerings regularly hosted even in the smallest locales.

You'll be surprised at what you'll find even in the furthest reaches of the region. Tempting traveller's tastebuds on a stroll in 'downtown Birdsville' you'll not only find the iconic bakery and pub serving up classics but also get your caffeine fix at two cafes - all in a town of just 110!

Speaking of coffee - with a generous serving of the arts - stop a while in Blackall and you'll see why the locals joke it's fast becoming the 'Byron of the Bush', currently boasting nine establishments that serve up a delicious brew, beverages and treats in addition to contemporary and classic menus. The town's growing list of galleries and crafts on the main street, together with stunning outdoor sculptures and a world-class art gallery down the road in Tambo are just some of the attractions that showcase this thriving cultural hub.

Rest assured the Central West still has its roots firmly in the tradition, offering a chance to indulge in food and entertainment from across generations. From bush tucker tastings and art in Barcaldine to a hearty camp oven dinner and bush poetry under the coolabah trees in Longreach - there's something for everyone.



The Lodge on Hawthorn is a treasure trove of home baked treats, preserves and delicacies alongside a contemporary menu all housed in the impressive former Masonic Lodge and surrounding lush gardens.



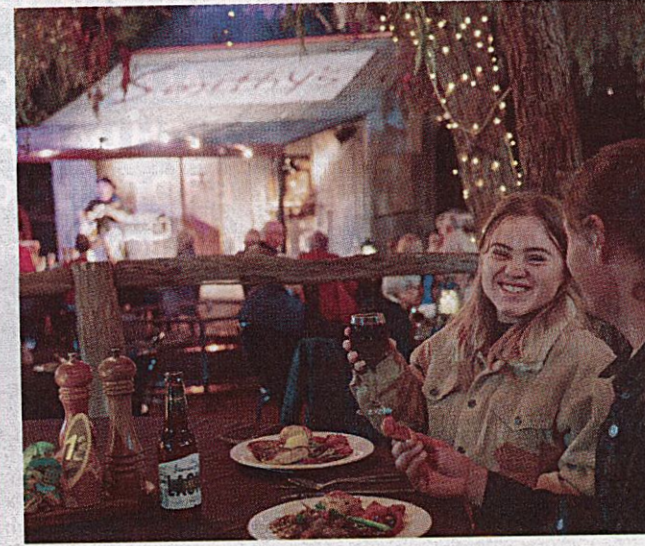
Matilda Way.



Rangelands Outback Camp near Winton is an exclusive luxury tented camp catering to 12 pampered adult guests.



Australia's most remote music festival Birdsville's Big Red Bash - 2-4 July 2024.



Traditional camp oven dinners and live entertainment in Longreach including Smithy's on the banks of the Thomson River.

### Get ready to travel to the Central West

- When to travel: March to October is the traditional tourism season
- Who's travelling: Families are joining

the traditional 'grey nomad' travellers looking for adventure and a taste of the wide outdoors and authentic Aussie culture.

- Why 2024?: In addition to the bumper list of events and experiences, good

rains in recent months means landscapes, wildflowers and wildlife are set to look amazing!

Have a chat to our local Visitor Information Centres or stay up to date with the latest from Outback Queensland Tourism

Association at: [www.outbackqueensland.com.au](http://www.outbackqueensland.com.au)

Find out more about living, working and playing in Central West Queensland at: [www.gofarout.com.au](http://www.gofarout.com.au)



# Touring events to plan for

## FABALICE

- 7-10 March
- Alice Springs

In celebration of the 30th anniversary of the classic cult movie *The Adventures of Priscilla: Queen of the Desert*, fabALICE is set to extend Mardi Gras celebrations to Alice Springs. Expect a unique showcase of drag, glitter, comedy, cabaret and entertainment paying homage to the legendary film and stage musical.

## PERFECT LIGHT FILM FESTIVAL

- 22-24 March
- Broken Hill

Held in the iconic film town of Broken Hill, NSW, the Perfect Light Film Festival is a free three-day annual event. The Perfect Light Film Festival kicks off with a launch, the night featuring an Independent Aussie Feature Film, followed by a Q&A at Silver City Cinema. On Saturday, the popular short film festival will run outdoors at Sturt Park in Broken Hill. Up to 20 short films will be screened and awarded monetary prizes by a panel of celebrity judges. Markets, food stalls and arts / crafts will accompany the Short Film Festival as well as live music and entertainment.

The Sunday features a filmmaking and acting workshop held at the Civic Centre from 10am-2pm in Broken Hill and is a chance to learn from industry experts about the industry. The entire festival is free.

## RIVERSANDS EASTER IN THE VINES

- 30-31 March
- St George

Set in the lush Riversands gardens, Easter in the Vines offers a chance to enjoy the holiday with friends and family while listening to live music, and cooking your own sizzling BBQ with glass of wine or beer in hand! Or purchase cheese platters, delicious homemade scones, mud cake and coffee from their cafe. A courtesy bus will be running in and out of town. For the kids there will be Easter egg hunts and a colouring-in competition each day. Or maybe a spot of cricket or face painting, with have a large grassy area where younger kids can play.

## DIRRANBANDI SHOW AND CAMPDRAFT

- 5-6 April
- Dirranbandi

This action-packed weekend kicks off early Friday morning with the campdraft in the main arena supported by the Show Tuckerbox, BBQ and Bar operating throughout the day. Saturday showcases sheep, wool, cattle and poultry alongside a full day of competitive yard dog trials, ring events and the second day of campdrafting.

The pavilion showcases the varied talents of the community's vegetable gardens, cooking, art, photography and everything in between including a giant pumpkin growing competition and crowd-pleasing luncheon.

## PARRTJIMA - A FESTIVAL IN LIGHT

- 12-21 April 2024
- Alice Springs

The only Aboriginal light festival of its kind in the world, Parrtjima - A Festival in Light will return to illuminate the Red Centre. The 10-day festival proudly heralds an Aboriginal-led program of light installations, artworks, performances, workshops, talks and nightly projections against the ancient MacDonnell Ranges.

## BASSINTEGRASS

- 18 May 2024
- Darwin

The Territory's largest and longest running music festival, BASSINTEGRASS, is set to return to Darwin's iconic Mindil Beach and tickets are on sale now. The full 2024 line-up has been announced including international artist Macklemore, as well as iconic Aussie music acts such as Jet, Bag Raiders, King Stingray, The Jungle Giants, Ziggy Alberts and many others.

## KARRIMANJBEKKAN AN-ME KAKADU - TASTE OF KAKADU

- 24-26 May 2024
- Kakadu

A cultural food festival 65,000 years



Parrtjima - A Festival in Light will return to illuminate the Red Centre.



Baker Boy entertains the crowds at The Territory's largest and longest running music festival, BassintheGrass.



Get ready for rodeos in Mt Isa.

a native-infused food program that will immerse visitors in a stimulating journey of the senses. Guests can expect unique culinary and cultural experiences including traditional ground oven feasts, forage walks with Traditional Owners, canape cruises, workshops and more.

## BARUNGA FESTIVAL

- 7-10 June
- Katherine and Surrounds

Barunga Festival celebrates a long and proud tradition of sharing the culture of remote Aboriginal Australia, as communities come together to camp and take part in a jam-packed program spanning music, sport, culture, art and dance. Highlights include traditional dances, an art and fabric fair, fashion show, didgeridoo, spear throwing and an AFL game.

## BETR DARWIN TRIPLE CROWN

- 14-16 June
- Darwin

The highly anticipated motorsport weekend returns to Darwin's Hidden Valley with an incredible weekend of family entertainment and adrenaline-pumping racing featuring the Australian Superbikes, the Porsche Paynter Dixon Carrera Cup, Aussie Racing Cars, Combined Sedans, Nitro Up North and the third annual Supercars Indigenous Round.

## OUTBACK MASTERS

- 15 June - 21 July
- Birdsville to Quilpie

Follow the tour from Birdsville to Quilpie in 2024 and you could win one of five individual prizes from the \$10,000 Hole-in-one challenge to the Million Dollar Hole-in-one challenge in Quilpie.

## ALICE SPRINGS BEANIE FESTIVAL

- 21-24 June 2024
- Alice Springs

Since 1997, this quirky Red Centre festival has brought together beanie-makers, artists and Aboriginal communities to celebrate the colourful handmade head

Festivalgoers will see more than 6,600 beanies hang at 'Beanie Central', and can expect a fun program of exhibitions, bush tucker, live music and Aboriginal craft workshops.

## YELLOWBELLY COUNTRY MUSIC FESTIVAL

- 24-30 June
- St George

It's the best week in country music, bush poetry, food, drink, camping, fishing, friends and country hospitality. Come along to St George Yellowbelly Country Music and Poets Festival as this year's festival is extra special, as it's dedicated to the memory of Keith Jamison OAM. Prepare to be dazzled by an amazing lineup of country music performers and bush poets, plus plenty of walk-up opportunities to show off your own skills. The festival takes place at the St George Showgrounds, where camping is available. For those wanting to secure a powered site then it's 'first in, best dressed' so make sure you get in early. Show and camping tickets are available at the gate.

## THE 2024 BIRDSVILLE BIG RED BASH

- 2-4 July 2024
- Birdsville

The heart of Australian Outback will come alive once again when the incredible roster of Australian rock and pop legends perform at the 2024 Birdsville Big Red Bash in the remote Simpson Desert. Headlining for her first Outback performance, will be Oz legend, Tina Arena along with Jon Stevens and joined by an epic lineup of over 30 artists including Ian Moss, Colin Hay, Tim Finn, Diesel, Baby Animals, Vanessa Amorosi, Mark Seymour, Richard Clapton, Casey Barnes, Shane Howard, Pierce Brothers, Bjorn Again, Mi-Sex, Chocolate Starfish - Bat Out of Hell, The Rolling Stones Revue starring Phil Jamison, Tex Perkins and Tim Rogers, Furnace and the Fundamentals, Ash Grunwald, Fanny Lumdsen, Sarah McLeod, Hayley Mary, Steve Balbi and Amy Ryan - who at just 14 yo is the youngest performer ever added to the Big Red Bash line up

(July 2-4, 2024) are on-sale at bigredbash.com.au

## GARMA FESTIVAL

- 2-5 August 2024
- Arnhem Land

One of Australia's largest First Nations gatherings, Garma Festival features a four-day celebration of Yolngu life and culture held in remote Arnhem Land. Hosted by the Yothu Yindi Foundation, Garma showcases traditional miny'tji (art), manikay (song), bunggul (dance) and storytelling, and is an important meeting point for the clans and families of the region. The Key Forum Policy Conference also hosts discussions and debates on major issues.

## BIRDSVILLE RACES

- 6-7 September
- Birdsville

The thrill of the chase will return to the tiny Outback town of Birdsville when the 142nd Birdsville Races kick off in a flurry of dust and fascinators on Friday 6th and Saturday 7th of September 2024.

The iconic bucket list event has been racing in this corner of the Simpson Desert since 1882, with the 2023 TAB Birdsville Cup believed to be the strongest field in the history of the iconic event.

Thousands of punters in a range of outfits from the wild and whacky to over the top glamorous came together under expansive blue skies running into red earth as thoroughbreds thundered down the dusty racetrack in 2023.

## MT ISA RODEO

- May 11 - Road to Rodeo Mount Isa
- August 8 - Mount Isa Mines Indigenous Rodeo Championships
- August 8 to 11 - Mount Isa Mines Rodeo

The Mount Isa Mines Rodeo, and associated events, is a wonderful opportunity to immerse yourself in Outback Queensland's local culture and community, and hopefully explore some of the superb tourism experiences on offer there.



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.5.2**  
**Subject Heading: Planning and Development Report**  
Author and Title: Shane Gray, Chief Executive Officer  
Classification: (if confidential)

*Summary: From the Chief Executive Officer, tabling the monthly Planning and Development Report.*

**Officer's Recommendation: That Council receive the report.**

---

**Background**

The planning and development report for the month consists of two elements:

1. A list of town planning, building, water and sewerage applications.
2. A report from Council's town planners – Reel Planning.

The full details of development applications are available on Council's website.

**Link to Corporate Plan**

Theme 5: Governance

We will have a safe, engaged, proud and performing council and workforce that is inclusive, innovative, ethical and trusted by all levels of government.

**Consultation (internal/external)**

- Chief Executive Officer
- Reel Planning

**Policy Implications**

Nil

**Budget and Resource Implications**

- Planning fees received
- Assessment costs

**Risk Management Implications**

Low risk – information report only

**Asset Management Implications**

Nil

**Legal Implications - Nil**

**Summary list of town planning, building, water and sewerage applications.**

<b>Date</b>	<b>Number</b>	<b>Fees</b>	<b>Development Type</b>	<b>Development Detail</b>	<b>Value of work</b>	<b>Location</b>
05.01.2024	B/F	\$29,521.70			\$3,172,552.00	
18.01.2024		\$492.00	Water Connection	Vacant Land	\$0.00	Barcaldine
06.02.2024		\$707.09	Town Planning	Reconfiguration of Lot (3 lots into 3)	\$0.00	Alpha
19.02.2024		\$492.00	Water Connection	Shed	\$0.00	Alpha
		<b>\$31,212.79</b>	<b>17 January to 7 March 2024</b>		<b>\$3,172,552.00</b>	
		\$52,587.50	2022-23 Financial Year		\$2,316,652.00	
		\$45,692.00	2021-22 Financial Year		\$4,215,938.78	
			2020-21 Financial Year		\$3,639,135.00	
			2019-20 Financial Year		\$5,454,721.91	
			2018-19 Financial Year		\$2,220,655.58	

## MONTHLY REPORT (FEBRUARY 2024)

This information report provides a monthly update on the planning services that Council provides to support planning and development activity across the local government area.

### 1. DEVELOPMENT ASSESSMENT

One new application has been received since the last monthly report. Three applications are currently under assessment and one application has been recently decided.

1.1	Council reference:	DA432324
	Application:	Development Application for a Development Permit for a Material Change of Use – Emergency Services
	Property description:	40 Pine Street, Barcaldine and formally described as Lot 2 on RP612968
	Day application was made:	29 February 2024
	Category of assessment:	Code
	Public notification be required:	No
	Applicant:	Queensland Ambulance Service C/- Murray & Associates (Qld) Pty Ltd
	Status:	Under assessment

An application has been made by Queensland Ambulance Service C/- Murray & Associates (Qld) Pty Ltd for a Development Permit for a Material Change of Use for Emergency Services over land at 40 Pine Street, Barcaldine (Lot 2 on RP612968).

The proposal involves the construction of Ambulance Station which consists of an office, temporary accommodation, carport and ambulance shed.

The Ambulance Station will operate 24 hours seven days a week. The temporary accommodation is ancillary to the primary use and will only be occupied by operational staff only.

The site is in the Township Zone within which the proposed Emergency Services use is subject to Code assessment and therefore will not require public notification.

The application is currently under assessment.

1.2	Council reference:	DA312324
	Application:	Development Application for a Development Permit for Reconfiguring a Lot (Boundary Realignment - 3 lots into 3 lots)
	Property description:	1 and 3 Gordon Street, Alpha and formally described as Lot 47 on A3017, Lot 51 on A3017 and Lot 2 on A30119
	Day application was made:	24 November 2023
	Category of assessment:	Impact
	Public notification be required:	Yes
	Applicant:	Central West Hospital and Health Service C/- Murray & Associates (Qld) Pty Ltd
	Status:	Decision stage

An application has been made by Central West Hospital and Health Service C/- Murray & Associates (Qld) Pty Ltd for a Development Permit for a Reconfiguring a Lot (Boundary Realignment - 3 lots into 3 lots) over land at 1 and 3 Gordon Street, Alpha (Lot 47 on A3017, Lot 51 on A3017 and Lot 2 on A30119).

The proposed boundary realignment seeks to create three (3) township lots that respond to the existing land use and create boundaries that provide opportunity for the future expansion/reconstruction of the Alpha hospital.

The site is in the Township Zone and the 'Alpha high and extreme flood hazard' overlay area within which the proposed reconfiguration of a lot is subject to Impact assessment and therefore will require public notification.

Public notification finished on 13 February 2024 and no submissions were received. The application is now in decision stage with a decision being due by 13 March 2024. The application will be considered at the March General Council meeting.

1.3	Council reference:	DA592223
	Application:	Development Application for a Development Permit for a Material Change of Use - Service Station
	Property description:	270 Ballyneety Road, Aramac and formally described as Lot 3 on SP335304
	Day application was made:	6 June 2023
	Category of assessment:	Code
	Public notification be required:	No
	Applicant:	Noel Nicholas Dickson
	Status:	Not properly made

An application has been made by Noel Nicholas Dickson for a Development Permit for a Material Change of Use for a Service Station over land at 270 Ballyneety Road, Aramac (Lot 3 on SP335304).

The proposal involves an existing unmanned fuel pod that dispenses both diesel and unleaded petrol. The unmanned fuel pod is located between the 'The Lake' camping area and the Ballyneety road reserve.

The site is in the Rural Zone, within which the proposed Service Station, where the total use area is below 150m<sup>2</sup>, is subject to Code assessment and therefore will not require public notification.

The application is not considered properly made, as it is unclear from the application material whether the fuel pod is located in the road reserve or on the applicant's lot. Council is awaiting a response from the applicant regarding the location of the fuel pod.

The following application was approved under delegation on 24 January 2024 and the decision notice was issued to the applicant soon thereafter.

1.2	Council reference:	DA422324
	Application:	Superseded Planning Scheme Request
	Property description:	57075 Capricorn Highway, Barcardine and formally described as Lot 2 on RP902908
	Day application was made:	05 February 2024
	Category of assessment:	N/A

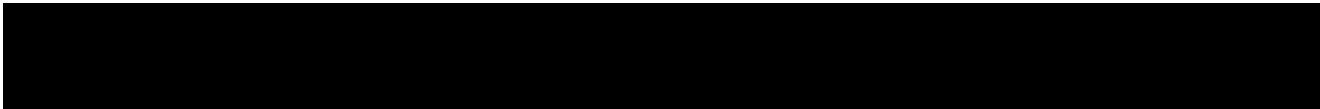


Public notification be required:	N/A
Applicant:	Ergon Energy Queensland
Status:	Approved

The following customer requests were received since the last monthly report:

PLANNING ENQUIRIES			
Date received	Customer Details	Details of Enquiry	Status
14/02/24	State government entity	<p><u>Details of Enquiry</u> Council received a request regarding changes to an existing health facility.</p> <p><u>Planning details</u></p> <ul style="list-style-type: none"> <li>The site is in the Community facilities zone (Health care precinct)</li> <li>The entire site is affected by the Flood hazard overlay map (Flood prone land).</li> </ul> <p><u>Advice given</u></p> <ul style="list-style-type: none"> <li>The proposed works are minor in nature and would not constitute building work</li> <li>No planning approval or building approval will be required for the works.</li> </ul>	Closed
19/2/24	Landowner	<p><u>Details of Enquiry</u> Council received a request regarding subdividing an existing lot.</p> <p><u>Planning details</u></p> <ul style="list-style-type: none"> <li>The site is in the Rural zone.</li> </ul> <p><u>Advice given</u></p> <ul style="list-style-type: none"> <li>The minimum lot size in the Rural zone is 1,000 hectares</li> <li>If the proposal can achieve a minimum lot size of 1,000 hectares the development application will be Code assessable and supportable</li> <li>If any proposed lots are less than 1,000 hectares an Impact assessable development application will be required and the application may not be supportable.</li> </ul>	Closed
23/02/24	Landowner	<p><u>Details of Enquiry</u> Council received a request about reconfiguring several existing lots.</p> <p><u>Planning details</u></p>	Closed

PLANNING ENQUIRIES			
Date received	Customer Details	Details of Enquiry	Status
		<ul style="list-style-type: none"> <li>The site is in the Industrial precinct of the Township zone.</li> </ul> <p><u>Advice given</u></p> <ul style="list-style-type: none"> <li>The Strategic Outcome Map for Barcaldine notes the site as being in the 'Industry area' therefore it is expected to be used for industrial purposes</li> <li>The proposed reconfiguration would therefore be a logical proposal and generally consistent with the intent of the planning scheme</li> <li>The minimum lot size in the industrial precinct is 800m<sup>2</sup> with a minimum road frontage of 20m</li> <li>Reconfiguring a lot is subject to Code assessment</li> <li>Code assessment is the lowest level of assessment.</li> </ul>	
PLANNING AND DEVELOPMENT CERTIFICATES			
Nil			
SURVEY PLAN APPROVALS			
Nil			



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024

**Item Number: 3.5.3**

**Subject Heading: Workplace Health and Safety Report**

Author and Title: Deanna Marshall, Work Health and Safety Administration  
 Officer

Classification: (if confidential)

*Summary: From the Work Health and Safety Administration Officers, presenting a report on Council's Work Health and Safety.*

**Officer's Recommendation: That Council receive the report.**

**Background**

The table and associated graphs below represent Barcaldine Regional Council incidents involving injuries to personnel reported from the beginning of the financial year 2023 through to the most recent reported incident date.

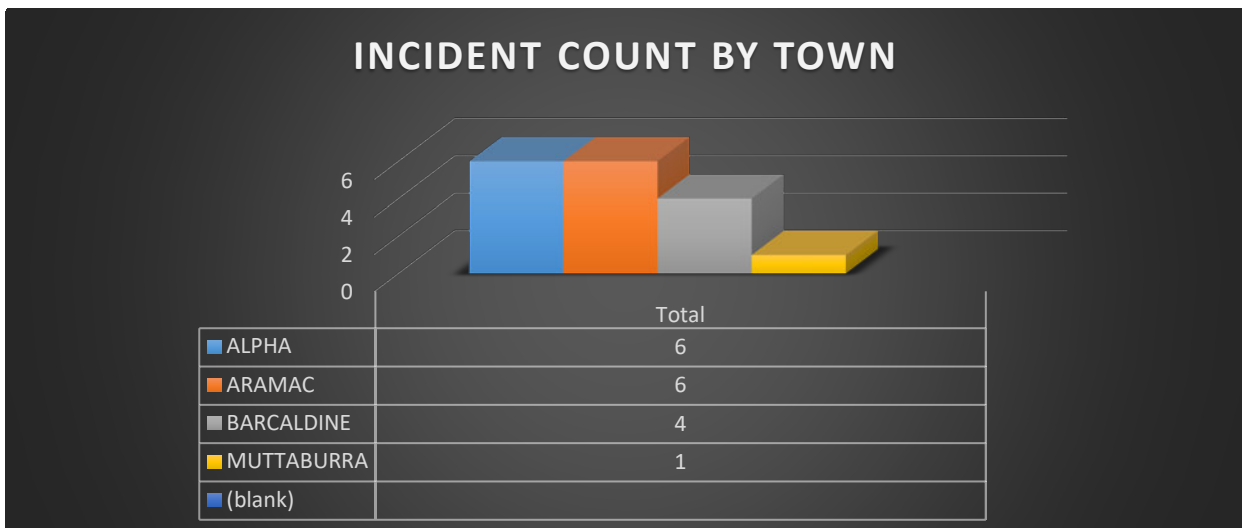
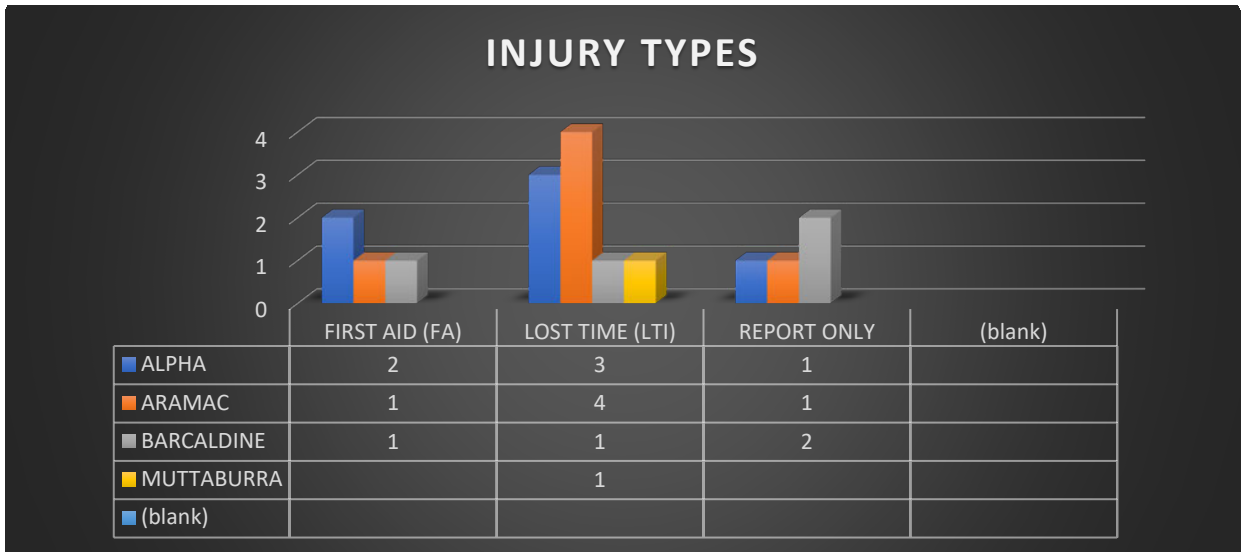
The correlated data indicates that across the region, Body Stressing has been the major contributor of injuries to Barcaldine Regional Council employees; followed by Falls, Trips and Slips. The Workplace Health and Safety Department is working closely with Departmental Leaders, Managers and Supervisors to bring awareness of manual handling requirements to their workers through prestart conversations and during task allocation.

**Personnel incidents reported 01/07/2023 – 05/03/2024**

Date	Location	Outcomes	Injury Type
05/02/2024	Alpha	Injury	First Aid
29/01/2024	Aramac	Injury	Lost Time Incident
29/01/2024	Aramac	Injury	First Aid
22/01/2024	Aramac	Injury	Report
18/01/2024	Alpha	Injury	Report Only
12/12/2023	Barcaldine	Injury	Report Only
08/11/2023	Aramac	Injury	Lost Time Incident
03/11/2023	Barcaldine	Injury	Lost Time Incident
25/10/2023	Alpha	Injury	Lost Time Incident
28/09/2023	Aramac	Injury	Report Only
29/08/2023	Aramac	Injury	Lost Time Incident
18/08/2023	Alpha	Injury	Report Only
01/08/2023	Muttaborra	Injury	Lost Time Incident
31/07/2023	Barcaldine	Injury	First Aid
18/07/2023	Barcaldine	Injury	Report Only
07/07/2023	Alpha	Injury	First Aid

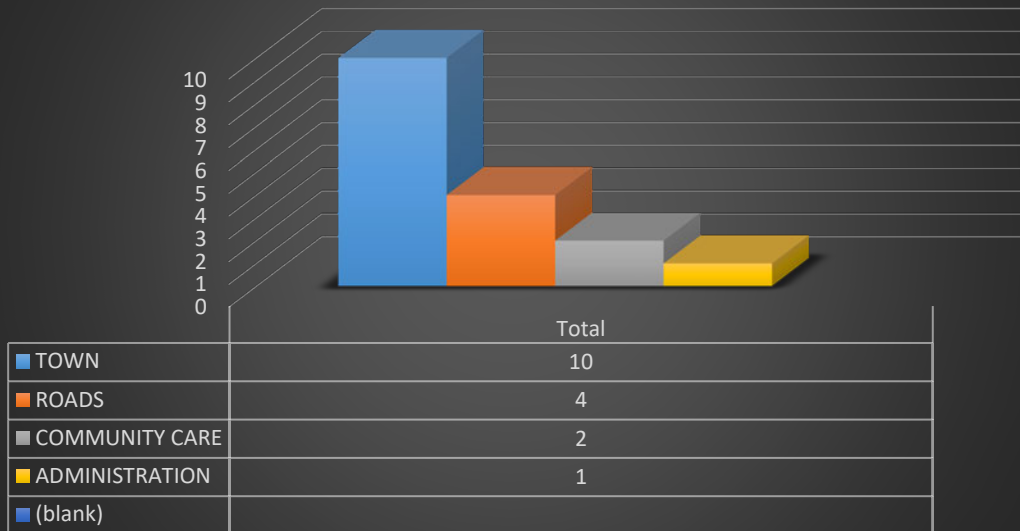
**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Incident graph 01/07/2023 – 05/03/2024**

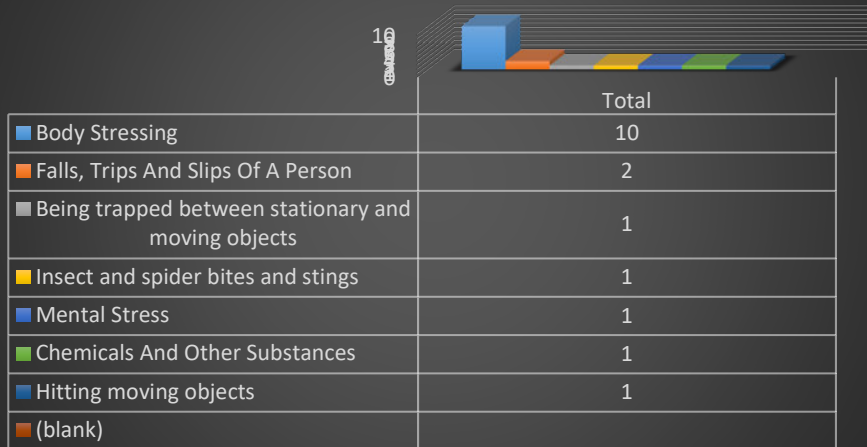


**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

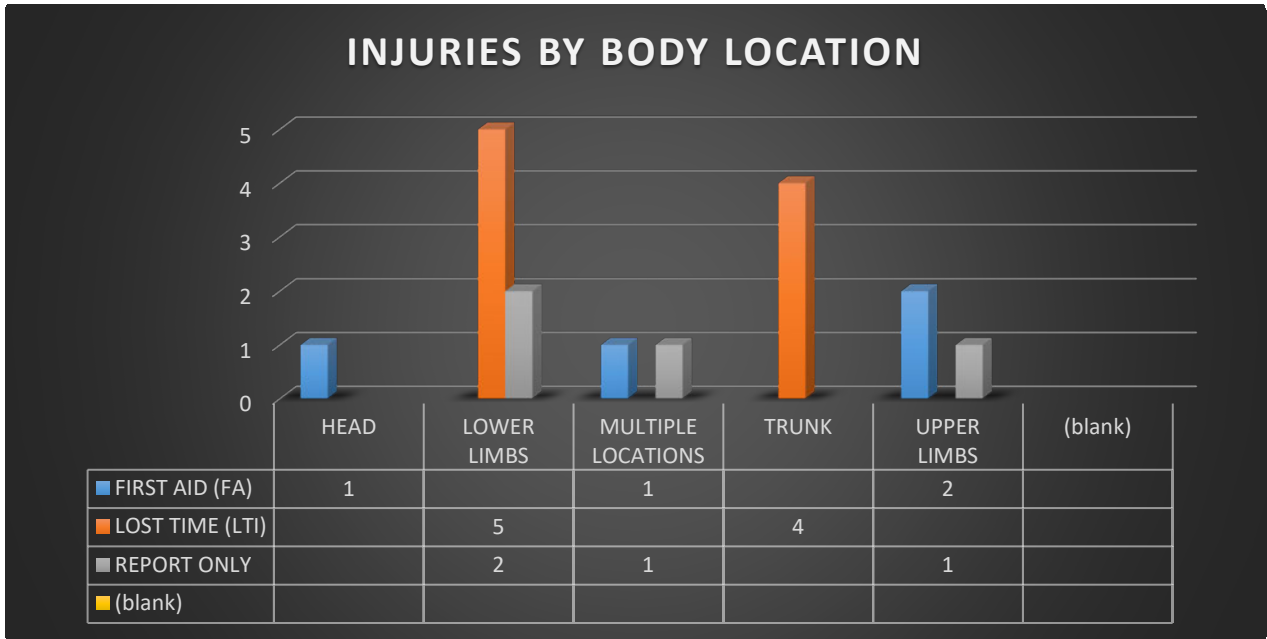
**INCIDENT DEPARTMENTS**



**INCIDENT MECHANISM**

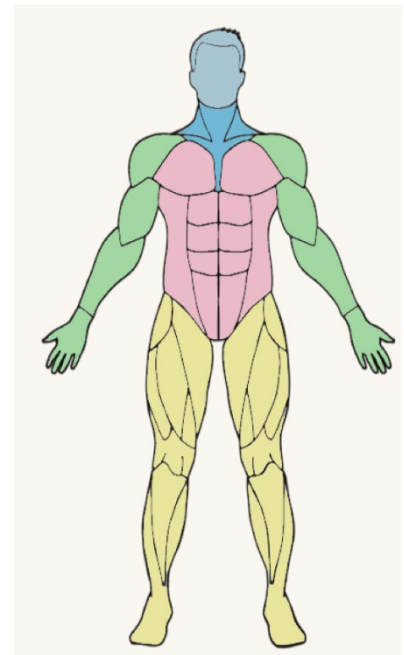


**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**



**Injuries by body location**

HEAD	1
NECK	0
TRUNK	4
UPPER LIMBS	3
LOWER LIMBS	7
MULTIPLE LOCATIONS	2



The Workplace Health and Safety Department has been updating all systems and documents for the upcoming audit in June. Standard Operating Procedures are all updated and consultation with all council staff has been completed for a first round, we will be commencing the final stage of consultation in the coming week. Grants have been applied for in terms of the necessary training required for depot staff. Safety Data Sheets have been updated for all depots. Health and Safety Representative (HSR) members have been trained this month and the last four members will be trained the week beginning 18 March. HSR Committee meeting was held on 29<sup>th</sup> February and the next meeting is on 27 March 2024.



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

The Work Health and Safety Team continues to provide support to workers and officers, through communication, mentoring, guidance and advice.

**Link to Corporate Plan**

Theme 5: Governance

**Consultation (internal/external)**

- Chief Executive Officer
- Leadership Team
- Workers

**Policy Implications**

Implementation of Council Safety Management System documentation

**Budget and Resource Implications**

\* Insurance claims

\* Lost time injuries – Workers Compensation

**Risk Implications**

No major incidents

**Asset Management Implications**

Nil

**Legal Implications**

Nil

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.5.4**  
**Subject Heading: Economic Development Report**  
Author and Title: Shane Gray, Chief Executive Officer  
Classification: (if confidential)

*Summary: From the Chief executive Officer, tabling the monthly Economic Development Report.*

**Officer's Recommendation: That Council receive the report.**

---

**Background**

The monthly progress report on the economic development projects that Council is pursuing is attached below.

**Link to Corporate Plan**

Theme 4: Economy

**Consultation (Internal/External)**

- Chief Executive Officer
- Remote Area Planning and Development Board Senior Regional Development Manager

**Policy Implications**

Nil

**Budget and Resource Implications**

As per budget

**Risk Management Implications**

- Low risk that developments do not meet community expectations
- Moderate risk that developments do not receive funding

**Asset Management Implications**

Nil

**Legal Implications**

Nil

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**



**Economic Development**  
**March 2024**

Note – reduction of hours in place as of 31 October 2023.

**BREZ (Barcaldine Renewable Energy Zone)**

- State funding has been announced for BREZ. Negotiations with State Government underway. Federal Government and tenant meetings continue.
- Will continue to work with Barcaldine Regional Council (BRC) to deliver this project.

**Water for Economic Development**

- Remote Area Planning and Development report to investigate water for economic development in central western Queensland has been completed by AEC. Report now available and I will work with BRC to deliver any outcomes from this work as RAPAD Deputy Chief Executive Officer, more information here: <https://rapad.com.au/publications/rapad-regional-water-strategy/>.
- Advocacy will continue in 2024.

As always, happy to come and brief council on any matters they wish or have raised.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.5.5**  
**Subject Heading: Environmental Health Officer Report**  
Author and Title: Shane Gray, Chief Executive Officer  
Classification: (if confidential)

*Summary: The Environmental Health Officer's report is provided to Remote Area Planning and Development (RAPAD) Regional Councils.*

**Officer's Recommendation: That the Chief Executive Officers of the RAPAD Regional Councils receive the Environmental Health Officer's report.**

---

### **Background**

All Council areas: request sent to all seven councils for list of food businesses and contact person, as well as sending a record keeping template for respective letterheads.

Instrument of appointment emails sent: completed - Blackall and Barcaldine. Requires my signature: Barcoo, Winton, Longreach and Boulia. Waiting on reply: Diamantina.

Other actions/tasks:

- Organised personal computer files for job tasks- completed.
- Revising food business application form - ongoing.

Blackall:

- Food business complaint received - Tambo. Inspection conducted, minor issues raised and resolved.
- Food business license applications were received and one approved.
- Food Safety Program assessment, as part of application - ongoing.
- Food safety Inspections were carried out, minor issues were noted and raised with operators.
- Commercial Use of Roads (risk assessment).
- List of food business received.

Barcaldine:

- Initial inspection/application assessment and phone consultation.
- Induction.
- Phone calls/emails - food business related.
- List of food business received.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Longreach:

- Induction/meeting with Reg Services.
- Emails and phone consultation (food business related).
- List of food business received.

Boulia:

- Emails – food business related.
- List of food business received.

**Environmental Management/Public Health**

Blackall:

- Budget accommodation inspection (as part of complaint [Tambo]) – suggestions given.
- Overgrown allotment, assessment and letter sent.

Barcaldine – Herbicide research and report/risk assessment.

Diamantina- Disaster management meeting.

**Link to Corporate Plan**

Theme 5: Governance

**Consultation (Internal/External)**

- Environmental Health Officer
- Remote Area Planning and Development Board

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications**

Low risk – information report only

**Asset Management Implications**

Nil

**Legal Implications**

Nil

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number:** 3.6.1  
**Subject Heading:** Mayor's Information Report  
Author and Title: Councillor Sean Dillon, Mayor  
Classification: (if confidential)

*Summary: From the Mayor, tabling his information report to Council.*

**Officer's Recommendation: That Council receive the report.**

---

TOPIC	ACTIVITY
Meetings	<ul style="list-style-type: none"><li>• Burdekin Regional Water Assessment Stakeholder Advisory Group</li><li>• Sunwater</li><li>• Qld Beef Corridors Steering Committee</li><li>• Barcaldine Renewable Energy Zone</li><li>• Industrial Regions Action Network</li></ul>

**Link to Corporate Plan**

Theme 5: Governance

We will have a safe, engaged, proud and performing council and workforce that is inclusive, innovative, ethical and trusted by all levels of government.

**Consultation (internal/external)**

Nil

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications**

Low – information report only

**Asset Management Implications**

Nil

**Legal Implications**

Nil



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.6.2**  
**Subject Heading: Chief Executive Officer's Information Report**  
 Author and Title: Shane Gray, Chief Executive Officer  
 Classification: (if confidential)

*Summary: From the Chief Executive Officer, tabling his information Report to Council.*

**Officer's Recommendation: That Council receive the report.**

Meetings	<ul style="list-style-type: none"> <li>• Barcaldine Renewable Energy Zone ongoing - including various meetings with government departments. I have received Department of Transport and Main Roads and State Assessment and Referral Agency responses, draft agreement from the Department and the Memorandum of Understanding forwarded to Zen for input.</li> <li>• Site visits - depots and work sites.</li> <li>• Barcaldine Rec Park to establish a user group, first meeting to be scheduled. Following the Barcaldine Watersports Association request to cancel harvester and seek quotes for an alternative treatment - quotes have been requested and contractor engaged. Works to be undertaken end of March. Minutes from meeting and the letter to user group members attached.</li> </ul>
Councils Safety Management Systems	<ul style="list-style-type: none"> <li>• Continuing with implementation of Work Health and Safety management system.</li> <li>• Standard Operating Procedures updated by staff.</li> <li>• Registers being updated.</li> </ul>
Human Resources and Change Management	<ul style="list-style-type: none"> <li>• Council continues recruiting with advertising across various platforms, housing remains an ongoing challenge.</li> <li>• Training and development opportunities ongoing.</li> <li>• Staff movements, since January - we have recruited 12 new staff members, six resignations. Ten jobs are currently being advertised - labourers, plant operators.</li> <li>• One trainee and two apprentices have been recruited.</li> </ul>
Refuse Facilities	<ul style="list-style-type: none"> <li>• The transition to Barcaldine new landfill has occurred and is being monitored, tenders for fencing have been received and are being evaluated.</li> <li>• Fire breaks and removal of existing fence to be undertaken in preparation for construction.</li> <li>• Council has secured old landfill site, unfortunately some users have cut fence to access site, this will be addressed.</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Tree of Knowledge Royal Flying Doctor Service Ball was well attended, Council staff did an excellent job preparing the facility.</li> <li>• Recent negative comments on social media about Council and staff, streets and maintenance was disappointing; staff have much pride in the work we do across the region and while we can always improve, I'm proud of the efforts of our staff,</li> </ul>

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

	<p>considering the added growth cycles of weeds and grasses, road damage due to the recent weather events.</p> <ul style="list-style-type: none"> <li>• The Street Sweeper arrived on 6 March with machine inductions underway, town cleaning programs to be developed when staff trained.</li> </ul>
<p>Business Improvement Planning Review</p>	<ul style="list-style-type: none"> <li>• A review of Council's systems and processes, including governance, organisational risk and business continuity is in progress.</li> <li>• Community Care Services Business Plan completed.</li> <li>• Audit/Risk Plan Charter reviewed.</li> <li>• Enterprise Risk Policy and Register reviewed.</li> </ul>

**Link to Corporate Plan**

Theme 5: Governance

**Consultation (internal/external)**

Nil

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications**

Information report only

**Asset Management Implications**

Nil

**Legal Implications**

Nil

**Notes – Barcaldine Rec Park Meeting**

**Commencing 6pm in the Town Hall**

**Present:** Councillor Milynda Rogers (Chair), Councillor Col Hansen, Tiarne Otto, Councillor Dan Arthur, Wes Phillips, Bronty Moxham, Brad and Nikki, Andrew Pearce and three staff/skiers, Councillor Beccy Plumb, Dale Saming, Dan Bradford, Peter Garland, Chris Cole, Carl Lewis, Morgan and Louise Gronold, Troy Nichols, Toby Maloney, Nikira Kelly plus one, Shane Gray, Debbie Young (minute taker).

**Apologies:** Nicole Landers.

- **Chair welcomed everyone and thanked everyone for their attendance.**
- Andrew Pearce queried whether the opening hours would be increased to 7.30pm during Summer as this was the agreement made at a previous meeting. Noted that dawn to dusk opening was usually allowed at other similar facilities. CEO advised that he would table the issue with Council for a decision.

**Action:** CEO to facilitate review of opening hours and advise decision.

- **Chair advised that the outcomes for the meeting were:**
  - To establish a goal/User Group
  - To establish a course of action, with timeframes/deadlines.
  - To determine who should be part of the user group e.g. users of the park, schools. Carl asked that community consultation occur.
- Noted that the Showground User Group was an advisory one made up of two or three representatives from each community group.
- Barcaldine Watersports Association (BWA) noted they had been applying for grants with one approved following submission by Council:
  - Successful application in May 2023 , receiving \$460,000 (via Facebook only) with no formal feedback/response to Barcaldine Watersports Association.
  - Peter Garland advised he had provided a quote of \$104,000 to erect four shade structures along the beach – 10x6 metres, solar span, slats.
  - CEO advised that project documentation for the works to be placed on Vendor Panel. Noted that the shades, lighting and pathway were all included in the application.
- **Action:** CEO to provide a summary by 1 March 2024 on specifications listed on VendorPanel for tender applications, details of the project plan and acquittal requirements.
- Barcaldine Regional Council (BRC) resolved to undertake a masterplanning exercise for Barcaldine Recreation Facility and Showgrounds, cost of \$60,000 consultation has been undertaken with final draft to be presented March/April:
  - Note: Funds from the grant have not been used for this purpose.
  - Watersports Association noted that members had no specific communication following their submissions or on the progress/submissions, Members indicated their preferences had not been included in the initial draft/concept, although they had been provided to the architects.

- Council has not seen Peter Garlands specific drawings as it formed part of initial application for funding.
- **Action:** Peter to provide concept plans to BRC district manager for Project Manager. CEO advised a proper procurement process would be followed and placed on VendorPanel.
- Barcaldine Water Sports President advised publicly that the architects had informed BWA that Barcaldine Regional Council had instructed for the pump track not to be included at Recreation Park . Council staff had not instructed architects and the statements would be followed up.
- BWS Secretary suggested asking the architects to present findings/outcomes, and requested a phone call be made to determine why pump track not included as they requested it was not included. In their submission
- **Action:** Council to ring architects requesting information on this and other submissions – listed with content and contact details. Email to be sent to each contributor advising receipt of their submission.
- **Chair Cr Rogers** noted that all feedback/comments/suggestions should have been included even if not completed/accepted/feasible.
- Director of Corporate and Financial Services noted that a second round of consultation had occurred given the amount of feedback received, causing the delay in completion of plan – Council may determine another round of consultation given that it is the **community's plan** and not BRC's.
- Final draft will be distributed for community consultation prior to presentation at Council for endorsement. Request for distribution on receipt.
- **Action:** Council to distribute final draft on receipt of document.
- **Management of weeds:**
  - Louise Gronold noted that no one wanted to use the park because of the problem with weeds.
  - CEO noted Council had two options: **mechanical harvester** or **chemicals**, noting that he had not be able to locate an original management plan for weeds in council records.
  - Harvester had been procured and due to arrive 24<sup>th</sup> February 2024
  - Park had been harvested once with the weeds removed and left at the rear of the lake for the purpose of mulching, Barcaldine Watersports Association wants removal from facility, Recommended Council ensure weeds were disposed of at landfill.
  - Morgan Gronold advised Magnicide H had been used successfully once previously but was for another type of weed.
  - Brad Nelson on behalf of motor sports suggested that constant poisoning may have long term effects given that the lake doesn't flush, may be ongoing and different weeds each time.
  - The Council's Environmental Health Officer noted that the impact on people was his concern, he had been unable to find any studies on constituent parts and there was a lack of data available. No residuals had been reported in the soil after 72 hours. May affect birdlife during the process but not after the 72 hours.
  - Motor Sports Brad Nelson suggested purchasing a harvester so that a maintenance program/schedule be developed. Would be a big task originally but much easier managed after that. Would need to ensure the right/large enough machine was purchased. Noted that there were many volunteers/operators to undertake the work.
  - Query regarding what other councils are doing – Cr Rogers advised Richmond Shire didn't have a management plan and suggested having one in place outlining specific requirements. Hughenden doesn't have a problem currently.

- President Carl Lewis, suggested he researched that Ultraviolet Blocker may be able to assist.
  - **Noted:** Licensed contractor is required to use chemicals.
  - Suggested that the user group collectively develop a management plan to include – oversight/organisational structure, cost benefit ratios, purpose etc.
  - Suggested it then go out for community consultation and then presented to Council.
  - Members Queried costs for chemical treatment versus mechanical – approx. \$65,000 for application of Magnicide H and \$25,500 for Harvester.
  - Secretary Morgan has undertaken significant research in this space and can provide and discuss with Councils EHO. confirming that the chemical attacks cells and dissolves the oxygen in the water.
  - James Egerton, queried whether ongoing harvesting/maintenance would have impact on foundations.
  - CEO raised risk assessment required on how to keep the community safe during the chemical process (if agreed to proceed) – noted that although BRC would as owners of facility have oversight and risk responsibilities, the contractor was required to have a permit and ensure all requirements were complied with and in place.
  - Query on costs to remove/dispose of weeds, determine whether weed was noxious or could be disposed of in landfill, whether weed could be composted (including previously removed).
  - Barcaldine Watersports Association identified maintenance could be outsourced to a third party if necessary.
  - Queried whether BRC staff had been on the island/beach conducting maintenance, noted that volunteers had completed all this work to date and consideration should be given to budgeting for same in future for maintenance.
  - Motor Sports representative Brad Nelson queried what happened when the weed dies – does it float or sink – this would affect the community as well.
  - Director of Corporate and Financial Services noted there was \$60,000 remaining in budget to address weed issue and requests from Barcaldine Watersports Association require Council plant and equipment to complete the beach project unable to be finished by BWS estimate cost to council would be approx. \$40,000 to repair beach.
- **User Group** – Chair Cr Rogers asked who should be included and what they would be prepared to undertake:
    - Suggested two from each group of users – BWA, Rowing Club, Schools and include the lessee from the diner. **Action:** BWA, clubs following Saturdays community meeting at Recreation park to advise Council by Monday who their representatives will be.
    - Once group is formed, the community can be invited to attend as required.
    - Council will provide notice to community of contacts for each group so they can provide feedback/liaise with user group as required.
    - Water testing will be required as per Water management plan
  - **Outcomes:**
    - The Barcaldine Watersports association was to take options to Saturdays community meeting at Recreation Park. Council requested consideration by group on whether to proceed with harvesting or chemical treatment – BWA President, Secretary and attendees confirmed their required outcome was to conduct chemical removal in the first instance and the user group to determine best practice/ongoing requirements. **Action:** CEO to check last minute cancellation of harvester, advise Council of BWA community meeting outcome and present options to Council at Tuesdays general meeting, Council staff to determine budget needed.

- To advise those in attendance and community of outcomes after Tuesday's Council meeting.
- **Action:** Council to complete due diligence, available facts/information on chemicals and provide to those in attendance.
- Attendees agreed to form the user group as outlined above.
- **Other discussion:**
  - Noted that BWA sought approval from Council to provide and spread sand on northern beach, unable to complete due to several factors and requested Council to complete.
  - Minimise miscommunications moving forward.
  - BWA requested Excavator to spread sand, CEO suggested moving forward that proper scoping of projects required for future, user group to be involved in operational maintenance plans.
  - Morgan noted that BWA was unable to get public liability insurance quotes without having a scope of works for works BWA would undertake for maintenance.
  - User group to be updated on operational costs for current estimates of \$210,000 for 23/24 FY.
  - **Action:** CEO to provide detail in summary information, Irrigation on island – estimated costing on repairs required.
  - **Action:** CEO to provide detail/information to user group.
  - CEO noted that original construction plans to date unable to locate identified maintenance plan for weeds, user group to consider requirements.



28 February 2024

Mr Carl Lewis, Mr Morgon Gronold, Mr Michael Aylett, Councillor Mylinda Rogers,  
Mr David Counsell, Mr Bronty Moxham, Mr Brad Neilson

Dear all

**RE: BARCY REC PARK USER GROUP**

Please be advised that the following nominations have been received and accepted as members of the Barcy Rec Park User Group:

- Carl Lewis
- Morgon Gronold
- Michael Aylett (proxy for Barcaldine Watersports Association - if required)
- David Counsell
- Bronty Moxham
- Brad Neilson
- Councillor Rogers
- Shane Gray

Other members may be appointed as nominated/declared required.

Attached are the notes taken at the initial meeting held on Thursday 15 February 2024 for your information.

If you have any further questions or queries regarding this matter, please contact my office on 4651 5621.

Yours faithfully



Shane Gray  
**Chief Executive Officer**

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.6.3**  
**Subject Heading: Alpha/Jericho District Report**  
 Author and Title: Karyn Coomber, District Manager  
 Classification: (if confidential)

*Summary: This report provides an update on the Council activities that have occurred over the last month, in and around the Alpha and Jericho District.*

**Officer’s Recommendation: That Council receive the report.**

**Background**

This report has been prepared for the purpose of providing Councillors and the community with a summary of the operational activity currently across our region. This report focuses on the area of Alpha and Jericho. Please see the table below for key activities that have occurred, in progress or now complete.

<b>Community Events, Donations and Support</b>	
Barrels 4 A Cause	Alpha Barrels and Ball: 27 – 29 September 2024. Barcaldine Barrels: 5 – 7 July 2024. Request for a cash donation of \$2,500.00, a fee waiver of \$74.50 and plant hire of \$312.00 – total value of the request: \$2,886.50. Assessment number: RA02202425, result: 80. Special report.
Alpha Rodeo Association	Alpha Rodeo – 27 April 2024. Request for a cash donation of \$500.00, a fee waiver of \$74.50 and plant hire of \$624.00 – total value of the request: \$1,198.50. Assessment number: RA39202324, result: 85. Special report.
Alpha Learn to Swim	Drowning Prevention Program – special report.
<b>Project Management</b>	
Jericho Automated Teller Machine	Installation agreement ready to sign. Initial conversation with Armaguard on delivery of service to Jerico. Installation approximately six to eight weeks.
ANZAC Park Upgrade	Flag poles have arrived with two already installed. One of the silhouettes has arrived and ready to be installed in the garden bed at the rear of the park. Progressing as materials arrive, will be completed by ANZAC Day.
Alpha Showground Public Address (PA) System	Project has been awarded to MacroSphere for the upgrade to the PA system. Work to commence on Wednesday 20 March with a proposed completion date of 28 March.
Alpha Showground Light Upgrade	VendorPanel closed Friday 8 March, project to be awarded by Wednesday 13 March.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

<b>Operational Management</b>	
C&K Jellybeans	C&K Jellybeans have advised that they will not be requesting a new lease with Council. They will be withdrawing from Alpha.
Alpha and Jericho Pools	The tender process for the new leases of both Alpha and Jericho Pools will be advertised shortly. Tenders will close four weeks from date advertised.
Housing	<ol style="list-style-type: none"> <li>1. Bathroom refurbishment at 2/11 Moore St, Alpha to commence Monday 11 March.</li> <li>2. Refurbishment of 16a Byron Street has commenced with a proposed completion of end of June.</li> </ol>
Jericho Drive-in	Drive-in screen scheduled to be repainted on 18 and 19 March. This will improve the viewing of movies at the drive-in and a better overall experience for tourists and locals.
Jericho Crystal Trumpeters	Reinstating roof of the Crystal Trumpeters is scheduled for 18 and 19 March.
Rural Lands Officer	<ul style="list-style-type: none"> <li>• Scratched and dipped 627 head of cattle through yards.</li> <li>• Three days of training.</li> <li>• Spraying of parthenium on Craven Road.</li> <li>• Overgrowns and urban animal photos taken and sent through. Letters have been issued.</li> <li>• New Pilot Activation Lighting Control (PALC) unit installed at Alpha Airport.</li> <li>• Weed mapping at new biocontrol sites at Barcaldine. Airport checks, running runways, checking fences, light checks, turning lights on/off at Alpha daily till new PALC unit was installed.</li> </ul>
Tourism	<ol style="list-style-type: none"> <li>1. Over 50's tourist bus visited Alpha last week, 45 visitors onboard.</li> <li>2. Caravans have started rolling through. Tourism officers attended the Community Builders Program - Cluster Muster in Blackall on Friday 1 March.</li> </ol>
<b>Relationship Building</b>	
Trailblazer Reunion	Checking in with the Trailblazer Reunion promotor. All on track for the big event at the Jump Up.
<b>Meetings/Trainings</b>	
Training	Frontline Leaders Program in Barcaldine – 29 February and 1 March.
NBN/Ventia	Meeting with NBN and Ventia.
Performance Reviews	Performance reviews completed for my team.
Human Resources	Regular catch up with Human Resources.
Finance	Regular catch up with Finance.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Link to Corporate Plan**

Theme 5: Governance

**Consultation (internal/external)**

As above

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications**

Nil – information report only

**Asset Management Implications**

Nil

**Legal Implications**

Nil

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024

**Item Number: 3.6.4**

**Subject Heading: Aramac/Muttaborra District Report**

Author and Title: Paula Coultan, District Manager – Aramac and Muttaborra

Classification: (if confidential) N/A

*Summary: This report provides an update on the Council activities that have occurred over the last month, in and around the Aramac and Muttaborra District.*

**Officer’s Recommendation: That Council receive the report.**

**Background**

This report has been prepared for the purpose of providing Councillors and the community with a summary of the operational activity currently occurring across our region. This report focuses on the area of Muttaborra and Aramac. Please see the table below for key activities that have occurred, in progress or now complete.

<b>Community Events, Donations and Support</b>	
Aramac Race Club	Awaiting correct form.
Muttaborra Campdraft	Separate report attached.
<b>Project Management</b>	
<b>2023/2024</b>	
<b>LRCIP Projects</b>	
Aramac Camp Grounds	Cement pads placed on VendorPanel.
Sculpture Trail Toilets	Going back out to contractors. New quote received.
<b>2023/2024</b>	<b>Community Building Program</b>
<b>Capital Works</b>	
Anzac Memorial Enhancement Program	Delayed slightly due to wet weather.
Aramac Town Hall Bathroom Upgrade	Contract carpenter engaged. Materials ordered.
Aramac Camping and Recreation Grounds (site extension)	As above LRCIP project.
<b>Operational Management</b>	
Outings	Aramac Community Development Association meeting.
Meetings/Training	Corporate Financial Services meeting, Human Resources meeting, Stock Route meeting, Local Government Women’s Conference.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

	I would like to thank Council for allowing myself and one of my staff members to attend this years 'Local Government Women's Conference' held in Brisbane.
Housing	<ul style="list-style-type: none"> <li>• Muttaborra - 0 vacancies</li> <li>• Aramac six vacancies - three houses and three units (currently recruiting)</li> <li>• Housing inspections to commence 18 March 2024.</li> </ul>
Rural Lands Officer	<ul style="list-style-type: none"> <li>• Sprayed town area</li> <li>• 60kg of 1080 baits for property owner</li> <li>• Spraying weeds on stock routes – ongoing</li> <li>• Coral cactus located in north of region, looking at using a bug to control</li> <li>• Form 2 completed for Little Sardine capital works</li> <li>• Currently studying Certificate IV in Investigations.</li> </ul>
Local Laws	Follow up on overgrown notices.
<b>Relationship Building</b>	
Barcaldine Hospital	Delivery of old Aramac Hospital Replica – to be unveiled at Aramac Reunion.
Queensland Ambulance - Aramac	Three new Automated External Defibrillators to be installed in various locations in and around Aramac. Signs have been purchased.
<b>Risk Management</b>	
Risk Assessment	<ul style="list-style-type: none"> <li>• 1080 baiting risk assessments</li> <li>• Stock Route Management risk assessments</li> <li>• Spraying of town area risk assessment.</li> </ul>

**Link to Corporate Plan**

Theme 5: Governance

**Consultation (internal/external)**

As above

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications - Nil**

**Asset Management and Legal Implications - Nil**



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number:** 3.6.5  
**Subject Heading:** Barcaldine District Report  
 Author and Title: Jenny Lawrence, District Manager – Barcaldine  
 Classification: (if confidential)

*Summary: This report provides an update on the Council activities that have occurred over the last month in and around the Barcaldine District.*

**Officer’s Recommendation: That Council receive the report.**

**Background**

This report has been prepared for the purpose of providing Councillors and the community with a summary of the operational activity currently occurring across our region. This report focuses on the area of Barcaldine. Please see the table below for key activities that have occurred, in progress or now complete.

**Quote:** Make yourself a priority once in a while. It’s not selfish. It’s necessary. *(Unknown)*

<b>Community Events, Donations and Support</b>	
Barcaldine and District Historical Society	See separate report. Annual budgeted assistance for insurance: \$3,058.09, assessment score – 85.
Barcaldine Men’s Shed Incorporated	See separate report. Request for fee waiver assistance to the value of \$2,500.00 for building fees for development application, assessment score – 70.
<b>Project Management</b>	
<b>Capital Works Projects 2022–23</b>	
Swimming Pool Upgrade <b>W4Q</b>	Construction of shade structure and upgrade to filtration room has commenced. Tenders have been called for the painting of both pools, closing date extended to 8 March 2024 as no tenders received.
Showground Upgrades – Toilets/Grandstand <b>LRCIP</b>	Completed.
Administration Office Upgrades	Looking at minor works to increase office space.
<b>Capital Works Projects 2023–24</b>	
Barcaldine Rec Park Stage 3	Project manager has been appointed. Work is being scoped for tenders go out through Council procurement system. In original costings of works, there are concerns that shade

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

	structures and sealed track have been under-costed, due to unidentified works.
Barcaldine Goods Shed Upgrade	Completed.
Barcaldine Pool BBQ and Tables	BBQ has been installed.
Barcaldine Pool Canteen Renewal	Awaiting availability of contractor to complete work.
Barcaldine Showground Fence	Project withdrawn. Work to be scoped for 2024-2025 budget.
Barcaldine Pool Cleaner	Completed.
Cemetery Shoring Equipment	Completed, all equipment has now been delivered.
<b>Special Operating Projects 2023-24</b>	
Barcaldine Rec Park Drainage	Work to correct the drainage from the deck structure has been completed with areas effected by scouring filled with soil.
Masterplans - Rec Park and Showground	Masterplans to be presented to Council April meeting.
Returned Service League Memorial	Order has been placed for sculptures. To be installed before ANZAC day.
<b>Operational Management</b>	
Tourist Information Centre	Tourist officer reported first visitors to centre this week. Hopefully this is the commencement of another bumper tourist season in our regions. World War One Memorial Clock display to go up in history room in April, 100 <sup>th</sup> birthday is 21 May 2024.
Sixty & Better	Separate report.
Library	Librarian continues to offer support to other areas. Librarian visits other areas to offer support and training when required.
Rural Lands Officer and Local Laws	<ul style="list-style-type: none"> <li>- Spraying cactus on stock routes and town common as it has gone wild following rain.</li> <li>- Moving tiger pear cochineal.</li> <li>- To schedule fogging in Alpha and Jericho areas prior to function 16 March 2024.</li> <li>- Town common muster to be conducted end March/early April.</li> <li>- Checking Barcy Red each week, report any findings in Teams.</li> <li>- Approved application for release of cattle on common at next muster.</li> </ul>

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

	<ul style="list-style-type: none"> <li>- Releasing Thrips - biological control agent, on prickly acacia in the Braeside area. Information on Thrips attached separately.</li> </ul> <p>Local Laws</p> <ul style="list-style-type: none"> <li>- Checking around town for overgrown and unsightly properties, logging photos in Teams.</li> <li>- Checking straying, excess and unregistered dogs. Letters to residents with excess and unregistered.</li> <li>- Obtaining photos for second notices - overgrown and unsightly properties.</li> <li>- Checking complaints re wandering dogs.</li> </ul>
Carpenter	<ul style="list-style-type: none"> <li>- Replaced toilet roll holders at the pool.</li> <li>- Apprentice is going to Alpha to assist carpenter with works.</li> <li>- Installing plaques at cemetery.</li> <li>- Installed Automated External Defibrillator at The Globe, external, has been registered with Qld Ambulance.</li> <li>- Tree of Knowledge cutouts placed in Bryan Park.</li> <li>- Pricing replacement decking administration office.</li> <li>- Assisting works department as required.</li> <li>- Registered to attend asbestos training.</li> </ul>
Meetings/Training	<ul style="list-style-type: none"> <li>- Completed annual staff performance reviews.</li> <li>- Monthly meeting with department on funding for Rec Park.</li> <li>- Regular catch up with Communications and Engagement Coordinator on what is coming up and planning timelines.</li> <li>- Qld Reconstruction Authority, Get Ready Regional Community of Practice, sharing what other Councils are doing in this space. Some very good initiatives.</li> </ul>
Parks and Gardens	Keep in regular contact with Town Supervisor to discuss/report any work needed in town streets and parks and gardens. Work with supervisor to ensure expectations of community are met.
Pool	Regular contact with pool lessee. Pool lessee continues to maintain grounds and water quality to a high standard.
Barcaldine Showground/ Racecourse	Cricket nets are installed. First race meeting for 2024 held on Saturday 9 March. The track and facility are looking great. There has been some electrical issues in some of the buildings that are being worked on.
Barcaldine Rec Park	Spraying of weeds needs to be carried out on beach area.
<b>Relationships Building</b>	
Clean Up Australia Day	Seventy eager people turned up bright and early for Clean Up Australia Day on Sunday 3 March. Thank you to all who

**BARCALDINE REGIONAL COUNCIL  
AGENDA FOR GENERAL MEETING 12 MARCH 2024**

	attended. Thank you to the three Council employees that volunteered their time, as they do each year, to drive trucks to deliver people to sites and pick up rubbish.
Meals on Wheels	Continue to volunteer for this valuable service. It is great to be greeted by a smiling face from people who appreciate the service.

**Link to Corporate Plan**

Theme 1: Community, Theme 5: Governance

**Consultation (internal/external)**

District Manager Barcaldine

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Management Implications**

Nil

**Asset Management Implications**

Nil

**Legal Implications**

Nil



**BARCALDINE 60 & BETTER PROGRAM**

**REPORT TO**

**BARCALDINE REGIONAL COUNCIL**

**FOR MEETING March 2024**

1. Activities: average numbers for group activities for January - based on people signing the attendance book and coordinator's notes.

Tai Chi	Exercises	Croquet	Meeting	Hoy Bingo	Morning Tea
7	3	5	14	15 16	6

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

2. Hydrotherapy has commenced with sessions at 2pm on Mondays, Tuesdays, Thursdays and Fridays. This will be a trial until the pool closes for winter.

3. Pancake Day: we held a pancake morning tea in conjunction with hoy on 13<sup>th</sup> February. The usual attendees enjoyed a variety of sweet and savoury pikelets/pancakes.

4. Thirty years of 60& Better Program in Barcaldine: there are some video tapes of early 60 & Better activities which we can review and digitise for use for a Senior's Month event in October. There is scope to mark the forming of the group in May 1994 as well.

5. Briquettes and Bonsai: these activities are due to start in March. Making briquettes long term may depend on initial results and whether people will use them and how well they burn. Bonsai will be a series of experiments where we learn about growing media and different aspects of plant growth and shaping and pruning trees. Growing bonsai successfully is a long but fulfilling journey I've been told.

6. International Women's Day: we'll have a shared lunch on Friday 8 March at 'The Willows' to mark International Women's Day. This year people are being asked to speak briefly about a woman who has inspired them.

7. Compassionate Communities Café (Dying to Know Day): this is being organised through Western Queensland Primary Health Network (WQPHN) and Proveda. This is part of WQPHN Greater Choice for at Home Palliative Care Program. The café is on 12<sup>th</sup> March at 'The Willows'. There will be relaxed, friendly, informative conversations raising awareness of life issues and promoting participation in care and support of people at vulnerable stages of life.

8. Cent Sale: 18<sup>th</sup> May is the planned day for the cent sale. It is still in the planning phase.

Jean Williams



## Acaciothrips ebneri - Thrips Biology

Originally from Ethiopia, the thrips are suited to arid northern Australia climatic regions. Thrips are a biological control agent for the target weed species *Vachellia nilotica subsp. indica* (prickly acacia).

Thrips feed on the actively growing tips to form galls, this includes vegetative stem tips and flower heads. The reddish coloured galls of twisted leaves and growing tips can be seen along the stems and at the ends (Figure 1). The tips die and the formation of galls inhibit the formation of flowers and seeds.

Thrips complete their lifecycle (egg to adult) in an average of 25 days. Damage to the growing tips can be seen within 4 days of a release and galls form within a few weeks. A fully formed gall takes approximately 2 months to develop and mature. As the gall matures it turns from red, to yellowish, to black.

Adults can live for up to 16 weeks. Dispersal is by wind or flight. Females lay eggs inside the clustered gall in the plant tips. Nymphs (immatures) are bright red in colour, 1-2mm long and can be seen within the gall as it develops. As the nymphs grow, they moult, and the white exoskeleton can be seen on the outside of the gall. Adults are black, 2mm long and rest in a 'C' shape on the outside of the gall and can be seen on the branches or leaves (Figure 2).



Figure 1 (plant with galls)

Figure 2 (Adults outside galls)

Figure 3 (released galled stem)

## Release Methodology

Choose a site with actively growing prickly acacia with space between each plant. Release on the edge of an infestation with the prevailing wind direction is from behind you, aiding the dispersal of the thrips, into the site OR release a few metres into the infestation.

**Single galled stems** - Attach a galled stem section to an **actively growing (new green tips)** branch 5-30cm from the tip of a medium (1.5 - 2m tall) plant. Choose branches surrounded with other branches if possible. Wrap 20cms of flagging stem around a galled stem once. Position the stem along the top of the branch, with the flagging tape ends hanging down either side. Cross and bring the tape up and around the branch and tie securely.

Attach **FIVE** stems on **FIVE** different branches on **FIVE** different prickly acacia **FIVE** metres apart throughout an infestation (that is one site).

Release at **TWO** sites within a block, at a minimum of 50 metres apart.

If possible, keep cattle/camels/livestock out of release area for at least a week. Monitor the release area for signs of galls in the coming months.



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024

**Item No:** 3.6.6

**Subject Heading:** Project Progress Report

Author And Title: Daniel Bradford, Director Corporate and Financial Services

Classification: (If Confidential)

*Summary: Council has adopted a Capital Works Program for 2023-2024 financial year at its budget meeting in June 2023. At the meeting, Council also adopted a list of special operating projects for this financial year. This report is a progress summary of each project to the end of November 2023.*

**Officer's Recommendation: That Council receive the report.**

---

**Background**

Attached is a report on the progress towards implementation of the 2023-2024 Capital Works and Operating Projects. Capital Projects from the 2023 financial year that are still to be completed have been carried forward and are reflected in this report.

For the month of February, we did complete the following projects:

- Flood Damage 2023 Alpha Package (13 of 68 roads completed)
- Beaufort Road
- Drummond Slopes Road
- From Flood Damage 2023 Barcaldine Package (4 of 47 roads completed):
  - Lloyd Jones Weir Loop Road
  - Braeside Road
  - Bloodwood Drive
  - Sandalwood Drive.

Please see report attached detailing actual cost updates for each project. Detailed updates are included in the officer's reports. Additionally this month, there is a dashboard on the progress of the Flood Damage Packages to track progress.

**Link to Corporate Plan**

Theme 5: Governance

We will have a safe, engaged, proud and performing council and workforce that is inclusive, innovative, ethical and trusted by all levels of government.

**Consultation (internal/external)**

- Executive Management Team
- District Managers
- Project Managers

**Policy Implications**

Nil

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Budget and Resource Implications**

Projects are itemised and budgeted accordingly

**Risk Management Implications**

The recommendation in this report has no direct impact on enterprise risk however, does provide information that should be used to assist in the management of risks identified.

**Asset Management Implications**

Capital Works projects result in the asset constructed or purchased being added to Council's asset register. This then flows on to costs of ongoing maintenance and depreciation.

**Legal Implications**

Nil

**Attachment 1**

Capital 2022/2023 Carried Forwards									
Corporate Goal	No. Of Projects	No. Completed	% Completed	Budget	Spent	Commitments	Total	Variance	
Communities	8	4	50%	\$ 1,383,000	\$ 748,113	\$ 200,220	\$ 948,333	\$ 434,667	
Services	27	18	67%	\$ 5,960,160	\$ 6,849,344	\$ 1,117,020	\$ 7,966,363	-\$ 2,006,203	
Transport	7	2	29%	\$ 2,650,000	\$ 2,295,301	\$ 467,994	\$ 2,763,295	-\$ 113,295	
Economy	4	1	25%	\$ 1,220,000	\$ 119,618	\$ -	\$ 119,618	\$ 1,100,382	
Governance	2	0	0%	\$ 510,000	\$ 56,419	\$ -	\$ 56,419	\$ 453,581	
<b>Total</b>	<b>48</b>	<b>25</b>	<b>52%</b>	<b>\$ 11,723,160</b>	<b>\$ 10,068,795</b>	<b>\$ 1,785,233</b>	<b>\$ 11,854,028</b>	<b>-\$ 130,868</b>	

Goal 1 : Communities												
				Completed within the Budget								
				Overspent within reasonable budget limits								
				Overspent by more than 10% of budget								
Project	Description	Location	Budget Cost	Actual Cost	Committed Cost	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source	
<b>Carry Forward Projects 2023</b>												
<b>Community Halls</b>												
Chambers	Sound and Video Equipme	Barcaldine	\$ 100,000	\$ -	\$ -	\$ 100,000	0%	Planning	1/09/2023	30/06/2024	Council	
<b>Swimming Pools</b>												
Swimming Pool	Upgrade Pool	Barcaldine	\$ 500,000	\$ 238,596	\$ 194,066	\$ 67,338	48%	In Progress		30/06/2024	W4Q	
<b>Showground</b>												
Barcaldine Showground Upgrades	Toilets and Grandstand	Barcaldine	\$ 250,000	\$ 237,733	\$ 4,880	\$ 7,387	95%	Complete		31/12/2023	LRCIP 3	
Alpha Showgrounds Upgrades	Lights , Electricity and Sou	Alpha	\$ 160,000	\$ 74,441	\$ 1,273	\$ 84,286	47%	In Progress	1/05/2023	30/06/2024	LRCIP 3	
Jericho Showground Upgrades	Mens Shed	Jericho	\$ 50,000	\$ 61,681		-\$ 11,681	123%	Complete		31/01/2024	LRCIP 3	
Aramac Showground Upgrades	Parking	Aramac	\$ 50,000	\$ 19,653	\$ -	\$ 30,347	39%	Complete	1/12/2023	31/01/2024	LRCIP 3	
Muttaborra Rec ground Upgrades	Toilets	Muttaborra	\$ 73,000	\$ 116,010		-\$ 43,010	159%	Complete		30/09/2023	LRCIP 3	
<b>Emergency Services</b>												
Priority Flood Cameras		Regional	\$ 200,000	\$ -	\$ -	\$ 200,000	0%	Not Proceeding			QRA/TMR/Council	
<b>GOAL 1: COMMUNITIES TOTAL</b>			<b>\$ 1,383,000</b>	<b>\$ 748,113</b>	<b>\$ 200,220</b>	<b>\$ 434,667</b>	<b>54%</b>					

GOAL 2: SERVICES			Completed within the Budget							
			Overspent within reasonable budget limits							
			Overspent by more than 10% of budget							
	Project	Location	Budget Cost	Actuals	Committed	Variance	Action	Project Status	Expected Start	Expected Completion
<b>Carry Forward Projects 2023</b>										
<b>Water</b>										
	Water Mains	Regional	\$ 250,000	\$ -	\$ -	\$ 250,000	0%	As required		
	Acacia Street Bore	Barcaldine	\$ 900,000	\$ 1,154,702	\$ 311,759	-\$ 566,461	128%	Complete	1/07/2022	31/12/2023
	Solar Panels Acacia St - Fencing	Barcaldine	\$ 25,000		\$ -	\$ 25,000	0%		1/01/2024	30/06/2024
	SCADA and Telemetry System	Regional	\$ 800,000	\$ 1,040,111	\$ 782	-\$ 240,893	130%	Complete	1/07/2022	30/06/2024
<b>Sewerage</b>										
	Sewerage Treatment Plant - Stage 1 - Reuse Water Treatment	Barcaldine	\$ 910,000	\$ 1,391,826	\$ 57,888	-\$ 539,714	153%	In progress		
	Sewerage Treatment Plant - Trickling	Barcaldine	\$ 785,000	\$ 1,251,441	\$ 145,535	-\$ 611,976	159%	In progress		
<b>Waste Management</b>										
	Landfill Site Rehabilitation	Aramac	\$ 100,000	\$ 100,522		-\$ 522	101%	Complete	1/07/2023	30/09/2023
	SCADA and Telemetry System	Regional	\$ 400,000	\$ 464,443	\$ -	-\$ 64,443	116%	Complete	1/07/2022	30/06/2024
<b>Plant and Workshops</b>										
	Plant Replacement 2022/2023 Program	Regional	\$ 1,790,160	\$ 1,446,299	\$ 601,056	-\$ 257,195	81%	Ordered	1/07/2022	31/12/2023
<b>GOAL 2: SERVICES</b>			\$ 5,960,160	\$ 6,849,344	\$ 1,117,020	-\$ 2,006,203	115%			

GOAL 3: TRANSPORT			Completed within the Budget							
			Overspent within reasonable budget limits							
			Overspent by more than 10% of budget							
	Project	Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Start	Expected Completion
<b>Carry Forward Projects 2023</b>										
	Aramac-Jericho Road	Aramac	\$ 900,000	\$ 914,927	\$ 149,661	-\$ 164,588	102%	Final Seal		30/04/2024
	Beech Street (Acacia to Boree)	Barcaldine	\$ 400,000	\$ 466,491	\$ 26,177	-\$ 92,668	117%	Complete		31/08/2023
	Stagmount Road	Aramac	\$ 100,000	\$ 1,496	\$ 21,810	\$ 76,694	1%	Design Phase	1/02/2024	30/06/2024
	Rural Addressing Signage	Regional	\$ 100,000	\$ 92,065	\$ -	\$ 7,935	92%	In Progress		30/04/2024
	Narbethong Road	Barcaldine	\$ 400,000	\$ 377,881	\$ 80,863	-\$ 58,744	94%	Complete		30/04/2024
	Craven Road	Alpha	\$ 650,000	\$ 428,016	\$ 187,665	\$ 34,319	66%	Awaiting Final Seal		30/04/2024
	Box street (Ash to Elm)	Barcaldine	\$ 100,000	\$ 14,425	\$ 1,818	\$ 83,757	14%	Design Phase	1/02/2024	30/06/2024
<b>GOAL 3: TRANSPORT - TOTAL</b>			\$ 2,650,000	\$ 2,295,301	\$ 467,994	-\$ 113,295	87%			

GOAL 4: ECONOMY				Completed within the Budget								
				Overspent within reasonable budget limits								
				Overspent by more than 10% of budget								
	Project	Description	Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source
<b>Carry Forward Projects 2023</b>												
<b>Agriculture</b>												
	Dip Yards	Upgrades	Alpha	\$ 50,000	\$ 37,529	\$ -	\$ 12,471	0%	Phase 2 commenced	1/04/2023	30/06/2024	Council
<b>Economic</b>												
	Barcaldine Renewable E Zone	Contribution	Regional	\$ 1,000,000	\$ 10,033	\$ -	\$ 989,967	0%	In Progress			Council
<b>Tourism</b>												
	Alpha Gates	Entrance Gate	Alpha	\$ 70,000	\$ 72,056		-\$ 2,056	103%	Complete	1/03/2023	30/09/2023	W4Q 22-24
	Public Rest Area	Sculpture Trail	Regional	\$ 100,000	\$ -	\$ -	\$ 100,000	0%	Procurement	1/12/2023	30/06/2024	LRCIP 3
<b>GOAL 4: ECONOMY - TOTAL</b>				\$ 1,220,000	\$ 119,618	\$ -	\$ 1,100,382	10%				

GOAL 5: GOVERNANCE				Completed within the Budget								
				Overspent within reasonable budget limits								
				Overspent by more than 10% of budget								
	Project	Description	Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source
<b>Carry Forward Projects 2023</b>												
	Admin Office Upgrades	Renovation	Barcaldine	\$ 350,000	\$ 18,889	\$ -	\$ 331,111	5%	Planning	1/01/2024	30/06/2024	Council
	Council Housing	Special Maintenance	Regional	\$ 160,000	\$ 37,530		\$ 122,470	23%	In Progress	1/05/2023	31/03/2024	LGSSP/ Council
<b>GOAL 5: GOVERNANCE - TOTAL</b>				\$ 510,000	\$ 56,419	\$ -	\$ 453,581	11%				

Capital projects 2023/2024									
Corporate Goal	No. Of Projects	No. Completed	% Completed	Budget	Spent	Commitments	Total	Variance	
Communities	17	6	35%	\$ 929,500	\$ 177,711	\$ 49,140	\$ 226,851	\$ 702,649	
Services	32	3	9%	\$ 4,398,800	\$ 277,442	\$ 2,649,203	\$ 2,926,645	\$ 1,472,155	
Transport	13	2	15%	\$ 3,363,000	\$ 333,995	\$ 909,607	\$ 1,243,602	\$ 2,119,398	
Economy	0	0	0%	\$ -	\$ -	\$ -	\$ -	\$ -	
Governance	2	0	0%	\$ 328,000	\$ 54,345	\$ -	\$ 54,345	\$ 273,655	
<b>Total</b>	<b>64</b>	<b>11</b>	<b>17%</b>	<b>\$ 9,019,300</b>	<b>\$ 843,493</b>	<b>\$ 3,607,950</b>	<b>\$ 4,451,443</b>	<b>\$ 4,567,857</b>	

Capital Projects	Description	Location	Budget Cost	Actual Cost	Committed Cost	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source
<b>Community Buildings Program</b>			\$ 779,500	\$ 73,878	\$ 49,140	\$ 726,482	9%				
	Barcaldine Recreation Park Stage 3	Barcaldine	\$ 415,000			\$ 415,000	0%	Procurement	1/10/2023	30/06/2024	Sport & Rec Grant
	Alpha Showgrounds Lights Renewal	Alpha	\$ 75,000			\$ 75,000	0%	Procurement	1/09/2023	30/04/2024	
	Aramac Town Hall Bathroom	Aramac	\$ 50,000			\$ 50,000	0%	Planning	30/04/2024	30/06/2024	
	Barcaldine Goods Shed Refurb/Upgrade	Barcaldine	\$ 39,500	\$ 57,492		-\$ 17,992	146%	Complete	1/07/2023	31/08/2023	Community Contribution
	Barcaldine Pool BBQ & Tables	Barcaldine	\$ 10,000	\$ 12,111		-\$ 2,111	121%	Complete	1/09/2023	30/04/2024	
	Barcaldine Pool Canteen Renewal	Barcaldine	\$ 10,000	\$ -	\$ 4,985	\$ 5,015	0%	Procurement	1/09/2023	30/04/2024	
	Barcaldine Showgrounds Fence	Barcaldine	\$ 20,000			\$ 20,000	0%	Not Proceeding	1/02/2024	30/06/2024	
	Jericho Showgrounds Facilities Renewal	Jericho	\$ 30,000			\$ 30,000	0%	Planning	1/09/2023	30/06/2024	
<b>Anzac Memorial Enhancement Program</b>			\$ 50,000			\$ 50,000	0%				
	Alpha Anzac Park Upgrade	Alpha	\$ 20,000	\$ 4,275	\$ 1,300	\$ 14,425	21%	In Progress	1/01/2024	31/03/2024	
	Aramac Anzac Memorial	Aramac	\$ 30,000			\$ 30,000	0%	In Progress	1/01/2024	31/03/2024	
<b>Cemetery Fencing Program</b>			\$ 50,000			\$ 50,000	0%				
	Alpha Cemetery Fence	Alpha	\$ 44,308		\$ 40,280	\$ 4,028	0%	In Progress	1/09/2023	31/03/2024	
	RSL Memorial at Cemetery	Barcaldine	\$ 5,692		\$ 2,575	\$ 3,117	0%	In Progress	1/07/2023	31/03/2024	
<b>Community Equipment Replacement Program</b>			\$ 130,000	\$ 103,833	\$ -	\$ 26,167	80%				
	Alpha Showgrounds Pump Replacement	Alpha	\$ 14,000			\$ 14,000	0%	Procurement	1/07/2023	31/12/2023	
	Aramac Pool Cleaner Replacement	Aramac	\$ 8,000	\$ 7,326		\$ 674	92%	Complete	1/07/2023	31/08/2023	
	Barcaldine Pool Cleaner Replacement	Barcaldine	\$ 16,000	\$ 13,229		\$ 2,771	83%	Complete	1/07/2023	8/09/2023	
	Cemetery Shoring Equipment	Barcaldine	\$ 22,000	\$ 15,678		\$ 6,322	71%	Complete	1/08/2023	31/12/2023	
	TV Equipment Replacement	Regional	\$ 70,000	\$ 67,600		\$ 2,400	97%	Complete	1/09/2023	31/12/2023	
	Aramac Camping Grounds Caravan Sites	Aramac	\$ 50,000			\$ 50,000	0%	In Progress	29/02/2024	30/03/2024	
<b>GOAL 1: COMMUNITIES TOTAL</b>			\$ 929,500	\$ 177,711	\$ 49,140	\$ 802,649	19%				



Capital Projects		Location	Budget Cost	Actuals	Committed	Variance	Action	Project Status	Expected Start	Expected Comp	Funding Source
<b>Water</b>											
	Generator - Alpha WTP	Alpha	\$ 60,000		\$ 25,366	\$ 34,634	0%	In Progress	1/09/2023	30/06/2024	
	Jericho WTP Renewal	Jericho	\$ 30,000			\$ 30,000	0%	Planning	1/02/2024	30/06/2024	
<b>Sewerage</b>											
	Sewerage Manholes Relining	Regional	\$ 96,000			\$ 96,000	0%	Deferred			
	Sewerage Mains	Regional	\$ 150,000	\$ 1,515		\$ 148,485	1%	Planning	1/07/2023	30/06/2024	
<b>Plant and Workshops</b>											
	Plant Replacement Program	Regional	\$ 3,955,000	\$ 170,538	\$ 2,623,837	\$ 1,160,625	4%	In Progress	1/07/2023	30/06/2024	
	Workshop 75T Press	Regional	\$ 17,800	\$ 15,294		\$ 2,506	86%	Complete	1/07/2023	30/09/2023	
	Workshop 6 Post Vehicle Hoist	Aramac	\$ 82,000	\$ 82,000	\$ -	\$ -	100%	Complete	1/07/2023	30/09/2023	
	Workshop Tyre Safety Cage	Aramac	\$ 8,000	\$ 8,095		-\$ 95	101%	Complete	1/07/2023	30/09/2023	
<b>Waste Management</b>											
<b>GOAL 2: SERVICES</b>			\$ 4,398,800	\$ 277,442	\$ 2,649,203	\$ 1,472,155	6%				

Capital Projects		Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Start	Expected Complete	Funding Source
<b>Rural Road and Town Streets</b>											
	Cattle Crossloading Facility	Alpha	\$ 100,000			\$ 100,000	0%	Procurement	1/10/2023	31/03/2024	LRCIP 4
	Craven Road Sealing	Alpha	\$ 100,000	\$ 100,000		\$ -	100%	Complete		30/04/2024	TIDS
	School Pickup Upgrade	Barcaldine	\$ 65,000	\$ 6,550		\$ 58,450	10%	Planning	1/12/2023	31/01/2024	State Gov
<b>Regional Floodway Upgrade Program</b>											
	Tumbar Road - Sunday Creek	Jericho	\$ 60,000			\$ 60,000	0%	Planning	1/11/2023	28/02/2024	LRCIP 4
	Stagmount Road Floodways x2	Aramac	\$ 200,000	\$ 1,496	\$ 21,810	\$ 176,694	1%	Design Phase	1/11/2023	28/02/2024	R2R
	Gravel crossings - various	Muttaborra	\$ 40,000			\$ 40,000	0%	Planning	1/02/2024	30/06/2024	LRCIP 4
<b>Sealing Rural Roads Program</b>											
	Star Downs Road Sealing	Alpha	\$ 800,000	\$ 4,930		\$ 795,070	1%	Design Phase	1/01/2024	30/06/2024	LRCIP 4
	Town Streets Reseal Program	Regional	\$ 1,200,000	\$ 158,594	\$ 885,979	\$ 155,427	13%	In Progress	1/09/2023	30/04/2024	R2R
<b>Town Streets Upgrade and Renewals</b>											
	Box Street K & C	Barcaldine	\$ 100,000	\$ 14,425	\$ 1,818	\$ 83,757	14%	Design Phase	1/02/2024	30/06/2024	TIDS
	Willow Street K & C	Barcaldine	\$ 350,000			\$ 350,000	0%	Planning	1/02/2024	30/06/2024	R2R
	Gordon Street Rehabilitation	Aramac	\$ 200,000			\$ 200,000	0%	Planning	1/03/2024	30/06/2024	R2R
<b>Pathways</b>											
	Booker Street	Aramac	\$ 100,000			\$ 100,000	0%	Procurement	1/01/2024	30/04/2024	LRCIP 4
	Porter Street	Aramac	\$ 48,000	\$ 48,000		\$ -	100%	Complete	1/09/2023	1/01/2024	
<b>GOAL 3: TRANSPORT - TOTAL</b>			\$ 3,363,000	\$ 333,995	\$ 909,607	\$ 2,119,398	10%				

Capital Projects		Description	Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Start	Expected Complete	Funding Source
<b>Council Housing</b>												
	Housing Renewal Program		Regional	\$ 250,000	\$ -		\$ 250,000		In Progress	1/07/2023	30/06/2024	
	IT Equipment Replacement Program		Corporate	\$ 78,000	\$ 54,345	\$ 23,091	\$ 564		In Progress	1/07/2023	30/06/2024	
<b>GOAL 5: GOVERNANCE - TOTAL</b>				\$ 328,000	\$ 54,345		\$ 250,564	17%				

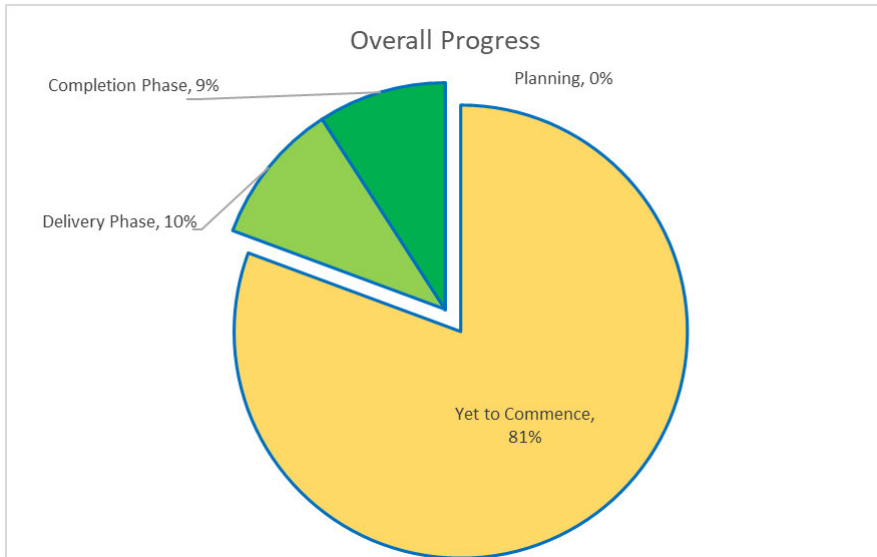
Operational Projects 2023/2024									
Corporate Goal	No. Of Projects	No. Completed	% Completed	Budget	Spent	Commitments	Total	Variance	
Communities	6	1	17%	\$ 555,500	\$ 38,243	\$ -	\$ 38,243	\$ 517,257	
Services	6	1	17%	\$ 665,000	\$ 104,528	\$ 22,361	\$ 126,889	\$ 538,111	
Transport	7	0	0%	\$ 46,747,832	\$ 4,971,986	\$ 4,901,222	\$ 9,873,208	\$ 36,874,624	
Economy	1	0	0%	\$ 22,000	\$ -	\$ -	\$ -	\$ 22,000	
Governance	8	2	25%	\$ 828,750	\$ 171,406	\$ -	\$ 171,406	\$ 657,344	
<b>Total</b>	<b>28</b>	<b>4</b>	<b>14%</b>	<b>\$ 48,819,082</b>	<b>\$ 5,286,163</b>	<b>\$ 4,923,583</b>	<b>\$ 10,209,746</b>	<b>\$ 38,609,336</b>	

Special Operating Projects	Description	Location	Budget Cost	Actual Cost	Committed Cost	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source
<b>Community Support</b>											
	School Awards Night	Regional	\$ 1,500	\$ 1,264		\$ 236	84%	Complete	1/10/2023	31/12/2023	
<b>Parks Gardens and Open Spaces</b>											
	Jericho Sprinkler System Repairs	Jericho	\$ 10,000			\$ 10,000	0%	Procurement	1/08/2023	30/06/2024	
<b>Sports and Recreation</b>											
	Barcaldine Rec Park Drainage	Barcaldine	\$ 20,000			\$ 20,000	0%	Planning	1/07/2023	31/05/2024	
	Masterplan of Showgrounds and Rec Park	Barcaldine	\$ 80,000	\$ 36,979		\$ 43,021	46%	In Progress	1/07/2023	31/05/2024	
<b>Showgrounds</b>											
	Alpha Showgrounds Maintenance	Alpha	\$ 30,000			\$ 30,000	0%	Procurement	1/01/2024	30/04/2024	
<b>Distaster Management</b>											
	Flood Study and Action Plan	Aramac, Alpha and Jericho	\$ 414,000			\$ 414,000	0%	Procurement	1/09/2023	30/06/2023	
<b>GOAL 1: COMMUNITIES TOTAL</b>			\$ 555,500	\$ 38,243	\$ -	\$ 517,257	7%				

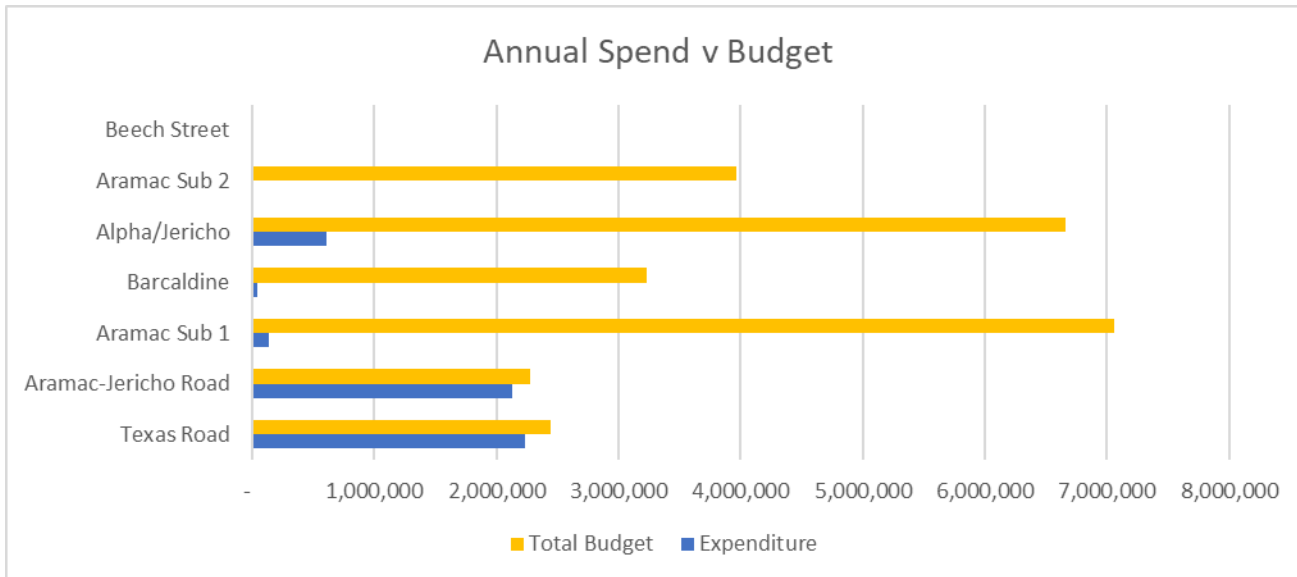
Special Operating Projects		Location	Budget Cost	Actuals	Committed	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source
<b>Water</b>											
	Jericho WTP Maintenance Works	Jericho	\$ 250,000			\$ 250,000	0%	Planning	1/08/2023	30/06/2024	
	Air Scouring of Water Mains	Regional	\$ 100,000	\$ 101,944		-\$ 1,944	102%	Completed	1/08/2023	31/12/2023	
	Water Reservoir Cleanout	Regional	\$ 60,000	\$ 2,584	\$ 22,361	\$ 35,055	4%	Contract Awarded	1/08/2023	30/06/2024	
<b>Sewerage</b>											
	Aramac STP Design	Aramac	\$ 95,000			\$ 95,000	0%	Procurement	1/07/2023	30/06/2024	
	Imhoff Tap Replacement	Aramac	\$ 30,000			\$ 30,000	0%	Procurement	1/07/2023	30/06/2024	
	Pump Well Vac and Clean	Aramac	\$ 10,000			\$ 10,000	0%	Not Commenced	1/01/2024	30/06/2024	
<b>Plant and Workshops</b>											
	Fuel Monitoring System	Regional	\$ 120,000			\$ 120,000	0%	Procurement	1/01/2024	30/06/2024	
<b>GOAL 2: SERVICES</b>			\$ 665,000	\$ 104,528	\$ 22,361	\$ 538,111	16%				

Operating Projects		Description	Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Start	Expected Completion	Funding Source
	ATM - Jericho Post Office		Jericho	\$ 22,000			\$ 22,000		In Progress	1/06/2023	31/03/2024	
<b>GOAL 4: ECONOMY - TOTAL</b>			\$ 22,000	\$ -	\$ -	\$ 22,000	0%					

Special Operating Projects		Description	Location	Budget Cost	Actual Cost	Committed	Variance	Action	Project Status	Expected Completion	Expected Completion
<b>Administration</b>											
	New Enterprise System	Corp/Financial Services	Corporate	\$ 400,000			\$ 400,000		Procurement	1/07/2023	30/06/2024
	Apprentice and Trainees	HR	Corporate	\$ 50,000			\$ 50,000		Commenced	1/10/2023	30/06/2024
	Training and Development Program	HR	Corporate	\$ 40,000			\$ 40,000		In Progress	1/10/2023	30/06/2024
	CCTV Maintenance	IT	Barcaldine	\$ 30,000			\$ 30,000		Procurement	1/01/2024	30/06/2024
	Managed IT Services	IT	Corporate	\$ 130,000	\$ 108,906		\$ 21,094		Complete	1/08/2023	30/06/2024
	Council Promotional Activities	Media & Communication	Corporate	\$ 70,000			\$ 70,000		In Progress	1/07/2023	30/06/2024
	Local Government Election	Office of the CEO	Corporate	\$ 100,000			\$ 100,000			1/01/2024	30/04/2024
	Staff Get Together	Office of the CEO	Corporate	\$ 8,750	\$ 9,058		-\$ 308		Complete	1/09/2023	31/12/2023
<b>GOAL 5: GOVERNANCE - TOTAL</b>			\$ 828,750	\$ 117,964		\$ 710,786	14%				



Flood Damage Package	Annual Budget		Expenditure	Commitments	Total
	2023/2024	2024/2025			
Texas Road	2,448,532	-	2,238,235	603,576	2,841,811
Aramac-Jericho Road	2,280,646	-	2,132,161	1,085,375	3,217,536
Aramac Sub 1	7,057,985	7,057,985	135,205	123,710	258,915
Barcaldine	3,229,843	3,229,843	36,622	898,236	934,857
Alpha/Jericho	6,662,394	6,662,394	605,466	2,388,016	2,993,481
Aramac Sub 2	3,968,204	3,968,204	1,188	3,471	4,658
Beech Street	-	181,804	-	-	-
	25,647,603	21,100,230	5,148,876	5,102,383	10,251,259



Flood Damage Overall Progress	
Planning	0%
Yet to Commence	81%
Delivery Phase	10%
Completion Phase	9%

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024  
**Item Number: 3.6.7**  
**Subject Heading: Community Engagement Coordinator**  
 Author and Title: Lilli Kay, Community Engagement Coordinator  
 Classification: (if confidential)

*Summary: From the Community Engagement Coordinator, submitting the Information Report for March.*

**Officer’s Recommendation: That Council receive the report.**

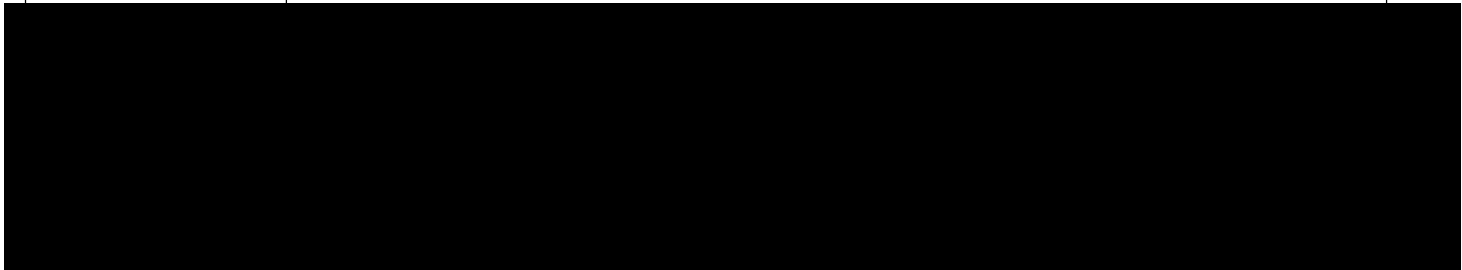
<b>Events</b>	
Small Business Breakfast	Commissioner for Small Business – Dominique Lamb – visited Barcaldine on Thursday 22 February and met with small business owners at a breakfast at the Rec Park for the signing of the Small Business Friendly (SBF) Charter. Contacted all Barcaldine businesses on the database and walked the streets to invite as many as possible with two days’ notice, also posted on Facebook to all businesses across the region. Twenty-four people attended and Commissioner had good discussions with some of the business owners.
International Women’s Day	Female staff in the region (together with Councillors Plumb and Rogers) were invited to an International Women’s Day breakfast at the Barcaldine Aged Care Centre on Thursday 7 March 2024. Guest speaker, Meg Bassingthwaighte from Central Highlands Regional Resources Use Planning Cooperative (CHRRUP). Twenty-eight ladies from both Aramac and Barcaldine attended. It was a successful and happy gathering.
Show Us Your Pics	There were 160 entries from 10 amateur photographers in the Show Us Your Pics Photographic Competition in February, seeking to add to our photographic library. The winners were: * Category 1: (Front Cover) Hero Shot. 1st prize: Abirami Vignarajah, 2nd prize: Priscilla Kempson, 3rd prize: Alli-J Drysdale. * Category 2: Adventure. 1st prize: Amber Coulton, 2nd prize: Amber Coulton, 3rd prize: Amber Coulton. * Category 3: Attractions. 1st prize: Delma Winten, 2nd prize: Amber Coulton, 3rd prize: Abirami Vignarajah. * Category 4: Experiences. 1st prize: Priscilla Kempson, 2nd prize: Priscilla Kempson, 3rd prize: Priscilla Kempson. * Category 5: History. 1st prize: Priscilla Kempson, 2nd prize: Amber Coulton, 3rd prize: Amber Coulton. * Category 6: My town Aramac. 1st prize: Amber Coulton, 2nd prize: Amber Coulton. * Category 6: My town Muttaborra. 1st prize: Sharley McGovern, 2nd prize: Sharley McGovern. * Category 7: Nature. 1st prize: Amber Coulton, 2nd prize: Alli Drysdale.



**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

	<p>* Category 8: Our People. 1st prize: Amber Coulton, 2nd prize: Amber Coulton.</p> <p>* Category 9: What you love about our region - no entries.</p> <p>* Category 10: Favourite tourist spot/experience. 1st prize: Blake Schaeppman.</p> <p>Winners were given Why Leave Town Cards. All photos to be displayed at the Barcaldine Visitor Information Centre during March.</p>
--	--

<b>Work in Progress</b>	
Educational Bursaries	Currently working on this. Letters written to previous sponsors, awaiting confirmation of their continuation of support for 2024.
Tourism Publications	Working on Matilda Country Magazine with Hero Shot from the Show Us Your Pics (car on a hill) provided as our entry for the front cover.
Drive Inland	Working on 2024 magazine. Team will be in the region in the coming months to video some of the local characters. Currently liaising re timing and to ensure all towns included.



100 Year Clock Commemoration	Working group formed to oversee the commemoration with staff from Council: Councillor Arthur, Barcaldine Returned Services League (RSL) and Barcaldine Historical Society, meeting fortnightly.
Small Business Meeting	Following the signing of the SBF Charter, all businesses are to be contacted by mail to invite them to a meeting in April, with a view to forming a regional business group.
Small Business Event	May is small business month and enquiries are being made regarding Regional Networker Grant of \$2,000 which is available to create a networking event for businesses.
Town Clock	Assisting Terry Hales with locating a company in Toowoomba - Smiths Clocks who are able to attend Barcaldine before April to re-wire and have the clock working again.

<b>Tourism</b>	
Facebook	Working with Tourism Qld to launch our Explore the Barcaldine Region Facebook by Easter.

<b>Magazines</b>	
Dirt Action	Provided photos for digital advertisements on their Facebook and Instagram pages in March.

<b>Social Media</b>	
Instagram	All photos from the competition to be posted.

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Facebook	Audience continues to grow, especially when there's a competition or lots of photos.		
<b>Regional Arts Development Fund (RADF) program</b>			
	<p>There have been three RADF applications received during this period. These are:</p> <ol style="list-style-type: none"> <li>1. Alpha Tourism for war research on Alpha men and women's wartime contributions.</li> <li>2. Barcaldine Cultural Association for an upholstery skills workshop with Tim Symons.</li> <li>3. Noosa Film Academy for five youth acting workshops, screen production and a red-carpet event.</li> </ol> <p>All applications are currently pending review by the committee.</p>		
<b>Council Relations</b>			
Meetings	<ul style="list-style-type: none"> <li>• Joycelyn Bennetts, RSL re 100 years of the clock.</li> <li>• Jeff Bowman Australian Worker's Heritage Centre re tourism networking group.</li> <li>• Working group 100 year clock celebration.</li> <li>• Guest speaker Meg Bassingthwaighe from CHRRUP.</li> <li>• Aged Care re International Women's Day Breakfast.</li> </ul>		
Phone meetings	<ul style="list-style-type: none"> <li>• Department of Employment, Small Business and Training.</li> <li>• Governors Secretary.</li> <li>• Rob Smith, Smiths Clocks.</li> <li>• Fastplant Skateboarding.</li> <li>• The Right Grant re opportunities for Muttaborra.</li> <li>• Warrant Officer Craig Lindsay re ceremonial support 100 years clock.</li> <li>• Qld Police Pipes and Drums re 100 years clock.</li> </ul>		
Why Leave Town Cards	The new digital cards were launched on 1 March 2024. All businesses in the region are being contacted with a link to register.		
Why Leave Town Gift Cards Updated	From 15.02.24 to 06.03.24, 16 cards were loaded at a value of \$2,370. 42 cards were redeemed to a value of \$3,008.		
	Total cards loaded	Total load value	Total redemptions
	563	\$2370	42
			Total unredeemed funds
			\$20,774

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

**Link to Corporate Plan**

Theme 1: Community - Maintain RADF program for the delivery of art and culture opportunities.

**Consultation (internal/external)**

As noted above

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Implications**

Low risk – report of activities only

**Asset Management Implications**

Nil

**Legal Implications**

Nil

**BARCALDINE REGIONAL COUNCIL**  
**AGENDA FOR GENERAL MEETING 12 MARCH 2024**

Council Meeting Date: 12 March 2024

**Item Number:** 4.1

**Subject Heading:** Questions on notice – Responses from February Meeting

Author and Title: Shane Gray, Chief Executive Officer

Classification: (if confidential)

*Summary: From the Chief Executive Officer, tabling the responses received to the Council Meeting Questions on Notice.*

**Officer's Recommendation: That Council receive the report.**

---

**Background**

Responses are provided from Questions on Notice from the February meeting.

**Link to Corporate Plan**

Theme 1: Community

**Consultation (internal/external)**

**Policy Implications**

Nil

**Budget and Resource Implications**

Nil

**Risk Implications**

Nil identified

**Asset Management Implications**

Nil

**Legal Implications**

Nil

## Questions on Notice

### Council meeting – February 2024

Councillor	Topic	Response
Rogers	Business Commissioner program advertising.	Advised of Commissioners visit on Thursday 22 February, two days before on the morning of Tuesday 20 February and asked to organise and invite people to a breakfast. Emailed all Barcaldine businesses, posted on Facebook, walked the Barcaldine streets to personally invite business owners. Much earlier advice lead time would have allowed more time to advertise on radio or other methods.
Rogers	Get active funding application – can council apply and then put to tender within the community?	Information provided to community groups. Director of Corporate and Financial Services and Community Engagement Coordinator progressing.
Rogers	Flood signage at Jericho to be replaced – was bought up in community consultation.	Director of Works investigating.
Plumb	Get Ready program from October – flyer out to promote for March.	Flyer out to promote March. Previous correspondence suggested flyer about flooding but now that the weather has changed, waiting for next suggestion from Disaster Management co-ordinators.
Hansen	Main St in Muttaborra is rough and getting worse.	Director of Works to include in maintenance program.
Rogers	Community consultation notes/ responses to community.	Director of Corporate and Financial Services to table at council meeting.
Aruthur	<ul style="list-style-type: none"> <li>• Deadlines about carry-over projects from last year</li> <li>• Councillors invited to International Women’s Day event.</li> </ul>	<p>Included in finance report.</p> <p>Councillors invited and attended.</p>