



*McArthur*  
Talent Architects

**2023 – 2024**  
**Local Government**

# National Remuneration Survey







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## 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

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# 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



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# 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



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