



2022 - 2023
Local Government
National
Remuneration
Survey

McArthur
Talent Architects

LOCAL GOVERNMENT
REMUNERATION SERVICES

WE WILL HELP
MAKE SURE YOUR
REMUNERATION
STRATEGIES ARE
ON THE MONEY.



For more than 20 years McArthur has researched and published national remuneration surveys for Local Government, providing councils with vital insight to support remuneration and wider business decision-making.

With unparalleled insight and experience, our consultants deliver relevant and up-to-date advice tailored to specific organisational specifications that helps Local Government employers to:

- Improve staff retention rates
- Increase staff engagement
- Ensure competitive advantage
- Optimise recruitment

It is our unparalleled experience and genuine expertise that makes sure your remuneration strategies are on the money, so to find out more,

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TABLE OF CONTENTS

Introduction	4	Regulatory / Statutory Services – Environmental Health	101
Overview of the 2022 / 2023 Survey	5	Regulatory / Statutory Services – Statutory Planning	102
What's in the Package	8	Regulatory / Statutory Services – Strategic Planning	103
Remuneration Trends – Over the Years	11	Regulatory / Statutory Services – Tourism	104
Gender Statistics	40		
Remuneration Data by Job Family and Gender	47	Level 4	
Remuneration Data Tables by Job Family, Gender and Primary Function	48	Community Services – Aged & Disability	105
Remuneration Data by Management Level, Council Category and Gender	52	Community Services – Arts & Culture	106
		Community Services – Children's Services	107
		Community Services – Community Development	108
		Community Services – Community Planning	109
		Community Services – Library Services	110
		Community Services – Recreation / Leisure	111
		Community Services – Youth / Family Services	112
Individual Position Summaries – Remuneration Data Tables		Corporate Services – Administration	113
Level 1		Corporate Services – Communication / Marketing	114
CEO / General Manager	60	Corporate Services – Corporate Planning / Strategic Policy	115
		Corporate Services – Customer Service	116
Level 2		Corporate Services – Executive / Personal Assistant	117
Community Services	61	Corporate Services – Finance	118
Corporate Services	62	Corporate Services – Governance	119
Human Resources / Organisational Development	63	Corporate Services – Human Resources / Organisational Development	120
Engineering Services	64	Corporate Services – Information Technology	121
Regulatory / Statutory Services	65	Corporate Services – Legal	122
		Corporate Services – Payroll	123
Level 3		Corporate Services – Procurement / Contracts	124
Community Services – Aged & Disability	66	Corporate Services – Rates / Revenue	125
Community Services – Arts & Culture	67	Corporate Services – Records Management	126
Community Services – Children's Services	68	Corporate Services – Risk Management	127
Community Services – Community Development	69	Corporate Services – Valuations / Property	128
Community Services – Community Planning	70	Corporate Services – Workplace Health & Safety	129
Community Services – Library Services	71		
Community Services – Recreation / Leisure	72	Engineering Services – Assets	130
Community Services – Youth / Family Services	73	Engineering Services – Building / Property Services	131
Corporate Services – Administration	74	Engineering Services – Capital Works	132
Corporate Services – Communication / Marketing	75	Engineering Services – City Services / Operations	133
Corporate Services – Corporate Planning / Strategic Policy	76	Engineering Services – Engineering Design	134
Corporate Services – Customer Service	77	Engineering Services – Environment / Sustainability	135
Corporate Services – Finance	78	Engineering Services – Fleet Management	136
Corporate Services – Governance	79	Engineering Services – Infrastructure	137
Corporate Services – Human Resources / Organisational Development	80	Engineering Services – Parks and Reserves	138
Corporate Services – Information Technology	81	Engineering Services – Project Management	139
Corporate Services – Legal	82	Engineering Services – Waste Management	140
Corporate Services – Procurement / Contracts	83	Engineering Services – Water / Waste Water	141
Corporate Services – Rates / Revenue	84	Regulatory / Statutory Services – Building	142
Corporate Services – Risk Management	85	Regulatory / Statutory Services – Compliance / Local Laws	143
Corporate Services – Valuations / Property	86	Regulatory / Statutory Services – Economic / Business Development	144
Engineering Services – Assets	87	Regulatory / Statutory Services – Emergency Management	145
Engineering Services – Building / Property Services	88	Regulatory / Statutory Services – Environmental Health	146
Engineering Services – Capital Works	89	Regulatory / Statutory Services – Statutory Planning	147
Engineering Services – City Services / Operations	90	Regulatory / Statutory Services – Strategic Planning	148
Engineering Services – Engineering Design	91	Regulatory / Statutory Services – Tourism	149
Engineering Services – Environment / Sustainability	92		
Engineering Services – Infrastructure	93	Participating Councils	150
Engineering Services – Parks and Reserves	94		
Engineering Services – Project Management	95	Glossary	152
Engineering Services – Waste Management	96		
Engineering Services – Water / Waste Water	97		
Regulatory / Statutory Services – Building	98		
Regulatory / Statutory Services – Compliance / Local Laws	99		
Regulatory / Statutory Services – Economic / Business Development	100		

INTRODUCTION

The last year has seen employers embracing the 'new normal', post-COVID landscape and in most cases, successfully adjusting to radically changed workplace scenarios. But while there is every cause for optimism, there are still key challenges for employers, including Local Government, to contend with. Continuing skill shortages and high employment rates, rising interest rates and inflation, and the implications of a volatile global economy, will all influence and impact Australian workplaces, making astute strategic and operational planning more vital than ever.

This year, we are pleased to say that the 21st edition of our remuneration report has data provided from 221 councils reporting on 13,352 positions across 6 Council Categories. The 2022/2023 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 2023.

Matthew McArthur

Chief Executive Officer



OVERVIEW

OF THE 2022 / 2023 SURVEY

The 2022 / 2023 National Remuneration Survey for Local Government attracted data from 221 councils nationally covering 13,352 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 on current Annual Recurrent Expenditure, Rate Income, Population and Staff numbers.

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

Council Category	Annual Recurrent Expenditure	No. of Councils
Category 1	Greater than \$160 Million	41
Category 2	\$100M - \$160 Million	33
Category 3	\$60M - \$100 Million	35
Category 4	\$30M - \$60 Million	41
Category 5	\$15M - \$30 Million	38
Category 6	Less than \$15 Million	33

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

Category 1		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	41	\$566,600	\$353,000	\$426,121
2	Directors / Group Managers	219	\$423,260	\$206,000	\$291,874
3	Managers	872	\$394,000	\$133,100	\$201,786
4	Coordinator / Team Leader	3,522	\$268,800	\$66,950	\$128,895

Category 2		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	32	\$485,900	\$310,000	\$381,407
2	Directors / Group Managers	141	\$357,895	\$197,000	\$272,070
3	Managers	589	\$293,890	\$112,515	\$185,117
4	Coordinator / Team Leader	2,457	\$250,810	\$85,578	\$113,880

Category 3		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	35	\$414,150	\$262,300	\$340,953
2	Directors / Group Managers	132	\$315,875	\$172,940	\$242,726
3	Managers	463	\$257,580	\$109,715	\$173,412
4	Coordinator / Team Leader	1,372	\$183,400	\$81,240	\$116,758

Category 4		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	41	\$420,820	\$241,880	\$301,802
2	Directors / Group Managers	122	\$280,300	\$170,945	\$213,510
3	Managers	435	\$238,330	\$90,150	\$149,245
4	Coordinator / Team Leader	1,423	\$189,750	\$75,882	\$99,844

OVERVIEW

OF THE 2022 / 2023 SURVEY

Category 5		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	38	\$346,630	\$205,200	\$257,435
2	Directors / Group Managers	110	\$238,890	\$121,500	\$182,116
3	Managers	341	\$219,410	\$91,315	\$128,403
4	Coordinator / Team Leader	454	\$162,120	\$74,560	\$95,053

Category 6		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	33	\$316,100	\$170,000	\$223,280
2	Directors / Group Managers	75	\$220,140	\$114,300	\$159,921
3	Managers	119	\$190,365	\$81,790	\$108,704
4	Coordinator / Team Leader	286	\$133,590	\$70,240	\$84,292

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 4.87%, representing significant growth over the previous year where the average increase was 0.95% and the largest year-on-year increase since 2014. In the seven-year period 2015 to 2021, the average annual increase in remuneration levels for Chief Executive Officers / General Managers was 1.92%.

On average, positions within Category 3 and Category 6 councils received increases above the Consumer Price Index while those in all other categories received less generous increases, particularly those in the larger metropolitan councils.

Across all disciplines, positions at Level 2 also attained the highest year-on-year increase since 2014, achieving an average increase above CPI of 8.42%. With the exception of Regulatory / Statutory Services, positions in all other disciplines recorded increases on average above CPI, with those in Human Resources achieving the highest increase of 12.73%.

In the current year, positions within Category 6 councils received the highest increases across all disciplines, with those in Community Services recording an exceptional increase of 23.16%. In the seven-year period 2015 to 2021, the average annual increase in remuneration levels for Level 2 positions was 3.03%.

Although falling below the Consumer Price Index, Level 3 positions also achieved the highest year-on-year increase since 2014, averaging 4.42% across all disciplines. Positions within Corporate Services received the highest increase of 5.01%, while those in Community Services fell below the average.

In the current year, positions within Category 6 councils received the highest increases across all disciplines, with those in Corporate Services recording the most significant increase of 19.57%. Although recording an increase of 4.03% in 2021, the annual increase in remuneration levels for Level 3 positions across all Council Categories between 2015 and 2021 amounted to 2.9%.

Similar to level 3, positions on average at Level 4 also fell short of the Consumer Price Index but recorded the highest year-on-year increase since 2014, averaging 4.83% across all disciplines. Positions within Engineering Services received the highest increase of 6.73%, while those in Corporate Services recorded the lowest increase of 2.45%.

Consistent with the trend across Levels 2 and 3, positions within Category 6 councils received the highest increases across all disciplines in the current year, with those in Community Services recording the most substantial increase of 24.55%

Nationally the CPI figure (all groups) for September 2021 to September 2022 was 7.3%.

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

TAILORED STAFF ENGAGEMENT SURVEYS.

ANYTIME, ANYWHERE.

The McArthur LG Life app allows Managers and staff to access tailored surveys quickly, easily and in real time, and delivers a range of business-critical benefits:

- Improve retention and engagement
- Foster a listening culture
- Connect instantly with staff
- Develop shared leadership
- Be responsive
- Be an employer of choice
- Save time and resources



McArthur
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