

**2024 – 2025**

**Australian Local Government**

# Remuneration, Gender Statistics and Trend Analysis Report

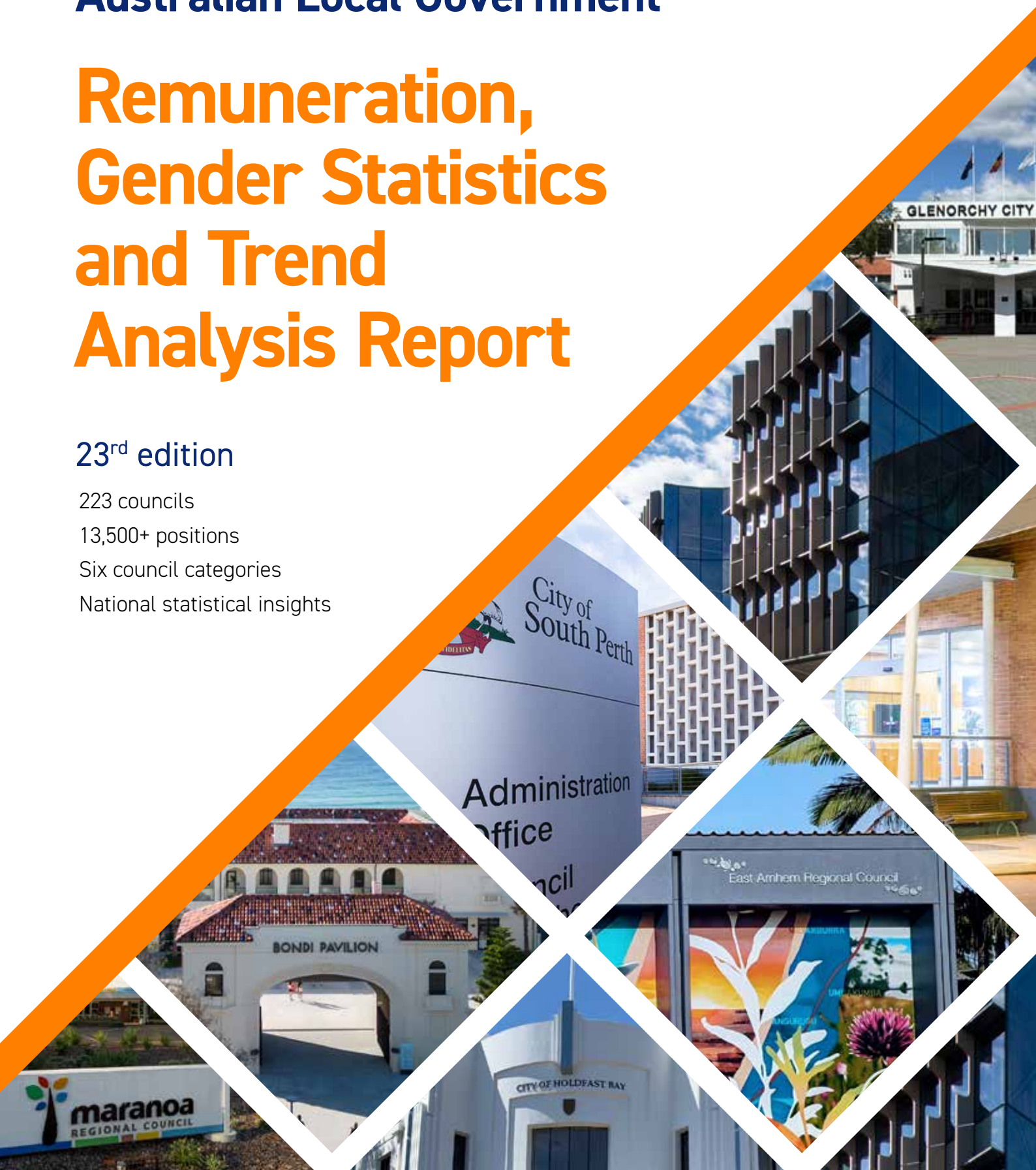
**23<sup>rd</sup> edition**

223 councils

13,500+ positions

Six council categories

National statistical insights



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# INTRODUCTION

While 2024 continued to present some challenges, including cost-of-living and interest rate pressures, it also brought encouraging signs of job market stabilisation and overall economic improvement. Looking ahead, 2025 holds new opportunities within an evolving landscape. With last year's Local Government elections now behind us, attention turns to this year's Federal election and its potential to shape the broader economic and workplace environment within the sector. Change brings both challenges and possibilities, and this year presents a chance to navigate them with resilience and optimism.

This year, we are proud to present the 23<sup>rd</sup> edition of our Australian Local Government Remuneration Report, featuring data from 223 councils and covering 13,510 positions across six council categories. The 2024/2025 report provides a comprehensive range of critical information designed to support both operational and strategic business decision-making.

With its data-driven insights and in-depth analysis, the report enables 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.

We sincerely thank all Councils who participated in this important research, especially during a year when other priorities undoubtedly took precedence. Your continued support is invaluable, enabling us to deliver the high-quality reporting the sector relies on.

As usual, all participating Councils will receive a complimentary copy of the report in digital format.

With McArthur, you can trust that we will consistently enhance the depth and relevance of our data and analysis, providing you with valuable insights to make informed decisions—particularly in an environment where uncertainty and ongoing change are shaping workforce priorities.

In the meantime, our expert McArthur HR consultants are ready to help you leverage the insights from the report and refine your remuneration strategy for maximum impact. Connect with us today to ensure your approach attracts, retains, and rewards top talent in a competitive market.

All the best for 2025.

**Matthew Mullins**

Chief Executive Officer

The logo for McArthur, featuring the name in a stylized, orange, handwritten-style font.

# OVERVIEW

## OF THE 2024 / 2025 SURVEY

The 2024 / 2025 Remuneration, Gender Statistics and Trend Analysis Report for Australian Local Government attracted data from 223 councils nationally covering 13,510 positions across four tiers of management. The size of councils that participated ranged from those with recurrent expenditure budgets exceeding \$640 million to those with budgets of less than \$4 million. Staff numbers ranged from less than 20 to more than 1,900, and populations from below 400 to over 500,000.

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 \$180 Million	48
Category 2	\$100M - \$180 Million	46
Category 3	\$60M - \$100 Million	30
Category 4	\$30M - \$60 Million	46
Category 5	\$15M - \$30 Million	34
Category 6	Less than \$15 Million	19

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	48	680,000	366,000	461,671
2	Directors / Group Managers	230	485,000	182,000	319,647
3	Managers	1052	370,000	140,000	218,346
4	Coordinator / Team Leader	4523	315,000	84,500	140,402

Category 2		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	46	560,000	320,000	404,910
2	Directors / Group Managers	185	390,000	190,000	290,257
3	Managers	753	290,000	135,000	203,664
4	Coordinator / Team Leader	2,319	230,000	85,000	135,471

Category 3		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	30	440,000	290,000	357,048
2	Directors / Group Managers	103	330,000	180,000	255,442
3	Managers	381	275,000	125,000	183,602
4	Coordinator / Team Leader	1,212	210,000	75,500	121,394

Category 4		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	46	400,000	250,000	309,128
2	Directors / Group Managers	137	315,000	161,000	219,065
3	Managers	455	236,000	113,500	153,804
4	Coordinator / Team Leader	952	175,000	75,500	107,225

# OVERVIEW

## OF THE 2024 / 2025 SURVEY

Category 5		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	34	345,000	230,500	271,624
2	Directors / Group Managers	88	264,500	135,000	195,095
3	Managers	218	200,000	90,500	137,784
4	Coordinator / Team Leader	530	220,000	73,500	98,567

Category 6		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	19	292,000	192,500	231,099
2	Directors / Group Managers	42	200,000	120,000	157,668
3	Managers	34	164,000	94,500	113,976
4	Coordinator / Team Leader	76	124,000	71,000	90,522

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 1.10% representing a substantial decline over the previous year where the average increase was 4.6%. In the eight-year period - 2017 to 2024 increases in remuneration levels for Chief Executive Officers / General Managers was 17.02% with an annual average of 2.13%.

On average, positions within the larger metropolitan councils (Categories 1 & 2) and the median metropolitan councils (Category 3) received increases above the Consumer Price Index while those in all other categories returned negative results

In contrast to the previous year where Level 2 positions recorded an increase below the Consumer Price Index, they returned a positive average increase (4.33%) across all disciplines above the CPI. Positions within Regulatory Services achieved the highest increase of 6.45%.

Attracting an increase of 29.55% over the past seven years, positions at Level 3 recorded an average increase (5.05%) across all disciplines above the CPI in the current year. Positions within Community Services achieved the highest increase of 5.90% influenced strongly by positions within Category 2 councils which recorded an increase 7.46%.

Attracting an increase of 24.58% 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 Community Services achieved the highest increase of 8.36% with those in Category 2 councils recording the highest increase of 10.93%.

Nationally, the CPI figure (all groups) for September 2023 to September 2024 was 2.8% as provided by the Australian Bureau of Statistics.