

2019-2020 | Local Government

NATIONAL REMUNERATION SURVEY

*McArthur*  
Talent Architects

50  
YEARS

Celebrating 50 years in partnership  
with Australian Local Government

# INTRODUCTION

2020 sees M<sup>c</sup>Arthur celebrating 50 years in business. This includes over 40 years' experience working closely with Local Government and Councils across Australia delivering a broad range of HR and recruitment-based services and our Local Government teams now operate a truly national network with offices in 5 capital cities. This 18th edition of the Local Government National Remuneration Survey reflects the unparalleled expertise and insight that 50 years' experience brings.

Continued Council participation is an indication of how the sector is increasingly realising the value and potential of key data and the added insight it can bring to the broader HR spectrum – in particular recruitment initiatives. At the request of a growing number of Councils, M<sup>c</sup>Arthur has integrated informed remuneration-based recommendations into our proposals. Allowing Councils to be more realistic, competitive and relevant in their talent sourcing activities.

This year's report delivers a broad range of critical information and intelligence which help 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.

As the sector moves to compete more aggressively with private enterprise for top talent, ensuring remuneration levels and benefits packaging strategies are on the money has never been more important. We are sure you will find the report a vital resource in helping you achieve this. In addition, specialist M<sup>c</sup>Arthur Talent Architects consultants are available to discuss the report and your wider remuneration strategy objectives in more detail.

Thank you to those Councils who took the time to be part of this important research. As usual all participating Councils receive a complimentary copy as thanks and recognition – without your ongoing support we simply could not deliver the level of reporting the sector has come to expect.

We particularly thank and acknowledge the input of those participating Councils affected by the devastating bushfires and floods in late 2019 and early this year.

2020 represents a significant achievement for M<sup>c</sup>Arthur but while we are proud of our past, we are committed to a bright future and I look forward to further developing our partnership, investment and commitment to the Australian Local Government sector.

**Matthew M<sup>c</sup>Arthur**  
Chief Executive Officer



# OVERVIEW

## OF THE 2019 / 2020 SURVEY

The 2019 / 2020 National Remuneration Survey for Local Government attracted data from 195 councils nationally covering 8,529 positions across four tiers of management. The size of councils that participated ranged from those with recurrent expenditure budgets exceeding \$950 million to those with budgets of less than \$3 million. Staff numbers ranged from less than 20 to more than 3,000, and populations from below 400 to well over 500,000.

In previous years, we have provided information across five council categories, ranging in size from Very Large Metropolitan / Regional Councils (Annual Recurrent Expenditure – greater than \$160 million) to Small Rural Councils (Annual Recurrent Expenditure – less than \$30 million). As a consequence of variations in the size of councils due to growth over the past fifteen years and the impact of amalgamations and, the substantial number of participating councils with expenditure budgets below \$30 million, we have increased the number of council categories from five to six. We have also updated council classifications to reflect their category based on current Annual Recurrent Expenditure.

The addition of Category 6 Councils and the reclassification of council categories has impacted on the trend analysis which will vary slightly from previous survey publications.

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

Category	Annual Recurrent Expenditure	No. of Councils
1	Greater than \$160Million	32
2	\$100M - \$160M	25
3	\$60M - \$100M	26
4	\$30M - \$60M	40
5	\$15M - \$30M	33
6	Less than \$15M	39

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

Category 1		Range		Average
Level		High	Low	
1	Chief Executive Officer / General Manager	\$600,000	\$328,000	\$418,781
2	Directors / Group Managers	\$533,000	\$193,000	\$203,808
3	Managers	\$330,000	\$120,000	\$190,842
4	Coordinator / Team Leader	\$241,000	\$84,000	\$129,844

Category 2		Range		Average
Level		High	Low	
1	Chief Executive Officer / General Manager	\$461,000	\$309,000	\$363,133
2	Directors / Group Managers	\$343,000	\$175,000	\$253,717
3	Managers	\$250,000	\$110,000	\$172,655
4	Coordinator / Team Leader	\$196,000	\$80,000	\$111,982

Category 3		Range		Average
Level		High	Low	
1	Chief Executive Officer / General Manager	\$359,000	\$205,000	\$303,565
2	Directors / Group Managers	\$301,000	\$167,000	\$220,163
3	Managers	\$225,000	\$98,000	\$152,832
4	Coordinator / Team Leader	\$164,000	\$77,000	\$105,687

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## OF THE 2019 / 2020 SURVEY

Category 4		Range		Average
Level		High	Low	
1	Chief Executive Officer / General Manager	\$527,000	\$232,000	\$279,932
2	Directors / Group Managers	\$300,000	\$145,000	\$194,574
3	Managers	\$243,000	\$90,000	\$134,866
4	Coordinator / Team Leader	\$180,000	\$68,000	\$98,630

Category 5		Range		Average
Level		High	Low	
1	Chief Executive Officer / General Manager	\$310,000	\$192,000	\$243,628
2	Directors / Group Managers	\$232,000	\$120,000	\$165,600
3	Managers	\$185,000	\$80,000	\$114,085
4	Coordinator / Team Leader	\$143,000	\$66,000	\$85,833

Category 6		Range		Average
Level		High	Low	
1	Chief Executive Officer / General Manager	\$270,000	\$157,000	\$196,060
2	Directors / Group Managers	\$207,000	\$110,000	\$140,668
3	Managers	\$155,000	\$72,000	\$97,805
4	Coordinator / Team Leader	\$130,000	\$64,000	\$73,115

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

At the Chief Executive / General Manager level, the overall average increase in packages across all council categories was 1.16% representing a slight decrease over the previous year where the average increase was 1.82%, and a more significant variation against the 2017 increase of 4.38%. Positions within category 2 councils received the highest increase (4.23%) while those in categories 3 and 4 experienced decreases of negative 0.41% and 0.48% respectively.

Level 2 positions realised an average increase of 1.39% across all council categories with those in category 5 achieving the highest increase of 6.13%. The larger metropolitan councils also achieved increases in excess of the Consumer Price Index while those in categories 3,4 and 6 experienced negative results.

Positions at Level 3 achieved an average increase of 1.32% across all council categories with those in categories 2 and 6 the only ones to receive increases above the CPI.

With an average increase of 1.17% across all council categories, Level 4 positions within category 5 received the highest increase of 5.95%. Positions within categories 3 and 4 realised increases closely aligned to CPI, while the other three categories experienced negative results.

Nationally the CPI figure (all groups) for September 2018 to September 2019 was 1.7%.