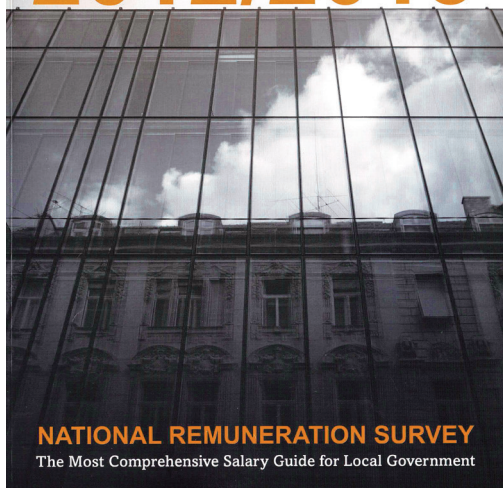


2014-15 Local Government National Remuneration Survey

2012/2013



NATIONAL REMUNERATION SURVEY The Most Comprehensive Salary Guide for Local Government

Alice Springs Town Council Ararat Rural City Council
Barkly Regional Council Barunga West District
Barraba Council Bland Shire Council Brimbank City
Bundaberg Regional Council Burdekin Shire Council
Casey City Council Cassowary Coast Regional Council
Desert Regional Council Central Highlands Council
Aboriginal Shire Council Circular Head Council Clare
Council Copper Coast District Council Corangamite
City Council Diamantina Shire Council Douglas Shire
Elliston District Council Eurobodalla Shire Council
Council Fraser Coast Regional Council George Town

2020 - 2021
LOCAL GOVERNMENT

NATIONAL
REMUNERATION
SURVEY

Seymour Council Glenorchy City Council Golden Plains
Goyder Regional Council Grant District Council
Greater Shepparton City Council Gunnseshire
City Council Hume City Council Hoon Valley Council
Karoonda East Murray District Council Karraatha City
Kingston District Council Knox City Council Koonung
Lachlan Shire Council Lake Macquarie City Council
Lockyer Valley Regional Council Loddon Shire Council
Walkerie District Council Mackay Regional Council
Council Marion City Council Maroonah City Council
Mildura Rural City Council Mingenew Shire Council
Moorabool Shire Council Morawa Shire Council Moree
Barker District Council Mount Gambier City Council
City Council Murray Shire Council Murrumbidgee Shire
Naracoorte Lucindale Council Narragin Shire Council
Council Northern Grampians Shire Council Paroo Shire
Plantagenet Shire Council Playford City Council
Stephens Council Redland City Council Renmark
Roper Gulf Regional Council Shellharbour City
Council South Perth City Council Southern Rivers
Council Strathfield Council Streaky Bay Council
Council Tea Tree Gully City Council
Town of Gawler Town of Mosman
Shire Council Unley City Council Wakefield Regional Council
Council Wentworth Shire Council
Whitsunday Regional Council
Municipal Council Wyndham
Shire Council Yorke Peninsula

+ 19th edition
+ 230 Councils
+ 11,400 plus positions
+ 95 disciplines
+ 30 plus years of insight

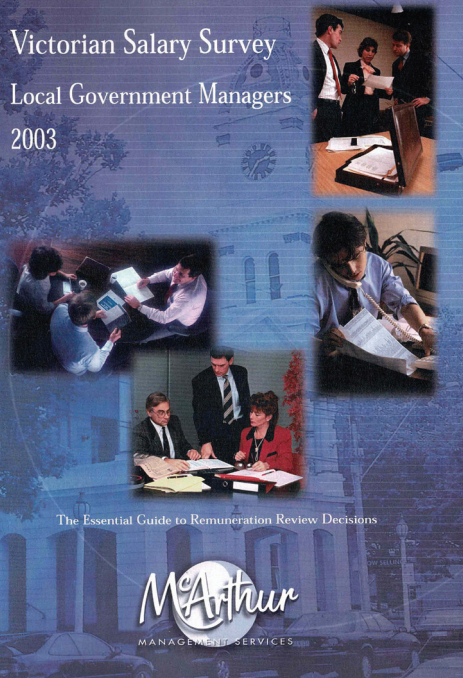
20th Edition

2021- 2022 / LOCAL GOVERNMENT NATIONAL REMUNERATION SURVEY

- + 209 Councils
- + 11,950 plus positions
- + 95 disciplines
- + 30 plus years of insight

- PLUS
- + Remuneration trends
 - + Gender statistics
 - + Packaging data

Victorian Salary Survey Local Government Managers 2003



The Essential Guide to Remuneration Review Decisions

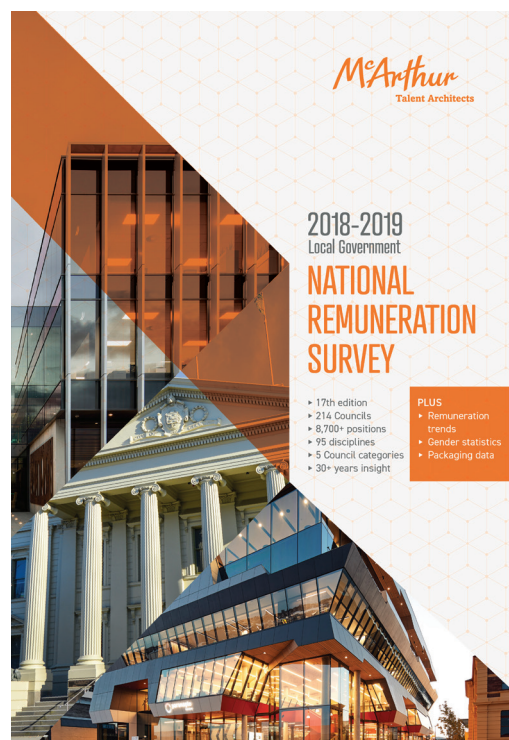
2008

National Remuneration Survey - Local Government

2018-2019 Local Government NATIONAL REMUNERATION SURVEY

- + 17th edition
- + 214 Councils
- + 8,700+ positions
- + 95 disciplines
- + 5 Council categories
- + 30+ years insight

- PLUS
- + Remuneration trends
 - + Gender statistics
 - + Packaging data



INTRODUCTION

After two years of unprecedented upheaval and uncertainty, most economists and analysts are predicting that the initial blueprint of the 'new normal' for Australian workplaces will start to rapidly emerge in 2022. Hybrid work scenarios, increased focus on employee well-being, and training and development will lead the agenda for what is widely being will labelled 'the year of the employee'.

While the outlook is certainly positive and encouraging, there are still some key challenges for employers, including Local Government, to contend with. Skill shortages, high employment rates and the Reserve Bank predicting wage growth to hit its fastest pace in a decade, all mean that informed data and insight have never been more important to effective HR planning.

This year, we are pleased to say that the 20th edition of our remuneration report has data provided from 209 councils reporting on 11,950+ positions across 6 council categories. The 2021/2022 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.** All participating councils will have received a link to an interactive report and also a PDF version which can easily be downloaded.

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 2022.

Matthew McArthur
Chief Executive Officer



OVERVIEW

OF THE 2021 / 2022 SURVEY

The 2021 / 2022 National Remuneration Survey for Local Government attracted data from 209 councils nationally covering 11,951 positions across four tiers of management. The size of councils that participated ranged from those with recurrent expenditure budgets exceeding \$480 million to those with budgets of less than \$3.5 million. Staff numbers ranged from less than 20 to more than 1,600, and populations from below 300 to over 450,000.

Over the previous two years we increased the number of council categories from five to six 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. In this year's survey, we have again 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	39
Category 2	\$100M - \$160 Million	28
Category 3	\$60M - \$100 Million	30
Category 4	\$30M - \$60 Million	46
Category 5	\$15M - \$30 Million	36
Category 6	Less than \$15 Million	30

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	39	526,000	335,000	419,730
2	Directors / Group Managers	189	369,000	191,000	284,226
3	Managers	813	333,000	130,000	196,887
4	Coordinator / Team Leader	2,923	248,000	76,000	129,019

Category 2		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	27	474,000	300,000	370,843
2	Directors / Group Managers	118	350,000	166,000	263,264
3	Managers	464	283,000	110,000	181,609
4	Coordinator / Team Leader	2,186	223,000	78,000	106,389

Category 3		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	30	389,000	236,000	315,931
2	Directors / Group Managers	111	307,000	150,000	227,989
3	Managers	376	235,000	107,000	162,820
4	Coordinator / Team Leader	970	175,500	71,000	112,767

OVERVIEW

OF THE 2020 / 2021 SURVEY

Category 4		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	46	392,000	228,000	283,846
2	Directors / Group Managers	148	284,000	124,000	198,647
3	Managers	477	225,500	91,000	142,659
4	Coordinator / Team Leader	1,672	189,000	70,000	93,312

Category 5		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	35	328,000	193,000	250,668
2	Directors / Group Managers	120	231,500	117,500	168,750
3	Managers	325	218,000	84,500	117,907
4	Coordinator / Team Leader	475	178,000	68,000	87,903

Category 6		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	29	260,500	170,000	205,223
2	Directors / Group Managers	74	181,500	105,500	141,083
3	Managers	101	160,000	80,500	99,545
4	Coordinator / Team Leader	203	125,000	64,000	74,780

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 packages across all council categories was 0.95% representing a slight decrease over the previous year where the average increase was 1.65%, and a more significant variation against the 2017 increase of 4.0%. Positions within Category 2 councils received the highest increase (4.27%) while those in Category 1 experienced an increase of 2.18%. Positions within all other categories received less generous increases with those in Category 3 realising a decline of 2.64%.

Across all job families, Level 2 positions realised an average increase below CPI of 1.62% across all council categories with those in Category 2 achieving the highest increase of 2.71%. Positions within all other categories realised more moderate increases below 2% with those in Category 3 falling into negative territory. Within specific disciplines, Human Resources achieved the highest increase of 2.61% followed by Corporate Services with an increase of 2.10%. All other disciplines received increases below 1.5%

Positions at Level 3 achieved an average increase above CPI of 3.15% across all council categories with those in Category 6 achieving the highest increase of 5.63%. Within specific disciplines, Regulatory / Statutory Services achieved the highest increase of 4.53% while all other job families realised lesser increases marginally below CPI.

With an average of 1.73% across all council categories, level 4 positions within Category 5 received the highest increase of 7.54%, followed by those within Category 6 (3.77%). With the exception of Category 1, positions within all other categories failed to achieve positive results. Within specific disciplines, positions within Engineering Services were the only ones to achieve an increase relatively similar to CPI (2.87%). Positions within all other job families received increases below 1.75%.

Nationally the CPI figure (all groups) for September 2020 to September 2021 was 3.0%.