

INDEPENDENT  
COUNCILLOR  
REMUNERATION TRIBUNAL  
FINDINGS AND  
RECOMMENDATIONS  
REPORT

**APRIL 2026**

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# EXECUTIVE SUMMARY

The remuneration of public office holders, such as Councillors, is not referable easily to Executive-level remuneration in the private sector, even though there are strong similarities in their skill and responsibility profiles.

Executive-level remuneration in the private sector can be benchmarked against discernible domestic and international market indicators, including proven skills and commercial knowledge, revenue growth and returns on shareholder investment. Such benchmarking is not always applicable to Office Holders working in the public interest space (be they elected or appointed).

That said, public office holder remuneration, in respect of Councillors, is reflective of Executive-type responsibilities. This includes the strategic oversight of very considerable public assets, the allocation of revenues to often contested community priorities, and the possession of problem-solving and consultative competencies.

In particular, Council decision making also affects the community's quality and safe enjoyment of life in very material and immediate ways. Because of this, along with the fact that they conduct public-facing and elected roles, Councillors are exposed to public scrutiny and comment beyond that of Executive-level leaders in the private sector (who might be subject to Board reviews and Annual General Meetings).

Councillor remuneration, more so than non-elected public office holder remuneration, can be a contentious public matter, particularly if the determinative process is left to the Council itself, which gives rise to perceptions of conflicts of interest.

It is, for this reason, that in 2013 the Brisbane City Council (Council) created an Independent Remuneration Tribunal to make decisions at arms-length from Council about the remuneration arrangements affecting Councillors.

Subject to the enabling Terms of Reference, successive Brisbane City Council Independent Remuneration Tribunals have acted over time to review and adjust Council remuneration (as defined in the applicable Terms of Reference) amongst a variety of relevant salary and wages data points (local, state-wide and national), and other conditions relevant to the roles of Councillors.

The general objective of each Brisbane City Council Independent Remuneration Tribunal ("the Tribunal"), as convened, has been to determine, in the wages and salary and general economic position in which it finds itself, a reasonable wage outcome that is recognisable as such by the community of rate payers.

This is the fifth occasion on which the Tribunal has been convened for the purposes of adjusting, as warranted under the applicable Terms of Reference, Councillor remuneration. Councillor remuneration refers to the remuneration all classes of offices in Council including: the Lord Mayor, Deputy Mayor, Chair of Council, Civic Cabinet Chairs of Standing Committees, Leader of the Opposition, and other Councillors.

The first occasion the Tribunal convened was in July 2013, when the Tribunal as then constituted ("the 2013 Tribunal"), acting in accordance with the then Terms of Reference awarded an 8% increase to Councillors' remuneration. That Tribunal determined that Councillor remuneration had fallen behind a range of relevant market indicators over time and a correction was warranted to restore the reasonableness of Councillor remuneration generally.

The Council Policy at the time stipulated that Tribunals would meet every 5 years to review Council remuneration, with adjustments in the interim period constituting flow-on from the determinations of

the Queensland Independent Remuneration Tribunal, which inter alia adjusts the remuneration of Members of the Queensland Parliament.

The 2013 Tribunal also set the relativities between Councillors, Office Holders and the Lord Mayor, based largely on previous remuneration linkages between State Government Cabinet positions and then Councillor salaries. At that time, the relativity between the Office of the Lord Mayor and a Councillor's salary was determined to be 165%, which reflected the then salary differential between a Councillor's salary and that of a Cabinet Minister in the State Cabinet (the latter then being a reference point for the Lord Mayor's salary).

The relativities between Office Holders have remained undisturbed from 2013 to this time.

Relativities (as does remuneration generally) reflect the relative work value, complexity, responsibilities and conditions of work between skill-based classifications. Work value can change over time in Councils as it can in other public and private work environments which are exposed to commercial and community-driven changes.

These are matters to which the current Tribunal has given consideration in this Report.

The second occasion on which the Tribunal met was in 2017. That Tribunal ("the 2017 Tribunal") provided for a 2% pay increase for Councillors. Future adjustments from flow-on from the Queensland Independent Remuneration Tribunal were interrupted by the Covid-19 pandemic.

In October 2019, Council convened the Tribunal for a third time, but outside of its cycle of sitting. Council took this step so that the Tribunal might review its voluntary Councillor superannuation arrangements. To this point, Councillor superannuation had not been included in the definition of remuneration included in the previous terms and Reference and was outside of the Tribunal's jurisdiction.

Following an extensive review of the historical development of the Councillor superannuation scheme and its interaction with the Superannuation Guarantee Legislation the then Tribunal in effect re-set the Council superannuation contribution rate to 12% from 1 January 2020 (a reduction in the historical rate of 20%).

Since that time, the Terms of References given to the Tribunals have included superannuation with the definition of "Remuneration" and brought superannuation within the jurisdiction of the Tribunal.

The Tribunal has given consideration in this report to whether the contribution rate made by Council to Councillor superannuation warrants being revisited.

The fourth occasion that the Tribunal met was in 2021.

The Tribunal's administrative approach to reviewing remuneration across a five-year cycle was changed significantly on this occasion. This was because on 7 December 2021 the Council approved by Council Resolution (380/2021-22) the amendment of *AP216 Councillor Remuneration Policy* (the Policy) and resolved to delegate powers to the Establishment and Coordination Committee and the Chief Executive Officer pursuant to section 238 of the *City of Brisbane Act 2010* (the Act).

The Policy in this regard is at **Appendix A** to this Report.

As a result of the Council resolution, the Tribunal no longer met every five years to set remuneration for the out-years. Its role, instead, was to review and, as required, reset the remuneration arrangements applying to Councillors on each occasion it convened, which was now every four years.

Council's purpose in this regard and its consequences for the approach and focus of the Tribunal is the subject of some more detailed discussion in the following chapter to this Report, headed **1. Introduction and Role of the Brisbane City Council Independent Remuneration Tribunal.**

In the context of the new Council Policy, the 2022 Tribunal determined that the base rate for a Brisbane Councillor should be increased by 2.5% on 1 June 2022. The Tribunal considered that the increase sat comfortably within the basket of local, State and Federal remuneration arrangements it was required to consider by way of the Terms or Reference to which it was obligated to have regard.

### *Recommendations*

In this year's review, the Tribunal reviewed the relevant suite of criteria set out in the Terms of Reference and determined that the remuneration increase applicable to the Lord Mayor, Deputy Mayor, Chair of Council, Civic Cabinet Chairs of Standing Committees, Leader of the Opposition, and other Councillors from 1 July 2026 shall be: 3.4%.

The 2026 Tribunal also reviewed the relativities between Council roles for purposes of setting salaries. It considered however that it required sound information on the changing job roles of Councillors and whether these changes constitute increases in work value before it could recommend any alterations to relativities.

The 2026 Tribunal also considered the Councillor superannuation arrangements as had been in place since the 2019 Tribunal decision and determined that it should retain the current Council contribution rate of 12%.

Consideration was also given to the payments made to Councillors who were acting in Office Holder positions on a temporary basis.

The 2022 Tribunal determined that higher duty payments would only be paid to Councillors acting in Office Holder position after a qualifying period of one month. The qualifying period was intended to ensure that transaction costs were reduced in the event of frequent changes in incidents of higher duties and that Councillors acting in such positions were given a period of time to acquire the relevant competencies to ensure their remuneration reflected the higher work value of the positions in which they were acting.

After considering the relevant circumstances (see below for the wider discussion), the Tribunal determined that higher duties increments should be available after a two-week qualifying period.

The Tribunal has also considered the commencement date for any increase in remuneration determined. The Terms of Reference indicate that the commencement date will be 1 June of the year in which the Tribunal convenes.

The Tribunal considers for the full reasons set out below that the date the increase in remuneration for Councillors must take effect is 1 July 2026.

The Tribunal also considers that a new allowance be introduced, with effect from 1 July 2026, that provides a capped entitlement to a certain range of home-based security measures.

This is a measure largely in response to the rising exposure of elected representatives to potentially threatening interactions through social media; a regrettable societal development.

# 1. INTRODUCTION AND ROLE OF THE BRISBANE CITY COUNCIL INDEPENDENT REMUNERATION TRIBUNAL

## 1.1 Introduction: The Role of the Independent Remuneration Tribunal

The ostensible role of the Brisbane City Council Independent Remuneration Tribunal (“the Tribunal”) is each four years to review and, if warranted, reset the remuneration arrangements applicable to Brisbane City Council Councillors, Office Holders and the Lord Mayor for the year in which the Tribunal is convened. The Tribunal does this through a quadrennial recommendations and report (“the Report”), which is based on a consideration of a range of stipulated circumstances and wage-related data points.

The Tribunal provided its last report in March 2022.

In the interim years between the convening of the Tribunal, the percentage wage adjustments to the remuneration of Members of the Queensland Legislative Assembly made by the State Government’s Queensland Independent Remuneration Tribunal flow on to Councillors, Office Holders and the Lord Mayor.

The flow-on mechanism from the State Government’s Queensland Independent Remuneration Tribunal referred to immediately above and the authority to establish this Tribunal arise from Council Resolution (380/2021-22) which amended *AP216 Councillor Remuneration Policy* (“the Policy”). The Policy is set out at **Appendix A** to this Report.

The further effect of the Policy, amongst other things, is to empower the CEO of the Brisbane City Council to establish and appoint members to the Tribunal and to provide Terms of Reference to guide the Tribunal’s considerations. The Terms of Reference are set out at **Appendix B** of this Report.

The broad effect of the Terms of Reference is to require the Tribunal to have regard to the overall wages environment relevant to the activities of the Brisbane City Council, along with any other material changes in work demands and work value which may impact the remuneration relativities between Councillors and Office Holders, including the Lord Mayor.

Having considered these matters, the Tribunal is required to reach an informed judgement as to whether any adjustments to the remuneration arrangements applicable to Brisbane City Councillors, Office Holders and the Lord Mayor is warranted in the year in which the Tribunal is convened.

That said, the Tribunal’s role under the Policy and Terms of Reference role is more strategic than a one-off quadrennial remuneration review (for the year in which it is convened).

If the Tribunal did not have this strategic review role there would be little purpose to be gained from substituting its judgment for that of the State Government’s Queensland Independent Remuneration Tribunal on one occasion in each four years.

## 1.2 The Tribunal’s Strategic Role: Anchoring Remuneration Arrangements in local circumstances

The Policy and the Terms of Reference include important directions to the Tribunal, which imply the Tribunal’s wider role.

The Policy indicates that the Tribunal’s role is each four years to review and, where appropriate, reset Councillor (i) remuneration and (ii) superannuation.

In respect of remuneration, the Policy further indicates that in the intervening four years, Councillor remuneration “will be adjusted in accordance with the percentage increases applied by the State Government’s Queensland Independent Remuneration Tribunal for Members of the Legislative Assembly (intervening percentage movement).”

Each four years then, the jurisdiction in relation to Councillor remuneration returns to the Tribunal. That jurisdiction is subject to the Terms of Reference (promulgated by the Chief Executive of the Brisbane City Council).

The Terms of Reference require the Tribunal to consider more localised wage comparisons and wider range of Council-related considerations that those considered by the Queensland Independent Remuneration Tribunal.

Whilst the Policy (see above) indicates that the role of Tribunal is to review and reset as required the remuneration and superannuation applicable to Councillors, the Terms of Reference also indicate the role of the Tribunal is to review and reset as required the remuneration and to determine the relativities between Council Office Holders:

#### **Role of the Tribunal**

10. The Tribunal’s role is to:
  - (a) review and, as required, reset the Remuneration for a Councillor
  - (b) determine the relativities of remuneration for the following roles:
    - (i) Lord Mayor
    - (ii) Deputy Mayor
    - (iii) Civic Cabinet Chairs
    - (iv) Chair of Council
    - (v) Leader of the Opposition.

Again, this is not a role vested in the Queensland Independent Remuneration Tribunal.

The criteria this Tribunal must take into account for purposes of reviewing Councillor remuneration are set out in the following.

### **1.3 Remuneration**

The Tribunal, pursuant to Section 11 of the Terms of Reference, sets out the range of factors to which the Tribunal must give consideration in reviewing and if appropriate re-setting Councillor remuneration:

- “11. The Tribunal’s considerations are to include, but not be limited to, the following factors:
  - (a) average national and state wage increases
  - (b) Council’s obligations to pay superannuation for Councillors
  - (c) actual wage increases and Council contributed superannuation contributions for Council staff
  - (d) actual Councillor wage increases
  - (e) Councillors acting in higher duties (i.e., in Acting Civic Cabinet Chair roles)
  - (f) community expectations
  - (g) workloads of Councillors
  - (h) comparative conditions of employment provided to elected officials at other levels of government.”

The Terms of Reference state that “the factors detailed in Section 11(a) to (d) above are to be for the period since 1 April 2022”, being the four-year period since the 2022 Tribunal decision.

That is, for purposes of fulfilling its role in relation to reviewing and re-setting remuneration (and/or relativities and/or superannuation) the Tribunal must take into consideration (amongst any other

matters it considers relevant) the changing data points for each of the matters set out in Section 11(a) – (d) for each year between 2022 and 2026.

Of course, in relation to its role in reviewing and re-setting remuneration, Councillors and Office Holders have had their remuneration adjusted each interim year through the flow-on of decisions of the Queensland Independent Remuneration Tribunal.

Councillor salaries and allowances, and the differential rates paid to Office Holders, as at 1 July 2025, 1 September 2019, 1 September 2021 and 1 July 2025 are outlined in **Appendix C**.

## 1.4 Retrospectivity

The Tribunal has no jurisdiction to retrospectively adjust Councillor salaries and allowances.

The Terms of Reference indicate that the Tribunal cannot make any backdated payments (for the interim four-year period). Any adjustment to Council remuneration that was based on compensation for work and duties only take effect from 1 June of the year in which the Tribunal is convened.

This means that if the Tribunal were to identify any increase in Councillor work value that would have required compensation above the percentage increases provided by the Queensland Independent Remuneration Tribunal in the interim years, there is no scope for the Tribunal to award compensation by way of back payments.

Having excluded the jurisdiction for backdated payments, what are the range of criteria the Terms of Reference stipulate must be considered as part of a wider review of the remuneration of Councillors?

## 1.5 Localised Council-specific circumstances

In respect of reviewing Councillor remuneration, the Terms of Reference require the Tribunal, each four years, to have regard to such matters as:

- Council staff salary increases and Council contributed superannuation contributions for Council staff
- actual Councillor salary increases
- community expectations
- workloads of Councillors
- comparative conditions of employment provided to elected officials at other levels of government.

The purpose of the Tribunal, each four years therefore is to:

- survey the movement in Council and other salaries and other relevant conditions under which work is performed in the Brisbane City Council over the preceding period (in this case since April 2022);
- identify material changes and issues not otherwise compensated for or recognised in the interim period through the mechanism Council introduced through its Policy (which is the flow on from wage adjustments made by the Queensland Independent Remuneration Tribunal, which deals with State-wide, not local Council specific contexts); and
- have regard to any such matters for the purposes of future remuneration adjustments.

Any decision of the Tribunal through its review process affects the base on which future percentage adjustments by the Queensland Independent Remuneration Tribunal will be applied.

The Tribunal, therefore, provides a periodic (quadrennial) review of a strategic kind. This review ensures that Council's remuneration arrangements are anchored more so in a localised remuneration environment and nuanced Council-specific conditions.

This review on the Tribunal's part ensures Council-specific conditions that might be overlooked or not otherwise be captured by interim reliance on decisions of the State Government's Queensland Independent Remuneration Tribunal with its higher-level, State Parliament and Statewide perspective.

## 1.6 Relativities

One of the further strategic roles of the Tribunal is to determine whether it is appropriate to re-set relativities between Councillors and Office Holders. The Terms of Reference state this is one of the main roles of the Tribunal.

The Queensland Independent Remuneration Tribunal flow-on mechanism, again, has no scope to evaluate changes in the work value across Councillor positions as that Tribunal does not consider any Council-specific information.

The current relativities are set out below. They were affirmed by the 2013 Tribunal (and appear to have been struck by Council in 2011) and have not been re-set since that time. This therefore assumes that there have been no changes of any kind in Councillor work value for 15 years that have not been compensated for other than through the annual increases to salary and allowances.

Councillor: 100% (baseline)

Leader of the Opposition: 110% (of baseline)

Chairperson of Council: 125% (of baseline)

Civic Cabinet Chair: 125% (of baseline)

Deputy Mayor: 130% (of baseline)

Lord Mayor: 165% (of baseline)

The Terms of Reference, at Section 11(e), specifically refer the Tribunal to Councillors acting in assignments:

“(e) Councillors acting in higher duties (i.e., in Acting Civic Cabinet Chair roles)”

Just as work value is reflected in relativities, so too is it reflected in higher duty assignments to which a Councillor may be appointed by Council from time-to-time. For example, a Councillor who acts in the role of an Acting Civic Cabinet Chair role may be entitled to the benefit of the position that is remunerated at the higher work value (125%).

Rules apply to such arrangements, especially to ensure that short term periods of acting higher duty assignments do not cause excessive transactions costs and to ensure that the duration of the assignment is such that Council and the community benefit materially from the arrangement.

## 1.7 Superannuation

A further important feature of the Tribunal's strategic quadrennial role is to review and if appropriate reset Council superannuation.

This is not a role that can be conducted by the Queensland Independent Remuneration Tribunal, which only makes decisions which by way of flow-on affect Councillor salary and allowances.

The Terms of Reference state that remuneration does not include Council contributions to its voluntary superannuation scheme but also states that the Tribunal should take into account for

purposes of fulfilling its role (including reviewing and adjusting remuneration as warranted) Council's obligations to pay superannuation for Councillors.

The Tribunal takes this to mean that a consideration of Councillor remuneration does not include Council contributions made on behalf of a Councillor to its voluntary superannuation scheme (as if it were earnings as such).

This is consistent with the Policy intention, which distinguishes the Tribunal's role in setting remuneration from its role in relation to superannuation.

This is important to note as contemporary remuneration packages, reflecting the total value of the rewards provided in exchange for employment or work, are often inclusive of superannuation costs (despite superannuation contributions being based on gross salary only).

The Terms of Reference do require the Tribunal, however, to take into account Council's obligation under the Superannuation Guarantee Legislation (Cth) to make the minimum contribution to an appropriate superannuation arrangement on behalf of Councillors. This is consistent with the Policy's stated role of the Tribunal, which is to review and, where appropriate, reset Councillor superannuation (as a distinct task to reviewing and resetting where appropriate Councillor remuneration).

The Terms of Reference require the Tribunal to reach any determinations in relation to Councillor superannuation by taking into account, amongst any other relevant considerations, the circumstances affecting superannuation arrangements relevant to Council employees over the previous four-year period.

The Tribunal considers that its role in relation to superannuation is to consider only the quantum of the contribution made by Council to its voluntary superannuation arrangement on behalf of Councillors (which was the subject of the 2019 Tribunal decision), and not any other features of the scheme arrangement or any private superannuation arrangements.

## 1.8 Allowances

The Tribunal's jurisdiction also permits it to review the scope and adequacy of allowances provided to Councillors to ensure the fulfilment of their duties as representatives in the community.

These may change over time along with technology, demand for new services or developments in the risk management space.

The Tribunal's strategic role includes surveying the adequacy and effectiveness of the allowance arrangements that apply to Councillors.

## 1.9 Definitions

**The Act** – *City of Brisbane Act 2010*

**Councillor remuneration** – defined in the Terms of Reference as salary, allowances and any other matters that may be prescribed by legislation. In practice there are no other allowances or other matters (other than the transitional payment referred to above as determined by the Tribunal in 2017).

**Excluded matters** – remuneration does not include (a) any amount for expenses to be paid, or facilities to be provided, to a Councillor under the Council's expenses reimbursement policy; or (b) any contribution the Council makes for a Councillor to a voluntary superannuation scheme for Councillors established or taken part in by the Council under section 210 of the Act (*City of Brisbane Regulation 2012* section 233 Excluded matters).

**Tools of trade** – ‘tools of trade’ such as motor vehicles, telephone and mobile computing devices are considered out of scope for the purposes of the Tribunal’s review (Terms of Reference).

**Decision making criteria** – must have regard to (a) the provisions of the Act about entitlements and responsibilities of Councillors; and (b) community expectations about what is appropriate remuneration in the circumstances as per section 234 of the *City of Brisbane Regulation 2012* (Criteria for remuneration decisions).

**Publication** – Council must publish details of the remuneration decisions on the Council's website as soon as possible after a decision is made as per section 235 of the *City of Brisbane Regulation 2012* (Publication of remuneration decisions).

## 1.10 Tribunal members

On 7 December 2021, Council approved the amendment of the Policy and the delegation of powers to the CEO. On 24 November 2025, the CEO wrote to the following persons inviting them to constitute the 2026 Tribunal. The Tribunal members appointed were:

Mr Peter Richards	Former Senior Deputy President, Commissioner and Industrial Registrar, Fair Work Commission and Australian Industrial Relations Commission; Dual appointed Commissioner Queensland Industrial Relations Commission; former Assistant Director Business Council of Australia; Chief of Staff Cabinet Minister for Workplace Relations and Small Business; Assistant Secretary Legal and Policy Branch, Department of Business (Vic); Chairperson, Brisbane City Council Independent Remuneration Tribunal (since 2017 -); former Chairperson, Safety, Rehabilitation and Compensation Commission (SRCC) Commonwealth; Chair, Misconduct Committee (tertiary sector); Public Company Board Disputes Officer; Principal, Insync HR\IR Consulting; and Justice of the Peace (Qual)
Ms Sharon Doyle	Currently holds a number of board roles including Non-Executive Director, Technology One Limited, and Non-Executive Director, Auto and General Insurance Company Limited (Budget Direct) and is Executive Chair of InterFinancial, a corporate finance advisory firm. Sharon is a member of the QUT Faculty of Law Founders’ Scholarship Fund Committee.
The Honourable John Mickel	Former Speaker of the Legislative Assembly and Queensland Government Minister. In 2016 led the Queensland Government’s trading hours review.

## 1.11 The role of the Secretariat

Secretariat support was provided to the Tribunal by Governance, Council and Committee Services, Governance and Legal Services. The role of the Secretariat was to assist the Tribunal in the administration of the review, coordination of meetings and provision of research support.

## 2. THE TRIBUNAL'S CONSIDERATION OF THE TERMS OF REFERENCE

The Terms of Reference prescribed a range of criteria that the Tribunal must be taken into account, amongst any other relevant matters, in making determinations about Councillor remuneration. The Tribunal's approach below is to set out the relevant data or other materials in each instance, and to briefly discuss its relevance and weight.

Along the way, the Tribunal will make relevant Recommendations.

The Tribunal's considerations are to include, but not be limited to, the following factors:

- (a) average national and state wage increases
- (b) Council's obligations to pay superannuation for Councillors
- (c) actual wage increases and Council contributed superannuation contributions for Council staff
- (d) actual Councillor wage increases
- (e) Councillors acting in higher duties (i.e., in Acting Civic Cabinet Chair roles)
- (f) community expectations
- (g) workloads of Councillors
- (h) comparative conditions of employment provided to elected officials at other levels of government.

### 2.1 (a) Average national and state wage increases for the period 1 April 2022 to current

The Terms of Reference require the Tribunal to consider average national and state wage increases for the period since 1 April 2022.

State and Federal minimum wage increases have tended to mirror one another over time, with the State increases (in September) following the Federal adjustments (in July):

	National Minimum Wage increases	Queensland Minimum Wage increases
1-Jul-22 *	<u>4.60%</u>	
1-Sep-22 *		<u>4.60%</u>
1-Jul-23 **	<u>5.75%</u>	
1-Sep-23		<u>5.75%</u>
1-Jul-24	<u>3.75%</u>	
1-Sep-24		<u>3.75%</u>
1-Jul-25	<u>3.50%</u>	
1-Sep-25		<u>3.50%</u>

\* In 2022, both the Fair Work Commission (FWC) and the Queensland Industrial Relations Commission (QIRC) expressed their increase as a percentage increase, subject to a minimum increase amount. Specifically, the increase handed down was 4.6% or \$40.00 per week, whichever was greater.

In effect, rates above approx. \$869.60 per week received a 4.6% increase, while rates below approximately \$869.60 per week were adjusted by \$40 per week.

\*\* Within the Federal system, the Manufacturing and Associated Industries and Occupations Award uses a classification (level) scale which ranges from level C14 at the lowest end to C1 at the highest end. This scale is referenced when calculating rates across other awards to ensure relativity (i.e. the entry-level rate for a trade qualified employee will usually be calculated relative to a level C10. This scale is also used to ensure relativity when setting the National Minimum Wage (NMW).

*As part of the 2023 Annual Wage Review, the FWC determined that it was no longer appropriate to calculate the NMW relative to level C14, as the C14 rate was only intended to be used as an entry rate for new employees. Employees engaged at level C14 are intended to graduate to level C13 after a short period of time. Accordingly, the FWC determined that the NMW would be realigned to the C13 rate.*

*To effect the increase, the FWC first realigned the NMW to the C13 rate, and then applied the increase (5.75%) to the C13-aligned NMW. The realignment resulted in a practical increase to the NMW of 8.64% from the previous year, despite the increase percentage being expressed as 5.75%.*

These wage rates are minimum wage rates for the performance of work in areas of coverage of the respective jurisdictions. They reflect minimum award classifications, though they flow through award classifications generally.

They are unrelated directly to market-based rates or Executive-type employment, which sit outside the coverage of the award system.

Further, some adjustments, such as the 2023 Fair Work Commission (FWC) are distortionary and do not provide meaningful indicators for the current purposes. This is because the FWC at this time adjusted the minimum rate to a higher classification (with a higher rate of pay) and then applied a 5.75% award minimum adjustment. This had the effect of raising the actual national minimum wage itself by 8.64% in total. Industrial award minima are also being adjusted for gender and other historical work value reasons unique to particular industries or sectors.

Generally, State and Federal minimum wage outcomes are useful data points for understanding the wage movements in the community for award dependent work (which constitutes some 20% of the workforce) in which Councillors work and exercise their responsibilities, but they are not useful as strong remuneration indicators for Councillor salaries as such.

State and Federal wage movements are more applicable to the considerations around community expectations, which the Tribunal is required to consider at criterion (f) of the Terms of Reference below.

Perhaps more indicative of the broader community experience is the ABS record of wage movements by State and Territory (excluding bonus data), which shows that Queensland's all industry wage increases for the 12 months to December 2025 was 3.3%, lagging NSW, WA and SA for compositional reasons (such as comparative public administration funding decisions from different bases, stronger resources industry drivers and so on):

<b>Annual and quarterly movement - states and territories <sup>(a)</sup></b>		
	<b>Annual change (%)</b>	<b>change (%)</b>
<b>NSW</b>	3.7	1.0
<b>VIC</b>	3.2	0.6
<b>QLD</b>	3.3	0.6
<b>SA</b>	3.5	0.8
<b>WA</b>	4.1	0.8
<b>TAS</b>	3.4	0.7
<b>NT</b>	2.2	0.4
<b>ACT</b>	3.7	0.3
<b>Australia</b>	3.4	0.7

<sup>(a)</sup> *Index series is original, total hourly rates of pay excluding bonuses*

But even these aggregated wage movements can be misleading as reference points to economic health and wellbeing of the community vis a vis inflation.

Wages growth by industry and sector show very disparate experiences in the community. Wages growth in the government-supported Health and Social Welfare grew by 4.4% over 2025, Public Administration by 4.1% and Education by 3.7% over the same period.

By way of comparison, Manufacturing, Accommodation and Food, and Financial Services grew by 2.9%, 3.0 and 2.7% respectively.

The purchasing power of wages against inflation is important. Public sector wage growth has averaged 4.0% and Private sector wages growth has averaged 3.4% against an inflationary experience of 3.6% across 2025. The community's exposure generally to inflation has increased in the first quarter of 2026.

But even here, such wage/inflation data is not especially instructive of the reality of the cost of living experience in the wider community. Wages might well increase, but such increases are subject to taxation. Indicatively, a worker receives 68% of a given wage increase (assuming a tax rate of 32%), so the actual disposable wage might be considerably less than the actual or 'real' wage, and the impact of a CPI increase of any kind far greater than commonly articulated in media reports.

Equally, superannuation is considered as "wages". Typical workers might earn \$120,000 or more per annum (compounding) in "deferred" income concessionally treated, but because it is not available for the purpose of immediate consumption, that financial resource is not considered a measure of a worker's economic position vis a vis cost of living increases.

In making these remarks, the Tribunal seeks only to illuminate the complexity of giving weight to wage movements by whatever category or sector and to indicate that it acknowledges the diversity of experience of the wider Brisbane community around wages growth and cost of living issues, which form the backdrop to the Council's important work.

## **2.2 (b) Council's obligations to pay superannuation for Councillors**

The Brisbane City Council provides for a voluntary compliant superannuation scheme to which Councillors are eligible members.

In 2019, the 2019 Tribunal carried out a review of the Council superannuation arrangements. In its Report, the 2019 Tribunal recommended a new Council contribution rate of 12% for all Councillors (down from 20%), and for this to take effect on 1/1/2020. This recommendation was given effect on 28/12/2019, which was the start of the relevant pay period for Councillors.

As of 1 July 2025, the Superannuation Guarantee Act mandated a minimum 12% employer superannuation contribution.

This means that contributions made by the Council on behalf of Councillors operated at the higher contribution rate for over five years in advance of the community minimum standard rising to the same level (12%).

## **2.3 (c) Actual wage increases and Council contributed superannuation contributions for Council staff**

### **Council employee wage increases**

Council employees' wage increases have grown around 4% on average per annum since 2022, generally in line with the national average for public administration wages (see above).

Public administration wage outcomes reflect industrial bargaining processes and related dynamics which are unrelated to the administrative remuneration adjustment process applicable to Councillors or State Members of Parliament.

The wage movements for Council employees are set out below.

<b>Actual wage increases for Council Staff</b>		
	<b>Uplift *</b>	<b>Increase</b>
<b>8-Apr-22</b>		2%
<b>3-Dec-22</b>	\$2,000	4%
<b>8-Sep-23</b>	\$3,000	3%
<b>18-Jun-25</b>		3.75%
<b>8-Oct-25</b>		3.6%

\* Where an uplift is indicated as well as an increase, the uplift was applied to the employee's annual base rate of pay first, before the increase percentage was applied.

### **Council employee superannuation**

The employer superannuation contribution for full-time and part-time permanent Council employees is 14%. This contribution rate is set by section 302 of *Local Government Regulation 2012*, which is authorised under the *Local Government Act 2009*.

<b>Council contributed superannuation for Council staff</b>		
<b>Full time/ Part time</b>	<i>Permanent **</i>	14%
<b>Full time/ Part time</b>	<i>Temporary</i>	12%
<b>Casual</b>		12%

\*\* For staff over 75 years, 12% is paid to the employee's superannuation fund and the remaining amount paid as salary.

*Note: The requirement for a 14% superannuation contribution to be paid to permanent Council employees comes from the City of Brisbane Act 2010 (section 211), the Local Government Act 2009 (section 220) and the Local Government Regulation 2012 (section 302).*

The Brisbane City Council contribution rate for Council employees is higher than the contribution rate for permanent full and part-time Council employees in regional areas of Queensland, who receive the minimum compulsory contribution under the Superannuation Guarantee legislation (which is now at 12% of ordinary time earnings).

Full and part-time permanent employees in Brisbane City Council and in regional Councils generally are also required under the same Regulations (see section 303 thereof) to contribute between 5% to 6% of their salary to their compliant fund.

Queensland State Members of Parliament receive a 12.75% employer contribution and are themselves required to make a 5% of salary compulsory employee contribution, which generally accords with contribution arrangements for Queensland Public Sector employees.

Employer superannuation contribution for Australian Public Service employees under typical enterprise agreements amount to 15.4%.

Generally, as in wages growth, employees in public administration roles enjoy higher (publicly funded) superannuation contributions to the minimum compulsory employer contribution rate (12% as of this year) in the private sector.

However, private sector employees and Brisbane City Councillors are not required to make any mandatory employee contributions (unlike their State public sector\Members of Parliament counterparts).

The Tribunal notes that in its most recent (2025) decision the Queensland Independent Remuneration Tribunal did not make any changes to the superannuation arrangements applicable to public sector employees or State Members of Parliament.

## Recommendation

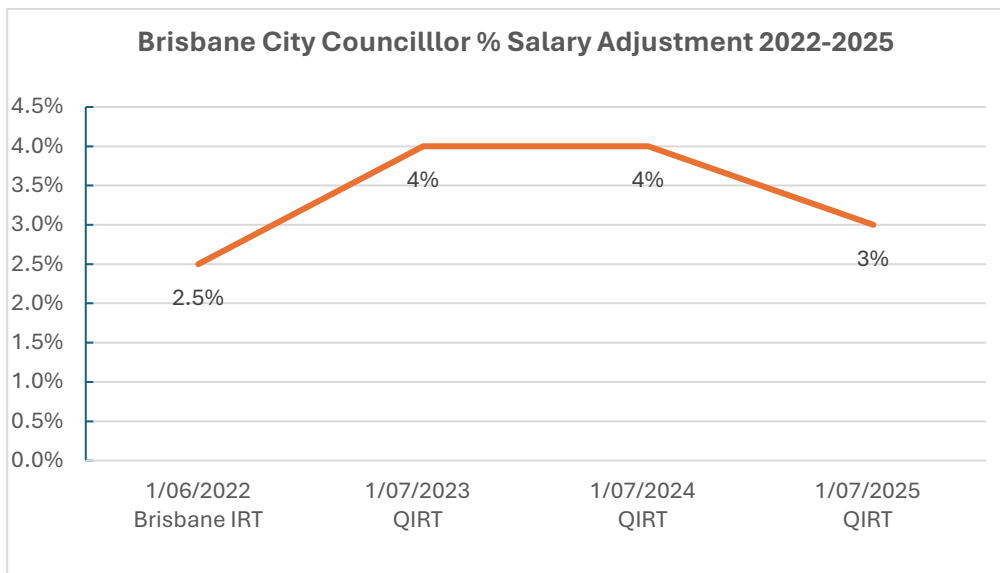
In light of the above discussion, the Tribunal does not consider there to be any merit in amending the Council contribution to the Councillors' superannuation. The current 12% rate reflects the general community experience and is approximate to that enjoyed by State Members of Parliament.

In the event the community standard is amended over the coming four years, the Tribunal may wish to review the circumstances at its next sitting on four years-time.

### 2.4 (d) Actual wages (salaries) paid to Councillors (since 2022)

The Tribunal has considered the wages context in which it is making its decisions above.

As indicated in the line graph below, Councillor salaries have grown on average at around 3.6% under decisions of the Queensland Independent Remuneration. This means that in a general sense, Councillors' salary growth has been slightly ahead of average salary growth in the private sector and around the average of wages growth in Queensland.



### 2.5 (e) Councillors acting in higher duties (i.e. in Acting Civic Cabinet Chair roles)

In the 2022 Report, the Tribunal introduced a higher duties allowance to compensate Councillors who acted in the role of Civic Cabinet chairs for temporary periods.

In order to reduce the prospect of the council incurring high transaction costs from repeated short-term assignments, the Tribunal determined that the higher payment should not be provided until such time as the relevant Council member had been in the higher duties role for four weeks continuously.

Upon enquiring as to the effectiveness of the entitlement, the Tribunal understands that there have only been three occasions since 2022 in which the higher duties entitlement has been accessed.

The Tribunal considers that the four-week condition attached to the higher duties entitlement is excessive for the circumstances. That is, there is clearly a very low risk that the Council will be exposed to a high level of short-term higher duties arrangements. Further, it appears to Council members who do perform in a higher duties role appear capable of making a contribution at the higher level well within the four-week conditional period.

In view of these considerations, the Tribunal is of the view that the four-week conditional period should be shortened to two weeks, effective from 1 July 2026.

The Tribunal will revisit the effectiveness of the shortened conditional period in its next remuneration review.

## **2.6 (f) Community expectations**

The Tribunal considers that ensuring that changes to Councillor remuneration are aligned with community expectations is a particularly important concern.

If the judgement of the Tribunal gives cause for the community to consider Councillors to be remunerated at a level beyond their own expectations, or at least inordinately so, there is a prospect that the good standing and reputation of the Council will be damaged.

Community trust and confidence in the representative value of the City-based council system is very important.

Indeed, as discussed above in the Introduction, ensuring that the remuneration arrangements struck by this Tribunal are anchored soundly in community expectations is a central part of the quadrennial review cycle.

We have considered the wages experience across the community above in general analysis at least. We have noted that public administration and government funded sectors enjoy stronger wages growth than industry sectors in the private market (and which are not supported indirectly by subsidies or grants).

Equally, some industries such as hospitality and retail have experienced wages growth almost half that of some government funded sectors (because they are driven by discretionary consumer spending and impacted by changing cost structures across the economy).

Councillors work in communities which incorporate ratepayers from both the public and private sectors, and from sectors which have enjoyed high wages growth and those which have managed only nominal wages growth.

Council members may work within a statutory environment under the Act, the *City of Brisbane Regulation 2012*, the *Local Government Act 2009* and *Local Government Regulation 2012*, but they perform their duties for and are elected by a diverse community that views Council and Councillors performance from a practical, everyday perspective.

The Tribunal does not consider that community expectations would be met in general if remuneration changes for Council members reflected wages growth in public administration or in the public sector generally, as appears to be the approach of the Queensland Independent Remuneration Tribunal

(which is not required to take into account community expectations and the way in which this Tribunal must under its Terms of Reference).

In the Tribunal's view, the better pathway (as set out in effect in the Terms of Reference) is for Councillors is to remain within reasonable proximity to the community experience, as well as it can be determined, in wages growth.

### *Recommendation*

It is for this reason, take into account the terms of reference generally, that the Tribunal recommends that Council of salaries be adjusted from the date of commencement (see below) by 3.4%

### **Date of Commencement**

The Terms of Reference stipulate that any adjustment to Councillor remuneration commenced from 1 June 2026:

“16. The Tribunal's determinations will be effective 1 June 2026.”

The Terms of Reference also state:

“13. The Tribunal will not award back-pay prior to 1 June 2026.”

The Policy, the source of authority for the Terms of Reference, itself states:

“A Tribunal will be reappointed every four years in sufficient time to allow implementation of the Tribunal's determination by 1 June of the relevant year. “

On its face, the Tribunal is being asked to implement any alterations to Councillors' remuneration from 1 June of the relevant year.

Notwithstanding this, the Policy states also that:

“In the intervening years, being the calendar years in which the Tribunal does not make a finding in respect of remuneration, Councillor remuneration will be adjusted in accordance with the percentage increases applied by the State Government's Queensland Independent Remuneration Tribunal for Members of the Legislative Assembly (intervening percentage movement). The CEO will implement the intervening percentage movement.”

The Preamble to the Policy also states:

“Council will implement annual percentage movements between the review periods as set out by the State Government's Queensland Independent Remuneration Tribunal.”

The annual percentage movements in salary each take effect on 1 July of each year, the first day of the new financial year.

But for the convening of this Tribunal, a further adjustment would have commenced on 1 July 2026.

In the Tribunal's view, the requirement to commence any remuneration adjustment from 1 June 2026 is inconsistent with the express intention to provide for annual increases (by way of the Queensland Independent Remuneration Tribunal or this Tribunal).

If this Tribunal was to recommend an increase in remuneration and endorse the commencement of that increase from 1 June 2026, it would be making in effect a second increase in remuneration within the annual cycles envisaged by the Policy.

The Tribunal also considers that it would be inconsistent with sound payroll policies and administrative practices to commence an “annual” remuneration increase in advance of the imminent commencement of the new financial year.

In the Tribunal’s view, the stipulation by the Policy and the Terms of Reference that any adjustment to remuneration take effect on 1 June 2026 is likely to be a drafting or typographical error (amenable to ‘slip rule’ type action on the Tribunal’s part).

In the Tribunal’s view, a better reading of the Policy and the Terms of Reference is that any change in remuneration or conditions take effect from 1 July 2026.

### *Recommendation*

The commencement date for any increase in Councillor remuneration to be 1 July 2026.

## **2.7 (g) Workloads of Councillors**

Councillor workloads are changing, as are the ways in workloads are managed.

Councillors, like most public facing representatives and agencies, are experiencing very sharp increases in social media messaging and digital engagement from constituents.

Commonly, social media and digital access have meant that constituents (and the wider community) are able to express concerns, request action, seek information, express continuing dissatisfaction and demand accountability from Councillors on a scale beyond any previous level of experience.

Equally, access to digital communications have permitted aggrieved persons to engage Councillors and their staff with greater ease and without the protocols that mostly characterise personal interactions.

It is the Tribunal’s understanding that the exposure to wider public office also comes with increased risks to Councillor security. We have considered this below in relation to “Allowances”.

The Tribunal considers that Councillors have not been left unsupported in managing their changed workload.

In this regard, the Tribunal notes that in January 2026, Councillor Ward Officer support was increased from two Ward Officers to three Ward Officers, which is a significant additional level of administrative support.

The Tribunal also notes that while the volume of business activity levels increases with population, the Council is itself supported by extensive administrative and corporate resources.

That all said, the work of representatives in the community at Local, State and Federal levels all appear to be undergoing changes in volumes, types of engagement and complexity.

The Tribunal considers that work volumes as such are not a basis for increased remuneration, Instead, the volume of business is a matter for Council to manage and to organise its resources appropriately. The provision of an additional Ward Officer for Councillors is a case in point.

That said, the Tribunal is interested in changes in the complexity of work that requires the acquisition of new skills and higher levels of responsibility, as these can be strong indicators of increases in work value that may need to be reflected in future remuneration arrangements.

The Tribunal is open to be informed about such changes, if any, for the purposes of the next quadrennial review.

## **2.8 (h) Comparative conditions of employment provided to elected officials at other levels of government.**

Further to the above considerations of State, Federal and Brisbane City Council remuneration outcomes since 2022, the Tribunal is asked to take into account comparative conditions of employment of elected officials at other levels of Government, which in the current case refers to regional remuneration outcomes.

An examination of the Queensland Local Government Remuneration Commission annual reports shows that: for 2026, salary increases were awarded of between 3.25% and 4.5% depending on location and Council size; for 2025, between 2.4%-3.0%; and for 2024, between 3%-5%.

While the Tribunal has taken account of the remuneration outcomes arising from decisions of the Local Government Remuneration Commission it does not consider these outcomes to be of any significant weight. This is because the Local Government Remuneration Commission is taking into account a range of criteria that are unrelated to the Terms of Reference which guide the deliberations of this Tribunal. The Commission, for example, appears to be guided in an important way to equalise salaries or at least close gaps in remuneration between Councils in local government areas. In its 2025 Annual Report, the Commission commented as follows in relation to the factors it takes into account in reaching its determination:

“[E]xisting remuneration disparity in dollar terms between the remuneration paid to mayors and councillors in smaller, rural, regional and remote parts of Queensland when compared to mayors and councillors in larger, metropolitan locations. anecdotal evidence of the desire to attract and retain high quality candidates to these roles, particularly in regional and remote areas.

The continuing significant disparity in remuneration between Mayors and Councillors from smaller rural, regional, and remote communities compared to those in larger metropolitan areas, as highlighted in written and oral depositions to the Commission over the last five years.

The gap in real wage terms between Mayors and Councillors in Categories A1 to B1 and those in Categories B2 to F2, despite the equally important work undertaken by local governments in all categories. the Commission remains committed to addressing this gap through its annual remuneration schedule and category reviews and has applied a higher percentage increase for A1, A2, A3 and B1 councils.” (*Sic*)

The Tribunal notes also that in respect of its considerations “the Commission also noted the apparent importance of climate change, ESG (environmental, social and governance) obligations and other resilience-building strategies on Councillors’ workloads”.

It appears to the Tribunal that the Commission gives weight to considerations, especially in relation to wage equalisation strategies, that do not bear directly on Brisbane City Councillors (at least in any material way). Nonetheless, the general remuneration outcomes are matters the Tribunal has taken into account to the required degree for its own purposes.

## **2.9 Relativities**

The Tribunal is charged with a role to review relativities and to make an adjustment as may be warranted.

In its 2019 Report, the Tribunal (constituted then as it is now) researched the history of relativities between Councillor roles and suggested that a review of their continued relevance might be justifiable. The 2019 Tribunal Report commented as follows:

“Throughout the 1980s, Council took various decisions in relation to the relativities between office holders and Queensland State Members and Ministers. In 1986, for example, the base Councillor rate was 80% of that of a State Member of Parliament, and the Deputy Mayor and various Chairs of Committees and Council salaries were set at 62% of that of a State Minister.

By 1988-89, Council had determined an amended suite of relativities for Councillor and office holder salaries referable to those accorded to State Members of the Queensland Parliament. The base Councillor (Aldermanic) salary was set at that of a State Member of Parliament less \$500.

The base salary of the Lord Mayor was set at 192% relativity to the base rate of the State Member, the Deputy Mayor was set at 130% relativity, whilst the various Chairs of Committee and Council roles were set at a 125% relativity. In 1991 the Lord Mayor’s salary relativity was abolished and that role was accorded a salary commensurate with that of a State Minister. This resulted in a reduction in the Lord Mayor’s salary.

By 1992-93, the Council had amended the relativities once again. The Councillor salary rate became 100% of that of a State Member, the Leader of the Opposition was set at 103.95%, the various Chairs of Committees and the Chair of Council increased to 128.18%, the Deputy Mayor was re-set at 133.03% relativity, and the Lord Mayor’s salary remained that of a State Minister.

By the following year, the relativities were again amended. The Leader of the Opposition role was taken to constitute a 103.8% relativity to the base Councillor rate or salary. The positions of Chair of Committees and Council were set at 127.4%. The Deputy Mayor’s position was set at 132.1% and the Lord Mayor’s position remained at the salary of a State Minister (with no relativity to other Council positions). By 2013, the relativities had again moved.

The Leader of the Opposition was designated as having a 110% relativity to the base Councillor salary. The Chair of Council and the Committee Chair roles were all considered to have a 125% relativity to the base Councillor rate.

The Deputy Mayor was designated a 130% relativity whilst the Lord Mayor was designated a 163% relativity to the base Councillor rate. The Lord Mayor’s relativity (163%) appears to have been set by reference to a salary indicative of a State Minister and reflected the position taken by Council in the 1980s (rather than a genuine comparative analysis of the role against that of a Councillor).

From 2013, however, decision-making in respect of Councillors’ remuneration (as defined at various times) was vested in the Tribunal. The Tribunal handed down its first report in November 2013. But for one change, it applied a percentage increase to the salaries at the time and did not alter or amend the pre-existing base rate or the relativities. The one change made by the 2013 Tribunal was that the 163% relativity for the Lord Mayor was increased to 165%. This step appears to have been taken to sever the Lord Mayor’s remuneration from its nexus with a State Minister.

The Tribunal remuneration review of November 2017 also provided a salary increase based on the same relativities as set by the 2013 Tribunal. The current Tribunal is unaware of any particular role evaluation that was carried out to derive the relativities set out above.

There is a strong probability the relativities were set by reference to the State Member salary for Councillors and the State Minister salary for the Lord Mayor. The relativities between these top and bottom salaries (for the Chairs of Committees, the Chair of Council and the Deputy Mayor, and the Leader of the Opposition) are likely to be percentages which were derived only to reflect a particular salary increase in a given year. That is, they had no conventional work value relativity as such.

The Tribunal does not question that the salary for a Councillor should reflect that of a Queensland State Member, given the similarities in roles and size of the wards/electorates. This appears to be a reasonable anchor point for Councillor remuneration, and any other critical examination of the work value of the role is unlikely to yield a materially different salary outcome. However, the Tribunal considers that the jobs value relativity between a Councillor and the Lord Mayor is unlikely to be 165%.

Further, the Lord Mayor's role, in the view of the Tribunal, is not comparable to that of a Queensland State Minister, noting the all-of-Council executive level accountabilities, the responsibility to provide strategic direction to Council, and Council-wide representation functions inherent to the role. The Lord Mayor's role is more closely related or bears closer approximation to the roles and accountabilities of the Queensland State Premier (rather than a Queensland State Minister).

Further still, the functions and responsibilities of particular Committee Chairs have changed over time (since the mid-1990s) in terms of financial and budgetary, strategic and risk management skills and accountabilities (in particular), and may warrant differentiation and recalibration (noting the comment above that the relativities are unlikely to have been set by a comparative jobs analysis in any event).

Support is implied [in this regard] in the decision of the (differently constituted) 2013 Tribunal. As mentioned earlier, the 2013 Tribunal applied the relativities as they were set in the much earlier period, and recommended a salary increase for Councillors and office holders in the circumstances of the time. However, in doing so the Tribunal questioned the manner in which office holders' remuneration was set. The 2013 Tribunal, acting under its specific Terms of Reference, considered that the salary of office holders, including that of the Lord Mayor, were insufficient in their own right without allowances included.

That said, considering this summary exploration of the history of job relativities in the Council, this Tribunal considers there would be considerable merit in reviewing office holder salary relativities (excluding the Councillor 100% rate) in the near future and the relationship to the office holder allowances. This would ensure that the nexus between remuneration and relative responsibility and accountability (or work value) are rationally set and provide a sound benchmark for the long term, as well as a sound basis on which to amend the future relativities in accordance with changes in function and responsibility in those respective roles." (Sic)

It remains the ambition of the Tribunal to ensure the relativities operating across the remuneration system applying to Councillors is rational and reflect actual work value. The Tribunal provisionally believes there is likely to be a strong case to alter the current relativities, at least in some classifications.

But the process of evaluating relativities is an empirical one and requires that any decisions are based on concrete data and sound information, and not mere speculation, let alone guess work.

If the Tribunal is to review relativities between Councillor roles, it requires evidence of the way in which the roles have changed over time such that those who perform those roles are exercising, for the clear majority proportion of their workload, higher levels of acquired skill and higher levels of responsibility.

In an industrial award setting, an employee might be required to give evidence of obtaining a higher trade qualification, to be applying that relevant skill to work directed to be performed by the employer and to be doing so for the majority of their duties.

The same approach should apply to Councillors. It may be that Councillors wish to compile relevant comparative data and materials that will allow the Tribunal when next sitting to review relativities. Possibly, some roles have changed materially, and more so than others. That is, former roles may be required to perform higher levels of financial analysis and risk management. Equally, some roles

may be merging with other fields of responsibility arising from interlocking planning and execution planning. Equally, some roles may be changing for a fixed period of time only or not constitute a significant proportion of the overall workload.

Whatever the case, the Tribunal for its part wishes to ensure that relativities between roles reflect the ground level realities experienced by Councillors. But to carry its evaluative role in this regard under the Terms of Reference, it requires a comprehensive pool of relevant data and materials. It is a matter for Council to consider how these materials might be identified and pooled and brought to the attention of the Tribunal, even if in an out of cycle context, noting that significant workload changes are emerging in preparation for the Brisbane Olympics, and otherwise.

## 2.9 Allowances

As with relativities, the Tribunal is open to considering the adequacy of the current allowance rates relative to their intended purposes.

In this regard, the Tribunal brings attention to its comments in its 2019 Report:

### “3.4 Recommendations for Councillor Salary and Allowances

The Tribunal recommends as follows.

1. There be no change outside of the remuneration review cycle to the salary or allowances payable to Councillors.
2. Council give consideration to inviting the Tribunal in the period prior to the 2022 Tribunal remuneration review to investigate and re-set as necessary office holder salary relativities (including that of the Lord Mayor’s position).
3. Council give consideration to inviting the Tribunal in the period prior to the 2022 Tribunal review to survey office holder experiences as to adequacy or otherwise of their expense of office allowances for purposes of fulfilling their roles, and to make recommendations it considers appropriate.”

There has been no response to this proposal. Admittedly, Councillors may not wish to be perceived to be agitating for increases in remuneration, but it is important that some avenue through which sound data or observations be provided through which information can be transmitted to the Tribunal.

In the absence of the provision of a survey of Councillor’s practical experience, or some comparable set of sound data bearing on the adequacy of Councillor allowances, the Tribunal cannot critically review let alone make any adjustments to the current allowance arrangements.

It is a matter for Council to inform the Tribunal of any case that ought to be considered in relation to allowances.

That said, the Tribunal notes that the Queensland Independent Remuneration Tribunal has established a new allowance (at least within its jurisdiction) in order to mitigate any security risks arising from sections of the community who may wish harm to Members of Parliament.

As discussed above, the heightened and often impulsive engagement between some individuals and their representatives occasioned by access to social media constitutes an identifiable risk that should be mitigated.

In this context, at least as this Tribunal frames it, the Queensland Independent Remuneration Tribunal commented:

“The Tribunal concluded that its power to make a determination for an allowance for home security measures for members of Parliament is limited to members other than Ministers, the Leader of the Opposition and the Speaker.

The Tribunal concluded home security measures would minimise the potential safety and security risks associated with members carrying out their role, functions and responsibilities in and for their electorate. The Tribunal considers that an allowance to assist with the cost of installing or upgrading home security measures is a reasonable expense incurred by a member in servicing their electorate, and will not be a substitute for other remuneration.

The Tribunal concluded that a new allowance of up to \$6,500 per member, other than Ministers, the Leader of the Opposition and the Speaker (an eligible member) for home security measures is appropriate.

The Tribunal concluded that for each term of Parliament, an eligible member may seek reimbursement of expenses of up to \$6,500 to assist with the cost of installing, repairing or upgrading home security measures, to the extent the home security measures are recommended by a risk assessment undertaken in relation to the member’s home by the QPS or another appropriately qualified person approved by the Clerk (a security adviser).

The allowance may be used to purchase, install, repair or upgrade home security systems or for other measures appropriate to the member’s personal circumstances, such as, for example, installing security screens and improving line of sight and lighting for CCTV. The allowance may also be used to engage security services by third party providers, if that is recommended as necessary by a security adviser in its assessment.

The allowance may not be used to replace a home security system installed utilising the allowance, unless it is recommended as necessary following a security assessment by a security adviser.

A member is not automatically entitled to a new home security system under the allowance in each term of Parliament they are elected, rather, only if recommended by a security adviser in its assessment.

A member’s home is any residential house or unit in which the member usually resides, including with immediate family members (spouse/partner and/or children and/or parents and/or siblings). The allowance for home security measures is not available to reimburse a member for expenses related to installing home security in an investment or commercial property, or the home of a family member the eligible member visits from time to time.”

This Tribunal considers that it has jurisdiction to provide for a mirror allowance for Councillors. The Tribunal is empowered to vary allowances, and it is able to take into account employment conditions for elected representatives available in other levels of government.”

The Tribunal has concluded that an allowance in the same terms as that set out above for State Members of Parliament, other than:

- (i) that the person Approving the risk assessment be the Council CEO or the authorised delegate; and
- (ii) the allowance is not used for the purposes of engaging third party security services.

In relation to (ii) above, the Tribunal is of the view that in the event a Councillor requires the presence of security services at their home (as defined), the circumstances of the provision of such services (above the role of QPS in any particular instance), the nominated provider, and the costs and duration of the provision of the services must be determined by the Council’s CEO following consultation with the Councillor concerned, and is a matter that should be distinct from the allowance as described.

In any event, the Tribunal considers the approval process for third party security to be unwieldy where there is any urgent need for a physical presence, and arguably, as well, the quantum provided might be fully consumed in a single incident.

### 3.0 FINDINGS AND RECOMMENDATIONS

In this year’s review, the Tribunal reviewed the relevant suite of criteria set out in the Terms of Reference and determined that the remuneration increase applicable to the Lord Mayor, Deputy Mayor, Chair of Council, Civic Cabinet Chairs of Standing Committees, Leader of the Opposition, and other Councillors from 1 July 2026 shall be: 3.4%.

The new salaries for Councillors and Office Holders are indicated in Table 1.

**Table 1 – Brisbane Councillor Salary, Differential Rates and Relativities as at 1 July 2026**

Position	No.	Salary	Relative (Salary)	Allowances	Salary plus allowances (excluding superannuation)
Councillor	17	\$193,821.92	100%		
Leader of the Opposition	1	\$213,204.22	110%	\$21,640.70	\$234,844.92
Chair of Council	1	\$242,276.07	125%	\$21,640.70	\$263,916.77
Civic Cabinet Chair	6	\$242,276.07	125%	\$21,640.70	\$263,916.77
Deputy Mayor	1	\$251,967.76	130%	\$21,640.70	\$273,608.46
Lord Mayor	1	\$319,805.27	165%	\$106,254.07	\$426,059.34

The Tribunal also reviewed the relativities between Council roles for purposes of setting salaries. It considered however that it required sound information on the changing job roles of Councillors and whether these changes constitute increases in work value before it could recommend any alterations to relativities.

The Tribunal also considered the Councillor superannuation arrangements as had been in place since the 2019 Tribunal decision and determined that it should retain the current Council contribution rate of 12%.

Consideration was also given to the payments made to Councillors who were acting in Office Holder positions on a temporary basis.

The 2022 Tribunal determined that higher duty payments would only be paid to Councillors acting in Office Holder position after a qualifying period of one month. The qualifying period was intended to ensure that transaction costs were reduced in the event of frequent changes in incidents of higher duties and that Councillors acting in such positions were given a period of time to acquire the relevant competencies to ensure their remuneration reflected the higher work value of the positions in which they were acting.

After considering the relevant circumstances (see below for the wider discussion), the Tribunal determined that higher duties increments should be available after a two-week qualifying period.

The Tribunal has also considered the commencement date for any increase in remuneration determined. The Terms of Reference indicate that the commencement date will be 1 June of the year in which the Tribunal convenes.

The Tribunal considers for the full reasons set out below that the date the increase in remuneration for Councillors must take effect is 1 July 2026.

The Tribunal also considers that a new allowance be introduced, with effect from 1 July 2026, that provides a capped entitlement to a certain range of home-based security measures.

This is a measure largely in response to the rising exposure of elected representatives to potentially threatening interactions through social media, a regrettable societal development.

# APPENDICES

## Appendix A– AP216 Councillor Remuneration Policy

### AP216 COUNCILLOR REMUNERATION POLICY

#### OVERVIEW

Council will establish the Independent Councillor Remuneration Tribunal (**Tribunal**) to determine Councillor remuneration and superannuation. The Tribunal will be reappointed every four years unless it is considered appropriate to establish the Tribunal earlier. Council will implement annual percentage movements between the review periods as set out by the State Government's Queensland Independent Remuneration Tribunal.

#### APPLICABILITY

This policy applies to delegates and all classes of offices in Council including: the Lord Mayor, Deputy Mayor, Chair of Council, Civic Cabinet Chairs of Standing Committees, Leader of the Opposition, and other Councillors.

#### DICTIONARY

Classes of offices means the class of offices provided for in section 231 of the *City of Brisbane Regulation 2012*.

*Remuneration* is defined as salary, allowances and any other related matters prescribed by the legislation.

Remuneration does not include:

any amount for expenses to be paid or facilities to be provided to a Councillor under Council's expenses reimbursement policy (including Ward Office expenses);

motor vehicles, telephone and mobile computing devices as they are considered tools of trade; and

any contribution the Council makes for a voluntary superannuation scheme, for Councillors established or taken part in by the Council under section 210 of the *City of Brisbane Act 2010*.

#### PRINCIPLES

This policy is based on the following principles:

Remuneration and superannuation setting processes will be transparent and accountable;

Councillors and delegates will accept the decision of the Tribunal;

Any determination and recommendations in relation to Councillor remuneration will be compliant with the provisions set out in Chapter 8, Part 1, Division 1, sections 230 – 235 of the *City of Brisbane Regulation 2012*;

Councillor's remuneration and superannuation will be reviewed every four years, unless it is necessary to review it sooner;

Consideration is to be given to the provisions of the *City of Brisbane Act 2010* about entitlements and responsibilities of Councillors;

Consideration is to be given to community expectations; and

Public release of remuneration and superannuation decisions will occur as soon as practicable.

## **POLICY**

Council will establish a Tribunal to determine appropriate levels of remuneration and superannuation for all classes of offices.

The Tribunal's role is to review and, where appropriate, reset Councillor remuneration and superannuation.

A Tribunal will be reappointed every four years in sufficient time to allow implementation of the Tribunal's determination by 1 June of the relevant year.

Council may reappoint the Tribunal in the intervening years between Tribunal sittings, where it is considered appropriate to determine such relevant matters. For clarity, a Tribunal meeting in the intervening period does not recommence the four-year period above.

In the intervening years, being the calendar years in which the Tribunal does not make a finding in respect of remuneration, Councillor remuneration will be adjusted in accordance with the percentage increases applied by the State Government's Queensland Independent Remuneration Tribunal for Members of the Legislative Assembly (intervening percentage movement).

The CEO will implement the intervening percentage movement.

The Tribunal shall consist of three members appointed by the delegate after consultation with the Lord Mayor and Leader of the Opposition.

Each Tribunal member will be paid a flat fee determined by the delegate at the time of their appointment.

The Tribunal will act in accordance with Terms of Reference as approved by the delegate after consultation with the Lord Mayor and Leader of the Opposition.

Members are appointed to the Tribunal for a term of one review only, although they may subsequently be appointed to future Tribunals.

The Tribunal's findings will be implemented by the delegate without amendment and will not be subject to review.

## **AUTHORITY**

Council: 30/07/2013

Council approved 2017 Terms of Reference: 24/10/17

Chief Executive Officer approved review date extension: 18/5/18; 9/11/2022

Council: 7/12/2021

Chief Executive Officer noted administrative updates: 3/02/2025

## **POLICY OWNER**

Divisional Manager, City Administration and Governance

## **FURTHER ASSISTANCE**

General Manager, Governance, Council and Committee Services, City Administration and Governance

## **RELATED INFORMATION**

Content Manager container: 109/268/189/150

*City of Brisbane Act 2010*

*City of Brisbane Regulation 2012*

*AP032 Councillor Expenses Reimbursement Policy*

## **REVIEW DATE**

Due: 30 April 2027

Last reviewed: 30 January 2025

## Appendix B – 2026 Terms of Reference

### Brisbane City Council – Independent Councillor Remuneration Tribunal (2026) – Terms of Reference

#### Document Purpose

1. The purpose of this document is to clearly define the Terms of Reference (ToR) for the independent Councillor Remuneration Tribunal (2026).

#### Context

2. On 30 July 2013, Council approved the establishment of a Councillor remuneration policy framework including the establishment of an independent Councillor Remuneration Tribunal (the Tribunal).
3. Three Tribunals have been convened in accordance with this framework, reporting findings firstly on 8 November 2013 with recommendations taking effect from 1 July 2013, secondly on 24 November 2017 with recommendations taking effect on 1 July 2018 and thirdly on 31 March 2022 with recommendations taking effect on 1 June 2022.
4. On 15 October 2019, Council resolved to interpose a special meeting of the Tribunal within the ordinary five-year cycle of meetings as provided for in the Councillor Remuneration Policy to review Councillor superannuation arrangements, reporting findings on 20 November 2019 with recommendations taking effect on 1 January 2020.
5. On 7 December 2021 Council resolved to amend AP216 – *Councillor Remuneration Policy* (AP216) to reconvene the Tribunal every four years.

#### Authority

6. Chapter 8, Part 1, Division 1 of the *City of Brisbane Regulation 2012* provides Council with the authority to determine Councillor remuneration.
7. This determination will be undertaken in accordance with AP216 – *Councillor Remuneration Policy*.

#### Definition

8. Remuneration is defined as salary, allowances and any other related matters prescribed by the legislation.
9. Remuneration does not include:
  - (a) any amount for expenses to be paid or facilities to be provided to a Councillor under Council's expenses reimbursement policy (including Ward Office expenses);
  - (b) motor vehicles, telephone and mobile computing devices as they are considered tools of trade; and
  - (c) any contribution the Council makes for a voluntary superannuation scheme, for Councillors established or taken part in by the Council under section 210 of the *City of Brisbane Act 2010*.

#### Role of the Tribunal

10. The Tribunal's role is to:
  - (a) review and, as required, reset the Remuneration for a Councillor
  - (b) determine the relativities of remuneration for the following roles:
    - (vi) Lord Mayor
    - (vii) Deputy Mayor
    - (viii) Civic Cabinet Chairs
    - (ix) Chair of Council
    - (x) Leader of the Opposition.

#### Tribunal Considerations

11. The Tribunal's considerations are to include, but not be limited to, the following factors:
  - (a) average national and state wage increases
  - (b) Council's obligations to pay superannuation for Councillors

- (c) actual wage increases and Council contributed superannuation contributions for Council staff
  - (d) actual Councillor wage increases
  - (e) Councillors acting in higher duties (i.e., in Acting Civic Cabinet Chair roles)
  - (f) community expectations
  - (g) workloads of Councillors
  - (h) comparative conditions of employment provided to elected officials at other levels of government.
12. The factors detailed in section 11(a) to (d) above are to be for the period since 1 April 2022.
13. The Tribunal will not award back-pay prior to 1 June 2026.

#### **Ward Funds**

14. Ward funds are not provided as part of a Councillor's remuneration, cannot be used as salary, may only be spent on specific ward related purposes and must be fully acquitted. As such, the allocation of ward funds is not to be included in the Tribunal's deliberations.

#### **Timings**

15. The Tribunal's report is to be delivered to the CEO of Council by 5pm Tuesday 31 March 2026.
16. The Tribunal's determinations will be effective 1 June 2026.

#### **Secretariat Support**

17. The General Manager's Office, Governance, Council and Committee Services, Governance and Legal Services, will provide secretariat support (the Secretariat). The Secretariat will facilitate request and information exchange between Council and the Tribunal. The Secretariat will be responsible for the preparation and distribution of meeting papers prior to each Tribunal meeting.
18. Funding and research requests for activities in support of the Tribunal's deliberations may be made to the Secretariat.

## Appendix C – Brisbane Councillor salaries and allowances, and the differential rates paid to Office Holders in 2013, 2017, 2021 and 2025

**Table A – Brisbane Councillor Salary, Differential Rates and Relativities as at 1 July 2013**

Position	No.	Salary	Relativity (Salary)	Allowances	Salary plus allowances (excluding superannuation)
Councillor	17	\$136,649	100%		\$136,649
Leader of the Opposition	1	\$150,314	110%	\$18,268	\$168,582
Chairman of Council	1	\$170,811	125%	\$18,268	\$189,079
Committee Chairman	6	\$170,811	125%	\$18,268	\$189,079
Deputy Mayor	1	\$177,644	130%	\$18,268	\$195,912
Lord Mayor	1	\$225,470	165%	\$89,693	\$311,719

**Table B – Brisbane Councillor Salary, Differential Rates and Relativities as at 1 September 2017**

Position	No.	Salary	Relativity (Salary)	Allowances	Salary plus allowances (excluding superannuation)
Councillor	17	\$157,782	100%		\$157,782
Leader of the Opposition	1	\$173,560	110%	\$19,921	\$193,481
Chairman of Council	1	\$197,227	125%	\$19,921	\$217,148
Committee Chairman	6	\$197,227	125%	\$19,921	\$217,148
Deputy Mayor	1	\$205,116	130%	\$19,921	\$225,037
Lord Mayor	1	\$260,342	165%	\$97,811	\$358,153

**Table C – Brisbane Councillor Salary, Differential Rates and Relativities as at 1 September 2021**

Position	No.	Salary	Relative (Salary)	Allowances	Salary plus allowances (excluding superannuation)
Councillor	17	\$164,156.00	100%		
Leader of the Opposition	1	\$180,571.00	110%	\$20,320	\$200,891
Chair of Council	1	\$205,195.00	125%	\$20,320	\$225,515
Civic Cabinet Chair	7	\$205,195.00	125%	\$20,320	\$225,515
Deputy Mayor	1	\$213,402.00	130%	\$20,320	\$233,722
Lord Mayor	1	\$270,857.00	165%	\$99,767	\$370,624

**Table D – Brisbane Councillor Salary, Differential Rates and Relativities  
as at 1 July 2025**

Position	No.	Salary	Relative (Salary)	Allowances	Salary plus allowances (excluding superannuation)
Councillor	17	\$187,448.67	100%		
Leader of the Opposition	1	\$206,193.64	110%	\$20,929.11	\$227,122.75
Chair of Council	1	\$234,309.55	125%	\$20,929.11	\$255,238.66
Civic Cabinet Chair	6	\$234,309.55	125%	\$20,929.11	\$255,238.66
Deputy Mayor	1	\$243,682.55	130%	\$20,929.11	\$264,611.66
Lord Mayor	1	\$309,289.43	165%	\$102,760.22	\$412,049.65

**Note on Allowances**

*Allowances refers to Expense of Office allowance, subject to adjustment by applying CPI and by flowing on the percentage increases awarded by the Queensland Independent Remuneration Tribunal.*

**Note on Position Titles**

*Various office holder titles have evolved over time. The use of 'Chairman of Council' evolved to 'Chair of Council' in 2019 and 'Committee Chairman' evolved to 'Civic Cabinet Chair' in 2021.*

## Appendix D – Additional background reference material

### Brisbane City Council – size, scale and demographics

Council is the largest local government in Australia, covering 1,338 square kilometres, with an estimated population of 1.355 million in 2024. Brisbane has been an amalgamated Local Government Area (LGA) since the implementation of the *City of Brisbane Act 1924* (the Act) on 1 October 1925, with a current budget of \$4.1 billion per annum and assets totalling \$44.6 billion.

Brisbane is the only local government within Queensland with its own act of Parliament. Compared to other local governments in Queensland, Council is unique in its nature and the extent of its responsibilities and powers, some of which are set out below.

- It is the capital city of Queensland.
- It is the largest provider of local government services in Australia.
- The Lord Mayor is popularly elected by all electors of the Brisbane City Council Local Government area.
- There are 26 Councillors who each represent the interests of the residents of a Council ward.
- The Lord Mayor and Councillors are elected by Brisbane electors at quadrennial elections.
- The Lord Mayor and Councillors perform their role in a full-time capacity as elected representatives of Brisbane City Council.
- The Lord Mayor has executive powers under the Act.
- Council has an Establishment and Coordination Committee (E&C), chaired by the Lord Mayor, and 8 Standing Committees. Each of the Civic Cabinet Chairs have portfolio responsibilities and is a member of E&C.
- A Chair of Council presides at all Council meetings and is responsible for ensuring its rules of procedure are observed and enforced.

### Councillor Responsibility by Class of Office

#### *Lord Mayor*

The Lord Mayor is popularly elected and represents all residents of Brisbane. In addition to fulfilling the responsibilities of an elected official, the Lord Mayor is also required to carry out the additional duties as outlined in section 14(4) of the Act.

These additional duties include:

- implementing the policies adopted by the Council
- developing and implementing policies, other than policies that conflict with policies adopted by the Council
- leading and controlling the business of the Council
- preparing a budget to present to the Council
- leading, managing and providing strategic direction to the CEO in order to achieve high quality administration of the Council
- ensuring that the Council promptly provides the Minister with the information about Brisbane, or the Council, that is requested by the Minister
- arranging representation of the Council at ceremonial or civic functions
- directing the CEO and senior contract employees of the Council.

In accordance with section 26 of the Act, the Lord Mayor is a member of all Standing Committees of Council and is able to attend, participate in and vote at any meeting. The Lord Mayor is also able to direct the CEO and senior contract employees in accordance with section 170 of the Act.

#### *Deputy Mayor*

The Deputy Mayor acts on behalf of the Lord Mayor in their absence or incapacity and takes on all Lord Mayoral responsibilities during that time in accordance with section 165 of the Act.

The Deputy Mayor is also a ward Councillor and is currently the Civic Cabinet Chair for Finance and City Governance.

### ***Leader of the Opposition***

The Leader of the Opposition is the Councillor nominated by the party of minority Councillors with the largest number of Councillors as defined in the dictionary of the *Meetings Local Law 2001* (MLL).

The Leader of the Opposition is appointed by their own party, not the Council, and has no statutory authority. They lead and direct the Opposition's policies and strategies and assess administration policies. They also put forward alternative proposals and views.

The Leader of the Opposition is a ward Councillor and is currently the shadow Chair for City Planning, Suburban Renewal and Economic Development Committee.

### ***Chair of Council***

The Council must, by resolution, appoint a Chair of the Council from its Councillors (other than the Lord Mayor or Deputy Mayor) at the first meeting after the office of the Chair of Council becomes vacant.

The Chair of Council, who is also a ward Councillor, presides at all Council meetings and is responsible for ensuring its rules of procedure are observed and enforced. However, the Chair of Council does not preside at meetings of Standing Committees of the Council.

The Chair has absolute precedence over conduct within a Council meeting (section 51 of MLL). The Chair must preserve order and may at any time call to order any Councillor who appears to be acting in a disorderly manner (section 21 of MLL).

Subject to the provisions of the Standing Rules (as contained in Chapter 2, Part 2 of the MLL), the Chair of Council may take part in a debate. However, they normally vacate the Chair to do so and the normal convention is for the Deputy Chair of Council to take control of the meeting.

### ***Civic Cabinet Chairs***

Civic Cabinet Chairs are answerable to the Lord Mayor for matters within their portfolio and provide strategic guidance and oversight to the Council area which relates to their portfolio. While unable to direct Council officers, Civic Cabinet Chairs act with the authority of E&C and the Lord Mayor. Generally, they are responsible for providing strategic guidance for their responsible portfolios, divisional managers and Council officers. Council has 8 Standing Committees.

These are:

- City Planning, Suburban Renewal and Economic Development
- Community and the Arts
- Customer Services
- Environment, Parks and Sustainability
- Finance and City Governance
- Infrastructure
- Public Transport
- Councillor Ethics Committee.

Each Committee is chaired by a Councillor who represents a ward within Brisbane, except for the E&C, which is chaired by the Lord Mayor.

## ***Establishment and Coordination Committee (E&C)***

E&C (also known as Civic Cabinet) is a Statutory Committee and is chaired by the Lord Mayor. It comprises all Civic Cabinet Chairs. When Council is not in session, E&C has a recess delegation to make decisions on behalf of Council, unless a resolution of full Council is required by law. E&C makes decisions in its own right.

E&C considers matters being recommended to Council for approval or resolution. E&C also has the delegation to approve purchases and contracts in accordance with approved budgets.

## ***Councillors***

### ***Responsibilities of Councillors***

Section 14(1) of the Act states that Councillors must represent the current and future interests of the residents of Brisbane. Responsibilities of the Lord Mayor and Councillors are set out in the remaining sub-sections of section 14 and are briefly summarised below.

All Councillors have the following responsibilities, but the Lord Mayor has some extra responsibilities, in:

- ensuring the Council:
  - discharges its responsibilities under the Act
  - achieves its corporate plan
  - complies with all laws that apply to the Council
- providing high quality leadership to the Council and the community
- participating, for the benefit of Brisbane, in:
  - meetings of the Council
  - policy development and decision making about matters being considered at a meeting of the Council
- being accountable to the community for the Council's performance.

When performing a responsibility, a Councillor must serve the overall public interest of the whole of Brisbane.

As well as representing their wards, both Administration and Opposition Councillors are members of Standing Committees.

### ***Differential remuneration***

Councillor remuneration provisions are set out in sections 230 to 235 of the *City of Brisbane Regulation 2012*, with section 231 providing Council with the ability to set differential remuneration according to the following classes of offices:

- the Lord Mayor
- the Deputy Mayor
- the Leader of the Opposition
- the Chair of Council
- Civic Cabinet Chairs
- other Councillors.

## ***Queensland Independent Remuneration Tribunal***

The Queensland Independent Remuneration Tribunal (QIRT) is an independent statutory authority established in 2013 to review and determine the salaries, allowances and entitlements of Queensland MPs and former MPs. The Tribunal makes these determinations on at least an annual basis.

Under the *Queensland Independent Remuneration Tribunal Act 2013* (QIRT Act), the Tribunal is responsible for making determinations about the following matters:

- base salary for Queensland MPs
- additional salary for Queensland MPs holding an Office
- allowances and entitlements to assist members to carry out their role functions and responsibilities
- allowances and entitlements for former Queensland MPs.

The *Queensland Independent Remuneration Tribunal Act 2013* requires that, in performing its functions, the QIRT must act 'independently, impartially and fairly'. On 23 July 2020, the QIRT Act was amended to provide the QIRT with the additional function of deciding the additional staffing entitlement of cross bench members.

On 8 December 2023, the QIRT published Determination 29/2023 entitled Review of Annual and Additional Salary – Members of the Queensland Legislative Assembly 2023. Determination 29/2023 set the base and additional salary increases for Queensland MPs as follows:

- 4% increase with effect on and from 1 July 2023
- 4% increase with effect on and from 1 July 2024
- 3% increase with effect on and from 1 July 2025.

### ***Local Government Remuneration Commission***

Legislative changes in May 2018 to the *Local Government Act 2009* created a Local Government Remuneration Commission (the Commission).

The Commission is an independent body, made up of a Chair and Casual Commissioners, appointed by the Governor in Council.

The Department of Local Government, Water and Volunteers provides administrative and secretariat assistance to the Commission to enable it to effectively perform its responsibilities.

Under the *Local Government Act 2009*, the functions of the Commission are:

- (a) to establish the categories of local governments
- (b) to decide the category to which each local government belongs
- (c) to decide the maximum amount of remuneration payable to the Councillors in each of the categories
- (d) to consider and make recommendations to the Minister about matters relating to Councillor advisors; and
- (e) another function related to the remuneration of Councillors directed, in writing, by the Minister.

The categories are reviewed every four years, while the remuneration is reviewed annually.