

# AGENDA

24 APRIL 2024 – 9:00 AM  
COUNCIL CHAMBERS



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# AGENDA

## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



## 1. OPENING BUSINESS

Cr Kate Peddle (Mayor) opened the meeting with the Council Prayer

Lord,  
Please guide and direct us,  
In that the decisions to be made,  
Will be for the benefit,  
Of our whole community  
Amen

### 1.1 PRESENT

#### **Councillors**

Mayor Kate Peddle  
Nicole Flute  
Kelly Carter  
Kerry Wells  
Peter Fornasier  
Shane McCarthy  
Kim Middleton

#### **Staff**

Hari Boppudi - Chief Executive Officer  
Misenka Duong - Director of Engineering  
Barbra Smith –Director of Community Services & Wellbeing  
Jackie Coleman – Executive Support Officer

#### **School Students**

### 1.2 APOLOGIES

### 1.3 LEAVE OF ABSENCE

### 1.4 CONFIRMATION OF MINUTES

That the Minutes of the Post-Election Meeting held 05 April 2024 be taken as read and signed as correct.

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### COUNCIL CHAMBERS



## **1.5 OBLIGATIONS OF COUNCILLORS**

### **1.5.1 Prescribed Conflict of Interest - Sections 150EG, 150EH & 150EI Local Government Act 2009**

Councillors are ultimately responsible for informing of any prescribed conflict of interest on matters to be discussed at a council or committee meeting (other than ordinary business matters).

When dealing with a Prescribed Conflict of Interest, Councillors must abide by the following procedures:

- A Councillor who has notified the Chief Executive Officer of a Prescribed Conflict of Interest in a matter to be discussed in a council meeting must also give notice during the meeting.
- A Councillor who first becomes aware of a Prescribed Conflict of Interest in a matter during a council meeting must immediately inform the meeting of the conflict of the interest.
- When notifying the meeting of a Prescribed Conflict of Interest, the following details must be provided:
  - if it relates to a gift or loan given by an entity - state the details of gift or loan
  - if it relates to a sponsored travel or accommodation benefit - state the benefit details
  - if it relates to a contract between the Councillor and Local Government or close associate of the Councillor – state details
  - if it relates to an application or submission - state the subject of the application or submission
  - if it relates to appointment/employment matters of Chief Executive Office position - state conflict details

The Councillor must then leave the place of the meeting, including any area set aside for the public, and stay away while the matter is being discussed and voted on, unless the subject Councillor has written notice from the Minister to participate in the matter.

Once the Councillor has left the area where the meeting is being conducted, the council can continue discussing and deciding on the matter at hand.

### **1.5.2 Declarable Conflict of Interest - Section 150EN Local Government Act 2009**

Councillors are ultimately responsible for informing of any Declarable Conflict of Interest on matters to be discussed at council or committee meetings that might lead to a decision that is contrary to the public interest (other than ordinary business matters).

A Councillor may raise their personal interests in a matter at the meeting to canvas the view of the other Councillors prior to deciding to declare a conflict of interest. If the other Councillors suspect the personal interest might be a conflict of interest, the Councillor may disclose their suspicion and the processes under section 150EW of the LGA.

When dealing with a Declarable Conflict of Interest, Councillors must abide by the following procedures:

- A Councillor who has notified the Chief Executive Officer of a Declarable Conflict of Interest in a matter to be discussed at a council meeting must also give notice during the meeting.
- A Councillor who first becomes aware of a Declarable Conflict of Interest in a matter during a council meeting must inform the meeting of the conflict of interest
- When notifying the meeting of a Declarable Conflict of Interest or it could be reasonably presumed that a conflict exists, Councillors should provide sufficient detail to allow the other Councillors to make an informed decision about how best to manage the Declarable Conflict of Interest in the public interest. The following details must be provided:
  - the nature of the Declarable Conflict of Interest
  - if it arises because of the Councillors relationship with a related party:
    - i. the name of the related party to the Councillor
    - ii. the nature of the relationship of the related party to the Councillor
    - iii. the nature of the related party's interest in the matter
  - if it arises because of a gift or loan from another person to the Councillor or a related party:
    - i. the name of the other person
    - ii. the nature of the relationship of the other person to the Councillor or related party
    - iii. the nature of the other person's interest in the matter
    - iv. the value of the gift or loan and the date the gift or loan was made.



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After a Councillor has declared a conflict of interest, the Councillor should consider leaving the meeting while the matter is discussed unless they have reasons why their participation would improve making the decision in the public interest.

#### **1.5.3 Procedure if no Quorum for Deciding Matter because of Prescribed Conflicts of Interest of Declarable Conflicts of Interest – Section 150EU Local Government Act 2009**

(1) This section applies in relation to a meeting if:

- (a) a matter in which 1 or more councillors have a prescribed conflict of interest or Declarable Conflict of Interest is to be decided at the meeting; and
- (b) there is less than a quorum remaining at the meeting after any of the councillors mentioned in paragraph (a) leave, and stay away from, the place where the meeting is being held.

(2) The local government must do 1 of the following:

- (a) delegate deciding the matter under section 257, unless the matter cannot be delegated under that section;
- (b) decide, by resolution, to defer the matter to a later meeting;
- (c) decide, by resolution, not to decide the matter and take no further action in relation to the matter.

(3) The local government must not delegate deciding the matter to an entity if the entity, or a majority of its members, have personal interests that are, or are equivalent in nature to, a prescribed conflict of interest or Declarable Conflict of Interest in the matter.

(4) A councillor does not contravene section 150EK(1), 150EM(2), 150EQ(2)(a) or (3)(a) or 150ES(5) by participating in a decision, or being present while the matter is discussed and voted on, for the purpose of delegating the matter or making a decision under subsection (2)(b) or (c).

#### **1.5.4 Closed Meeting Discussion Items – Section 254J Local Government Regulation 2012**

Council and standing committee meetings may resolve that a meeting be closed to the public if its Councillors consider it necessary to discuss any of the following matters:

- appointment, dismissal or discipline of the CEO
- industrial matters affecting employees
- the council's budget
- rating concessions
- legal advice obtained by the council, including legal proceedings that may be taken by or against the council
- matters that may directly affect the health and safety of an individual or a group of individuals
- negotiations relating to a commercial matter involving the council for which a public discussion could prejudice the interests of the council
- negotiations relating to the taking of land by the council under the *Acquisition of Land Act 1967*
- a matter that the council is required to keep confidential under a law of, or a formal agreement with, the Commonwealth or state.

A Council or committee meeting cannot resolve that a meeting be closed where the meeting is informed of a Councillors personal interest in the matter by another person and the eligible Councillors at the meeting must decide whether the Councillor has a Declarable Conflict of Interest or Prescribed Conflict of Interest in the matter.

Further, the meeting must not be closed if a quorum is lost due to the number of conflicted Councillors who leave the meeting and the council must;

- delegate the matter
- decide by resolution to defer to a later meeting
- decide by resolution to take no further action on the matter.

**Note:** None of the above will be considered, discussed, voted on or made during a closed session.

If a closed session includes attendance by teleconference, the Councillor/s attending by teleconference must maintain confidentiality by ensuring no other person can hear their conversation while in the closed meeting.

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To take a matter into a closed session the council must abide by the following:

- pass a resolution to close the meeting
- the resolution must state the matter to be discussed, an overview of what is to be discussed and why the meeting should be closed while the matter is considered
- if the matter is known in advance, the agenda should clearly identify that the matter will be considered in closed session, and an explanation of why it is deemed necessary to take the issue into closed session must be stated
- not make a resolution while in a closed meeting (other than a procedural resolution).

#### **1.6 PETITIONS**

Nil

#### **1.7 CONDOLENCES**

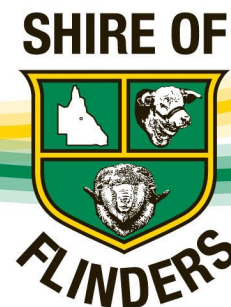
#### **1.8 RECOGNITIONS**

#### **1.9 ACKNOWLEDGEMENT OF COUNTRY**

The Flinders Shire Council would like to acknowledge our Local First Nations People as well as the Yirendali people as the Traditional Owners and the oldest living culture of the Land on which our Council operates, and pay respect to Elders past, present and emerging.

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## 2. REPORTS

### 2.01 CHIEF EXECUTIVE OFFICER

#### 2.01.01 LOCAL GOVERNMENT REMUNERATION COMMISSION Appendix 2.01.01

**Background** – The Local Government Remuneration Commission has provided Council with their Annual Report 2023. As required by section 246 of the Local Government Regulation 2012 the Commission has prepared a remuneration schedule for the 2024-2025 financial years, applicable from 01 July 2023 for Council consideration.

Section 247 of the Regulation relates:

#### **Remuneration payable to councillors**

- (1) A local government must pay remuneration to each councillor of the local government.
- (2) The maximum amount of remuneration payable to a councillor under the remuneration schedule must be paid to the councillor, unless the local government, by resolution, decides the maximum amount is not payable to the councillor.
- (3) In a resolution made under subsection (2), the local government must also decide the amount of remuneration payable to the councillor.
- (4) The amount of remuneration decided under subsection (3) for each councillor must not be more than the maximum amount of remuneration payable to the councillor under the remuneration schedule.
- (5) The amount of remuneration for each councillor, other than a mayor or deputy mayor, must be the same.
- (6) The local government must make a resolution under subsection (2), for the remuneration payable from 1 July of a particular year, before 1 July of that year.
- (7) Subsections (4) and (5) are subject to section 248. (Submissions to be paid more than that declared by the Tribunal)

In most cases the Commission has decided to increase the maximum remuneration levels for Mayors, Deputy Mayors and Councillors by between 3-8% from 01 July 2024.

Remuneration Payable for Flinders Shire Council from 01 July 2024 – Category 1 is:

Mayor	\$120,541.00
Deputy Mayor	\$ 69,543.00
Councillor	\$ 60,270.00

**Officer's Recommendation** – For Council discussion.

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#### 2.01.02 ELECTRICITY SAFE TOWN INITIATIVE – COMMISSION FOR ELECTRICAL SAFETY

Appendix 2.01.02

**Background** – The *Electrical Safety Act 2002* (Act) provides a legislative framework to help protect people and property from the risks associated with electricity. The Act established an Electrical Safety Board (the Board) and three Committees. The Electrical Safety Board's primary function is to give advice and make recommendations to the Minister about policies, strategies, and legislative arrangements for electrical safety. The Board provides an essential link between industry, the community and government in working to improve electrical safety.

One of the key outcomes of the Electrical Safety Plan for Queensland 2023-2027, is to empower and educate the community and industry stakeholders on the awareness of electrical risks.

The Electrical Safety Board has initiated the Electrical Safety Town initiative after discussing the importance of community engagement in regional and remote areas, with industry, the community and the Electrical Safety Office.

An expression of interest has been developed for Councils to consider selecting a town for consideration to undertake this initiative, and be the first town in Queensland, if not Australia to be recognised as an Electrical Safety Town.

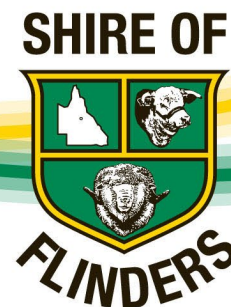
To nominate a town/s, Council would need complete an Expression of Interest including an outline on how our town can contribute to the success of this initiative (if nominating multiple towns an Expressions of Interest for each is required). Expressions of Interest should be submitted to [esboardcomm@oir.qld.gov.au](mailto:esboardcomm@oir.qld.gov.au) by 31 May 2024. The selected town/s will be notified via email to discuss this initiative further.

**Officer's Recommendation** – For Council discussion.

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#### 2.01.03 CODE OF CONDUCT FOR QUEENSLAND COUNCILLORS

Appendix 2.01.03

**Background** –The Local Government Act 2009 (LG Act) requires the Minister for Local Government to make a code of conduct setting out the standards of behaviours for councillors in performing their official functions as elected representatives consistent with the five local government principles (LG Principles) that underpin the Act.

Before assuming public office, councillors commit to complying with the LG Principles, legislative obligations of councillors and the Code of Conduct for Councillors in Queensland.

The Code of Conduct for Councillors in Queensland made on 22 February 2024 sets out the principles, values and standards of behaviour expected of councillors. The code and this guidance are designed to encourage good conduct and effective local government decision-making that in turn build public confidence in local government and in the decisions it makes.

The LG principles are:

##### **Principle 1**

Transparent and effective processes, and decision-making in the public interest.

##### **Principle 2**

Sustainable development and management of assets and infrastructure, and delivery of effective services.

##### **Principle 3**

Democratic representation, social inclusion and meaningful community engagement.

##### **Principle 4**

Good governance of, and by, local government.

##### **Principle 5**

Ethical and legal behaviour of councillors, council employees and councillor advisors.

**Officer's Recommendation** – That Council adopt the Code of Conduct for Councillors in Queensland approved 22 February 2024, as provided by the Queensland Government.



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#### 2.01.04 DEPARTMENT OF STATE DEVELOPMENT AND INFRASTRUCTURE

Appendix 2.01.04

**Background** – As a key stakeholder of Economic Development Queensland (EDQ) we have been advised that the Honourable Grace Grace, Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing, introduced the Economic Development and Other Amendment Bill 2024 into the Queensland Parliament.

The Bill focuses on four key areas:

- Housing supply, affordability and diversity
- The introduction of a Place Renewal Framework
- EDQ's corporate structure
- Operational refinements to existing functions and powers

Further information and/or provide feedback on the Bill can be found at:

[Economic Development Queensland and Other Legislation Amendment Bill 2024 | Development and Infrastructure](#)

**Officer's Recommendation** – For Council information.

#### 2.01.05 OFFICE OF COLIN BOYCE MP

Appendix 2.01.05

**Background** – Letter received from Colin Boyce MP providing an update on the Great Artesian Basin Carbon Sequestration Fight.

As per media release dated 16 March 2024, AgForce is seeking a judicial review of the Federal Environment Department decision on 09 February 2022 which determined the Glencore proposal was not captured by the matters of national environmental significance in the EPBC Act.

A financial contribution is being sought from Council, as regional communities and towns rely on this water source, financial support of \$50,000.00 from at least 10 councils would yield \$500K to help AgForce fight this legal battle.

**Officer's Recommendation** – For Council discussion.

#### 2.01.06 THE HONOURABLE NIKKI BOYD MP

Minister for Fire and Disaster Recovery and  
Minister for Corrective Services

Appendix 2.01.06

**Background** – Letter advising that Flinders Shire is to receive a one-off exceptional payment of \$30,128.51 to assist Council with costs associated with the operation of active State Emergency Services (SES) groups during 2023-2024.

**Officer's Recommendation** – That Council receive and note the letter and write to the Minister to thank her for the one-off exceptional payment.

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#### 2.01.07 APPOINTMENT OF COUNCILLORS TO COUNCIL'S AUDIT AND RISK COMMITTEE

**Background** - The Audit and Risk Committee of a local government must –

- (a) Consist of at least 3 and not more than 6 members; and
- (b) Include –
  - a. 1, but no more than 2, councillors appointed by the local government.

Council's Audit and Risk Committee is currently chaired by Mr Graeme Kanofski.

**Officer's Recommendation** - That Council continue to appoint Mr Graeme Kanofski as Chair of the Audit and Risk Committee and appoint 2 Councillors to such Committee.

#### 2.01.08 2023 STATE WAGE CASE

**Background** – Under section 458 of the *Queensland Industrial Relations Act 2016* (s287 of the repealed Industrial Relations Act 1999), the Full Bench of the Queensland Industrial Relations Commission may make General Rulings about industrial matters for employees bound by industrial instruments, and about general employment conditions.

The State Wage Case, for employees covered by industrial instruments, has been commenced by an application for a general ruling in recent years. Section 458(2) of the *Industrial Relations Act 2016* (s287(2) of the repealed Industrial Relations Act 1999) also requires that a general ruling be made each year about a Queensland Minimum Wage for all employees.

On 12 June 2023, The Australian Workers' Union of Employees, Queensland (application B/2023/46), together Queensland, Industrial Union of Employees (application B/2023/47) and Queensland Council of Unions (application B/2023/48) filed applications with the Industrial Registrar seeking:

1. General Ruling pursuant to s. 458 of the *Industrial Relations Act 2016* in regard to wage and allowance adjustments for award employees
2. General Ruling in relation to the Queensland Minimum Wage as it applies to all employees
3. Operative from 1 September 2023

Where decisions and rulings are usually finalised by late August/mid September, the 2023 case was finalised and the Declaration and General Ruling handed down on 28 March 2024.

The increase of 5.75% will be applied and backpay to 1 September 2023 calculated and processed by Friday, 19 April 2024.

**Officer's Recommendation** – For Council information.

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#### 2.01.09 TELSTRA – PRAIRIE OUTAGES

**Background** – Mains power outages in Prairie and surrounds continues to affect the availability of resident's telecommunication services, including landline and mobile phones, which are ceasing to work approximately 2 hours after the commencement of the power outage. During the periods of power outages residents without satellite internet and an auxiliary engine running cannot even contact emergency services.

Advice received previously from Telstra is that the backup batteries are aged and reaching their lifespan, subsequently not providing the required power to supply the services.

**Officer's Recommendation** – That Council:

1. Invite Telstra to attend an arranged community meeting in Prairie to meet with Council and residents to discuss their telecommunication services
2. Seek funding and/or assistance from the Federal Telecommunications Minister, Michelle Rowland and Federal MP for Kennedy, Bob Katter for support and guidance on this matter
3. Construct a media release on the issues and Council's suggested pathway forward to solving the issue

#### 2.01.10 COUNCILLOR WORKING GROUPS

**Background** – Council previously established a Working Group system as part of its corporate governance structure. The system provided for nominated Councillors to be assigned specific responsibilities for a key strategic focus area of the Council.

**Working Groups Designations:**

- Water and Major Projects Working Group
- Infrastructure and Services Working Group
- Community Services and Wellbeing Working Group
- Rural Services and Environmental Health Working Group

**Powers and Authorities**

The Working Group system provides no formal delegated authority to the Working Group Councillor. It provides, however, the Councillor with an opportunity to develop and maintain a heightened level of knowledge and leadership across the Shire in a specific field.

**Officer's Recommendation** – For Council discussion.

#### 2.01.11 DEPARTMENT OF RESOURCES

**Background** – Letter received from the Department of Resources dated 15 April 2024, requesting Council's views in relation to the revaluation of our local government area as part of the 2025 revaluation program that will take effect on the 30 June 2025.

The Department previously notified Council that the revaluation to be effective 30 June 2024 would not be completed.

**Officer's recommendation** - That Council advise the Department of Resources, by the 24 May 2024, that Council is requesting that the revaluations are completed for the Flinders Shire area, effective 30 June 2025.

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## 2.02 CORPORATE AND FINANCE SERVICES

### 2.02.01 FINANCIAL REPORT

Appendix 2.02.01

**Background** – In accordance with section 204 of the Local Government Regulation 2012, the Chief Executive Officer must present a financial report to the Council at its monthly ordinary meetings. Monthly financial reports consist of:

- i. Statement of financial performance;
- ii. Statement of financial position;
- iii. Statement of cash flows;
- iv. Statement of Changes in Equity;

The following is a summary of the financial results as at 31 March 2024:

<b>1. Statement of Comprehensive Income</b>	
Total Recurrent Revenue	22,888,593
Total Recurrent Expenditure	25,051,766
<b>Net Operating Result - Surplus/(Deficit)</b>	<b>(2,163,173)</b>
Total Capital Income	622,744
Total Capital Expense	-
<b>Net Result - Surplus/(Deficit)</b>	<b>(1,540,429)</b>
<b>2. Statement of Financial Position</b>	
Total Current Assets	43,044,889
Total Non-Current Assets	275,092,150
<b>Total Assets</b>	<b>318,137,039</b>
Total Current Liabilities	3,440,287
Total Non-Current Liabilities	9,215,154
<b>Total Liabilities</b>	<b>12,655,441</b>
<b>Net Community Assets</b>	<b>305,481,598</b>
Asset Revaluation Surplus	116,783,769
Retained Surplus/(Deficiency)	188,697,829
<b>Total Community Equity</b>	<b>305,481,598</b>
<b>3. Cash Flow Statement</b>	
Cash at the beginning of the period	45,232,658
Total Payments Received	24,374,800
Total Payments Made	(30,652,059)
Cash at the end of the period	<b>38,955,399</b>

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## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



**Officer's Recommendation** – That in accordance with Section 204 of the *Local Government Regulation 2012*, Council receives and approves the financial report, which includes the following statements, for the period ending 31 March 2024.

- i. Statement of financial performance;
- ii. Statement of financial position;
- iii. Statement of cash flows;
- iv. Statement of changes in Equity.

## **2.03 ENGINEERING**

### **2.03.01 SWIMMING POOL CLOSURE**

**Background** – The Hughenden Swimming Pool has in the past, closed over the colder months from approximately May to September. It is proposed to close the Swimming Pool from 6.00pm, 5 May 2024 and re-open on 16 September 2024.

**Officer's Recommendation** – For Council discussion.



# AGENDA

## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



## 2.04 COMMUNITY SERVICES AND WELLBEING

### 2.04.01 COMMUNITY GRANT PROGRAM – FACILITY INFRASTRUCTURE AND EQUIPMENT STREAM

**Background** – The objectives of the Flinders Shire Council's Facility Infrastructure and Equipment Stream is to provide assistance to local community groups and organisations. The grant program provides assistance for the development and upgrade of existing facilities, and for the purchase of equipment that is integral to the operations, sustainability and growth of the group/organisation.

Council's recent grant round closed on 31 March 2024. Review of all applications have been completed against the funding guidelines. Below is a summary of all applications received and officers' recommendation.

Council received 3 applications:

Organisation	Project	Amount Requested	Officer's Recommendation
Hughenden Juniors Rugby League Inc.	Upgrade of equipment for game days. Purchase of screens for fly control for the Flinders Sports Ground kitchen.	\$1,910.29	Recommended
Hughenden Kindergarten and Childhood Centre	To purchase new educational and learning equipment.	\$2,485.36	Recommended
Hughenden Amateur Swimming Club Inc.	Purchase portable shade structure and victory podium	\$1,700.00	Recommended

**Officer's Recommendation** – That Council approve the abovementioned applications under the Community Grant Program – Facility Infrastructure and Equipment Stream funding.

# AGENDA

## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



#### 2.04.02 COMMUNITY GRANT PROGRAM – EVENT STREAM

**Background** – The objectives of the Flinders Shire Council's Community Grants Program - Events Stream, is designed to build relationships with community organisations to provide benefits to the Flinders Shire residents and visitors by ensuring Flinders Shire is a vibrant active community.

This program aims to support community organisations in Flinders Shire by:

- Providing mentoring opportunities to community organisations to strengthen their organisation and develop their future events.
- Promoting community awareness and value of cultural and community events and festivals.
- Enhancing the profile and appeal of the region and attracting new visitors to the region by a diverse events and festivals program.
- Facilitating community interaction and stakeholder relationships with Flinders Shire Council.
- Generating local economic activity and development

The Events Stream Funding is offered in two tiers:

- Event Assistance - Up to \$1,000 focusing on supporting local events
- Event Development - Up to \$5,000 focusing on the development and building capacity of events and seed funding for new and developing initiatives.

Council's recent grant round was open and closed on 31 March 2024. Review of all applications have been completed against the funding guidelines. Below is a summary of all applications received, and officer's recommendation.

Council received three applications.

Organisation	Event	Amount Requested	Officers Recommendation
Hughenden Jockey Club Inc.	Hughenden Bracelet Races (May)	\$1,000.00	Recommended
Flinders Hack and Pony Club Inc.	Formal Gymkhana (April)	\$1,000.00	Recommended
Flinders Horse Sports Inc.	Dancing with Equine Stars (April)	\$5,000.00 – Event Development Category	Recommended

**Officer's Recommendation** – That Council approve the abovementioned applications under the Community Grant Program – Event Stream funding.

# AGENDA

## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



#### 2.04.03 COMMUNITY GRANT PROGRAM – QUICK RESPONSE STREAM – CONTRIBUTION FOR SPORTING EXCELLENCE

**Background** – The Quick Response Contribution to Sporting Excellence is a program to help foster and support our local participants in representational sports. The program is to assist with costs associated with attending events.

Applications for Council's Quick Response Stream are open and assessed year-round, as applications are received.

Council received one application.:

Organisation	Sporting Event	Amount Requested	Officers Recommendation
Bronte Johnstone	13 – 15yrs School Netball State Championships	\$500.00	Recommended

**Officer's Recommendation** – That Council approve the Quick Response Stream – Contribution for Sporting Excellence donation request from Bronte Johnstone

#### 2.04.04 COMMUNITY GRANT PROGRAM – QUICK RESPONSE STREAM – DONATIONS

**Background** - The objectives of the Flinders Shire Council's Community Quick Response Donations Stream, is to directly support community groups with financial assistance for amounts up to \$500.00 for projects that provide a direct or indirect benefit for residents in the community.

Applications for Council's Quick Response Stream are open and assessed year-round, as applications are received.

Council received 2 applications.as detailed below:

Name	Sporting Event	Amount Requested	Recommendation
Hughenden Junior Rugby League Inc.	Shane Muspratt Cup Carnival for Under 12s	\$500.00	Recommended
Hughenden Amateur Swimming Association Inc.	End of Year Break Up	\$500.00	Recommended

**Officer's Recommendation** – That Council approve the abovementioned applications to the Quick Response Stream – Donations funding program.

# AGENDA

## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



#### 2.04.05 SPONSORSHIP REQUEST – HUGHENDEN COUNTRY MUSIC FESTIVAL

**Background** – Hughenden Country Music Festival is a 3-day festival, run on 19 – 21 July 2024. The festival is an annual event which has been held for the past 32 years. Each year the event attracts approximately 300 entrants, spectators, and suppliers attending. The event is run through a local volunteer management committee and runs on a cost-recovery basis.

The festival program comprises of a concert on the first evening, followed by talent quest on the following two days. The event prides itself on uncovering the musical talents of entrants from across north and western Queensland and provides a weekend of country music and entertainment.

The event management committee met with Council Officers on 9 April 2024, to discuss concerns regarding financial viability and sustainability of the festival.

Due to rising costs and reduction in sponsorship the Committee is seeking a financial contribution from Council of \$15,000.00 to support the 2024 Festival, however, have acknowledged that they would value any contribution which Council is able to provide.

Council runs two grant rounds annually for Community Events; with the latest grant round having closed on the 31 March 2024 (prior to this request being submitted to Council).

**Officer's Recommendation** – For Council discussion.

# AGENDA

24 APRIL 2024 – 9:00 AM  
COUNCIL CHAMBERS



## 3. CLOSED BUSINESS

*That Council close the meeting to the public at under section 254J Local Government Regulations 2012.*

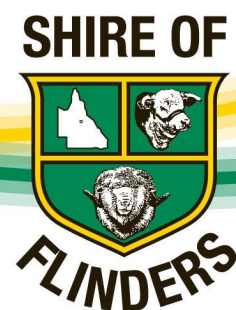
- Nil Report



# AGENDA

## 24 APRIL 2024 – 9:00 AM

### COUNCIL CHAMBERS



#### 4. PROPOSED MEETING CALENDAR

DATE	TIME	MEETING VENUE	TOPIC
Monday 15 January 2024	9:00am – 2:00pm	Council Chambers	Briefing
Tuesday 16 January 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Monday 19 February 2024	9:00am – 2:00pm	Council Chambers	Briefing
Tuesday 20 February 2024	9:00am – 12:20pm	Council Chambers	Council Meeting
Monday 18 March 2024	9:00am – 2:00pm	Council Chambers	Briefing
Tuesday 19 March 2024	9:00am – 12:20pm	Council Chambers	Council Meeting
Wednesday 17 April 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 24 April 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 15 May 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 22 May 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 19 June 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 26 June 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 17 July 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 24 July 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 21 August 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 28 August 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 18 September 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 25 September 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 16 October 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 23 October 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 20 November 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 27 November 2024	9:00am – 12:30pm	Council Chambers	Council Meeting
Wednesday 11 December 2024	9:00am – 2:00pm	Council Chambers	Briefing
Wednesday 18 December 2024	9:00am – 12:30pm	Council Chambers	Council Meeting

**AGENDA**  
**24 APRIL 2024 – 9:00 AM**  
**COUNCIL CHAMBERS**



The meeting closed at

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**Kate Peddle**  
**Mayor**  
**Flinders Shire Council**

# Local Government Remuneration Commission

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## Annual Report 2023

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Any references to legislation are not an interpretation of the law. They are to be used as a guide only. The information in this publication is general and does not consider individual circumstances or situations. Where appropriate, independent legal advice should be sought.

An electronic copy of this report is available at [www.dsdlgp.qld.gov.au](http://www.dsdlgp.qld.gov.au).

13 December 2023

The Hon. Steven Miles MP  
Deputy Premier  
Minister for State Development, Infrastructure, Local Government and Planning and Minister  
Assisting the Premier on Olympic and Paralympic Games Infrastructure  
1 William Street  
Brisbane QLD 4000

Dear Deputy Premier

On 1 December 2023, the Local Government Remuneration Commission (Commission) concluded its determination of the levels of remuneration for mayors, deputy mayors and councillors of Queensland local governments (excluding Brisbane City Council) as required by section 177(c) of the *Local Government Act 2009* and Chapter 8, Division 1 of the *Local Government Regulation 2012* (the Regulation).

This also concluded our review of the council remuneration categories, which the Commission undertook during 2023 in accordance with the requirement of section 243 of the Regulation.

Our determinations on these matters, together with the Remuneration schedule to apply from 1 July 2024 are included in the enclosed Report, which we commend to you.

Yours sincerely



Robert (Bob) Abbot OAM  
Chairperson

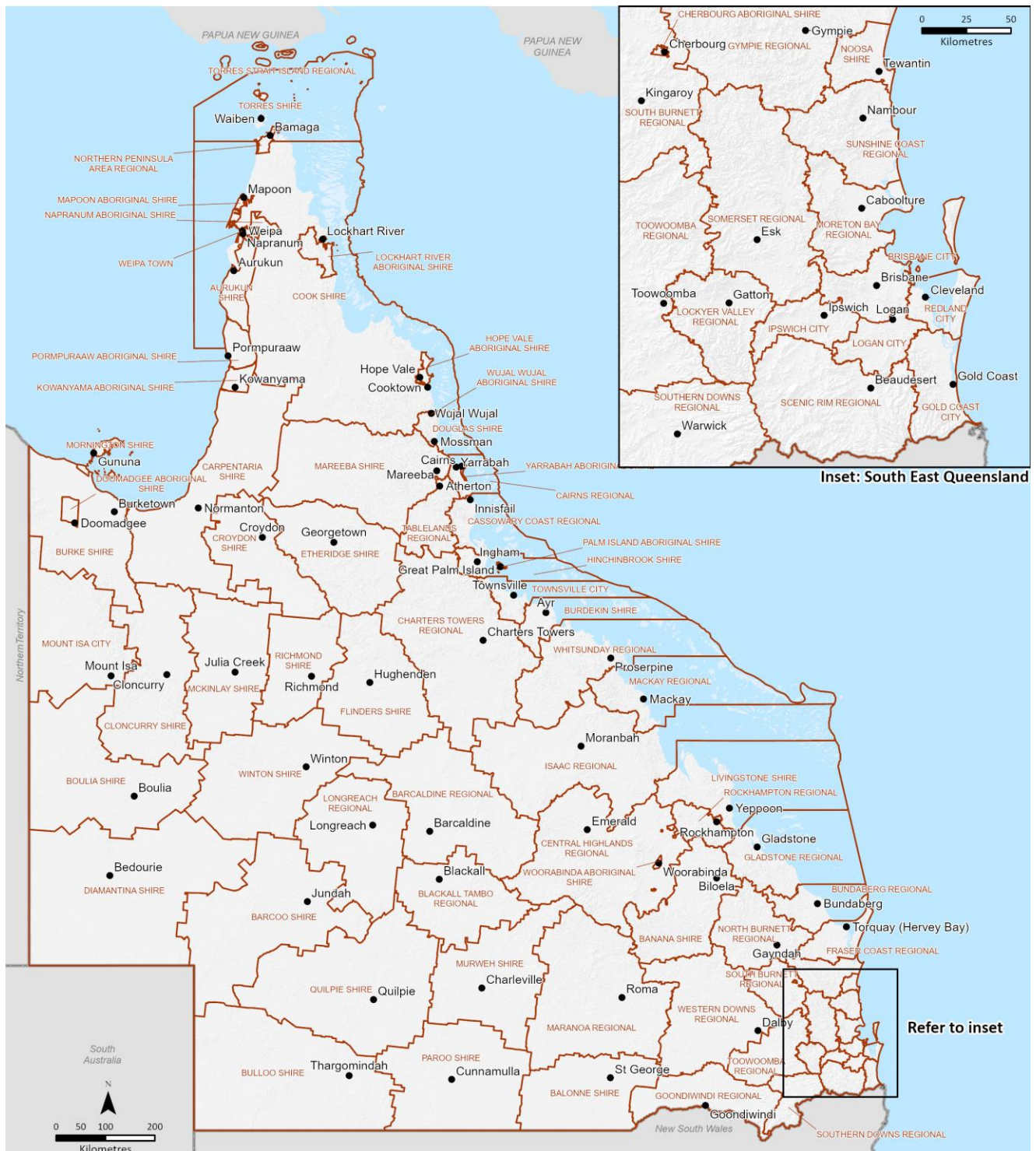


Andrea Ranson  
Commissioner



Reimen Hii  
Commissioner





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# 1.2023 Report key determinations

## Review of council remuneration categories

The Commission has a statutory obligation to complete a review of the remuneration categories once during each local government term.

Consistent with section 243 of the *Local Government Regulation 2012* (the Regulation) the Commission has completed a review of council remuneration categories, which included consultation with Queensland councils and other stakeholders. Following this review the Commission has established new remuneration categories to better reflect the current environment.

Under the *Local Government Act 2009* (the Act), in establishing council categories, the Commission is required to consider the size, and geographical and environmental terrain, of local government areas; the population of local government areas, including the areas' demographics, the spread of population serviced by the local governments and the extent of the services the local governments provide; and any other matter relevant to the effectiveness, efficiency and sustainability of local government.

Following a comprehensive review during 2023, a new set of council remuneration categories has been developed for implementation from 1 July 2024.

## Determination of maximum remuneration levels

The Commission has established maximum remuneration levels for Queensland mayors, deputy mayors and councillors for each of the new council remuneration categories. In most cases maximum remuneration levels increase by between 3% and 5% from 2023-24.

As a result of the outcomes of the review, and in the application of the new methodology determined by the Commission in setting the new council remuneration categories, some councils will receive a larger maximum remuneration level increase. No councils receive a reduced maximum remuneration level.

In making its determination of maximum remuneration levels applicable for 2024-25, the Commission considered the following:

- The practical outcome of the Commission's new category methodology, together with the general application of earlier principles that have been consistently applied by the Commission in its annual determination, namely; consistency and austerity, when reviewing wages in the public sector.
- The importance of maintaining financially sustainable and fiscally responsible wage growth, taking into consideration:
  - the recently challenging and unstable inflationary environment and measures taken by other government authorities to manage the impacts of inflation;
  - the challenges faced by local governments and their communities in relation to climate change and environmental, social and corporate governance (ESG) reporting;
  - the affordability and sustainability impacts for councils of wage increases for elected members;

- the Commission's inability to predict changes in the Consumer Price Index (CPI) in the short or long term;
- the potential differential impact of CPI changes across various parts of Queensland, including rural and remote regions;
- the appropriateness or otherwise of CPI as a potential measure in significant inflationary periods of time and the relative volatility of CPI in the past twelve (12) months;
- existing 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;
- the role of local governments in Queensland's economic development and innovation;
- anecdotal evidence of uncertainty as to future trade and industry opportunities and how this may impact sustainability of communities;
  - anecdotal evidence of the potential costs and resources required to address climate, sustainability and ESG reporting requirements, including trade diversification and significant anticipated increases in investment in infrastructure and innovation;
  - anecdotal evidence of transient populations and the impact of serving the needs of a shifting population;
  - anecdotal evidence of, and a generally observed increasing call from council's for role recognition via remuneration increases that align with attracting diversity and high performance in mayor and councillor candidates;
- anecdotal evidence of the desire to attract and retain high quality candidates to these roles, particularly in regional and remote areas.

The Commission further took into consideration the following data:

- Increase in CPI<sup>1</sup>:

	Dec qtr 2022	Mar qtr 2023	Jun qtr 2023	Sep qtr 2023
All Groups CPI inflation change (quarterly)				
Brisbane	1.5%	1.9%	1.0%	0.7%
Australia <sup>1</sup>	1.9%	1.4%	0.8%	1.2%
All Groups CPI inflation change (annual)				
Brisbane	7.7%	7.4%	6.3%	5.2%
Australia	7.8%	7.0%	6.0%	5.4%

<sup>1</sup> 'Australia' refers to weighted average of eight capital cities

- Increases in the Wage Price Index (WPI) for the financial year ended 30 June 2023 as compared to the financial year ending 30 June 2022<sup>2</sup>:

<sup>1</sup> Australian Bureau of Statistics  
Consumer Price Index, Australia, September 2021 | Australian Bureau of Statistics  
(abs.gov.au)<https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/consumer-price-index-australia/latest-release>

<sup>2</sup> Australian Bureau of Statistics  
<https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/sep-2023>

		Seasonally adjusted		Original	
		All Industries	Public Sector	All Industries	Public Sector
Quarterly change	Queensland			2.3%	
Jun 2023 to Sep 2023	Australia	1.3%	0.9%	1.9%	1.1%
Annual change	Queensland			4.7%	
Sep 2022 to Sep 2023	Australia	4.0%	3.5%	4.1%	3.5%

- As in previous years, the Commission considered the Brisbane City Council's Independent Councillor Remuneration Tribunal (ICRT) remuneration determination as a potentially relevant factor. However, at the time of the Commission's determination the ICRT had not yet made their decision about remuneration.
- The Office of Industrial Relations (OIR) advice that on 23 October 2023, the *State Government Entities Certified Agreement 2023* (2023 Core Agreement) was certified by the Queensland Industrial Relations Commission (QIRC). The wage increased as part of the 2023 Core Agreement are as follows
  - 4% effective 1 July 2023 + COLA payment of max 3% base wages
  - 4% effective 1 July 2024 + max 3% COLA if applicable
  - 3% effective 1 July 2025 + max 3% COLA if applicable.

COLA refers to the Cost of Living Adjustment paid if CPI is higher than the base wage increases e.g. in a year where base increase is 4% and CPI is 7% the COLA paid will be 3%. If base increase is 4% and CPI is 6%, the COLA paid will be 2%.

### New South Wales<sup>3</sup>

- Section 239 of the New South Wales Local Government Act (the LG Act) requires the New South Wales Tribunal (NSW Tribunal) to determine the categories of councils and mayors at least once every 3 years.
- In accordance with the LG Act the NSW Tribunal undertook a review of the categories and allocation of councils into each category as part of this review.
- Accordingly, the revised categories of general purposes councils were determined by the NSW Tribunal as follows:

Metropolitan	Non-Metropolitan
Principal CBD	Major Regional City
Major CBD	Major Strategic Area
Metropolitan Major	Regional Strategic Area
Metropolitan Large	Regional Centre
Metropolitan Medium	Regional Rural
Metropolitan Small	Rural Large
	Rural

- The NSW Tribunal determination of a 3 per cent per annum increase in the minimum and maximum fees applicable to each category, together with the NSW Tribunal determination

<sup>3</sup> <https://www.remtribunals.nsw.gov.au/local-government/current-lgrt-determinations>



for new categories having regard to the relevant factors and relativities of remuneration ranges for existing categories.

### *Victoria*

- On 30 June 2023, the Victorian Independent Remuneration Tribunal made the allowance payable to mayors, deputy mayors, and councillors (Victoria) Annual Adjustment Determination 2023<sup>4</sup>.
- The VIRT determined a 2% increase to the values of the base allowances payable to mayors, deputy mayors, and councillors, effective from 1 July 2023. A 2% increase has also been applied to the base allowance values which take effect on<sup>5</sup>:
  - 18 December 2023
  - 18 December 2024 (mayors and deputy mayors only)
  - 18 December 2025 (mayors and deputy mayors only).

### *Tasmania*

- In Tasmania, the remuneration for local government councillors is automatically increased under the provisions of the Local Government (General) Regulations 2015. The increase, effective 1 November 2023, is an automatic indexation of local government allowances provided for under the Local Government Act 1993 (Tas) by multiplying the allowances for the previous year by the inflationary factor (determined by calculating the current year's June quarter Wage Price Index divided by the previous years' June Wage Price Index)<sup>6</sup>.

### *Northern Territory*

- In the Northern Territory, the allowances for local government council members are indexed by CPI (Darwin) on 1 July each year<sup>7</sup>.

## **Councillor advisors**

The Commission did not receive any direction or request from councils to make recommendations relating to councillor advisors in the period between 1 December 2022 to 30 November 2023.

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<sup>4</sup> <https://www.vic.gov.au/allowances-mayors-deputy-mayors-and-councillors#minister%E2%80%99s-letter-of-request>

<sup>5</sup> <https://www.vic.gov.au/allowances-mayors-deputy-mayors-and-councillors-annual-adjustment>  
[https://www.dpac.tas.gov.au/divisions/local\\_government/councillor\\_resources/councillor\\_allowances](https://www.dpac.tas.gov.au/divisions/local_government/councillor_resources/councillor_allowances)  
[https://www.dpac.tas.gov.au/\\_\\_data/assets/pdf\\_file/0019/126613/2023-Councillor-allowances-information-sheet.PDF](https://www.dpac.tas.gov.au/__data/assets/pdf_file/0019/126613/2023-Councillor-allowances-information-sheet.PDF)

<sup>7</sup> <https://dlghcd.nt.gov.au/local-government/local-government-legislationguideline-1-local-authorities.pdf> (nt.gov.au)



## 2. The Commission

### Formation and composition

The Local Government Remuneration Commission (the Commission) is an independent entity established under the *Local Government Act 2009* (the Act). On 1 October 2019, Governor in Council, approved the current Commission for a term of four years.

The Chair and Commissioners were reappointed by Governor in Council for a second four-year term on 1 October 2023.

This is the fifth report of the Commission, and the 17th report including the reports of the former Local Government Remuneration and Discipline Tribunal and the Local Government Remuneration Tribunal.

The Chair and Commissioners of the Commission are:

#### **Mr Robert (Bob) Abbot OAM**

##### **Chairperson**

Mr Abbot has extensive experience in the local government sector with 32 years as an elected councillor and mayor. Mr Abbot has experience working at state and national local government organizations and has held board and panel positions, including Deputy Chair of the South East Queensland Council of Mayors, Director of the Local Government Association of Queensland (LGAQ), and Director of the Australian Local Government Association. Mr Abbot has been a mentor for newly elected mayors on behalf of the LGAQ, with a particular focus on mentoring Queensland Indigenous mayors.

In the Australia Day 2021 Honours List, Mr Abbot was the recipient of an Order of Australia (OAM) for his service to local government and to the communities of Noosa and the Sunshine Coast.

#### **Ms Andrea Ranson**

##### **Commissioner**

Ms Ranson is a practising commercial and dispute resolution lawyer with experience in both public and private sectors of business and governance. She holds a Master of Laws (LLM), Bachelor of Laws (Hons) and Bachelor of Arts from Monash University, Victoria. She is additionally a Graduate of the Australian Institute of Directors (GAICD) and a Fellow of the Governance Institute of Australia (FGIA). Ms Ranson is a director appointed to North Queensland Bulk Ports Corporation, a government owned corporation, holding the role of Chair of the Corporate Governance and Planning Committee, and the role of Member of the Audit & Financial Risk Management Committee of that Board. Her experience includes business and commercial law, employment and industrial relations, diversity, justice, and ethics. Ms Ranson lives regionally and is passionate about regional development. Ms Ranson is a Nationally Accredited Mediator presently working with QCAT, the QSBC, the QBCC and is a member of the QLD Department of Justice & Attorney-General Dispute Resolution Panel.

## **Mr Reimen Hii**

### **Commissioner**

Mr Hii is a barrister and Nationally Accredited Mediator. He holds the degrees of Bachelor of Laws and Bachelor of Arts. He is a practicing lawyer with extensive knowledge in public administration and community affairs, and a particular interest in civil and commercial law. Mr Hii is experienced in professional discipline matters, including investigations, public administration, corporate and public governance, public sector ethics and finance. Mr Hii has a culturally and linguistically diverse background and experience collaborating with diverse communities. Mr Hii has previously been recognized as Australian Young Lawyer of the Year by the Law Council of Australia, in recognition of his significant contribution to access to justice and diversity advocacy. Mr Hii provides a deep understanding of diversity and brings well respected analytic skill, together with legal and business acumen to the role.

## Remuneration responsibilities

Chapter 6, Part 3 of the Act, established the Local Government Remuneration Commission to assume the remuneration functions of the former Local Government Remuneration and Discipline Tribunal which ceased to exist on 3 December 2018.

Section 177 of the Act provides the functions of the Commission are:

- to establish the categories of local governments, and
- to decide the category to which each local government belongs, and
- to decide the maximum amount of remuneration payable to the councillors in each of the categories, and
- to consider and make recommendations to the Minister about the following matters relating to councillor advisors—
  - (i) whether or not to prescribe a local government under section 197D(1)(a)
  - (ii) the number of councillor advisors each councillor of a local government may appoint
  - (iii) the number of councillor advisors a councillor of the council under the City of Brisbane Act 2010 may appoint; and
- another function related to the remuneration of councillors if directed, in writing, by the Minister.

Chapter 8, Part 1, Division 1 of the *Local Government Regulation 2012* (Regulation) sets out the processes of the Commission in deciding the remuneration that is payable to mayors and councillors.

The Regulation requires the Commission to review the categories of local governments once every four years, in the year prior to each quadrennial election, to determine whether the categories and the assignment of local governments to those categories require amendment.

After determining the categories of local governments, the Regulation also requires the Commission to decide annually, before 1 December each year, the maximum amount of remuneration to be paid to mayors, deputy mayors and councillors in each category from 1 July of the following year.

In addition, section 248 of the Regulation allows a local government to make a submission to the Commission to vary the remuneration for a councillor, or councillors, to a level higher than that stated in the Remuneration schedule where the local government considers exceptional circumstances apply. The Commission may, but is not required to, consider any such submission. If the Commission is satisfied that exceptional circumstances exist, the Commission may approve payment of a higher amount of remuneration.

Section 197A of the Act established requirements for councils that wish to employ councillor advisors and councillor administrative support staff to assist councillors to complete their duties.

The requirements in relation to the appointment of councillor advisors include the following:

- must vote to pass a resolution to create councillor advisor positions (except Brisbane City Council)
- appoint advisor, at the discretion of councillors and only until the councillor's term ends, unless re-appointed by a new councillor

- must report the costs of councillor advisors to the community, for example through the council's annual report.

Requirements for councillor advisors include the following:

- they must submit registers of interests and keep them up to date
- they must follow a new Code of conduct for councillor advisors in Queensland
- they must comply with the local government principles and can be found guilty of integrity offences.

The Commission is yet to receive any submissions or enquiries in relation to councillor advisors as at the date of its determination.

## 3. Remuneration determination

### Remuneration determination for councillors

As required by section 246 of the Regulation the Commission has prepared a Remuneration schedule (the Schedule) for the 2023-2024 financial year, applicable from 1 July 2024, which appears below.

Arrangements have been made to publish the Schedule in the Queensland Government Gazette and for this Report to be printed and presented to the Minister for Local Government.

### Methodology

The Commission had regard to the matters in section 244 and 247 (2), (5) of the Regulation in determining the Schedule. The Commission also noted and had regard to the matters listed throughout this Report to determine the appropriate maximum remuneration in each category of local government.

### Matters not included in the Remuneration schedule

The Commission considered all submissions received during the consultation phase of the review of council categorisations for the purpose of developing a framework to create categories and place councils.

### Pro rata payment

Should an elected representative hold a councillor position for only part of a financial year, they are only entitled to remuneration to reflect the portion of the year served. It is out of the scope of the Commission's powers to determine otherwise.

## Remuneration schedule to apply from 1 July 2024

Remuneration determined from 1 July 2024 (\$ per annum; see Note 1)				
Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
A1 ** Note 2	Barcaldine Regional Council	\$119,393	\$68,880	\$59,695
	Barcoo Shire Council			
	Bulloo Shire Council			
	Croydon Shire Council			
	Doomadgee Aboriginal Shire Council			
	Kowanyama Aboriginal Shire Council			
	Mapoon Aboriginal Shire Council			
	McKinlay Shire Council			
	Richmond Shire Council			
	Torres Shire Council			
	Woorabinda Aboriginal Shire Council			
	Wujal Wujal Aboriginal Shire Council			
A2 ** Note 2	Aurukun Shire Council	\$119,393	\$68,880	\$59,695
	Blackall-Tambo Regional Council			
	Boulia Shire Council			
	Burke Shire Council			
	Cherbourg Aboriginal Shire Council			
	Cloncurry Shire Council			
	Diamantina Shire Council			
	Etheridge Shire Council			
	Hinchinbrook Shire Council			
	Hope Vale Aboriginal Shire Council			
	Lockhart River Aboriginal Shire Council			
	Mornington Shire Council			
	Murweh Shire Council			
	Napranum Aboriginal Shire Council			
	North Burnett Regional Council			
	Palm Island Aboriginal Shire Council			
	Paroo Shire Council			
	Pormpuraaw Aboriginal Shire Council			
	Quilpie Shire Council			
	Winton Shire Council			
	Yarrabah Aboriginal Shire Council			



A3 ** Note 2	Longreach Regional Council	\$120,541	\$69,543	\$60,270
	Balonne Shire Council			
	Douglas Shire Council			
	Flinders Shire Council			
	Goondiwindi Regional Council			
	Northern Peninsula Area Regional Council			
B1	Banana Shire Council	\$120,541	\$69,543	\$60,270
	Carpentaria Shire Council			
	Burdekin Shire Council			
	Cook Shire Council			
	Torres Strait Island Regional Council			
B2	Maranoa Regional Council	\$146,239	\$91,399	\$77,688
	Cassowary Coast Regional Council			
	Charters Towers Regional Council			
	Gympie Regional Council			
	Livingstone Shire Council			
	Mareeba Shire Council			
	Mount Isa City Council			
	Scenic Rim Regional Council			
	Somerset Regional Council			
	South Burnett Regional Council			
	Southern Downs Regional Council			
	Tablelands Regional Council			
B3	Isaac Regional Council	\$146,593	\$91,620	\$77,876
	Noosa Shire Council			
	Whitsunday Regional Council			
	Lockyer Valley Regional Council			
C1	Central Highlands Regional Council	\$148,359	\$92,723	\$78,814
	Western Downs Regional Council			
C2	Gladstone Regional Council	\$171,156	\$112,604	\$99,090
	Rockhampton Regional Council			
C3	Bundaberg Regional Council	\$172,818	\$113,697	\$100,052
	Fraser Coast Regional Council			
D2	Cairns Regional Council	\$198,182	\$135,123	\$117,109
	Mackay Regional Council			
	Redland City Council			
	Toowoomba Regional Council			
D3	Townsville City Council	\$225,206	\$153,145	\$135,123
	Ipswich City Council			
E2	Logan City Council	\$252,233	\$174,761	\$153,141

	Moreton Bay City Council			
	Sunshine Coast Regional Council			
F2	Gold Coast City Council	\$279,258	\$196,679	\$166,653

### Notes to the Remuneration schedule

The 2014 annual report by the former Local Government Remuneration and Discipline Tribunal explained the rationale behind the adoption of a system of remuneration which comprised a base payment (of two thirds of the annual remuneration) and a monthly payment based upon attendance at, and participation in, the 12 mandated council meetings.

**\* Note 1**

The monetary amounts shown are the per annum figures to apply from 1 July 2024. If an elected representative only serves for part of a full financial year (that is, 1 July to 30 June) they are currently only entitled to a pro rata payment to reflect the portion of the year served.

**\*\* Note 2**

For councillors in category A1, A2 or A3 councils, a base payment of \$39,796.67 is payable for the 12 months commencing of 1 July 2024. A meeting fee of \$1,658 per calendar month (or fortnightly equivalent) is payable for attendance at, and participation in, scheduled meetings of council subject to certification by the mayor and/or chief executive of the council. Mayors and deputy mayors in category A1, A2 and A3 are currently entitled to receive their full annual remuneration level shown.

The Commission has not determined to make changes to the system of base payment and mandated council meetings for its 2022-2023 determination. Future consideration by the Commission may be given to whether changes to the current system should be made.

## 4. Finalisation of council categorisation review

As outlined in the Commission's [Consultation Paper](#) released in July 2023, the new framework for council categorisation would include a primary criterion and supporting criteria to assist in the categorisation of councils.

The Commission has considered various input factors and has determined that operating revenue aligns to the Commission's guiding principles for the category review and importantly the legislative requirements as it addresses all the primary requirements. The Commission observed that a council's revenue raising capacity is influenced by the size of land, population demographics and the extent of service delivery required to be met.

The Commission has used operating revenue as the primary criterion to guide decision-making about council categorisation. A council's operating revenue information is collated from council's audited financial records will consist of net rates, service fees, utilities and charges, operating grants revenue, sales contract, and recoverable works. This will not include capital grants or disaster recovery grants. This information is readily available and supports a transparent methodology.

Supporting criteria are included by the Commission in the framework to assist the primary criteria classification. The supporting criteria recognises elements that are not captured by operating revenue, but which may have an impact on the complexity and demands placed on a council.

The supporting criteria used by the Commission includes:

- population/geography dispersion
- projected population growth
- socio-economic indexes for areas (SEIFA)

Future criterion for category determination may include items raised in council's submissions received, for example, the impact of trade or industry diversification / growth; the impact of transient populations; the impact and cost of working with renewables.

The Framework for council categorisation includes:

CRITERIA		KEY MEASURE (SOURCE)	RATIONALE
PRIMARY CRITERION	Revenue	Total operating revenue (Source: Council's Financial Statements)	Total operating revenue (rates, service fees, grants, other sources) provides an accurate measure of regular and sustained revenue to reflect the scale and complexity of operations on an ongoing basis and is not subject to fluctuations.
SUPPORTING CRITERIA	Population/ Geography	Population dispersion based on total average distance from primary centre (calculated as average km of small centres from primary centre multiplied by number of small places based on scaled count score) (Source: QGSO)	Population dispersion considers both population and geography. It reflects the travel demands placed on council / councillors, as measured by the total average distance from the primary centre, which is not captured by total operating revenue, or the other supporting criteria.
	Projected population growth	Annualised population growth based on data from the previous 5 years and projected 5 years (Source: QGSO)	A historical and projected view over a 10-year period smooths out and reduces any potential projection errors. Any significant infrastructure and service delivery impacts on Council because of projected population growth would include longer-term planning horizon. This approach acknowledges the complexities of future planning and infrastructure development not reflected in total operating revenue or other supporting criteria.
	Socio-Economic Status	SEIFA index of relative socio-economic disadvantage decile (Source: ABS)	SEIFA is a commonly used measure to assess the socio-economic status of an area.

The revenue thresholds used for the primary criterion were as follows:

Category	Operating Revenue
A	Up to \$50m
B	\$50.1m to \$125m
C	\$125.1m to \$250m
D	\$250.1m to \$500m
E	\$500.1m to \$1b
F	> \$1b

## **Category review consultation**

In July 2023, the Commission released a consultation paper to councils as part of the review process. The Commission confirmed that submissions in response to the consultation paper would be considered as part of completing the category review.

26 responses were received by the Commission, these were made up of submissions from councils, individual councillors, and council associations.

Overall, 90% of the respondents were supportive of the case for change, 83% supported the guiding principles, whilst 59% supported operating revenue as the key criterion.

One council who did not support the case for change also commented that total operating revenue should exclude non recurrent grant and incomes such as disaster recovery funding.

97% support was observed for the use of supporting criteria to further differentiate from the revenue categories.

### **Key themes**

#### ***Industry Impacts***

The use of industry impacts as a supporting criterion was widely supported by councils, however, there were very few metrics that could be used to document this impact to councillor complexity. The impacts from industry included; mining, FIFO and non-resident population, regional planning/development applications and Indigenous Councils' inability to attract certain industries due to their lack of freehold land.

However, without a fair, equitable and contestable metric to measure this impact the Commission decided that this potential supporting criterion would presently remain on hold. The Commission may elect to give future consideration to these suggested metrics.

#### ***Diversity of council issues and councillor challenges***

Multiple submissions highlighted the difficulties for council's that were negatively impacted by managing and providing services to a transient, non-resident population. This was notable in the responses received from regional areas and those with significant FIFO or tourism activity.

Town and regional planning including development precincts such as state planning areas; were also raised as topics that increased the challenges for councils due to large scale negotiations of the council.

#### ***Small councils***

A theme raised by a group of councils indicated that the size of the council does not reflect the needs and requirement of councillors in smaller councils, particularly where the council has limited administrative resources. It was also highlighted that the framework did not recognise the increased need in smaller councils for greater travel, advocacy, and the difficulty in provision of services.

## 5. Matters raised with the Commission

A summary table of submissions made to the Commission during the review period and the Commission's determination is provided below.

### Meetings and deputations

Local governments were provided with the opportunity to engage with the Commission at the Annual Conference of the LGAQ in Gladstone from 21 to 23 October 2023.

Livingstone Shire Council, Logan City Council, Sunshine Coast Regional Council, Northern Peninsular Area Regional Council, Western Downs Regional Council, and Western Queensland Alliance of Councils provided the Commission with oral deputations during the 2023 LGAQ Conference in Gladstone.

Local governments were also given an opportunity to provide written submissions to the Commission. A total of 26 written submissions were received and considered.

The Commission did not seek submissions solely based on remuneration during the period of its category review. Many of the 26 written submissions proposed greater remuneration based on the complexities of modern governance faced by councillors and mayors.

In making its determination, the Commission had regard to all submissions it received, together with the matters on throughout this report.

Key points raised with the Commission during the 2023 review period included themes that had been consistently submitted by councils in earlier years; as accounting for an increase in complexity and workload for elected members. These included:

- **Innovation and Sustainability:** growing demands on council to take action, particularly in relation to transitioning to renewables and economic diversification.
- **Remuneration and Talent:** need for competitive salaries to attract diverse and skilled elected candidates and a desire to attract and maintain high quality candidates, particularly in regional areas.
- **Innovation Recognition:** exploring potential ways to incentivise and reward innovative council initiatives that support community growth, resourcefulness and development.
- **Inflationary Impact:** addressing the disproportionate impact of rising inflation on local governments and their constituents, especially those on lower incomes and in rural areas.
- **Economic Uncertainty:** navigating the current volatility and uncertainty surrounding inflation and its impact on cost-of-living pressures.
- **Community Sustainability:** ensuring the long-term viability and prosperity of communities during the global transition to renewable energy and the need for significant infrastructure changes.



## Table – Summary of 2023 submissions

1	<b>Date received</b>	<b><u>Oral submission</u></b> 17 October 2023 – LGAQ Annual Conference
	<b>Received from</b>	<b><u>Livingstone Shire Council:</u></b> Councillor Andrea Friend
	<b>Summary of submission</b>	<p>Livingstone Shire Council has approximately 9,000 ratepayers though they are all portfolio councillors and not divisional councillors. Therefore, all councillors are required to oversee the entire council area and not just a specific area within council boundary.</p> <p>Management of waste, water, environment, local laws permeate throughout the entire council space and not just the smaller divisional space. Councillors who manage portfolio instead of divisions should be remunerated at higher rate.</p> <p>Role of a councillor is not part time and often councillors within Livingstone Shire council are required to work extended period continuously without break.</p> <p>Concerned that the salary level of a councillor is less than that during time when employed by council. This reduced salary is having a negative impact on potential candidates and not incentivising quality candidates from running for council.</p>
	<b>Determination</b>	<p>Cr Friend proposed the Commission consider a payment option of a base level x an amount per ratepayer.</p> <p>There was ongoing concern that the current remuneration categorisation methodology is no longer fit for purpose in particular requiring ad hoc submissions by councils for their matters to be heard. In addition, the assessment of environment terrain is too varied given that Livingstone Shire Council has the second longest coastline behind Torres Strait, plus inclusive of rural and coasted terrain)</p> <p>Chairperson outlined the Commissions' position and the legislative requirements to complete a category review and allocate councils into categories. That the development of a new framework to guide the council categorisation process was to be concise measurable and defensible.</p> <p>The matters raised specifically in the submissions have also been considered by the Commission as part of the 2023 annual review of council categorisation</p>
2	<b>Date received</b>	<b><u>Oral submission</u></b> 17 October 2023 – LGAQ Annual Conference
	<b>Received from</b>	<b><u>Logan City Council</u></b> Councillor Jaco Heremaia Councillor Jon Raven

	<p><b>Summary of submission</b></p> <p>Provided initial feedback to say that council accepted the proposed framework and that they agreed with the use of operating revenue as the primary criterion.</p> <p>Raised a query for the use of SEIFA index and how this would aid councils with greater issues of lower socio-economic standing given that housing, homelessness, and unemployment are areas that are often interlinked.</p> <p>Councillors stated their support for the inclusion of innovation in the framework and outlined the innovative measure that Logan City Council were managing and developing. This included transitioning council operations and resources to a net zero position over the coming years.</p> <p>Logan City Council were producing other innovative measures to improve their community such as façade improvement programs for business shop fronts and the integration of their town plan to consider net zero.</p> <p>Cr Raven raised the topic of innovation being a driver of councillor challenges and highlighted that rolling revenue was being used as a proxy to use a measurable criterion to assist in category placement.</p> <p><b>Request</b></p> <p>Cr Raven requested that a broader assessment to consider regional topics such as housing and how councils could be assessed against measurements for attending to State Regional Plans (i.e. Housing or infrastructure development) could be incorporated in the Commission's determinations.</p> <p><b>Determination</b></p> <p>Commission reinforced their position that despite any council reclassification no council would be going backwards from a financial remuneration position.</p>
<p><b>3</b></p>	<p><b>Date received</b></p> <p><u><b>Oral submission</b></u> 17 October 2023 – LGAQ Annual Conference</p> <p><b>Received from</b></p> <p><u><b>Sunshine Coast Regional Council</b></u>  Mayor Mark Jamieson  Emma Thompson – Chief Executive Officer  Craig Matheson – Group Executive Civic Government</p> <p><b>Summary of submission</b></p> <p>Council believed that this was a timely view and appropriate given that the existing framework is no longer fit for purpose. Council supported the method to anchor councils using operating revenue as the primary criterion and the use of multiple supporting criteria.</p> <p>Council supported the additional possible consideration for innovation and non-resident population to be enhanced and considered in further iterations of the framework by the Commission.</p> <p>Council submitted that non-resident population does not directly provide input to operating revenue base but that it does impact on council's provision of services including waste management, water, and road traffic.</p>

<b>Request</b>	Council requested that consideration be given to growth councils who require additional levels of innovation as a basis for increased revenue. Strong councils would ensure that increases occurred through delivery of development and project delivery and not through alternative methods of improving revenue, for example, increasing rates.
<b>Determination</b>	<p>Commission provided an overview of proposed model and expressed the use of operating revenue as a useable proxy to assess challenges and difficulties of local governments fairly, transparently and consistently. Council agreed that use of population should not be the key driver.</p> <p>Commission advised that they would be unable to include an additional supporting criterion to promote innovation in the current determination, as it is as yet unable to be defined in a measurable way across different council's and sectors.</p>
<b>4 Date received</b>	<b><u>Oral submission</u></b> 17 October 2023 – LGAQ Annual Conference
<b>Received from</b>	<p><b><u>Northern Peninsula Area Regional Council</u></b>  Mayor Patricia Yusia  Deputy Mayor Kitty Gebadi  Councillor Gina Nona  Councillor Mabalene Whap  Kate Gallaway – Chief Executive Officer</p>
<b>Summary of submission</b>	<p>Council advised that the workload and responsibilities within Indigenous communities is exceedingly high for elected members. Northern Peninsula Area Regional Council was amalgamated in 2008. Prior to amalgamation there were 26 elected members to complete a similar volume of work. The council now consists of only 6 elected members creating significant pressure and increased workload for elected members.</p> <p>Councillors raised concerns regarding workload and issues related to management of land under Deed of Grant in Trust (DOGIT).</p> <p>Part 4 of the <i>Local Government Act 2009</i> provides that DOGIT matters must be addressed separately from council business which results in additional responsibilities that are not dealt with by non-Indigenous councils.</p> <p>Councillors were not supportive of the use of operating revenue as primary criterion given that councils' capacity to generate own revenue was submitted to be limited due to the small percentage of rateable land. Council further submitted that revenue raised through DOGIT land use has limitations on how it is used under the <i>Land Act 1994</i> and that council does not have full autonomy to use of this revenue.</p> <p>Councillors raise the ongoing issue of their council being the provider of last resort and councils limited ability to obtain commercially viable terms for essential services such as waste management. This increased the workload of councillors.</p> <p>Mayor Yusia raised the topic of ongoing housing issues and council attending to the responsibilities that other government</p>

	<p>departments such as Department of Housing would normally address. NPARC councillors and staff, it was submitted, were nevertheless required to have a housing plan and address the associated tasks.</p> <p>CEO Gallaway mentioned that the use of census data in relation to population growth and population numbers are troublesome due to low literacy rates and low completion rates for census in their demographic. As a result, it was submitted that, this produces a reduced rating for these areas that are not reflected by the category framework.</p> <p>Council submitted that the propose category framework did not include matters such as the impact on councillor workloads related to the limited boarder control measures regionally with respect to the ongoing and regular movement of people from Papua New Guinea in the region.</p> <p>Lastly council submitted that the transference of responsibility of the Local Thriving Communities initiatives are primarily State based responsibilities to local government resulting in councillors attending additional meetings. It was submitted that these demands do not reflect equally across all local government.</p>
<b>Determination</b>	<p>The Commission advised that framework for council categorisation would have regard to the challenges incurred by DOGIT responsibilities.</p>
<b>5</b>	<p><b>Date received</b>      <b>Oral submission</b> 17 October 2023 – LGAQ Annual Conference</p>
<b>Received from</b>	<p><b>Western Queensland Alliance of Councils</b>  Mayor Jane McNamara  Mayor Jack Bawden  Mayor Samantha O'Toole  Mayor Andrea Martin  Councillor Tony Rayner  Simone Talbot – Executive Officer, South West Queensland Region of Council)  Greg Hoffman PSM – Executive Officer, North West Queensland Region of Council</p>
<b>Summary of submission</b>	<p>Attended on behalf of the entire group of councils within their association.</p> <p>Expressed that the proposed framework model does not accurately reflect the challenges within small and regional council. Cost shifting and requirements for small councils to provide services due to their inability to obtain commercially viable terms limits their options was raised with the Commission.</p> <p>The use of operating revenue as a primary criterion does not adequately reflect the challenges and workload of councillors. Within Flinders, it was submitted that, only 10-12% of revenue is rate based and that revenue fluctuates based on disaster recovery grants. Therefore, the year-on-year revenue level is heavily impacted by natural disaster works and grants.</p>

	<p>Simone Talbot queried how the proposed model would assist regional councils to attract young and quality candidates for future elections, unless their remuneration reflected a full-time equivalent value. It was submitted that the use of population growth as a supporting criterion would not assist regional Queensland, nor does it adequately reflect the workload of councillors due to the decreasing population from far Western Queensland areas.</p> <p>It was further submitted that despite the decrease in population, the services expected to be delivered and the workload of councillors remained the same. The theme of smaller councils required to provide more with less is prevalent and ongoing within their communities.</p> <p>An additional criterion was proposed to be added, to reflect the diversity of industry and operating revenue options within a council's operations.</p> <p>The Commission reiterated their process for the review of councillor categorisation and their intention to develop a framework that is based on a model using a simple, repeatable, and documented process supported by clear and measurable metrics.</p>
<p><b>6</b></p> <p><b>Date received</b></p> <p><b>Received from</b></p> <p><b>Summary of submission</b></p>	<p><b>Written submission:</b> 16 January 2023  <b>Oral submission:</b> 17 October 2023 – LGAQ Annual Conference</p> <p><b>Western Downs Regional Council</b>  Councillor Paul McVeigh  Councillor Andrea Smith  Jodie Taylor – Chief Executive Officer</p> <p>Councillor Smith submitted that the role of a councillor exceeds the previously held view of a part time role and that the remuneration level should reflect the workload.</p> <p>This increased workload has resulted in councillors having to forego additional part time employment, with resulting adverse financial outcomes for individual councillors and the potential for a reduction in candidates who can fulfil the role.</p> <p>The region and specifically Western Down Regional Council, it was submitted, has seen significant growth across both agricultural and energy industries. This has included the inclusion and involvement in regional and a State plan such as Queensland Energy and Jobs Plan that requires state-based negotiations and creates additional workload and responsibility.</p> <p>It was submitted that the knowledge and skill required of a councillor to guide this transitional process to renewables and trade diversification has increased over recent years. Additionally, the need to continue to attract a diversity of business and industries to the area remains important due to the proposed use of operating revenue as a primary criterion in the proposed category review framework.</p> <p>Councillor's highlighted that their local government has 24 approved solar and 3 approved wind farms on top of their</p>

**Determination**

traditional agricultural sector and that this innovation is not acknowledged by the Commission in their proposed framework.

The Commission reiterated that the use of operating revenue as a primary criterion would assist the Commission to capture the complexities and challenges that developing councils faced in a measurable way. This included councils that transitioned their business operations to include and increased involvement across varying industries.

The use of operating revenue as a primary criterion was discussed as a possible method for council to aspire to continue to develop their revenue and expand their operations to improve the outcomes for their residents and in turn be classified in a higher category.



## 6. Other activities

Exceptional circumstances submissions (matters raised under Local Government Regulation 2012, section 248):

Nil.

## 7.Future priorities

The Commission will continue to consider enhancements to the framework for council remuneration categorisation including an equitable method to consider industry impacts on councils and matters relating to transitioning communities and improving sustainability.

The Commission will invite ongoing submissions from all Councils as part of its general review of categories and maximum determination of remuneration prior to 1 December 2024.

The Commission intends to engage with local governments throughout the year including the option for a mid-year deputation process to be established. The Commission invites councils in all areas to participate in the deputation process and any further opportunities for submissions to be made that the Commission may announce.

Further information about the Commission can be located at [www.statedevelopment.qld.gov.au](http://www.statedevelopment.qld.gov.au).

### **Local Government Remuneration Commission**

PO Box 15009  
City East Qld 4002

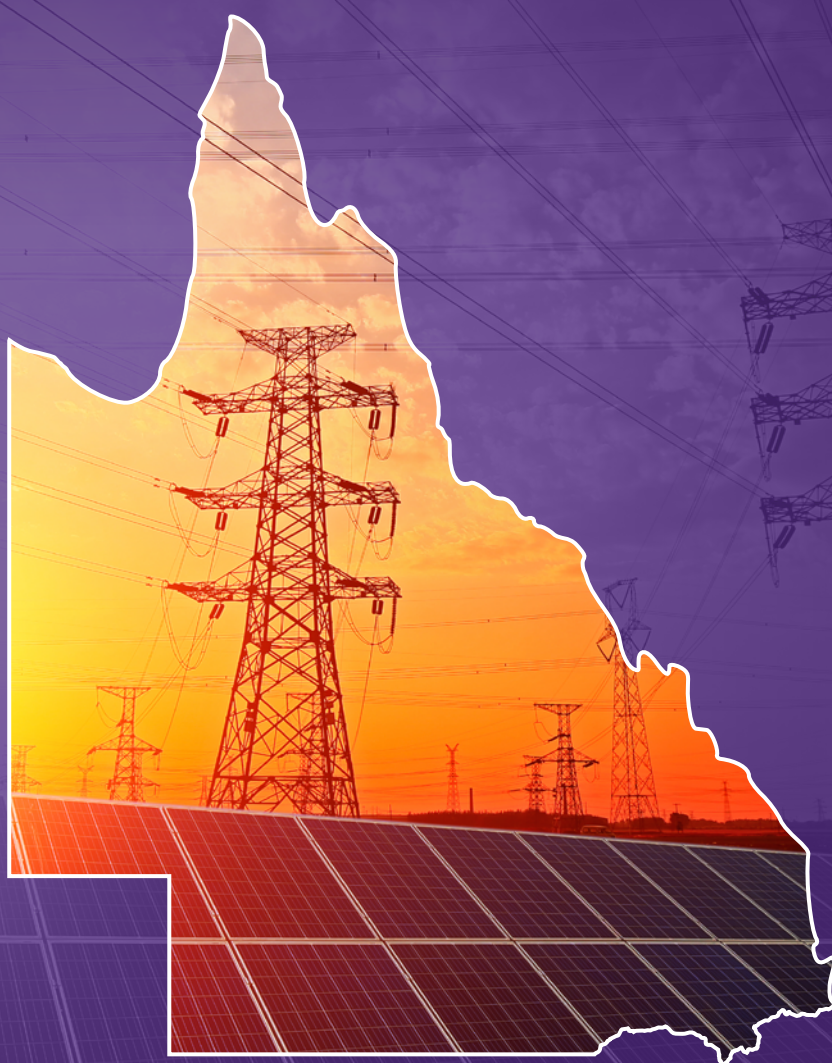
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Phone: (07) 3452 7992

Website: [www.statedevelopment.qld.gov.au](http://www.statedevelopment.qld.gov.au)

# Electrically Safe Town Initiative



# Overview and benefits of the initiative



The Electrical Safety Board's (the Board) primary function is to give advice and make recommendations to the Minister about policies, strategies and legislative arrangements for electrical safety. The Board provides an essential link between industry, the community and government to improve electrical safety.

As part of the *5 year strategic plan for improving electrical safety*, the Board agreed to explore ways of promoting electrical safety and engaging the community as well as encouraging Industry and community to take an active role in safety leadership.

The Electrically Safe Town initiative aims to enhance community understanding and awareness of electrical safety. The main benefits for the town selected are highlighted below:

## Key benefits for the town

### ① Enhanced community safety

**By enhancing safety measures, your town directly contributes to the well-being and quality of life of its residents.**

- ▶ Community has an awareness and understanding of what "Electrically Safe" means
  - ▶ Community and businesses that are electrically safe
  - ▶ Electrical safety awareness on rural properties
  - ▶ Opportunity for the community to ask questions
- 

### ② Recognition and leadership

**Your town will lead by example, setting a high standard for safety practices and inspiring other communities.**

- ▶ Media coverage
  - ▶ Your town will be recognised for its commitment to safety
  - ▶ A showcase for best practices, setting the standard for electrical safety in the region
  - ▶ Council commitment and leadership to support the local town
- 

### ③ Strengthened partnerships

**Collaboration with other towns and regional partners fosters a network of support and cooperation, enhancing the collective safety of our region.**

- ▶ Join forces with neighbouring towns and regional resources to enhance overall safety efforts
- ▶ Fostering a stronger and safer community through collaboration
- ▶ Establish relationships with the Board, Industry leaders and government agencies

## ④ Resource enhancement

Access to additional resources and support from us can help strengthen your safety efforts.

- ▶ Accessible trades people
- ▶ “Free” visual inspection by a qualified tradesperson
- ▶ Detailed report identifying what may need to be done
- ▶ Discounted service fee for rectification or improvements
- ▶ Access resources and support from town leaders to strengthen your town’s safety initiatives

## ⑤ Promote electrical safety awareness

By actively promoting electrical safety within your community, you contribute to a reduction of potential electrical risks and incidents.

- ▶ Educate not only your residents but also neighbouring communities on safety practices
- ▶ A safer community benefits everyone in the region
- ▶ Opportunity to hold community and industry events

### Key outcomes



Electrically safe  
properties



Accessible trades  
people



Electrical safety  
education



Town recognition and  
economic benefit



Benefit for homeowners and  
businesses selling their property



## How to express your interest

To express your interest in becoming an Electrically Safe Town, please fill out the attached form including an outline on how your town can contribute to the success of this initiative.

In determining the appropriate town/s to participate in this initiative, consideration of the following factors will be taken into account:

- ▶ Ideal population of less than 2,000 people
- ▶ Local council and councillor support
- ▶ Community groups and local association support
- ▶ Issues the town may encounter
- ▶ Accommodation availability (for personnel coming into town)



Expressions of Interest should be submitted by **31 May 2024**. The selected town/s will be notified via email to discuss this initiative further » [esboardcomm@oir.qld.gov.au](mailto:esboardcomm@oir.qld.gov.au)

## Our commitment

Once receiving all Expression of Interests, the Commissioner for Electrical Safety, the Board and key stakeholders will consider all applications. The successful town/council will be contacted so a meeting can be setup to discuss the implementation of the initiative. We appreciate your dedication to community safety and are eager to explore how your town can contribute to the success of the Electrically Safe Town Initiative. If selected, your town will play a crucial role in making your region safer for all residents.



# Expression of Interest form

Due: 31 May 2024 | Email to: [esboardcomm@oir.qld.gov.au](mailto:esboardcomm@oir.qld.gov.au)

## Council Details

Council Name

Council Address

## Council and Town Contact Details

Principle contact/s person within council and Town selected (to discuss implementation and promotion of this initiative)

### Council contacts

<div><div>Name:</div><div></div></div>	<div><div>Position:</div><div></div></div>
<div><div>Phone:</div><div></div></div>	<div><div>Email:</div><div></div></div>
<div><div>Name:</div><div></div></div>	<div><div>Position:</div><div></div></div>
<div><div>Phone:</div><div></div></div>	<div><div>Email:</div><div></div></div>
<div><div>Name:</div><div></div></div>	<div><div>Position:</div><div></div></div>
<div><div>Phone:</div><div></div></div>	<div><div>Email:</div><div></div></div>
<div><div>Name:</div><div></div></div>	<div><div>Position:</div><div></div></div>
<div><div>Phone:</div><div></div></div>	<div><div>Email:</div><div></div></div>
<div><div>Name:</div><div></div></div>	<div><div>Position:</div><div></div></div>
<div><div>Phone:</div><div></div></div>	<div><div>Email:</div><div></div></div>
<div><div>Name:</div><div></div></div>	<div><div>Position:</div><div></div></div>
<div><div>Phone:</div><div></div></div>	<div><div>Email:</div><div></div></div>



## Council and Town Contact Details (continued)

### Town's contacts (Prominent local leaders – leading the initiative from the town's perspective)

Name:

Position:

Phone:

Email:

Name:

Position:

Phone:

Email:

Name:

Position:

Phone:

Email:

Name:

Position:

Phone:

Email:

Name:

Position:

Phone:

Email:

Name:

Position:

Phone:

Email:

## Town Details

**Name of Town** (If nominating more than one town please submit separate Expressions of Interest)

**Population**



**Town's main Industry** (examples: Farming – sugar, livestock, Industry – mining, tourism)


Support from:	Yes	No	Unsure
Local Councillor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local Council	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Town's Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Main Industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Response for consideration

Please provide a brief overview on why your town would be a great for this initiative



# **Code of Conduct for Councillors in Queensland**

**Approved 22 February 2024**

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## Purpose of the Code of Conduct

The Code of Conduct sets out the principles and standards of behaviour expected of councillors and mayors when carrying out their roles, responsibilities and obligations as elected representatives for their communities. By adhering to the behaviours set out below, councillors will increase public confidence in local government and their decisions.

## Background

Under section 150D of the *Local Government Act 2009* (the LGA), the Minister for Local Government (the Minister) must make a Code of Conduct stating the standards of behaviour for councillors in the performance of their responsibilities as councillors. In addition to this, the Code of Conduct may contain anything the Minister considers necessary for, or incidental to, the standards of behaviour.

Before assuming public office, all councillors must make a declaration of office and commit to complying with the local government principles and obligations of councillors in accordance with section 169 of the *Local Government Act 2009* and 169 of the *City of Brisbane Act 2010*, as well as the standards of behaviour set out in this Code of Conduct. As part of that declaration, councillors must declare that they will abide by this Code of Conduct.

## The Local Government Principles and Values

The legislation is founded on five local government principles with which councillors must comply while performing their roles as elected representatives.

These principles are listed below:

1. Transparent and effective processes, and decision making in the public interest
2. Sustainable development and management of assets and infrastructure, and delivery of effective services
3. Democratic representation, social inclusion and meaningful community engagement.
4. Good governance of, and by, local government
5. Ethical and legal behaviour of councillors and local government employees.

This Code of Conduct provides a set of values that describe the types of conduct councillors should demonstrate to ensure their compliance with the local government principles. These values are listed below:

1. In making decisions in the public interest, councillors will:
  - make decisions in open local government meetings
  - properly inform relevant personnel of all required information
  - make decisions in accordance with law and policy
  - commit to exercising proper diligence, care and attention.
2. To ensure the effective and economical delivery of services, councillors will:
  - manage local government resources effectively, efficiently and economically
  - foster a culture of excellence in service delivery.

3. In representing and meaningfully engaging with the community, councillors will:
  - show respect to all persons
  - clearly and accurately explain the local government's decisions
  - accept and value differences of opinion.
4. In exercising good governance, councillors are committed to:
  - the development of open and transparent processes and procedures
  - keeping clear, concise and accessible records of local government decisions.
5. To meet the community's expectations for high level leadership, councillors will:
  - be committed to the highest ethical standards while performing their official duties
  - uphold the system of local government and relevant laws applicable to it.

This Code of Conduct also sets out standards of behaviour aimed at helping councillors understand how the principles and values are put into practice while performing their official duties as elected representatives.

Each standard of behaviour is not intended to cover every possible scenario. However, they provide general guidance about the manner in which councillors are expected to conduct themselves. It is important to note that the principles, values and standards set out in the Code of Conduct are of equal importance.



## Standards of Behaviour

This Code of Conduct sets out the standards of behaviour applying to all councillors in Queensland while acting in their official capacity. The behavioural standards relate to, and are consistent with, the local government principles and their associated values.

The standards of behaviour are summarised as the three Rs, being:

1. **RESPONSIBILITIES**
2. **RESPECT**
3. **REPUTATION**

Each standard of behaviour includes, but is not limited to, several examples to guide councillors in complying with the Code of Conduct when carrying out their role as elected officials. Councillors are to understand and comply with the following standards of behaviour as set out in the Code of Conduct listed below.

1. **Carry out RESPONSIBILITIES conscientiously and in the best interest of the local government and the community**

For example, councillors will, at a minimum, have the following responsibilities:

- 1.1. Attend and participate meaningfully in all local government meetings, committee meetings, informal meetings, relevant workshops and training opportunities to assist them in fulfilling their roles other than where prior leave of absence is given
- 1.2. Respect and comply with all policies, procedures and resolutions of local government
- 1.3. Use only official local government electronic communication accounts (e.g.

email accounts) when conducting local government business

- 1.4. Report any suspected wrongdoing to the appropriate entity within required time periods
- 1.5. Ensure that their behaviour or capacity to perform their responsibilities in their official capacity as a councillor is not impaired by the use of substances that may put them or others at risk while performing their duties (for example, alcohol, illegal drugs or prescribed/non-prescribed and/or restricted substances)
- 1.6. Cooperate with any investigation being undertaken by the local government or other entity
- 1.7. Ensure that the Councillor's Advisor is aware of their obligations to comply with the standards of behaviour in the Code of Conduct for Councillor Advisors in Queensland
- 1.8. Awareness of responsibilities imposed on councillors by the *Local Government Act 2009*, the *City of Brisbane Act 2010* and the relevant regulations.

2. **Treat people in a reasonable, just, RESPECTFUL and non-discriminatory way**

For example, councillors will, at a minimum, act in the following ways:

- 2.1. Treat fellow councillors, local government employees and members of the public with courtesy, honesty and fairness
- 2.2. Not use abusive, obscene or threatening language (either oral or written) or behaviour towards other councillors, local

government employees or members of the public

- 2.3. Have proper regard for other people's rights, obligations, cultural differences, safety, health and welfare.

### 3. Ensure conduct does not reflect adversely on the REPUTATION of the local government

For example, councillors will, at a minimum, conduct themselves in the following manner:

- 3.1 When expressing an opinion dissenting with the majority decision of the local government, respect the democratic process by acknowledging that the local government decision represents the majority view of the local government.
- 3.2 When making public comment, clearly state whether they are speaking on behalf of the local government or expressing their personal views.
- 3.3 At all times strive to maintain and strengthen the public's trust and confidence in the integrity of the local government and avoid any action which may diminish its standing, authority or dignity.

## Consequences of failing to comply with the Code of Conduct

Failure to comply with the standards of behaviour in this Code of Conduct, or other conduct prescribed in this code of conduct may give rise to a complaint against a councillor's conduct and subsequent investigation and disciplinary action under the legislation if found to have engaged in a conduct breach, misconduct, or corrupt conduct.

A complaint about the conduct of a councillor must be reported to the Office of the Independent

Assessor (OIA) within one year from when the conduct occurred, or within six months after the conduct comes to the knowledge of the complainant but within two years after the conduct occurred.

These time limitations do not reflect the fact that the OIA can look at a matter received late due to exceptional circumstances.

There is no time limit for reporting of corrupt conduct.

A preliminary assessment process must be undertaken by the Independent Assessor before progressing conduct matters. After the preliminary assessment the Independent Assessor must decide:

- to dismiss a complaint, notice or information, or
- take no further action in certain circumstances, or
- refer a suspected conduct breach to a local government for investigation, or
- investigate the conduct of the councillor, or
- not deal with the complaint and give the councillor counselling or recommend training or mediation.

If, after the preliminary assessment the Independent Assessor refers the complaint to the appropriate entity to deal with, the entity to which they refer the matter will depend on the category of the conduct complaint (conduct breach, misconduct, and corrupt conduct).

The Independent Assessor may take no further action about the conduct of a councillor, following an investigation, if satisfied that taking further action would not be in the public interest.

## Unsuitable Meeting Conduct

Under the *Local Government Act 2009*, any conduct by a councillor that is contrary to the standards of behaviour in the Code of Conduct that occurs within a local government meeting (including standing committee meetings), is dealt with as unsuitable meeting conduct.

Unsuitable meeting conduct by a councillor is dealt with by the chairperson of the meeting. It is important that the chairperson deal with matters of unsuitable meeting conduct immediately, and as efficiently and effectively as possible so that the local government can continue with their business of making effective decisions in the public interest.

Unsuitable meeting conduct by the chairperson will be dealt with by the councillors present at the meeting who will decide by resolution if the chairperson has engaged in unsuitable meeting conduct and if so how to deal with the matter. The councillors may make an order to reprimand the chairperson.

## Conduct breach

Under the *Local Government Act 2009*, any conduct by a councillor that is contrary to the standards of behaviour in the Code of Conduct or a policy, procedure or resolution of a local government, and is not unsuitable meeting conduct, misconduct or corrupt conduct is dealt with as a conduct breach. The code of conduct only applies to conduct directly relevant to a councillor's official duties.

The conduct of a councillor is also a conduct breach if it contravenes an order by the chairperson of a local government meeting for the councillor to leave the meeting or is a series of conduct at local government meetings that leads to orders for the councillor's unsuitable meeting conduct being made

on three occasions within a period of one year. The local government is not required to notify the OIA of these matters and may deal with the conduct under section 150AG of the *Local Government Act 2009* (including Brisbane City Council).

The Independent Assessor is responsible for conducting a preliminary assessment of the complaint about the conduct of a councillor including the allegations of a suspected conduct breach, excluding those arising from unsuitable meeting conduct, referred to the Independent Assessor.

Following the preliminary assessment, if the Independent Assessor has decided not to dismiss, the Independent Assessor must refer a suspected conduct breach to the local government to deal with.

The local government may decide not to start, or to discontinue investigation if:

- the complainant withdraws the complaint or consents to the investigation not being started or being discontinued; or
- the complainant does not comply with a request by the local government for further information; or
- there is insufficient information to investigate the conduct; or
- the councillor has vacated office (if re-elected within a 12 month period, the investigation must be recommenced).

## Misconduct

Councillors are required to comply with all laws that apply to local governments, this includes refraining from engaging in misconduct.

The Independent Assessor is responsible for assessing and investigating instances of suspected

misconduct. The OIA may make an application to the Councillor Conduct Tribunal (CCT) for the matter to be heard and determined. If the councillor is found to have engaged in misconduct, the CCT may decide to take the disciplinary action it considers appropriate against the councillor. The Independent Assessor may, at any time before an application is decided by the CCT, withdraw the application in whole or in part if satisfied the withdrawal is in the public interest.

If the office of a councillor is vacated before an application is decided, the Independent Assessor must withdraw the application.

The conduct of a councillor is misconduct if the conduct:

- adversely affects, directly or indirectly, the honest and impartial performance of the councillor's functions or exercise of the councillor's powers, or
- is, or involves:
  - non-compliance with an Act by a councillor
  - misuse of information or material acquired by the councillor, in the performance of the councillor's functions, whether the misuse is for the benefit of the councillor or for the benefit or to the detriment of another person
- is:
  - a contravention of an order of a local government or the CCT
  - a contravention of a policy of the local government about the reimbursement of expenses
  - failure to notify particular conduct to the OIA

- a failure to declare a conflict of interest or appropriately deal with a prescribed conflict of interest or a declarable conflict of interest in a meeting
- participation in a decision when a prescribed or declarable conflict of interest exists without approval of the other councillors in the matter
- a failure to report another councillor's potential conflict of interest in a matter in a meeting if the councillor reasonably believes or suspects the other councillor has a conflict of interest
- a release of confidential information that the councillor knows is confidential
- an attempt to influence a decision maker about a matter in which the councillor has a prescribed conflict of interest or a declarable conflict of interest
- failure to declare particulars of interests at the start of the term or appointment, update or annually review.

The conduct of a councillor is also misconduct if the conduct leads to the councillor being disciplined for a conduct breach on three occasions within a period of one year or is conduct that is identified in an order of local government that it will be dealt with as misconduct if the councillor engages in the same conduct breach again.

The conduct of a councillor is misconduct if a councillor purports to direct the Chief Executive Officer (CEO) in relation to disciplinary action regarding the conduct of a local government employee or a Councillor Advisor.

The conduct of a mayor is misconduct if an unlawful direction is given by a mayor to the CEO under the *Local Government Act 2009* or, is given to the CEO or a senior executive employee under *the City of Brisbane Act 2010*.

Councillors / mayor may only give directions to local government employees that are in accordance with the guidelines made about the provision of administrative support.

## Corrupt Conduct

Corrupt conduct is defined by, and dealt with, under the *Crime and Corruption Act 2001*<sup>1</sup> and must be referred to the Crime and Corruption Commission (CCC).

Corrupt Conduct means conduct of a person, regardless of whether the person holds or held an appointment, that

- adversely affects or could adversely affect the performance of the councillor's responsibilities, and
- involves the performance of the councillor's responsibilities in a way that:
  - is not honest or impartial, or
  - involves a breach of the trust placed in the councillor, or
  - involves a misuse of information or material acquired through the performance of the councillor's responsibilities and
- would if proved, be –
  - a criminal offence; or
  - a disciplinary breach providing reasonable grounds for terminating the person's services, if the person is or were the holder of an appointment.

Corrupt Conduct also means conduct of a person, regardless of whether the person holds or held an appointment, that:

- impairs, or could impair, public confidence in public administration; and
- involves, or could involve, any of the following—
  - collusive tendering;
  - fraud relating to an application for a licence, permit or other authority under an Act with a purpose or object of any of the following (however described)
    - o protecting health or safety of persons;
    - o protecting the environment;
    - o protecting or managing the use of the State's natural, cultural, mining or energy resources;
  - dishonestly obtaining, or helping someone to dishonestly obtain, a benefit from the payment or application of public funds or the disposition of State assets;
  - evading a State tax, levy or duty or otherwise fraudulently causing a loss of State revenue;
  - fraudulently obtaining or retaining an appointment; and
- would, if proved, be—
  - a criminal offence; or
  - a disciplinary breach providing reasonable grounds for terminating the person's services, if the person is or were the holder of an appointment.

Councillors are reminded of their obligations under section 38 of the *Crime and Corruption Act 2001* to report suspected corrupt conduct.

<sup>1</sup> Section 15 ((1) and (2) *Crime and Corruption Act 2001*

The OIA has entered into a section 40<sup>2</sup> arrangement with the CCC which allows the OIA to commence investigation into some allegations of corrupt conduct and report the matters to the CCC on a monthly basis, to provide the CCC with the opportunity to assume responsibility for or monitor an investigation, should the CCC consider that appropriate.

Further information about the CCC's jurisdiction and other topics in relation to local government is available at <https://www.ccc.qld.gov.au/sites/default/files/Docs/Publications/CCC/Corruption-in-focus-Guide-2020.pdf> (Chapter 4).

### **More Information**

For any further enquiries on this matter please contact the department.

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<sup>2</sup> Section 40 *Crime and Corruption Act 2001*

# CODE OF CONDUCT FOR COUNCILLORS IN QUEENSLAND

## Guidance Material

### Background

The *Local Government Act 2009* (LG Act) requires the Minister for Local Government to make a code of conduct setting out the standards of behaviors for councillors in performing their official functions as elected representatives consistent with the five local government principles (LG Principles) that underpin the Act.<sup>1</sup>

Before assuming public office, councillors commit to complying with the LG Principles, legislative obligations of councillors and the *Code of Conduct for Councillors in Queensland*.<sup>2</sup>

The *Code of Conduct for Councillors in Queensland* made on 22 February 2024 sets out the principles, values and standards of behaviour expected of councillors. The code and this guidance are designed to encourage good conduct and effective local government decision-making that in turn build public confidence in local government and in the decisions it makes.

The aim of this supporting guidance information is to help understanding and consistency of approach towards the code on issues commonly raised by councils and councillors. Case studies and examples will illustrate some of the code's key elements. No departmental guidance information can hope to define all language used in the code or cover all scenarios. It is not exhaustive guidance but rather complements guidance offered by other agencies like the Crime and Corruption Commission, the Queensland Ombudsman, the Queensland Human Rights Commission, Queensland State Archives and the Office of the Information Commissioner. It can be read in conjunction with the advice of those agencies.

Finally, this guidance information will require review as changes in, for example, legislation, case law and social media technology, occur. Its structure follows that of the code.

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<sup>1</sup> Section 150D of the LG Act. Sections 4 of both the LG Act and the City of Brisbane Act (CoB Act) set out identical principles.

<sup>2</sup> Sections 169 of the LG Act and CoB Act noting that Brisbane City Council councillors commit to their own separate Code of Conduct as made by that council. Legislative obligations of councillor are otherwise generally equivalent. It is assumed that given this equivalency across obligations and underpinning principals that this guidance information will assist all Queensland councillors.



## Introduction to the Local Government Principles, Values and Standards of Behaviour

Section 4 of the LG Act<sup>3</sup> states that to ensure the system of local government is accountable, effective, efficient, and sustainable, anyone performing a responsibility under it must do so in accordance with the local government principles (the LG principles).

The LG principles are:

### Principle 1

Transparent and effective processes, and decision-making in the public interest.

### Principle 2

Sustainable development and management of assets and infrastructure, and delivery of effective services.

### Principle 3

Democratic representation, social inclusion and meaningful community engagement.

### Principle 4

Good governance of, and by, local government.

### Principle 5

Ethical and legal behaviour of councillors, council employees and councillor advisors.

The *Code of Conduct for Councillors in Queensland* aligns values describing expected conduct against the five LG Principles. The code then goes on to prescribe three standards of behavior that apply to all councillors; Responsibilities, Respect and Reputation. The 3R's are consistent with the LG Principles and values. Finally, the code also gives some practical examples of behaviour aligning with each 'R'.

The following table demonstrates the relationship between the five LG Principles, the associated values, and the overlaying three standards of behaviour.

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<sup>3</sup> And section 4 of the CoB Act.

Principle 1	Principle 2	Principle 3	Principle 4	Principle 5
Effective decision making in the public interest	Effective and economic service delivery	Meaningful community engagement	Good governance	Ethical and Legal behaviours <u>High level leadership</u>
<b>Corresponding Code Values</b>				
Decisions made in open council meetings	Manage council resources effectively, efficiently and economically	Show respect to all	Develop open and transparent processes and procedures	Maintain the highest ethical standards
Properly inform relevant personnel of all relevant information	Foster a culture of excellence in service delivery	Clearly and accurately explain council decisions	Keep clear, concise and accessible records of decisions	Uphold the system of local government and relevant laws
Decisions must accord with law and policy		Accept and value differences of opinion		
Exercise proper diligence, care and attention				
<b>AT ALL TIMES BE RESPONSIBLE, REPECTFUL, REPUTABLE</b>				
Act responsibly and conscientiously and in the best interests of council and community				
Be respectful of all				
Protect the reputation of council by right conduct				

## PART 1 Application of the Code of Conduct for Councillors in Queensland

### When does the code apply?

Short Answer: It applies when a councillor is carrying out their role as an elected official.<sup>4</sup>

<sup>4</sup> See section 150DE(1).

NB. The Code may apply in some limited circumstances to behaviour in a personal capacity if for example:

- a councillor is invoking their role or authority as a councillor; or
- is using council assets such as a council email address, phone or vehicle subject to agreed personal use.

The three behavioral standards set out in the code, the 3R's, apply when councillors are performing their functions as councillors under the LG Act<sup>5</sup>.

*'Performing functions under the LG Act'* is not defined in the Act however the *Code of Conduct for Councillors in Queensland* clarifies that the 3R's apply at all times when *'councillors are carrying out their role as elected officials'*.<sup>6</sup>

This means when councillors are carrying out local government business, for example, when considering council business in meetings, briefings, workshops or training opportunities to assist councillors in fulfilling their roles or when representing the council.

The code does not apply solely when you are in council meetings or on council premises. It also covers occasions when councillors are promoting and representing council in the local community. It applies to interactions between fellow councillors, council officers and interactions with the public. The code and 3R's also apply to all forms of communication including:

- Face-to-face meetings
- Online or telephone meetings
- Written, verbal and non-verbal communications
- Electronic and social medial communications, posts, statements and comments undertaken as a councillor.

### Behaviour as a private individual

The code of conduct applies when a councillor is carrying out their role as an elected official, the code of conduct **does not** apply to conduct in a personal capacity **unless** the councillor:

- is invoking their role or authority as a councillor; or
- is using council assets such as a council email address, telephone or vehicle subject to agreed personal use.

<sup>5</sup> The Code the Minister is required to make under section 150D(1) LG Act is stated to cover behaviour for that circumstance only. Please note that Chapter 6, part 2, division 5 of the CoB Act sets out the obligations imposed on councillors when performing their functions as councillors under this Act or the CoB Act.

<sup>6</sup> It cannot be said that code always applies for a councillor in both their public and private lives. For instance, 'At all times' as used in example 3.3 of the Code is limited by section 150D(1) of the LG Act, that is, example 3.3 can only apply to a councillor's behaviour when the code applies, and the code applies when councillors are performing councillor functions under the LG Act.

The councillor complaints framework does not apply to conduct that is solely carried out in a councillor's personal capacity unless the conduct is suspected to be corrupt conduct. In the case of suspected corrupt conduct, the conduct may be investigated irrespective of whether the behaviour occurred in a private or official capacity.

*Example 1*

*A councillor argues with a neighbour about their regular noisy Saturday night parties disturbing his family's sleep. The neighbour knowing of the councillor's elected role, complains to council saying the councillor was disrespectful and bullying. With no link to council function, the code does not apply.*

In some private settings, it may be difficult for people to recognise that a councillor is acting in a private or personal capacity and is not performing a public function or acting in an official capacity. Especially when the person would most likely know the councillor holds their elected role, for example, in small communities where councillors are well known to their area. In Example 1, issues of Code application may be avoided if the councillor did not argue with the neighbour but instead made a noise complaint to police.

Councillors must be mindful of this and can elect to make it clear to people in what capacity they are engaging with them. Irrespective of the capacity in which a councillor is engaging, councillors should remain mindful of the important leadership role they have in the community and model behaviour befitting their responsibilities and position of trust within the community.

*Example 2*

*A councillor is attending the local show with their family but has no council business to conduct while there. The mayor is officially opening the show and other councillors are on various judging panels. The councillor's partner wins first prize in the cake competition and while the partner is collecting the prize, the councillor confirms to those present that he was not on the judging panel. The second place-getter states that he had been thinking about making a complaint based on the councillor's careful inspection of the entries as he had assumed the interest was a judging interest and not a personal one.*

### **Behaviour as a private individual and the difference between a conduct breach and misconduct**

Under the LG Act, any conduct by a councillor in an official capacity that is contrary to the standards of behaviour in the Code of Conduct is dealt with as a conduct breach, provided it is not unsuitable meeting conduct, misconduct or corrupt conduct.

Misconduct is more serious in nature<sup>7</sup> and does not rely on a breach of one of the 3R's. This is reflected not only by what it comprises but also by how it must be dealt with. The Office of the Independent Assessor (OIA) may decide to investigate and subsequently refer suspected misconduct to the Conduct Tribunal for decision. A suspected conduct breach may be referred by the OIA to the council to deal with.

Due to its level of seriousness and definition in the Act, private conduct of a councillor can amount to misconduct when there is a connection with the councillor's elected role.

So in Example 1 above, if when arguing with the neighbour, the councillor had instead heavily implied that due to his being a councillor, he would arrange for council inspectors to come and check the neighbour's property for local law violations if the parties do not cease, this behaviour may amount to misconduct under the LG Act definition.<sup>8</sup> As a misconduct matter, it would not be necessary to consider whether one of the 3R's had been breached.

## Social media posts

### What is social media?

Social media is a group of online applications designed to allow information to be created, shared, discussed and disseminated. It includes tools, channels and engagement platforms used to publish content and promote connections and conversations. Social media can include but is not inclusive of:

- Social networking sites e.g. (formerly Twitter), Facebook, LinkedIn, Snapchat, Pinterest, WeChat, Weibo
- Video and photo sharing websites e.g. YouTube, Instagram, Flickr, Vimeo, Periscope, Vine, Youku, TikTok
- Blogs, including those hosted by social media channels or media outlets e.g. Tumblr, 'comments or 'your say' features on websites
- Wikis and online collaborations e.g. Wikipedia
- Forums, discussion boards and groups e.g. Google groups, Reddit, Whirlpool, WhatsApp groups
- Any other tool or emerging technology that allows individuals to publish or communicate in a digital environment

### Posting as a councillor vs posting as a private individual and when does the code apply

<sup>7</sup> See the definition of misconduct in section 150L of the LG Act.

<sup>8</sup> Ibid.

Freedom of expression and the right to engage in public office are fundamental human rights and when exercised by an elected official are an essential part of any democracy.

If a councillor describes themselves as a councillor in a social media post or at the top of their page or in their username or profile, for example, it is reasonable for members of the public to assume that the post is covered by the *Code of Conduct of Councillors in Queensland*. To minimise the potential for a 3R breach, if expressing a personal view on an official councillor profile or when identified as a councillor username, expressly, it is recommended that you state that the view is personal. Be aware too that 'liking' or 'sharing' a post can be perceived by others as endorsing a position when posting on an official councillor profile.

Given how easily confusion can arise, it is best practice to ensure that content on 'councillor named' media is only ever related to the councillor's role or to council business. It must be noted too that even if not described as a councillor or using a 'councillor named' media, the post may still fall within the code's 3R's if discussing council business.

#### *Example*

*Council has attracted significant media attention following a decision to close a street to vehicular traffic. A councillor who did not support the decision retweets a media article on the subject with the comment "we've made a big mistake here and the sooner we return this street to the way it was before, the better." The councillor relies on the fact that their X profile includes the sentence "all views my own". Notwithstanding this profile disclaimer, the tweet gives some community members the impression that the councillor is speaking for council on a changed position. If the councillor wished to tweet, the tweet could read "speaking for myself, I think the council has made a big mistake but sadly, this is the position that was endorsed by the majority". Expressing a councillor's own view is reasonably limited by the need to preserve confidence in the system of government. Councillors must be clear about whether they are expressing their own view or the view of council.*

The department recommends that councillors have separate social media profiles for personal and council use and that they do not place council related opinion or matter on their personal profile. It is likely that readers may find it difficult to differentiate between personal and council accounts, increasing the possibility of unwarranted complaint and confusion.

Councillors should also ensure they have appropriate privacy settings on all social media sites they manage or operate, as all social media posts are public to some degree.

See below an example disclaimer that councillors can choose to disclose on their personal page or social media account:

*I am an elected member of XX Council and comments made by me on this page and elsewhere using this account are my own views and might not represent the position of Council.*

### Managing social media accounts

The suggested measures for managing a councillor's council related social media accounts must be considered in conjunction with council's own social media guidelines. Additionally, it should be aligned with other council policies and procedures that may apply as well as any relevant legislation such as the *Copyright Act 1968* (C'th).

Moderating social media accounts is essential to ensure online conversation is respectful and constructive to the issue being discussed, explained or explored.

Blocking individuals or deleting commentary because of improper behaviour does not represent a breach of the three standards of behavior in the *Code of Conduct for Councillors in Queensland*. It is an appropriate response to good management of social media accounts. Improper behaviour that results in blocking of individuals or deletion of their commentary may include:

- Posting of commentary or imagery that is abusive, offensive, explicit or incites immediate threat to another or incites others to violate laws
- Posting of commentary or imagery that is defamatory, harassing, threatening or bullying to another
- Constant postings and repeated commentary that is off topic to council matters
- Subject of posts are designed in a way to be vexatious or harassing and lowering the value of the debate
- Posting of a councillor's or anyone else's personal information.

It is not acceptable to block commentary that is constructively critical of a councillor or council or to block commentary that constructively expresses a different view to that of a councillor. To do so may amount to a breach of the Code of Conduct.

Councillors who themselves engage in improper behaviour as described above on 'councillor-named' social media will of course enliven code of conduct issues or perhaps misconduct issues depending on the circumstances.



Freedom of expression and the right to engage in public office are fundamental human rights and when exercised by an elected official are essential part of any democracy. The *Local Government Act 2009* and the Code of Conduct however are intended to regulate the conduct of those who voluntarily choose to be councillors and may place reasonable justifiable and lawful limitations on those rights for example where a councillor advocates hatred based on race, gender or religion or makes statements that are demonstrably false and or misleading.

It is worth recalling at this point that the Code of Conduct would apply to such advocacy when a councillor is carrying out their role as an elected official.

### Examples of social media posts that may infringe the behavioural standards of the code

#### *Example 1*

A new supermarket development has been endorsed by Council. A Councillor who opposed the development and voted against it posts on their councillor profile *“Councillors voted on this while drunk after a big lunch. Typical of this crew.”*

This conduct, if demonstrably false or misleading, suggests potential wrongdoing on the part of council, and many infringe the third R: Ensuring Councillor conduct does not adversely reflect on the reputation of Council. It may also infringe the second R: Respect for all.

Instead, the Councillor could post *“I strongly advocated against this development. I am disappointed by the decision.”*

#### *Example 2*

A Councillor publishes a post on their councillor Facebook site expressing disappointment in a Council decision. A member of the community posts a comment reading *“I’m not surprised that Cr A voted in favour – he is without doubt the stupidest person I’ve ever been unfortunate enough to meet.”* The Councillor ‘likes’ the comment.

The Councillor should not endorse the comment by ‘liking’. This conduct may possibly infringe the second R: treat people in a reasonable, just, respectful and non-discriminatory way. Consideration of a range of factors would occur in this circumstance in determining whether an infringement has occurred.

## **PART 2 General Obligations under the Code of Conduct**

The standards of behaviour are summarised as the three R’s. Each councillor bears a personal responsibility to understand the Code and how it applies.

## Responsibilities - The first R

Carry out responsibilities conscientiously and in the best interests of the Council and the community

*The Code of Conduct for Councillors in Queensland* lists seven examples of responsible conduct which it describes as minimum requirements. These are:

*1.1 Attend and participate meaningfully in all local government meetings, committee meetings, informal meetings, relevant workshops and training opportunities to assist them in fulfilling their roles other than where prior leave is given.*

*1.2 Respect and comply with all policies, procedures and resolutions of local government.*

*1.3 Use only official local government electronic communication accounts (e.g. email accounts) when conducting local government business.*

*1.4 Report any suspected wrongdoing to the appropriate entity within required time periods.*

*1.5 Ensure that their behaviour or capacity to perform their responsibilities in their official capacity is not impaired by the use of substances that may put them or others at risk while performing their duties (for example, alcohol, illegal drugs or prescribed/non-prescribed and/or restricted substances).*

*1.6 Cooperate with any investigation being undertaken by the local government or other entity.*

*1.7 Ensure that the Councillor's Advisor is aware of their obligations to comply with the standards of behaviour in the Code of Conduct for Councillor Advisors in Queensland.*

*1.8 Awareness of responsibilities imposed on councillors by the Local Government Act 2009, the City Of Brisbane Act 2010 and the relevant regulations.*

Active and objective personal support for council's policies and procedures along with processes related to conduct mentioned in some of the above examples is vital to the accountable and transparent management of council.

Attending meetings ensures the community is adequately represented. It is very important for councillors to read the agenda items and officers' reports before the council meeting. This background reading helps councillors to effectively assess and provide constructive input into council debate and decision making. Background reports and papers can be very lengthy. Therefore, setting aside enough time for preparation before each council meeting is important.

## Respect – The second R

### Treat people in a reasonable, just, respectful and non-discriminatory way

The Code lists three examples of respectful conduct which it describes as minimum requirements. These are:

*2.1 Treat fellow Councillors, local government employees and members of the public with courtesy, honesty and fairness.*

*2.2 Not use abusive, obscene or threatening language (either oral or written) or behaviour towards other Councillors, local government employees or members of the public.*

*2.3 Have proper regard for other people's rights, obligations, cultural differences, safety, health and welfare.*

To represent their community, councillors must interact and communicate with others in a variety of formal and informal settings from council meetings to one-on-one meetings with constituents or at community meetings and events for example.

Robust debate is necessary, and councillors are expected to express, challenge, criticise and disagree with ideas, views, policies or proposed resolutions of council. Differences of opinion and the defence of those opinions through argument and public debate is an essential part of council life. This must be done however, in a respectful way to build and maintain healthy working relationships among councillors, with council officers and members of the public.

A culture of mutual respect can encourage positive debate and meaningful communication. This in turn can increase the exchange of ideas, understanding and knowledge. Respectful communications are polite and courteous. They involve listening and having consideration for people's feelings, following procedures and policies as well as showing appreciation and thanks. Practically, this means using appropriate language in meetings, allowing others time to speak without interruption and focusing criticism on ideas and policies rather than on personalities or personal attributes.

Disrespectful behaviour can take many forms and will always depend on the circumstances in which it occurs. The circumstances can include:

- the place where the behaviour occurred
- who observed the behaviour
- the character and relationship of the people involved; and
- the behaviour of anyone who prompted the alleged disrespect.

Examples of disrespectful behaviour may include angry outbursts in a council meeting or in written communication or the sharing of malicious gossip or rumours.

Disrespectful behaviour by councillors undermines civil behaviour within our community generally. It is harmful. It impacts the willingness of others to interact. Ongoing disrespectful behaviour can ultimately create a toxic culture and lead to governance failure.

Councillors may respond to criticism and disrespectful behaviour shown to them. But it is important to always be civil and demonstrate leadership in the communication. Criticism on social media channels is common. Many councils offer social media guidance to councillors and management of social media channels is discussed earlier in this guidance material.

## Reputation - The third R

### Ensure conduct does not reflect adversely on the reputation of Council

The Code lists three examples of reputable conduct which it describes as minimum requirements. These are:

*3.1 When expressing an opinion dissenting with the majority decision of the local government respect the democratic process by acknowledging that the local government decision represents the majority view of the local government.*

*3.2 When making public comment, clearly state whether they are speaking on behalf of the local government or expressing their personal views.*

*3.3 At all times strive to maintain and strengthen the public's trust and confidence in the integrity of local government and avoid any action which may diminish its standing, authority or dignity.*

Councillors must be aware that their actions might have an adverse impact on council and may lower the public's trust in council's ability to discharge its functions. Conduct of a councillor which could reasonably be regarded as reducing public confidence could involve for example, making demonstrably dishonest social media posts about council publicly stating false criticisms of the council. Whether a councillor's conduct shifts from diminishing public confidence in their ability to fulfill their role to undermining public confidence in the council as a whole to fulfill its collective role will depend on the specific circumstances.

*Example:*

A councillor posts, 'Mayor X, you and your cronies in council should resign after approving Y development today. How much money did you and your pals accept? #councilfail #jailcouncil'

This example on its face, is likely to bring council's reputation into disrepute as a whole and undermine public confidence in council being able to fulfill its role appropriately.

This behavioural standard does not mean that a councillor cannot be critical of another councillor or the council in any circumstance. As mentioned in the discussion on the second R, *Respect*, councillors or councils make statements or decisions which should be subject to the expression of alternative views or critical commentary. Being able to hold other councillors to account is at the heart of the implied right of freedom of communication and is an essential part of democracy. Such commentary cannot be abusive, personal, unfair and/or materially and demonstrably false or misleading.

## Conclusion

It is important to remember that *The Code of Conduct for Councillors in Queensland* sets only the *minimum* standards of behaviour required of councillors. Behavioural excellence in all respects should be the goal of all councillors. The communities that councillors have been elected to represent rightfully deserve nothing less.





Our ref: WR24/8025

21 March 2024

Department of  
**State Development and Infrastructure**

Mr Hari Boppudi  
Chief Executive Officer  
Flinders Shire Council  
ceo@flinders.qld.gov.au

Dear Mr Boppudi

As a key stakeholder of Economic Development Queensland (EDQ) I am pleased to inform you that on 20 March 2024, the Honourable Grace Grace, Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing, introduced the Economic Development and Other Legislation Amendment Bill 2024 (the Bill) into the Queensland Parliament.

The Bill amends the [Economic Development Act 2012](#) which provides the legislative framework for EDQ to work in partnership across government, industry and the community as the Queensland Government's land use planning and development agency.

The Bill includes changes to EDQ's purpose, powers, corporate structure and operating model to enable EDQ to deliver significant improvements across housing, enterprise and place-based outcomes. This will enable EDQ to support the delivery of more homes faster to accommodate Queensland's growing population, in a way that also delivers thriving communities with jobs, services and everyday facilities close to home.

The Bill focuses on four key areas:

- Housing supply, affordability and diversity
- The introduction of a Place Renewal Framework
- EDQ's corporate structure
- Operational refinements to existing functions and powers.

These amendments also create a more agile organisation that can be more responsive to key government priorities whilst facilitating economic development in an efficient, inclusive and innovative manner in partnership with industry, government and the community.

There are a number of ways to obtain further information and provide your feedback on the Bill:

1. **Key Documents:** Our website includes links to the Bill, Fact Sheets with additional information on the specific amendments and the Minister's media release [Economic Development Queensland and Other Legislation Amendment Bill 2024 | State Development and Infrastructure](#)
2. **Formal Submissions:** The Bill is currently being considered by the *Housing, Big Build and Manufacturing Committee*. If you would like to make a submission on the Bill through the Committee process, further details can be found on the [Queensland Parliament website Bills before the House | Queensland Parliament](#)

Economic Development Queensland  
GPO Box 2202  
Brisbane Queensland 4001 Australia  
Website [www.edq.qld.gov.au](http://www.edq.qld.gov.au)  
ABN 76 590 288 697

3. **Council Briefing:** If you would like to arrange an individual briefing for your organisation then please contact Ms Sarah Beljin, Economic Development Queensland, by telephone on (07) 3452 6917 or by email at [sarah.beljin@dsdilgp.qld.gov.au](mailto:sarah.beljin@dsdilgp.qld.gov.au)

We look forward to engaging with our partners and key stakeholders on this important amendment to the *Economic Development Act 2012* to ensure EDQ is well placed to continue to make a valuable contribution to Queensland.

To learn more about the proposed amendments, or for further information, please contact us directly at [EDQ@dsdilgp.qld.gov.au](mailto:EDQ@dsdilgp.qld.gov.au).

Yours sincerely



Debbie McNamara  
**General Manager**  
**Economic Development Queensland**





**Office of Colin Boyce MP**  
**Federal Member for Flynn**

*Reference: 240318 Council GAB update/CB:KW*

18 March 2024

Queensland's Rural and Regional Councils

*By email: as per mailing list*

**RE: UPDATE ON GREAT ARTESIAN BASIN CARBON SEQUESTRATION FIGHT**

Good afternoon Mayors of Queensland,

Thank you for your support in fighting against carbon sequestration in the Great Artesian Basin.

I write to ask for your financial support for AgForce as they commence their legal battle to prevent the GAB from being used as a test site for the 300,000 tonnes of industrial waste.

From their media release 16 March 2024:

*"AgForce is seeking a judicial review of the Federal Environment Department decision on February 9 2022 which determined the Glencore proposal was not captured by the matters of national environmental significance in the EPBC Act."*

AgForce shares our concerns and believes that taking this matter to court is the only way to protect the GAB, with this precious water resource being too important to allow it to be left to chance.

Our regional communities and towns rely on this water source, and it is in our own best interests to support AgForce financially. If 10 councils could each contribute \$50,000 to help AgForce fight this legal battle, this would provide \$500K of assistance.

It is time to stand up and fight for what our communities need. Water is the lifeblood of regional Queensland and we cannot exist without it.

Regards,

**Colin Boyce MP**  
Federal Member for Flynn



Minister for Fire and Disaster Recovery and  
Minister for Corrective Services

1 William St  
Brisbane Qld 4000  
PO Box 15195 City East  
Queensland 4001 Australia  
Email [fdrc@ministerial.qld.gov.au](mailto:fdrc@ministerial.qld.gov.au)  
ABN 65 959 415 158

Ref No: 03089-2023

4 April 2024

Councillor Kate Peddle  
Mayor  
Flinders Shire Council  
[mayor@flinders.qld.gov.au](mailto:mayor@flinders.qld.gov.au)

Dear Mayor

Let me begin by extending my congratulations on your appointment as Mayor as a result of the recent local government election.

On behalf of the Queensland Government, I am pleased to advise of a one-off exceptional payment of \$30,128.51 being provided to assist Flinders Shire Council with costs associated with the operation of active State Emergency Service (SES) groups during the 2023–24 financial year.

As the Minister responsible for Fire and Disaster Recovery, I am aware of the extensive and important work council does to support SES groups to enable them to protect communities.

In October 2022, the Queensland Government announced a significant uplift for the SES, increasing the annual baseline budget to approximately \$60 million in the coming years. This exceptional payment signifies a continued commitment from the government to the future partnership between local governments and SES.

I encourage you to discuss the opportunities this one-off funding will provide for your local SES volunteers by engaging directly with your SES Local Controller.

The SES Volunteer Support Unit will provide further correspondence advising of the payment transfer. In the meantime, should you require further information about the payment, please contact the SES Volunteer Support Unit on (07) 3635 3854.

Yours sincerely

A handwritten signature in black ink, appearing to read "Nikki Boyd".

The Honourable Nikki Boyd MP  
**Minister for Fire and Disaster Recovery and  
Minister for Corrective Services**



Department of **Resources**

15 April 2024

Mr Hari Boppudi  
Chief Executive Officer  
Flinders Shire Council  
34 Gray Street  
HUGHENDEN Queensland 4821

By email: [flinders@flinders.qld.gov.au](mailto:flinders@flinders.qld.gov.au)

Dear Mr Boppudi

**Consideration for the 2025 land valuation program effective 30 June 2025**

I am seeking your views in relation to the revaluation of your local government area as part of the 2025 land valuation program that will take effect on 30 June 2025.

The *Land Valuation Act 2010* requires that the Valuer-General undertakes an annual valuation of rateable land, but they may decide not to do so in a local government area after considering:

- a market survey report for the local government area that reviews the sales of land and the probable impact of those sales on the value of land since the last annual valuation
- the results of consultation with the local government for the area and appropriate local and industry groups.

The State Valuation Service (SVS) is currently considering a range of factors, including the timing of the last valuation, any extreme weather events that occurred over the last year and market movements. The SVS will continue to monitor the property market.

Consistent with the Act, please advise me of your support or otherwise for a revaluation in 2025. You may also wish to provide me with any additional information relevant for consideration. Please provide your response to me **by Friday 24 May 2024** by email at [valuer-general@resources.qld.gov.au](mailto:valuer-general@resources.qld.gov.au). The results of this consultation will be used to inform my final decision about the 2025 revaluation program.

If you have any further enquiries regarding the revaluation program, please contact Steve Cross, Area Manager, State Valuation Service on telephone 4222 5510 or email [Steve.Cross@resources.qld.gov.au](mailto:Steve.Cross@resources.qld.gov.au).

Yours sincerely

A handwritten signature in black ink, appearing to read 'Laura', followed by a horizontal line.

**Laura Dietrich**  
**Valuer-General**  
**Department of Resources**

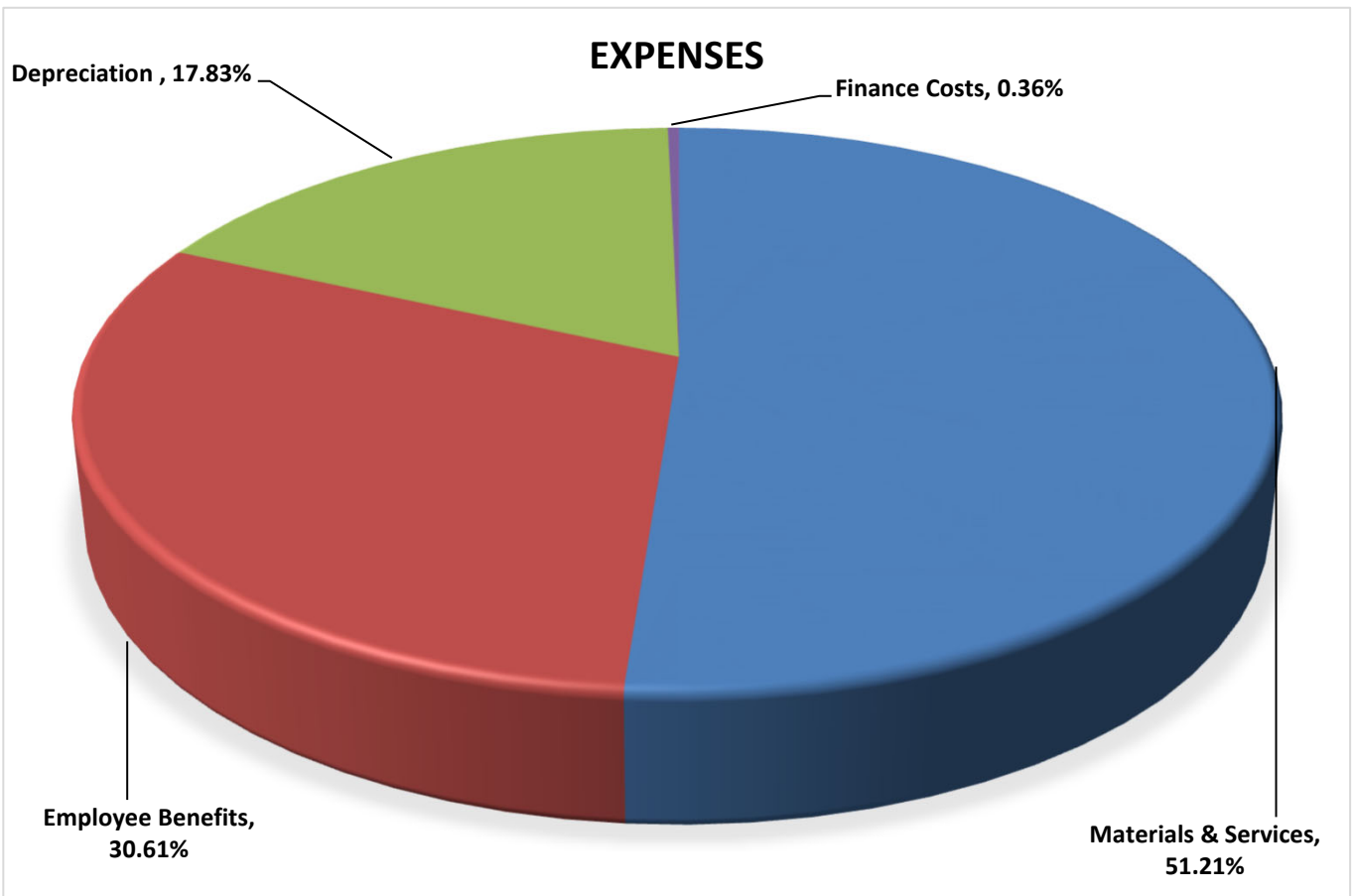
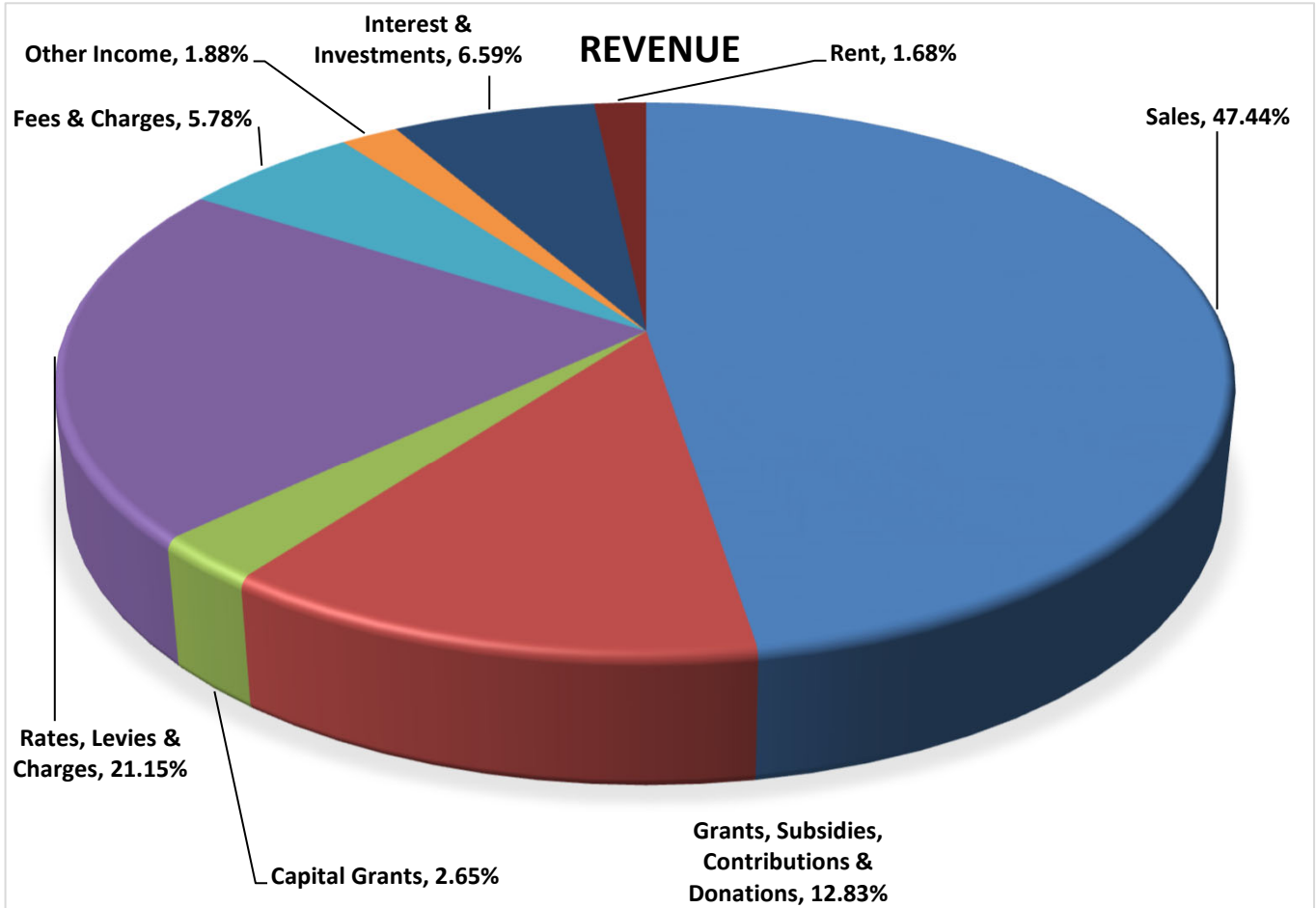
*Discovery • Opportunity • Lifestyle*



**Flinders Shire Council**  
**Financial Report**  
**for the period ended 31 March 2024**

**Flinders Shire Council**  
**Statement of Comprehensive Income**  
for the period ended 31 March 2024

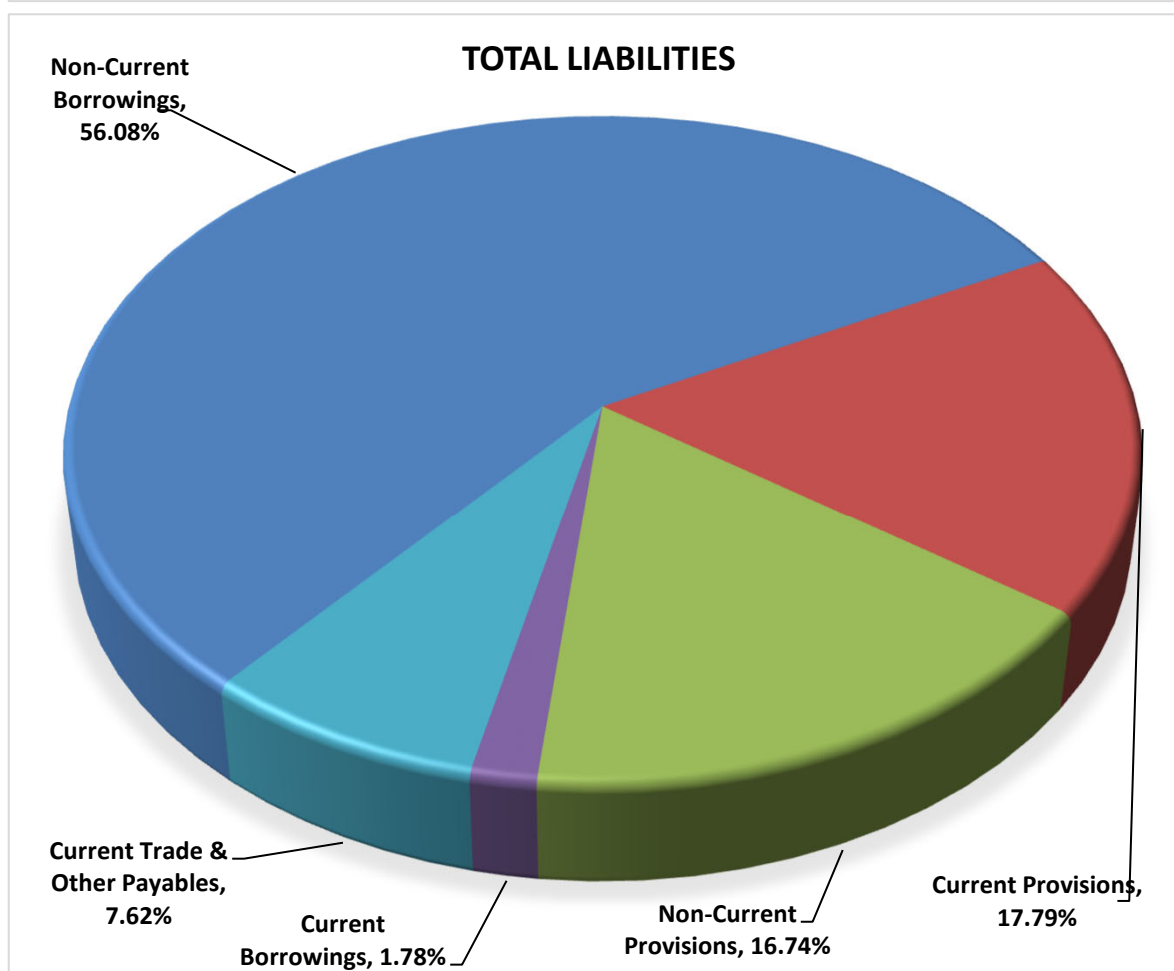
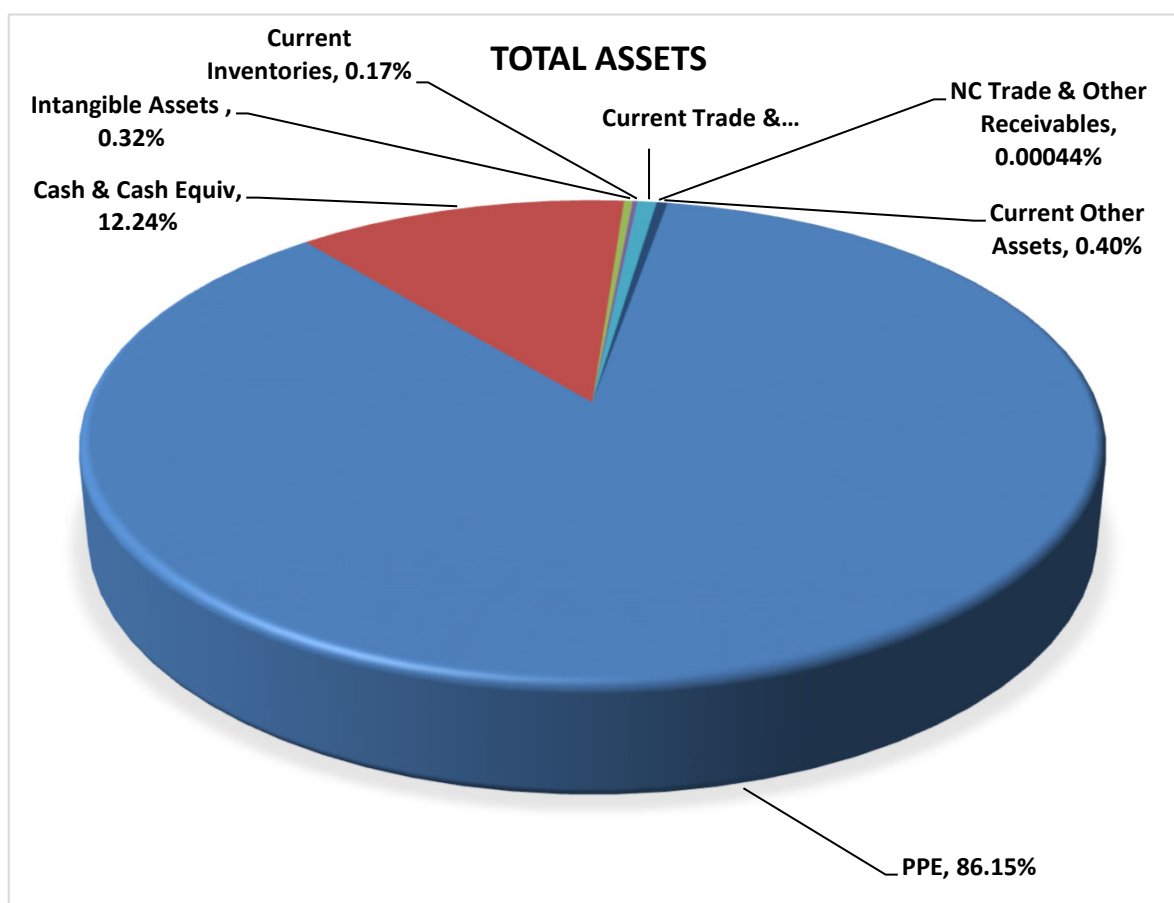
	2024	Revised Budget 23/24	Variance	2023 - Restated
	\$	\$	%	\$
<b>Income</b>				
<b>Revenue</b>				
<b>Recurrent revenue</b>				
Rates, levies and charges	4,973,287	4,947,568	101%	4,692,453
Fees and charges	1,358,232	1,393,360	97%	1,794,147
Sales revenue	11,153,025	12,205,549	91%	16,717,410
Grants, subsidies, contributions and donations	3,017,615	15,024,169	20%	14,980,774
<b>Total recurrent revenue</b>	<u>20,502,159</u>	<u>33,570,645</u>		<u>38,184,786</u>
<b>Capital revenue</b>				
Grants, subsidies, contributions and donations	622,744	11,554,230	5%	3,693,626
<b>Total capital revenue</b>	<u>622,744</u>	<u>11,554,230</u>		<u>3,693,626</u>
Rental income	395,728	530,000	75%	506,857
Interest received	1,549,626	1,656,833	94%	1,326,183
Other income	441,080	564,952	78%	803,211
Other capital income	-	-		304,861
<b>Total income</b>	<u>23,511,336</u>	<u>47,876,661</u>		<u>44,819,524</u>
<b>Expenses</b>				
<b>Recurrent expenses</b>				
Employee benefits	7,668,422	17,886,836	43%	12,580,475
Materials and services	12,828,517	12,944,000	99%	21,847,434
Finance costs	89,335	322,626	28%	328,537
Depreciation and amortisation				
Property, plant and equipment	4,465,492	5,906,336	76%	5,671,698
	<u>25,051,766</u>	<u>37,059,797</u>		<u>40,428,143</u>
<b>Capital expenses</b>	-	-		438,239
<b>Total expenses</b>	<u>25,051,766</u>	<u>37,059,797</u>	68%	<u>40,866,382</u>
<b>Net result</b>	<u>(1,540,429)</u>	<u>10,816,864</u>	-14%	<u>3,953,142</u>
<b>Other comprehensive income</b>				
<b>Items that will not be reclassified to net result</b>				
Increase / (decrease) in asset revaluation surplus	-	-	-	20,425,759
<b>Total other comprehensive income for the year</b>	<u>-</u>	<u>-</u>	<u>-</u>	<u>20,425,759</u>
<b>Total comprehensive income for the year</b>	<u>(1,540,429)</u>	<u>10,816,864</u>	<u>-14%</u>	<u>24,378,901</u>



**Flinders Shire Council**  
**Statement of Financial Position**  
**for the period ended 31 March 2024**

	2024	Revised Budget 23/24	Variance	2023	Restated
	\$	\$	%		\$
<b>Current assets</b>					
Cash and cash equivalents	38,955,399	49,817,000	78%		45,232,657
Receivables	2,278,505	3,970,100	57%		3,748,330
Inventories	536,826	671,500	80%		574,525
Contract assets	-	-			753,985
Other assets	1,274,159	74,000	1722%		301,618
<b>Total current assets</b>	<b>43,044,889</b>	<b>54,532,600</b>	<b>79%</b>		<b>50,611,116</b>
<b>Non-current assets</b>					
Receivables	1,400	2,000	70%		1,400
Property, plant and equipment	274,068,350	275,869,000	99%		272,453,077
Intangible assets	1,022,400	1,022,000	100%		1,022,400
<b>Total non-current assets</b>	<b>275,092,150</b>	<b>276,893,000</b>	<b>99%</b>		<b>273,476,877</b>
<b>Total assets</b>	<b>318,137,039</b>	<b>331,425,600</b>	<b>96%</b>		<b>324,087,993</b>
<b>Current liabilities</b>					
Payables	964,202	2,471,932	39%		3,241,902
Contract liabilities	-	-	0%		1,360,346
Borrowings	224,985	791,500	28%		895,223
Provisions	2,251,100	631,500	356%		2,251,100
<b>Total current liabilities</b>	<b>3,440,287</b>	<b>3,894,932</b>	<b>88%</b>		<b>7,748,572</b>
<b>Non-current liabilities</b>					
Borrowings	7,096,633	6,398,777	111%		7,198,873
Provisions	2,118,521	3,293,000	64%		2,118,521
<b>Total non-current liabilities</b>	<b>9,215,154</b>	<b>9,691,777</b>	<b>95%</b>		<b>9,317,394</b>
<b>Total liabilities</b>	<b>12,655,441</b>	<b>13,586,709</b>	<b>93%</b>		<b>17,065,965</b>
<b>Net community assets</b>	<b>305,481,598</b>	<b>317,838,891</b>	<b>96%</b>		<b>307,022,027</b>
<b>Community equity</b>					
Asset revaluation surplus	116,783,769	116,783,769	100%		116,783,769
Retained surplus	188,697,829	201,055,121	94%		190,238,258
<b>Total community equity</b>	<b>305,481,598</b>	<b>317,838,891</b>	<b>96%</b>		<b>307,022,028</b>

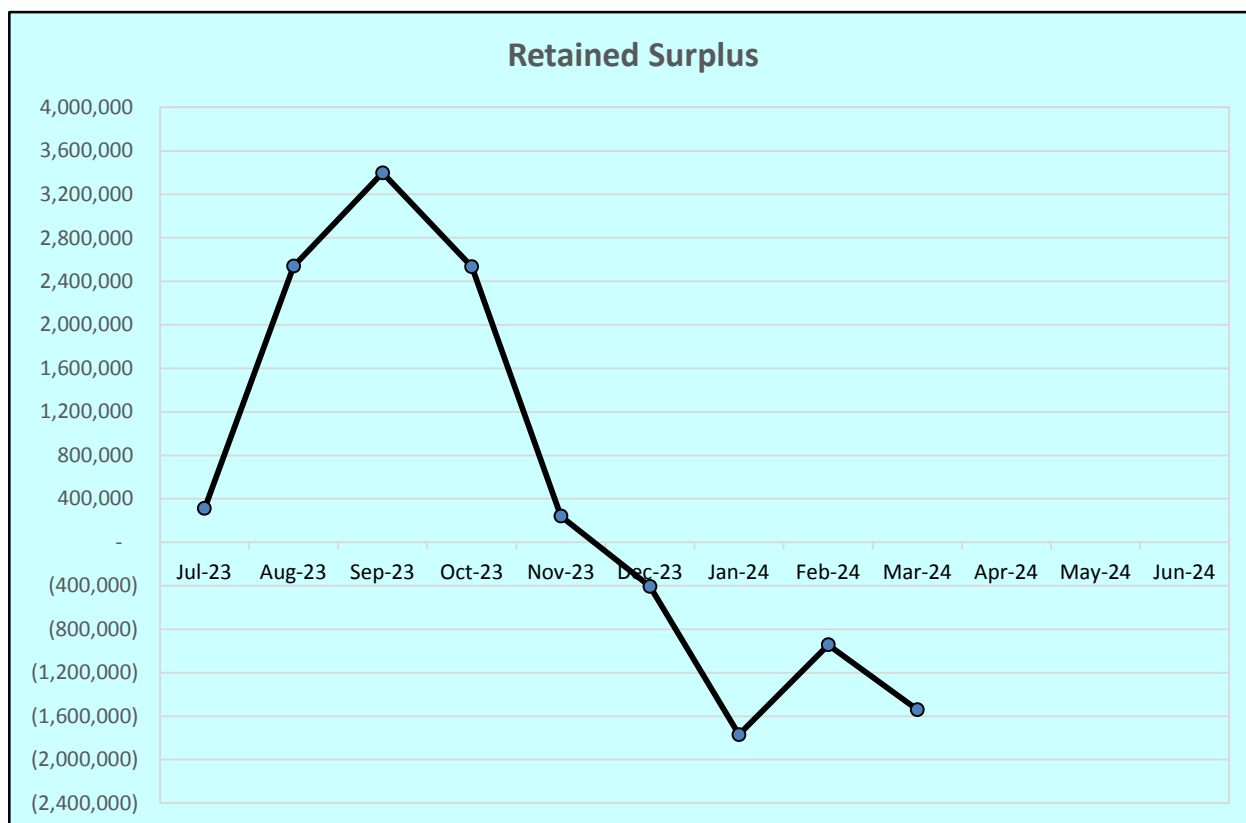




## Flinders Shire Council

### Statement of Changes in Equity for the period ended 31 March 2024

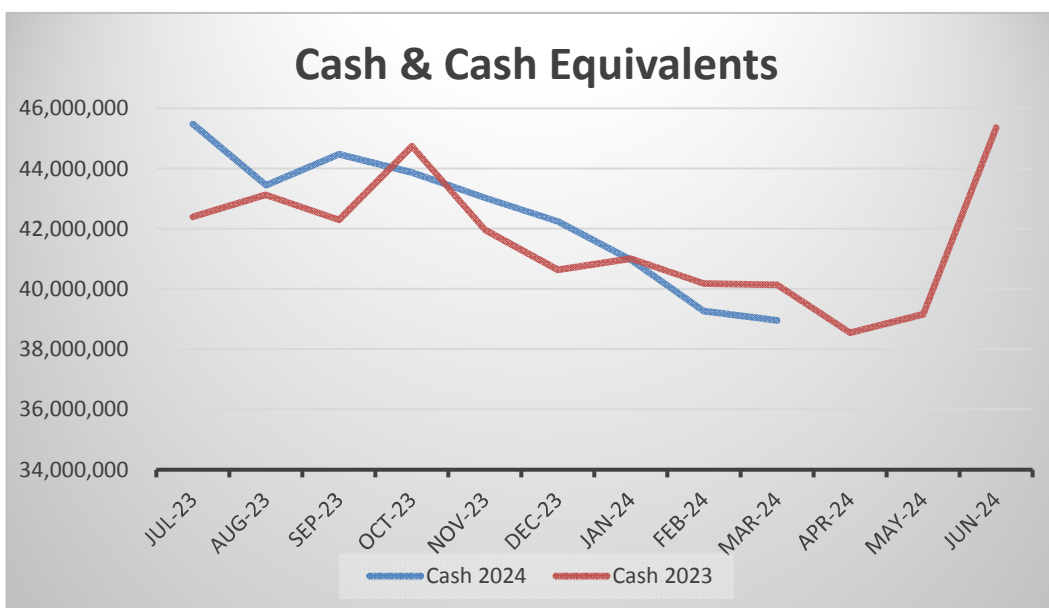
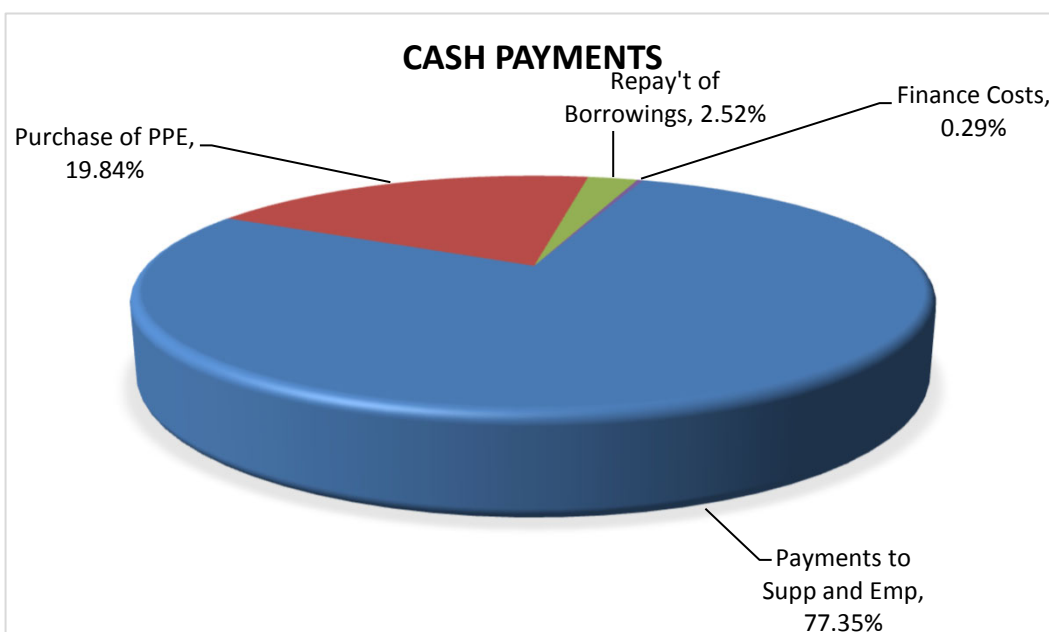
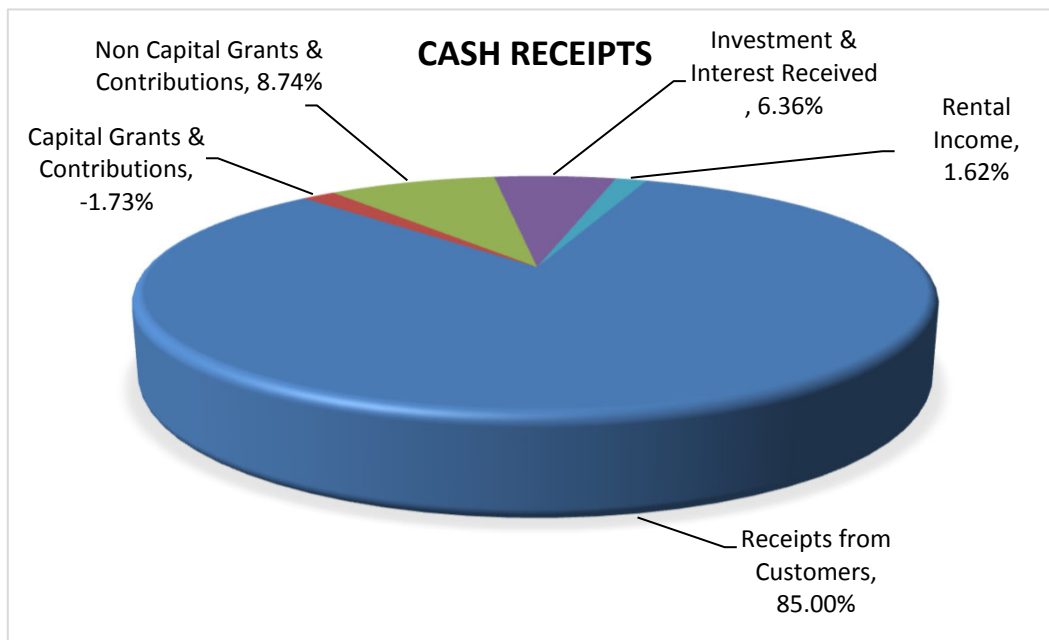
	Asset revaluation surplus	Retained surplus	Total
	\$	\$	\$
<b>Balance as at 1 July 2023</b>	116,783,769	190,238,258	307,022,027
Net result	-	(1,540,429)	(1,540,429)
Other comprehensive income for the year			
Increase / (decrease) in asset revaluation surplus	-	-	-
<b>Total comprehensive income for the year</b>	-	(1,540,429)	(1,540,429)
<b>Balance as at 31 March 2024</b>	116,783,769	188,697,829	305,481,598
<b>Balance as at 1 July 2022</b>	96,358,010	186,285,116	282,643,126
	96,358,010	186,285,116	282,643,126
Net result	-	3,953,142	3,953,142
Other comprehensive income for the year			
Increase / (decrease) in asset revaluation surplus	20,425,759	-	20,425,759
<b>Total comprehensive income for the year</b>	20,425,759	3,953,142	24,378,901
<b>Balance as at 30 June 2023</b>	116,783,769	190,238,258	307,022,027



**Flinders Shire Council**

**Statement of Cash Flows  
for the period ended 31 March 2024**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Cash flows from operating activities</b>		
Receipts from customers	20,719,168	26,901,972
Payments to suppliers and employees	(23,709,481)	(34,794,998)
	(2,990,313)	(7,893,026)
Interest received	1,549,626	1,326,183
Rental Income	395,728	506,857
Recurrent grants, subsidies, contributions and donations	2,131,168	15,827,452
Borrowing costs	(89,335)	(328,537)
<b>Net cash inflow (outflow) from operating activities</b>	<b>996,873</b>	<b>9,438,929</b>
<b>Cash flows from investing activities</b>		
Payments for property, plant and equipment	(6,080,765)	(8,688,008)
Grants, subsidies, contributions and donations - Capital	(420,890)	2,848,658
Proceeds from sale of property plant and equipment	-	959,699
<b>Net cash inflow (outflow) from investing activities</b>	<b>(6,501,655)</b>	<b>(4,879,650)</b>
<b>Cash flows from financing activities</b>		
Proceeds from borrowings	-	-
Repayment of borrowings	(772,478)	(875,878)
<b>Net cash inflow (outflow) from financing activities</b>	<b>(772,478)</b>	<b>(875,878)</b>
<b>Net increase (decrease) in cash and cash equivalent held</b>	<b>(6,277,260)</b>	<b>3,683,401</b>
<b>Cash and cash equivalents at the beginning of the financial year</b>	<b>45,232,658</b>	<b>41,549,257</b>
<b>Cash and cash equivalents at end of the financial year</b>	<b>38,955,399</b>	<b>45,232,658</b>



**Flinders Shire Council**  
**Unrestricted Cash Reconciliation**  
**for the period ended 31 March 2024**

Cash Balance		38,955,399
<b>Less:</b>		
Current Liabilities		3,440,287
Non-Current Provisions		2,118,521
Unspent Grant Funding		783,703
Reserves		12,000,000
Roads	4,000,000	
Water	1,500,000	
Sewer	1,500,000	
Buildings & Other Structures	2,500,000	
Plant Replacement	2,000,000	
Cemeteries	500,000	
<b>Total Unrestricted Cash</b>		<b>20,612,887</b>