

E2023/111132
Your ref: A7503044
Contact: Heather Sills



November 2023

Attn: Joanne Nava
Local Government Remuneration Tribunal
Via email: remunerationtribunals@psc.nsw.gov.au

Dear Ms Nava,

Submission - Mayor and Councillors Fees Review and Categories Review

Thank you for the opportunity to make a submission in respect of the Mayor and Councillors' fees for the 2024/25 financial year, as outlined in the letter dated 3 October 2023.

This submission was endorsed by Council on 23 November 2023 (**resolution 23-###**).

Council acknowledges its re-categorisation to *Regional Centre*, as a result of the Tribunal's [2023 determination](#). Council appreciates the recognition by the Tribunal of the impacts of factors such as visitor numbers, population growth, and development on the community and the complex and tireless work of Councillors.

Council's submission requests the maximum allowable increase to the fees payable (4%) and for recognition of Deputy Mayors as a distinct category within the local government remuneration framework.

Council, as it has done in previous years, urges the Tribunal to apply the maximum increase available, to offset the increasing cost of living.

Council accepts that Tribunal must give consideration to s242A(1) of the *Local Government Act 1993*, such as *"to give effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the Industrial Relations Act 1996 when making or varying awards or orders relating to the conditions of employment of public sector employees."*

Notwithstanding, Council strongly asserts its position that a 4% increase is insufficient to cope with the rising cost of living and fails to rectify the long-standing undervaluation of the work carried out by Mayors and Councillors in NSW.

Recognition of Deputy Mayors as a distinct category within the local government remuneration framework.

Deputy Mayors undertake significant responsibilities, including representing the Mayor in their absence, chairing committees, and playing a pivotal role in decision-making and advocacy.

These duties often demand extensive time, effort, and expertise beyond their role as a Councillor. The Local Government Act 1993 s249(5) provides that:



“A council may pay the deputy mayor (if there is one) a fee determined by the council for such time as the deputy mayor acts in the office of the mayor. The amount of the fee so paid must be deducted from the mayor’s annual fee.”

This provision does not appropriately or equitably recognise the increased responsibilities of the Deputy Mayor on a day to day basis.

The current remuneration structure fails to account for the instances where the Deputy Mayor is required to step in and/or support the Mayor, not just during periods of absence, but also during times of heavy workload or emergencies. These situations often demand the Deputy Mayor's immediate attention, involvement, and leadership.

To adequately address this gap, we request that the Local Government Remuneration Tribunal establish a remuneration structure that recognises the distinct role and contributions of Deputy Mayors.

Please contact me on 02 6626 7000 or marnold@byron.nsw.gov.au if you require any further information.

Yours sincerely

Mark Arnold
General Manager