



McArthur

Talent Architects



2018-2019
Local Government

NATIONAL REMUNERATION SURVEY

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

PLUS

- ▶ Remuneration trends
- ▶ Gender statistics
- ▶ Packaging data

OVERVIEW

OF THE 2018 / 2019 SURVEY

The 2018 / 2019 National Remuneration Survey for Local Government attracted data from 214 councils nationally covering 8,782 positions across four tiers of management. The size of councils that participated ranged from those with recurrent expenditure budgets exceeding \$900 million to those with budgets of less than \$3 million. Staff numbers ranged from less than 20 to more than 3,000, and populations from below 400 to well over 500,000.

As a consequence of the substantial variance in council size we have categorised each Council depending on their size taking into consideration budget, staff and population. The following table provides a summary of participating councils by category.

	Category	Recurrent Expenditure Budget	No. of Councils
1	Very Large Metropolitan / Regional Council	Greater than \$160 Million	31
2	Large Metropolitan / Regional	\$100M - \$160M	30
3	Medium Metropolitan / Large Rural	\$60M - \$100M	28
4	Small Metropolitan / Rural	\$30M - \$60M	40
5	Small Rural	Less than \$30M	85

Across the country, remuneration levels also varied significantly. The following table shows the range of remuneration paid to four management levels across each of the Council categories.

Category 1		Range	
Level		High	Low
1	Chief Executive Officer / General Manager	\$590,000	\$330,000
2	Directors / Group Managers	\$380,000	\$210,000
3	Managers	\$350,000	\$135,000
4	Coordinator / Team Leader	\$210,000	\$85,000

Category 2		Range	
Level		High	Low
1	Chief Executive Officer / General Manager	\$400,000	\$310,000
2	Directors / Group Managers	\$330,000	\$165,000
3	Managers	\$250,000	\$100,000
4	Coordinator / Team Leader	\$180,000	\$78,000

Category 3		Range	
Level		High	Low
1	Chief Executive Officer / General Manager	\$345,000	\$260,000
2	Directors / Group Managers	\$285,000	\$170,000
3	Managers	\$205,000	\$90,000
4	Coordinator / Team Leader	\$160,000	\$75,000

Category 4		Range	
Level		High	Low
1	Chief Executive Officer / General Manager	\$365,000	\$215,000
2	Directors / Group Managers	\$255,000	\$145,000
3	Managers	\$220,000	\$90,000
4	Coordinator / Team Leader	\$160,000	\$65,000

Category 5		Range	
Level		High	Low
1	Chief Executive Officer / General Manager	\$320,000	\$150,000
2	Directors / Group Managers	\$215,000	\$110,000
3	Managers	\$205,000	\$85,000
4	Coordinator / Team Leader	\$140,000	\$65,000

The value of Remuneration packages within the 2018/19 survey period revealed significant variations across all Job Families when compared to previous years, primarily as a consequence of many councils submitting data to the survey for the first time.

At the Chief Executive / General Manager level, the overall average increase in packages across all council categories was 2.16% representing a significant variation over the previous year where the average increase was 3.44%. Positions within the Very Large Metropolitan Councils received the highest increase (6.16%) while those in Small Rural Councils experienced a decline of 2.46%.

Level 2 positions realised an average increase of 0.83% across all council categories with those in the larger metropolitan councils achieving increases in excess of the Consumer Price Index. Those in the smaller councils experienced increases below the index. Positions within the Engineering and Regulatory / Statutory Services Job families realised increases above CPI, while those in all other job families failed to reach that mark.

Positions at Level 3 achieved an average increase of 2.95% across all council categories with the larger metropolitan councils achieving significant increases in excess of Consumer Price Index, 4.22% and 4.16% respectively. Positions within category 4 councils (Small Metropolitan / Medium Rural Councils) also realised an increase in excess of CPI (2.98%), while those in the Category 3 (Medium Metropolitan / Large Rural Councils) experienced increases below the index. Positions within Corporate Services achieved the highest average increase, while those within Engineering Services experienced an increase marginally below CPI.

With an average increase of 1.76% across all council categories, Level 4 positions within categories 1 and 4 averaged increases substantially above CPI, while positions in all other categories experienced average increases below CPI. Once again, positions within Corporate Services achieved the highest increase, while those within Community Services experienced an increase below CPI.

Nationally the CPI figure (all groups) for September 2017 to September 2018 was 1.9%.

REMUNERATION TRENDS – OVER THE YEARS

The National Remuneration Survey for Local Government has noted the trends emerging within the industry, with this information providing a sound basis for benchmarking decisions by councils. In the following pages we have again identified significant movements in remuneration packages.

There are many factors affecting variations in remuneration levels, including, contractual arrangements, standards of performance, staff retention initiatives and staff turnover. Accordingly, variances by discipline and council size need to be taken into consideration.

The survey data illustrates the emerging remuneration trends which incorporate all managerial and senior positions from Level 1 CEO/General Manager to Level 4 Coordinators and Team Leaders.

CHIEF EXECUTIVE OFFICER / GENERAL MANAGER

Nationally, the CPI figure (all groups) for the twelve-month period to September 2018 was 1.9%. Over this period the average increase in packages for Chief Executive Officers and General Managers across all council categories was 2.16% representing a significant variation over the previous year where the increase was 3.44%.

With the exception of category 3 and 5 councils, Chief Executive Officers and General Managers experienced increases in Total Remuneration Packages well in excess of CPI. Those employed in Very Large Metropolitan (category 1) councils received the largest increase of 6.16% followed closely by those employed in Small Metropolitan / Medium Rural Councils who received an increase of 5.25%.

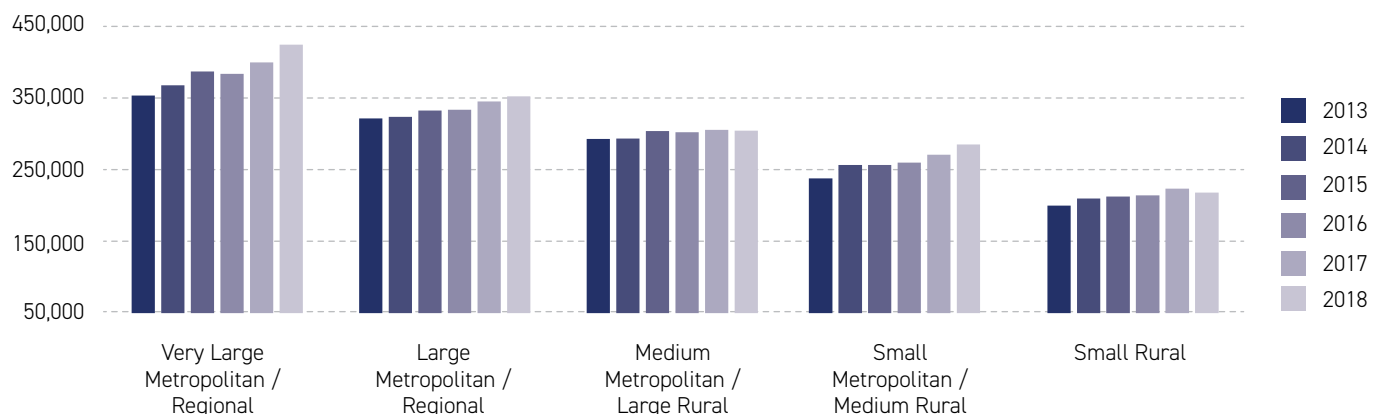
When we look at movements over the five-year period (2014 – 2018) we note that CEO's / General Managers within category 1 councils experienced the highest increase of 20.12%. Those within category 4 councils received an average of 19.70% while positions within categories 2 and 5 received more moderate increases of 9.62% and 9.06% respectively. Category 4 councils realised the lowest increase of 4.01%.

Table 1 and Chart 1 show the average remuneration packages for CEO / General Managers from 2013 – 2018.

CEO / General Manager Average Packages by Council Category 2013 - 2018

Council Category	2013	2014	2015	2016	2017	2018
Very Large Metropolitan / Regional (Category 1)	354,115	368,369	387,819	384,367	400,680	425,368
Large Metropolitan / Regional (Category 2)	322,187	324,491	333,330	334,388	345,900	353,174
Medium Metropolitan / Large Rural (Category 3)	293,401	293,906	304,691	302,660	305,875	305,180
Small Metropolitan / Medium Rural (Category 4)	238,562	257,002	256,868	260,431	271,324	285,567
Small Rural (Category 5)	200,250	210,293	213,038	214,692	223,884	218,383

[Table 1]



[Chart 1]

GENDER STATISTICS

Over the past nine years we have provided information relating to gender balance.

The following table presents data covering a four-year period from 2015 – 2018 and shows a minimal change in the relative spread across each level. We note however that over the years there has been an increase of 4 % in the number of females at the Chief Executive / General Manager level despite a minor decline in 2017.

Position Level	2015			2016			2017			2018		
	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male
Level 1 – CEO / General Manager	208	25 (12%)	183 (88%)	204	30 (15%)	174 (85%)	203	29 (14%)	174 (86%)	209	34 (16%)	175 (84%)
Level 2 – Director, General Manager, Group Manager	703	219 (31%)	484 (69%)	723	216 (30%)	507 (70%)	706	216 (31%)	490 (69%)	734	238 (32%)	496 (68%)
Level 3 – Manager, Professional	2,311	862 (37%)	1,449 (63%)	2,376	911 (38%)	1,465 (62%)	2,397	923 (39%)	1,474 (61%)	2,435	902 (37%)	1,533 (63%)
Level 4 – Team Leader, Coordinator	3,769	1,649 (44%)	2,120 (56%)	4,275	1,963 (46%)	2,312 (54%)	4,855	2,261 (47%)	2,594 (53%)	5,404	2,565 (47%)	2,839 (53%)
TOTAL	6,991	2,755 (39%)	4,236 (61%)	7,578	3,120 (41%)	4,458 (59%)	8,161	3,429 (42%)	4,732 (58%)	8,782	3,739 (43%)	5,043 (57%)

[Table 54]

This year's survey attracted data for 8,782 positions from 214 councils. When we look at the gender ratio within each Job Family and across each level over the past four years the following picture emerges.

Job Family / Level	Ratio – Male / Female 2015 / 2016		Ratio – Male / Female 2016 / 2017		Ratio – Male / Female 2017 / 2018		Ratio – Male / Female 2018 / 2019	
	Male	Female	Male	Female	Male	Female	Male	Female
Chief Executive / General Manager	87.98%	12.02%	85.29%	14.71%	85.71%	14.29%	83.73%	16.27%
Community Services								
Level 2	41.18%	58.82%	49.14%	50.86%	41.23%	58.77%	38.79%	61.21%
Level 3	41.53%	58.47%	40.65%	59.35%	39.86%	60.14%	37.35%	62.65%
Level 4	27.56%	72.44%	24.11%	75.89%	27.20%	72.80%	34.54%	65.46%
Corporate Services								
Level 2	57.61%	42.39%	59.46%	40.54%	64.11%	35.89%	65.83%	34.17%
Level 3	49.87%	50.13%	49.34%	50.66%	49.49%	50.11%	51.33%	48.67%
Level 4	37.93%	62.07%	36.22%	63.78%	35.50%	64.50%	34.54%	65.46%
H/R Organisational Development								
Level 2	-	-	23.33%	76.67%	44.83%	55.17%	35.29%	64.71%
Engineering Services								
Level 2	92.50%	7.50%	92.16%	7.84%	88.44%	11.56%	84.92%	15.08%
Level 3	88.63%	11.37%	88.42%	11.58%	87.23%	12.77%	86.88%	13.12%
Level 4	86.77%	13.23%	87.02%	12.98%	86.37%	13.63%	84.63%	15.37%
Regulatory / Statutory Services								
Level 2	78.01%	21.99%	75.00%	25.00%	74.48%	25.52%	77.24%	22.76%
Level 3	68.47%	31.53%	66.52%	33.48%	66.52%	33.48%	67.02%	32.98%
Level 4	63.71%	36.29%	61.08%	38.92%	58.21%	41.79%	58.48%	41.52%
TOTAL	60.59%	39.41%	58.83%	41.17%	57.98%	42.02%	58.22%	39.96%

[Table 55]

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Talent Architects would like to thank the Councils of Broome, Bundaberg, Camden, Darwin, Geelong and Mid-Murray, and also Peter Bennetts Photography and Lyons, Birrelli and Maddison Architects (Devonport) for their kind permission to reproduce the back/front cover images.