

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

## 2020 - 2021 LOCAL GOVERNMENT

Severn Council Glenorchy City Council Golden Plains  
Goyder Regional Council Grant District Council  
Greater Shepparton City Council Gunnedah Shire  
City Council Hume City Council Huon Valley Council  
Karoonda East Murray District Council Karratha City  
Kingston District Council Knox City Council Kojonup  
Lachlan Shire Council Lake Macquarie City Council  
Lockyer Valley Regional Council Loddon Shire Council  
Waikerie District Council Mackay Regional Council  
Council Marion City Council Maroondah City Council  
Mildura Rural City Council Mingenew Shire Council  
Moorabool Shire Council Morawa Shire Council Moree  
Barker District Council Mount Gambier City Council  
City Council Murray Shire Council Murrindindi Shire  
Naracoorte Lucindale Council Narrogin Shire Council  
Council Northern Grampians Shire Council Paroo Shire  
Plantagenet Shire Council Playford City Council  
Stephens Council Redland City Council Renmark  
Roper Gulf Regional Council Shellharbour City  
Council South Perth City Council Southern Downs  
Council Strathfield Council Streaky Bay District  
Council Tea Tree Gully City Council The Flinders  
Town of Gawler Town of Mosman Park Town of Port  
Shire Council Unley City Council Upper Lachlan Shire  
Wakefield Regional Council Wanneroo City Council  
Council Wentworth Shire Council West Arnhem  
Whitsunday Regional Council Whittlesea City Council  
Municipal Council Wyndham City Council Yankalilla  
Shire Council Yorke Peninsula District Council

McArthur

Talent Architects

# NATIONAL REMUNERATION SURVEY

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

#### PLUS

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

# INTRODUCTION

2020 was a year without parallel. It challenged our thinking, questioned our judgement on almost everything and brought unprecedented change to the way we live, and to the way we work.

As the sector comes to terms with the changing landscape of COVID 19 and hopefully a post-COVID world, it has never been more important for Councils, to assess and realign workforce strategies, and ensure remuneration levels and benefits packaging models are on the money.

This year, we are pleased to say that the 19th edition of our remuneration report has set a new benchmark for council participation and data capture with 230 councils reporting on 11,400+ positions across 6 categories. The 2020/2021 report delivers a broad range of critical information and intelligence which helps support both operational and strategic business decision-making, while delivering data and analysis-based insights which allow Councils to:

- Develop accurate, market-competitive reward and recognition structures based on key benchmarking criteria,
- Support more effective talent sourcing and deliver improved ROI across all key recruitment activities,
- Build effective talent retention strategies founded on the right insight and market intelligence.

Thank you to all Councils who took the time to be part of this important research, particularly during a year where I am sure priorities lay elsewhere. As usual, all participating Councils receive a complimentary copy as thanks and recognition, without your ongoing support we simply could not deliver the level of reporting the sector has come to expect.

Without doubt, the events of 2020 (and most likely 2021) will have a significant influence and impact on the way Councils plan and implement remuneration strategies. With McArthur, you can be confident we will continue to develop the depth and relevance of both our data and subsequent analysis to help ensure you have the insight to make the best possible decisions, especially at a time when uncertainty and evolving change are driving key workforce agendas.

In the meantime, specialist McArthur Talent Architects consultants are available to discuss the report and your wider remuneration strategy objectives in more detail.

All the best for 2021.

**Matthew McArthur**  
Chief Executive Officer



# OVERVIEW

## OF THE 2020 / 2021 SURVEY

The 2020 / 2021 National Remuneration Survey for Local Government attracted data from 230 councils nationally covering 11,486 positions across four tiers of management. The size of councils that participated ranged from those with recurrent expenditure budgets exceeding \$580 million to those with budgets of less than \$3.5 million. Staff numbers ranged from less than 15 to more than 2,400, and populations from below 300 to over 450,000.

In last year's survey we increased the number of council categories from five to six as a consequence of variations in the size of councils due to growth over the past fifteen years and the impact of amalgamations and, the substantial number of participating councils with expenditure budgets below \$30 million. In this year's survey, we have updated council classifications to reflect their category based on current Annual Recurrent Expenditure, Rate Income, Population and Staff numbers.

The reclassification of council categories has impacted on the trend analysis which will vary slightly from previous survey publications.

The following table provides a summary of participating councils by category.

Council Category	Annual Recurrent Expenditure	No. of Councils
Category 1	Greater than \$160Million	41
Category 2	\$100M - \$160M	32
Category 3	\$60M - \$100M	28
Category 4	\$30M - \$60M	47
Category 5	\$15M - \$30M	40
Category 6	Less than \$15M	42

Nationally, remuneration levels varied significantly across the various Management Levels. The following tables shows the range of remuneration paid to four management levels across each of the Council categories.

Category 1		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	39	550,000	336,000	414,707
2	Directors / Group Managers	205	370,000	195,000	278,500
3	Managers	853	324,000	121,000	189,250
4	Coordinator / Team Leader	2,850	267,000	78,200	124,850

Category 2		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	31	474,000	257,500	335,600
2	Directors / Group Managers	136	332,000	165,200	254,500
3	Managers	530	265,000	110,250	176,835
4	Coordinator / Team Leader	1,571	232,800	77,950	113,418

Category 3		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	27	458,000	235,750	324,500
2	Directors / Group Managers	102	335,000	155,000	230,450
3	Managers	361	247,950	102,500	160,750
4	Coordinator / Team Leader	805	187,500	71,500	112,800

# OVERVIEW OF THE 2020 / 2021 SURVEY

Category 4		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	47	527,500	227,000	283,600
2	Directors / Group Managers	155	300,800	124,000	195,600
3	Managers	518	216,500	87,500	139,600
4	Coordinator / Team Leader	1,333	185,500	68,600	96,750

Category 5		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	40	317,250	188,500	248,050
2	Directors / Group Managers	135	234,250	109,500	169,165
3	Managers	354	234,000	79,600	113,970
4	Coordinator / Team Leader	600	173,750	65,600	82,450

Category 6		Count	Range		Average
Level			High	Low	
1	Chief Executive Officer / General Manager	41	255,750	168,750	201,799
2	Directors / Group Managers	99	216,350	85,350	141,224
3	Managers	168	143,500	79,250	96,300
4	Coordinator / Team Leader	487	132,000	61,700	71,250

The value of Remuneration packages within the current survey period revealed significant variations across all Job Families when compared to previous years.

At the Chief Executive / General Manager level, the overall average increase in packages across all council categories was 1.65% representing a slight increase over the previous year where the average increase was 1.24%, and a more significant variation against the 2017 increase of 4.0%. Positions within category 3 councils received the highest increase (6.9%) while those in categories 1 and 2 experienced limited progression.

Level 2 positions realised an average increase of 1.99% across all council categories with those in category 3 achieving the highest increase of 5.70%. Positions within all other categories achieved increases in excess of CPI with the exception of category 1 which returned a negative result. Within specific disciplines, Regulatory / Statutory Services achieved the highest increase of 3.81% followed by Human Resources with an increase of 2.16%. All other disciplines received increases in excess of CPI with the exception of Corporate Services.

Positions at Level 3 achieved an average increase of 1.7% across all council categories with those in categories 2, 3 and 4 the only ones to receive increases above the CPI. Within specific disciplines, Regulatory / Statutory Services achieved the highest increase of 2.07% followed Corporate Services with an increase of 1.33%. Positions within Engineering and Community Services achieved increases below CPI.

With an average in negative territory (0.83%) across all council categories, level 4 positions within category 3 received the highest increase of 6.62%, followed by those within category 2 (1.45%). Positions within all other categories failed to achieve positive results. Within specific disciplines, positions within Corporate Services were the only ones to achieve increases above CPI.

Nationally the CPI figure (all groups) for September 2019 to September 2020 was 0.7%.