

McArthur

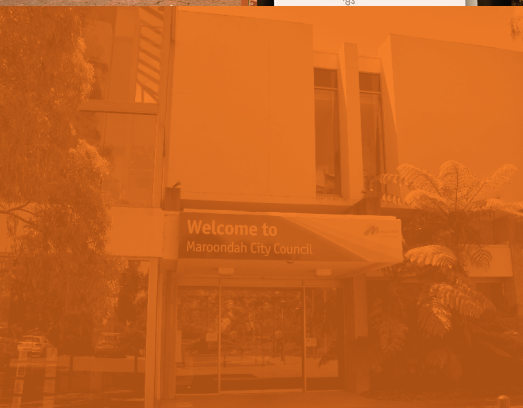
Talent Architects

2016–17 Local Government National Remuneration Survey

- 15th edition
- 210 Councils
- 7,500+ positions



- 94 disciplines
- 5 Council categories
- 30+ years insight



- Remuneration trends
- Gender statistics
- Packaging data

Introduction

Each year the McArthur team sponsor and attend all key state and national Local Government conferences across the country. We use these events not only to network with the sector, but also to ensure we keep our finger on the pulse of change and that our expertise is still vital and relevant. Based on client feedback from these events, the annual National Remuneration Survey for Local Government is one of our most anticipated and valued initiatives, and I am excited to introduce our 15th edition.

The 2016/2017 report again contains data and feedback from more than 200 Councils across the country. The 7500+ positions reported on sets a new reporting benchmark and covers a broad spectrum of levels from CEO/General Manager to Team Leader.

The continued growth in Council participation is a reflection on how the sector is increasingly realising the value and potential of key data and the added insight it can bring to the broader HR spectrum – in particular recruitment initiatives. Over the last year, at the request of a growing number of Local Government clients, McArthur has integrated informed remuneration based recommendations into our proposals. It has allowed those Councils to be more realistic, competitive and relevant in their talent sourcing activities.

As usual, this year's report delivers an unparalleled range of critical information and intelligence which help support both operational and strategic business decision-making, while delivering data and analysis-based insights allowing 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.

As the sector moves to compete more aggressively with private enterprise for top talent, ensuring remuneration levels and benefits packaging strategies are on the money has never been more important. We are sure you will find the report a vital resource in helping you achieve this. In addition, specialist McArthur Talent Architects consultants are available to discuss the report and your wider remuneration strategy objectives in more detail.

Thank you to those Councils who took the time to be part of this important research. As usual all participating Councils receive a free copy as thanks and recognition – without your ongoing support we simply could not deliver the level of reporting the sector has come to expect.

I am both pleased and proud to share the outcomes of the 2016/2017 National Remuneration Survey for Local Government with you, and I look forward to even more impressive and improved reporting benchmarks in 2017/2018.

Matthew McArthur
Chief Executive Officer



Overview of the 2016 / 2017 Survey

The 2016 / 2017 National Remuneration Survey for Local Government attracted data from 210 Councils across Australia covering 7,578 positions across more than 90 disciplines. The size of Councils that participated ranged from those with expenditure budgets exceeding \$600 million to those with budgets of less than \$2.5 million. Staff numbers ranged from less than 10 to more than 1,700, and populations from below 500 to well over 350,000.

As a consequence of the substantial variance in 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 \$160Million	28
2	Large Metropolitan / Regional	\$100M - \$160M	24
3	Medium Metropolitan / Large Rural	\$60M - \$100M	29
4	Small Metropolitan / Rural	\$30M - \$60M	37
5	Small Rural	Less than \$30M	92

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

Level		Range	
		High	Low
1	Chief Executive Officer / General Manager	495,000	133,000
2	Directors / Group Managers	320,000	95,000
3	Managers	278,500	78,500
4	Team Leader / Supervisor	201,500	60,500

The value of Remuneration packages within the 2016/17 survey period revealed significant variations across all Job Families when compared to previous years.

At the Chief Executive / General Manager level, we note that the level of salary increases across all Council categories, which averaged 0.19%, was the lowest over the past ten years. With the exception of Small Metropolitan / Rural Councils Chief Executive Officers and General Managers experienced variations in remuneration below the Consumer Price Index.

In stark contrast Level 2 positions fared considerably better gaining an average increase of 4.74% across all Job Families. Community Services achieved the highest increase of 6.16% while Engineering Services received the lowest increase of 2.15%.

Positions at Level 3 all gained increases above CPI with the exception of Corporate Services which failed to achieve an increase. Regulatory / Statutory Services attained the highest percentage increase of 6.54%. Community Services achieved an increase of 3.63% while Engineering Services realised a more moderate increase of 1.55%.

With the average across all Job Families at Level 4 falling into negative territory for the first time in more than seven years, only Community Services (0.73% and Regulatory / Statutory Services (0.25%) achieved increases over the previous year.