

EXTRAORDINARY AGENDA

Council Meeting

Monday, 14 October 2024

6:00 PM

Dragon Room

Civic Centre

Hurstville



OATH OF OFFICE OR AFFIRMATION OF OFFICE

All Georges River Councillors are reminded of their Oath of Office or Affirmation of Office made at the time of their swearing into the role of Councillor.

All Councillors are to undertake the duties of the office of Councillor in the best interests of the people of the Georges River Council area and are to act faithfully and impartially carry out the functions, powers, authorities and discretions vested in them under the *Local Government Act 1993* or any other Act to the best of their ability and judgement.

DISCLOSURES OF INTEREST

All Georges River Councillors are reminded of their obligation to declare any conflict of interest (perceived or otherwise) in a matter being considered by Council or at any meeting of Council.

EXTRAORDINARY COUNCIL MEETING

ORDER OF BUSINESS

OPENING

ACKNOWLEDGEMENT OF COUNTRY

Council acknowledges the Bidjigal people of the Eora Nation, who are the Traditional Custodians of all lands, waters and sky in the Georges River area. I pay my respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples who live, work and meet on these lands.

APOLOGIES / LEAVE OF ABSENCE

NOTICE OF WEBCASTING

DISCLOSURES OF INTEREST

PUBLIC FORUM

FINANCE AND GOVERNANCE

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FINANCE AND GOVERNANCE**Item:** CCL068-24 Oath or Affirmation of Office by Councillors**Author:** Executive Services Officer**Directorate:** Office of the General Manager**Matter Type:** Finance and Governance

CCL068-24

RECOMMENDATION:

- (a) That an Oath or Affirmation of Office be taken, by each Councillor, at the first meeting of the newly elected Council.
- (b) That the General Manager record the taking of the Oath or Affirmation of Office, by each Councillor, in the minutes of the meeting.

EXECUTIVE SUMMARY

1. This report serves to advise that, in accordance with the *Local Government Act 1993* (the Act), Council has made arrangements for all Councillors to take an oath or affirmation at the first meeting of the newly-elected Council.

BACKGROUND

2. The Act requires all Councillors to take an Oath or Affirmation of Office. In accordance with section 233A of the Act, Oaths or Affirmations of Office must be taken at or before the first meeting of the newly-elected Council.
3. The prescribed wording of the oath and affirmation contained under section 233A of the Act is as follows:

Oath

I [name of councillor] swear that I will undertake the duties of the office of councillor in the best interests of the people of [name of council area] and the [name of council] and that I will faithfully and impartially carry out the functions, powers, authorities and discretions vested in me under the Local Government Act 1993 or any other Act to the best of my ability and judgment.

Affirmation

I [name of councillor] solemnly and sincerely declare and affirm that I will undertake the duties of the office of councillor in the best interests of the people of [name of council area] and the [name of council] and that I will faithfully and impartially carry out the functions, powers, authorities and discretions vested in me under the Local Government Act 1993 or any other Act to the best of my ability and judgment.

4. It is considered appropriate that an Oath or Affirmation of Office be taken by each Councillor at the first meeting of the newly-elected Council as it is the most effective forum for each Councillor to swear or affirm to the people of Georges River local government area, and Council, that he or she will undertake the duties of the office of Councillor in the best interests of the community and Council.
5. It is important to note that a Councillor who fails, without reasonable cause, to take the Oath or Affirmation of Office, will not be entitled to attend Council meetings until they do so and will be taken to be absent without leave.

6. If a Councillor is absent without leave for three (3) consecutive ordinary Council meetings, their office is automatically declared vacant.

Procedure

7. The procedure of the meeting will progress as follows:
 - Councillors will be handed a printed copy of either the Oath or Affirmation statement with the prescribed wording from section 233A of the Act.
 - Each Councillor will, in turn, read out the statement and then sign the certificate.
 - A Council officer will collect the signed certificates which will then be framed and returned to the Councillor at a later date as a personal record of their Oath or Affirmation.

FINANCIAL IMPLICATIONS

8. There is no budget impact for this report.

RISK IMPLICATIONS

9. Strategic Risk 7 – Reputation; Strategic Risk 8 – Statutory and Regulatory requirement/Ineffective governance. There are two identified strategic risks from Council's Strategic Risk Statement, that are relevant to this report in regard to Council's ability to engage in open and transparent decision making, and effective governance across the organisation.
10. The undertaking of Oath or Affirmation of Office through the meeting process and subsequent inclusion of this information on Council's website is one of many strategies that have been implemented to ensure that these actions are achieved.

COMMUNITY ENGAGEMENT

11. The taking of an Oath or Affirmation of Office is in accordance with section 233A of the Act and does not require community consultation.

FILE REFERENCE

D24/207597

ATTACHMENTS

Nil

Item: CCL069-24 Election of Mayor

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Finance and Governance

RECOMMENDATION:

- (a) That Council determine the method of voting for the election of Mayor.
- (b) That the General Manager, as Returning Officer, undertake the election of Mayor for a period of two (2) years until September 2026, by announcing the nominations and then conducting the election for Mayor.
- (c) That letters be forwarded to the Office of Local Government and the Chief Executive of LGNSW advising the appointment of the Mayor.

EXECUTIVE SUMMARY

1. This report provides an overview of the role of the Mayor and the voting method for the election of the Mayor.

BACKGROUND

2. The Role of the Mayor is defined under Section 226 of the NSW *Local Government Act 1993*;

The role of the mayor is as follows--

- (a) *to be the leader of the council and a leader in the local community,*
- (b) *to advance community cohesion and promote civic awareness,*
- (c) *to be the principal member and spokesperson of the governing body, including representing the views of the council as to its local priorities,*
- (d) *to exercise, in cases of necessity, the policy-making functions of the governing body of the council between meetings of the council,*
- (e) *to preside at meetings of the council,*
- (f) *to ensure that meetings of the council are conducted efficiently, effectively and in accordance with this Act,*
- (g) *to ensure the timely development and adoption of the strategic plans, programs and policies of the council,*
- (h) *to promote the effective and consistent implementation of the strategic plans, programs and policies of the council,*
- (i) *to promote partnerships between the council and key stakeholders,*
- (j) *to advise, consult with and provide strategic direction to the general manager in relation to the implementation of the strategic plans and policies of the council,*
- (k) *in conjunction with the general manager, to ensure adequate opportunities and mechanisms for engagement between the council and the local community,*
- (l) *to carry out the civic and ceremonial functions of the mayoral office,*

- (m) *to represent the council on regional organisations and at inter-governmental forums at regional, State and Commonwealth level,*
 - (n) *in consultation with the councillors, to lead performance appraisals of the general manager,*
 - (o) *to exercise any other functions of the council that the council determines.*
3. Under section 230(1) of the NSW *Local Government Act 1993* a mayor elected by the councillors holds office for a period of two years.
 4. The following procedures are to be followed for the election process, in accordance with Schedule 7 of the *Local Government (General) Regulation 2005*:
 - (a) Announcement of nominations.
 - (b) Determination of method of voting (open voting by show of hands, ordinary ballot or preferential ballot).
 - (c) Conduct of the election.
 5. Should Council determine that the method of voting will be via a secret or preferential ballot, the returning officer will adjourn the meeting and require Councillors to attend the Dragon Room to conduct the election in-person.
 6. Councillors are authorised workers for the purposes of participating in a local government election. Travel permits are required to be obtained prior to attending the meeting for those councillors who do not reside in an area of concern and wish to enter an area of concern.

FINANCIAL IMPLICATIONS

7. The Mayor and Councillor fees are allocated in the 2024/25 Budget.

RISK IMPLICATIONS

8. Strategic Risk 7 – Reputation; Strategic Risk 8 – Statutory and Regulatory requirement/Ineffective governance. The Enterprise Risk Management Plan contains two relevant actions in regard to the provision of an open, accessible and transparent decision making and meeting process. The election of the Mayor in accordance with Section 227 of the NSW *Local Government Act 1993* and *Local Government (General) Regulation 2005* upholds these principles.
9. No operational risks have been identified.

COMMUNITY ENGAGEMENT

10. Election of the Mayor is conducted in accordance with Section 227 of the *Local Government Act 1993* and *Local Government (General) Regulation 2005* which does not require community consultation.

FILE REFERENCE

D24/205308

ATTACHMENTS

Nil

Item: CCL070-24 Election of Deputy Mayor

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Finance and Governance

RECOMMENDATION:

- (a) That Council determine the method of voting for the election of Deputy Mayor.
- (b) That the General Manager, as Returning Officer, undertake the election of Deputy Mayor for a period of two (2) years until September 2026, by announcing the nominations and then conducting the election.
- (c) That letters be forwarded to the Office of Local Government and the CEO of LGNSW advising of the election of the Deputy Mayor.

EXECUTIVE SUMMARY

1. This report provides an overview of the role of the Deputy Mayor and the voting method for the election of the Deputy Mayor in accordance with Schedule 7 of the *Local Government (General) Regulation 2005*.

BACKGROUND

2. Council is now required to conduct an election for the position of Deputy Mayor in accordance with Section 231 of the *NSW Local Government Act 1993* and Schedule 7 of the *Local Government (General) Regulation 2005*.
3. The Deputy Mayor can be elected in accordance with Section 231 of the *NSW Local Government Act 1993*;
231; Deputy Mayor
 - (1) *The councillors may elect a person from among their number to be the deputy mayor.*
 - (2) *The person may be elected for the mayoral term or a shorter term.*
 - (3) *The deputy mayor may exercise any function of the mayor at the request of the mayor or if the mayor is prevented by illness, absence or otherwise from exercising the function or if there is a casual vacancy in the office of mayor.*
 - (4) *The councillors may elect a person from among their number to act as deputy mayor if the deputy mayor is prevented by illness, absence or otherwise from exercising a function under this section, or if no deputy mayor has been elected.*
4. It is proposed that the Deputy Mayor will be elected and hold office for a period of two (2) years, aligning with the Mayoral term, until September 2026.
5. The following procedures are to be followed for the election process, in accordance with Schedule 7 of the *Local Government (General) Regulation 2005*:
 - (a) Announcement of nominations.
 - (b) Determination of method of voting (open voting by show of hands, ordinary ballot or preferential ballot).
 - (c) Conduct of the election.

6. Should Council determine that the method of voting will be via a secret or preferential ballot, the returning officer will adjourn the meeting and require Councillors to attend the Dragon Room to conduct the election in-person.
7. Councillors are authorised workers for the purposes of participating in a local government election. Travel permits are required to be obtained prior to attending the meeting for those councillors who do not reside in an area of concern and wish to enter an area of concern.

FINANCIAL IMPLICATIONS

8. The Mayoral and Councillor fees are allocated in the 2024/25 Budget.
9. There are no additional fees payable to the Deputy Mayor.

RISK IMPLICATIONS

10. The Enterprise Risk Management Plan contains two relevant actions in regard to the provision of an open, accessible and transparent decision making and meeting process. The election of the Deputy Mayor in accordance with Section 231 of the *NSW Local Government Act 1993* and the *Local Government (General) Regulation 2005* upholds these principles.
11. No operational risks have been identified.

COMMUNITY ENGAGEMENT

12. Election of the Deputy Mayor is conducted in accordance with Section 231 of the *NSW Local Government Act 1993* and the *Local Government (General) Regulation 2005* which does not require community consultation.

FILE REFERENCE

D24/205229

ATTACHMENTS

Nil

Item: CCL071-24 **Appointment of Councillor Representatives to Georges River Council Standing Committees**

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Finance and Governance

CCL071-24

RECOMMENDATION:

That Council elect the Chairpersons and determine the Councillor representatives of the following Standing Committees for the period until October 2025:

- (i) Assets and Infrastructure Committee
- (ii) Community and Culture Committee
- (iii) Environment and Planning Committee
- (iv) Finance and Governance Committee

EXECUTIVE SUMMARY

1. This report seeks Council's determination of Chairpersons and Councillor representatives to the following Standing Committees until October 2025:
 - Assets and Infrastructure Committee
 - Community and Culture Committee
 - Environment and Planning Committee
 - Finance and Governance Committee

BACKGROUND

2. On 4 October 2017, Council resolved to establish the aforementioned Standing Committees.
3. Terms of reference for the Standing Committees are currently in place which set out the role, responsibilities, and structure of each Standing Committee. This includes the provision for membership of up to seven (7) Councillors (voting members) with a quorum being the majority of voting members.
4. Membership of each Standing Committee is reviewed annually and resolved by Council.

FINANCIAL IMPLICATIONS

5. Within budget allocation.

RISK IMPLICATIONS

6. Strategic Risk 7 – Reputation; Strategic Risk 8 – Statutory and Regulatory requirement/Ineffective governance. There are two identified strategic risks from Council's 2023/24 Risk Statement, that are relevant to this report in regard to Council's ability to engage in sound and transparent decision making, and effective governance across the organisation.

7. The appointment of Councillor representation to Committees through the meeting process and subsequent inclusion of this information on Council's website is one of many strategies that have been implemented to ensure that these actions are achieved.

COMMUNITY ENGAGEMENT

8. Members of the community are able to attend and address Standing Committee meeting in accordance with Council's Code of Meeting Practice.

FILE REFERENCE

D24/206310

ATTACHMENTS

Nil

Item: CCL072-24 Appointment of Councillor Delegates to Advisory Committees, External Committees and Panels

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Finance and Governance

CCL072-24

RECOMMENDATION:

That Council determine the Councillor delegates to the following advisory committees, external committees and panels:

- (i) Southern Sydney Regional Organisation of Councils (SSROC);
- (ii) Georges River Combined Councils Committee (GRCCC);
- (iii) NSW Public Libraries Association;
- (iv) Sydney South Planning Panel;
- (v) Canterbury Bankstown/Georges River Bushfire Management Committee
- (vi) Traffic Advisory Committee (LTAC);
- (vii) Audit Risk and Improvement Committee (ARIC);
- (viii) Georges River Council Floodplain Risk Management Committee;
- (ix) Georges River Council Sports Advisory Committee; and
- (x) Beverley Park Golf Club Steering Committee

EXECUTIVE SUMMARY

1. This report serves to determine Councillor delegates to advisory committees, external committees, and panels.

BACKGROUND

2. The appointment of Councillor delegates to internal and external committees is undertaken annually.
3. The tables below detail the external committees and panels of which Georges River Council is a member, as well as advisory committees, and the number of delegates to be appointed.

External Committees and Panels

Committee/Panel	Number of Councillors	Term of Appointment
Southern Sydney Regional Organisation of Councils (SSROC)	Mayor and Deputy Mayor (plus 2 alternates)	Reviewed annually
Georges River Combined Councils Committee (GRCCC)	1	Appointed annually
NSW Public Libraries Association	1	Appointed annually

Sydney South Planning Panel	2 (plus up to 4 alternate council delegates)	Not to exceed three years
Bushfire Management Committee	1 (plus one alternate)	Term of Council

Southern Sydney Regional Organisation of Councils (SSROC)

4. SSROC is an incorporated association of 12 local councils which provides a forum through which member councils can interact, exchange ideas and work collaboratively to solve regional issues and contribute to the future sustainability of the region.
5. SSROC comprises of two councillors delegated from each member council, with the usual protocol being the Mayor and Deputy Mayor with two (2) alternate delegates.

Georges River Combined Councils Committee (GRCCC)

6. The GRCCC consists of nine (9) member local councils, as well as agencies and community representatives within the Georges River catchment. The Committee advocates for the protection, conservation, and enhancement of the health of the Georges River.
7. Council appoints one (1) Councillor representative on an annual basis. Council may choose to elect an alternate Councillor member.

NSW Public Libraries Association

8. The NSW Public Libraries Association is the peak body for public libraries in NSW, appointing one Councillor representative on an annual basis. Meetings are held quarterly, and location rotates across metropolitan Sydney libraries.
9. Council appoints one Councillor representative on an annual basis. The Chairperson is not determined by Council.

Sydney South Planning Panel

10. Sydney South Planning Panel is an independent body that strengthens decision making on regionally significant development applications and other planning matters including certain planning proposals and Aboriginal land planning.
11. Two council members are appointed by Council. At least one (1) member nominated by Council must have appropriate qualifications in one or more of the following areas: planning, architecture, heritage, the environment, urban design, land economics, traffic and transport, law, engineering, or tourism.
12. Under the Sydney District & Regional Planning Panels Operational Procedures, updated in November 2022, Councils are encouraged to appoint a minimum of 4 alternate members, both for probity reasons and to enable regular rotation.

Canterbury-Bankstown/Georges River Bushfire Management Committee

13. Bushfire Management Committees (BFMCs) are established under the provisions of the *Rural Fires Act 1997* (the Act) and the *Rural Fires Regulation 2022* (the Regulations).
14. BFMCs are subordinate to the Bushfire Coordinating Committee (BFCC) and are subject to its directions. BFMCs are not council committees, nor are they NSW RFS committees. They are responsible to the BFCC.
15. In accordance with the Regulations, and unless the BFCC determines otherwise, the BFCC must invite 1 senior representative of Council, e.g., the Mayor or a Councillor; and 1 person with responsibilities for the performance of the Council's functions in relation to the environment or bush fire management, i.e., a council employee who is appointed by the General Manager.

16. Council, historically, has appointed one Councillor to be a member, and one Councillor to be an alternate, for the term of Council. It is considered appropriate that Council determine councillor representation at this time to be ready and in place once Council receives the formal invitation from the BFCC.

Advisory Committees

Committee/Panel	Number of Councillors	Term of Appointment
Traffic Advisory Committee	1 (Chairperson, and alternate)	Appointed annually
Floodplain Risk Management Committee	1 (Chairperson, or their alternate)	Term of Council
Georges River Council Sports Advisory Committee	1 (Chairperson) 2 Councillors	Appointed annually
Audit, Risk and Improvement Committee	1 non-voting Councillor member	Term of Council

Traffic Advisory Committee

17. The Georges River Traffic Advisory Committee (TAC) is a technical review committee which is required to advise the Council on matters referred to it by Council. These matters must be related to prescribed traffic control devices and traffic control facilities for which Council has delegated authority from Transport for NSW.
18. In accordance with the Terms of Reference, voting members of the TAC consist of the Chairperson, who is a Councillor (and alternate elected by Council), one member from NSW Police, one member from Transport for NSW and the local State Members of Parliament or their nominee.

Floodplain Risk Management Committee

19. The Floodplain Risk Management Committee’s (FRMC) purpose is to assist Council in reducing the risk to life and property from riverine and overland flooding across the Georges River Council area.
20. The FRMC operates as a technical advisory committee and consists of external members as well as one Councillor representative. The Councillor will act as Chairperson (or their alternative).
21. Council may be of a mind to determine that the Councillor representative, who is a voting member, be appointed annually to align with current practice for the Traffic Advisory Committee and the Georges River Council Sports Advisory Committee.

Georges River Council Sports Advisory Committee (GRCSAC)

22. The GRCSAC serves to provide a forum to represent the views of local sporting bodies relating to sporting matters.
23. Voting members comprise one nominated Councillor to act as Chairperson and, 2 nominated Councillors, one to be elected as the alternate Chairperson. Councillor representation is appointed annually.

The Audit, Risk and Improvement Committee

24. The Audit, Risk and Improvement Committee (the ARIC) is the independent advisory committee consisting of an independent chair and two independent members who have voting rights, and one non-voting councillor, as required under the *Local Government*

(General) Regulation 2021 (the Regulation). The ARIC provides oversight, monitoring, reviewing and advice on the following aspects of Council's operations:

- Compliance
 - Risk management
 - Fraud control
 - Financial management
 - Governance
 - Implementation of strategic plan, delivery program and strategies
 - Service reviews
 - Council's performance
 - Collection of performance measurement data by the Council
25. The councillor member is to be appointed by the governing body at the first meeting of the council after the elections. The councillor member's term ends at the end of the council term.
26. Council must ensure that the Chairperson and other members of the ARIC, including the non-voting Councillor member, demonstrate that they meet the eligibility criteria for councillor members of committees as set out below and in accordance with the Guidelines and the ARIC Terms of Reference:
- an ability to read and understand financial statements and a capacity to understand the ethical requirements of government (including potential conflicts of interest);
 - a good understanding of one or more of the following: risk management, performance management, human resources management, internal and external auditing, financial reporting, accounting, management control frameworks, internal financial controls, governance (including planning, reporting and oversight), or business operations;
 - a capacity to form independent judgements and willingness to constructively challenge/question management practices and information;
 - a professional, ethical approach to the exercise of their duties and the capacity to devote the necessary time and effort to the responsibilities of a councillor member of an audit, risk and improvement committee; and
 - preparedness to undertake any training on the operation of audit, risk and improvement committees recommended by the Chairperson based on their assessment of the skills, knowledge, and experience of the councillor member.

The Mayor cannot be appointed as a councillor member of a council's ARIC.

Note: Councils are not required to appoint a councillor member to an Audit, Risk and Improvement Committee.

27. In November 2023, the Office of Local Government (OLG) released the [Guidelines for Risk Management and Internal Audit in NSW Local Government \(the Guidelines\)](#) to assist councils to comply with statutory requirements under the Local Government Act and Local Government Regulation. The Guidelines also seek to strengthen risk management and internal audit practices in NSW Councils by setting a minimum standard that reflects a 'best practice' approach. To further ensure that the ARIC has clear guidance on how it should serve the Council, Terms of Reference have been implemented that set out the ARIC's objectives, authority, composition and tenure, roles and responsibilities and reporting and administrative arrangements, in accordance with the Guidelines and the Regulation.

28. Councillors received more detailed information in the Induction pack in regard to the purpose, role, membership and function of the ARIC.

Steering Committee

Committee/Panel	Number of Councillors	Term of Appointment
Beverley Park Golf Club Steering Committee	The Mayor (Chairperson) Kogarah Bay Ward Councillors (x3)	Term of Council

CCL072-24

Beverley Park Golf Club Steering Committee

29. The Beverley Park Golf Club Steering Committee (BPGSC) is a forum for discussion between Georges River council and Beverley Park Golf Club on issues relating to the operation of the Golf Course and Clubhouse.

30. In accordance with the BPGSC Terms of Reference, Councillor representation to the BPGSC consists of the Mayor, as Chairperson and the Kogarah Bay Ward Councillors. Members are appointed for the term of Council.

FINANCIAL IMPLICATIONS

31. Adoption of the recommendations outlined in this report will have no financial impact, as there is provision for the conduct of meetings allocated in the adopted 2024/25 Operational Plan.

RISK IMPLICATIONS

32. Strategic Risk 7 – Reputation; Strategic Risk 8 – Statutory and Regulatory requirement/Ineffective governance. There are two identified strategic risks, from Council’s Strategic Risk Statement, that are relevant to this report in regard to Council’s ability to engage in sound and transparent decision making, and effective governance across the organisation.

33. The appointment of Councillor representation to Advisory Committees and external Committees and Panels, and subsequent inclusion of this information on Council’s website, is one of many strategies that have been implemented to ensure that these actions are achieved.

COMMUNITY ENGAGEMENT

34. Members of the community may be able to attend and address advisory committees in accordance with the relevant Committee’s Terms of Reference.

FILE REFERENCE

D24/206326

ATTACHMENTS

Nil

Item: CCL073-24 Countback votes in relation to Casual Vacancies in Georges River Local Government Area

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Finance and Governance

RECOMMENDATION:

That pursuant to section 291A(1) (b) of the *Local Government Act 1993* (the Act), Georges River Council declares that casual vacancies occurring in the office of a councillor, within 18 months after the last ordinary election of Councillors for the Council on 14 September 2024, are to be filled by a countback of votes cast at the last election for the office in accordance with section 291A of the Act and directs the General Manager to notify the NSW Electoral Commissioner within 7 days of the decision.

EXECUTIVE SUMMARY

1. Following the 2024 local government elections, councils will have the option of using a countback of votes cast at the last election for that office to fill casual vacancies occurring in the offices of councillors in the first 18 months after the election.
2. To exercise the option of using a countback of votes cast at the election to fill casual vacancies, council must resolve at its first meeting to use a countback.
3. If Council does not resolve to use a countback to fill casual vacancies, it will be required to fill casual vacancies through by-elections at a cost of approximately \$250,000 - \$300,000 per by-election.

BACKGROUND

4. In August 2019 the Independent Pricing and Regulatory Tribunal (IPART) published its report into its review of local government election costs and the electoral provisions of the *Local Government (General) Regulation 2005* (the Regulation). The IPART review examined the costs of local government elections and ways in which to modernise the electoral provisions of the Regulation to align them with the practices used at state elections.
5. The findings of the IPART report gave effect to the NSW Government to make amendments to the electoral provisions of the Regulation and to the Local Government Act 1993 (the Act).
6. The amendments made refinements to improve the efficacy and clarity of provisions relating to postal voting, the administration of countback elections and the procedures for counting votes under the optional preferential, and the proportional systems and the publication of data in relation to counts.

Countback elections

7. An important amendment was to give councils the option of avoiding the significant cost of by-elections in the first 18 months of councils' terms by filling vacancies by a countback of votes cast at the election.
8. Council must, by resolution, declare that casual vacancies occurring in the office of a councillor within 18 months of the election are to be filled by a countback of votes cast at the election if council wants to fill vacancies by these means.

9. If Council does not resolve to fill vacancies using a countback at their first meeting after the election, council will be required to fill vacancies using a by-election (section 291A of the Act).
10. The Electoral Commission of NSW has estimated that the cost of a by-election in a single ward would be approximately \$250,000 - \$300,000 plus GST.
11. Importantly, the cost of a countback election is expected to be between \$6,000 and \$10,000 (dependent upon number of candidates). This is a significant saving compared to a by-election.

Timeline

12. The timeline for a countback election is:
 - A. The electoral commissioner is notified of a casual vacancy, within seven days of it occurring.
 - B. A returning officer is appointed within 14 days of the notification of the vacancy.
 - C. Casual vacancy notices are issued 2 to 14 days from the appointment of the returning officer.
 - D. Where a candidate is interested, they must submit a formal application to the returning officer. The application period closes after 10 days of the notices being issued.
 - E. It may take up to a month for the result to be declared.
13. A countback election must be completed within 49 days, and applications for candidates to participate is open for 10 days.

FINANCIAL IMPLICATIONS

14. Additional non-budgeted funds would need to be sourced in the event of a countback election or a by-election.
15. The cost of a countback of votes is significantly lower than the cost of holding a by-election.

RISK IMPLICATIONS

16. No identified risks

COMMUNITY ENGAGEMENT

17. Community engagement is not required.

FILE REFERENCE

D24/207379

ATTACHMENTS

Nil

Item: CCL074-24 Local Government NSW (LGNSW) 2024 Annual Conference - Voting Delegates and Submission of Motions

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Finance and Governance

CCL074-24

RECOMMENDATION:

- (a) That Council nominate nine (9) Councillors to attend the 2024 Local Government NSW (LGNSW) Annual Conference as voting delegates.
- (b) That Council consider any motions it wishes to submit to the 2024 LGNSW Annual Conference.
- (c) That Council note that the General Manager will nominate staff to attend the Conference.

EXECUTIVE SUMMARY

1. This report is presented to Council for its consideration of Councillor attendance and Councillor voting delegates at the 2024 LGNSW Annual Conference (the Conference), hosted by Tamworth Regional Council. The Conference is being held at Tamworth Regional Entertainment and Conference Centre from Sunday 17 November 2024 to Tuesday 19 November 2024.
2. The report also calls for Councillor to consider any motions they may wish to submit to the Conference. Under the LGNSW Rules, the latest date motions can be accepted for inclusion in the 2024 Conference business paper is Sunday 20 October 2024. Therefore, due to the tight timeline, any motions for consideration will need to be presented for endorsement at the Council meeting of 14 October 2024, in order to make the final submission deadline.

Delegates

3. In addition to conference registration, member councils must register the names of their delegates for voting on motions during formal business sessions.
4. In accordance with the Local Government NSW rules, only members that were financial on 1 March 2024 (the 'calculation date') have been allocated voting entitlements. The formula for calculating members' voting entitlements is prescribed at Rule 23 of the [LGNSW rules](#).
5. In 2024, Georges River Council's member voting entitlement is nine (9) voting members (**Attachment 1**).
6. Council must advise LGNSW of the names of their nominated voting delegates for voting on motions by 5pm on Wednesday 6 November 2024. Nominations of voting delegates received after the closing date/time cannot be accepted.

Motions

7. Councillors will have received information regarding the Conference and the submission of motions, in their induction package. It was deemed practical to provide this information at that time in order to provide Councillors with more time to develop and consider any motions they may wish to submit to the Conference business paper by the deadline.
8. Motions submitted to the Conference should relate to strategic local government issues which affect members state-wide and introduce new or emerging policy issues.

9. The format of motions, as much as possible, should call on a specific body (e.g., LGNSW, state government, federal government, a specific department, or minister) and have a specific outcome that the motion is aiming to achieve.
10. To be included in the Business Paper, motions must:
 - (a) Be consistent with the objects of the LGNSW Rules (Rule 4).
 - (b) Demonstrate that the issue concerns or is likely to concern a substantial number of local governments in NSW.
 - (c) Seek to establish or change a policy position of LGNSW and/or improve governance of the association (noting that the LGNSW Board is responsible for any decisions around resourcing and campaigns or operational activities, and any necessary resource allocations will be subject to the LGNSW budgetary process).
 - (d) Be strategic.
 - (e) Be concise, clearly worded and unambiguous.
 - (f) Not be focussed on just a small specific part of NSW.
 - (g) Not seek to advantage one or several members at the expense of their members.
11. Motions of a similar objective may be consolidated as a single item.
12. Motions reflecting existing LGNSW policy remain part of LGNSW's Policy Platform but will not be included for debate as they have already been considered by Conference.
13. Motions adopted at Conferences inform LGNSW's advocacy actions on behalf of the local government sector. LGNSW includes the exact wording of motions when writing to ministers, departments, and agencies post-conference, so it is important that the wording of motions clearly outlines your council's policy intent or objective.
14. In accordance with clause 5 of the [LGNSW 2024 Annual Conference Motion Submission Guide](#), accompanying evidence must be provided in support of the motion. Such evidence takes the form of an attachment note or extract from the minutes of the council meeting, at which the member council resolved to submit the motion for consideration by the Conference. In the absence of a council meeting, evidence should be a letter signed by both the Mayor and General Manager. The complete guide can also be located on the LGNSW website.
15. Councillors were also provided with information regarding the Conference and submission of motions in their onboarding pack, allowing more time to formulate any motions they may wish to be considered for the conference and endorsed by Council before the 20 October 2024 deadline.
16. The draft Program of Conference events is also attached for information (**Attachment 2**).

FINANCIAL IMPLICATIONS

17. Estimated costs per Councillor:
 - Registration: \$1,485
 - Conference dinner: \$230 approx.
 - Accommodation: \$396 (total = 2 nights)
 - Travel expenses (from Sydney to Tamworth Return): estimated \$180 - \$700 (dependent upon preferred travel mode (e.g., private vehicle/flight))
 - Daily Meal allowance: Up to \$89.20

18. Each Councillor has an annual expense allowance of \$4,500 per annum allocated for attendance at conferences and seminars, and for training and development.
19. All costs associated with Councillor attendance at the LGNSW 2024 Annual Conference are allocated in accordance with the *Mayor and Councillors' Expenses and Facilities Policy*.

RISK IMPLICATIONS

20. No risks identified.

COMMUNITY ENGAGEMENT

21. Community engagement is not required for this report.

FILE REFERENCE

D24/207653

ATTACHMENTS

Attachment [↓](#)1 Members' Voting Entitlements at the 2024 LGNSW Annual Conference



Attachment [↓](#)2 LGNSW 2024 Annual Conference Program





Annexure A

Members' voting entitlement at the 2024 Local Government NSW Annual Conference

Member	Number of voters for voting on motions
Albury (R/R)	4
Armidale Regional (R/R)	3
Ballina (R/R)	3
Balranald (R/R)*	1
Bathurst Regional (R/R)	3
Bayside (M/U)	9
Bega Valley (R/R)	3
Bellingen (R/R)	2
Berrigan (R/R)	1
Blacktown (M/U)	12
Bland (R/R)	1
Blayney (R/R)	1
Blue Mountains (R/R)	4
Bogan (R/R)	1
Bourke (R/R)	1
Brewarrina (R/R)	1
Broken Hill (R/R)	2
Burwood (M/U)	4
Byron (R/R)	3
Cabonne (R/R)	2
Camden (M/U)	7
Campbelltown (M/U)	9
Canada Bay (M/U)	5
Canterbury-Bankstown (M/U)	12
Carrathool (R/R)	1
Castlereagh-Macquarie County Council (R/R)	1
Central Coast (R/R)*	7
Central Darling (R/R)*	1
Central Tablelands Water County Council (R/R)	1
Cessnock (R/R)	4
Clarence Valley (R/R)	4
Cobar (R/R)	1
Coffs Harbour (R/R)	4
Coolamon (R/R)	1
Coonamble (R/R)	1
Cootamundra-Gundagai Regional (R/R)	2

Member	Number of voters for voting on motions
Cowra (R/R)	2
Cumberland (M/U)	10
Dubbo Regional (R/R)	4
Dungog (R/R)	1
Edward River (R/R)	1
Eurobodalla (R/R)	3
Fairfield (M/U)	10
Far West Joint Organisation (R/R)	1
Federation (R/R)	2
Forbes (R/R)	1
Georges River (M/U)	9
Gilgandra (R/R)	1
Glen Innes Severn (R/R)	1
Goldenfields Water County Council (R/R)	1
Goulburn Mulwaree (R/R)	3
Greater Hume (R/R)	2
Griffith (R/R)	3
Gunnedah (R/R)	2
Gwydir (R/R)	1
Hawkesbury City (M/U)	5
Hawkesbury River County Council (M/U)	2
Hay (R/R)	1
Hilltops (R/R)	2
Hornsby (M/U)	9
Hunters Hill (M/U)	2
Inner West (M/U)	9
Inverell (R/R)	2
Junee (R/R)	1
Kempsey (R/R)	3
Kiama (R/R)	3
Kimbriki Environmental Enterprises P/L (M/U)	1
Ku-ring-gai (M/U)	7
Kyogle (R/R)	1
Lachlan (R/R)	1
Lake Macquarie (R/R)	7
Lane Cove (M/U)	4
Leeton (R/R)	2
Lismore (R/R)	3
Lithgow (R/R)	3

Member	Number of voters for voting on motions
Liverpool (M/U)	10
Liverpool Plains (R/R)	1
Lockhart (R/R)	1
Maitland (R/R)	4
Mid-Coast (R/R)	4
Mid-Western Regional (R/R)	3
Moree Plains (R/R)	2
Mosman (M/U)	3
Murray River (R/R)	2
Murrumbidgee (R/R)	1
Muswellbrook (R/R)	2
Nambucca (R/R)	3
Narrabri (R/R)	2
Narrandera (R/R)	1
Narromine (R/R)	1
New England County Council (R/R)	1
Newcastle (R/R)	7
North Sydney (M/U)	5
Northern Beaches (M/U)	11
Northern Sydney Regional Organisation of Councils (M/U)	1
Oberon (R/R)	1
Orange (R/R)	3
Parkes (R/R)	2
Parramatta (M/U)	10
Penrith (M/U)	10
Port Macquarie-Hastings (R/R)	4
Port Stephens (R/R)	4
Queanbeyan-Palerang Regional (R/R)	4
Randwick (M/U)	7
Richmond Valley (R/R)	3
Riverina Water County Council (R/R)	1
Rous County Council (R/R)	1
Ryde (M/U)	7
Shellharbour (R/R)	4
Shoalhaven (R/R)	5
Singleton (R/R)	3
Snowy Monaro Regional (R/R)	3
Snowy Valleys (R/R)	2

Member	Number of voters for voting on motions
Southern Sydney Regional Organisation of Councils (M/U)	1
Strathfield (M/U)	4
Sutherland Shire (M/U)	10
Sydney, City of (M/U)	10
Tamworth Regional (R/R)	4
Temora (R/R)	1
Tenterfield (R/R)	1
The Hills Shire (M/U)	10
Tweed (R/R)	4
Upper Hunter (R/R)	2
Upper Lachlan (R/R)	1
Upper Macquarie County Council (R/R)	1
Uralla (R/R)	1
Wagga Wagga (R/R)	4
Walcha (R/R)	1
Walgett (R/R)	1
Warren (R/R)	1
Warrumbungle (R/R)	1
Waverley (M/U)	5
Weddin (R/R)	1
Wentworth (R/R)	1
Western Sydney Regional Organisation of Councils (M/U)	1
Willoughby (M/U)	5
Wingecarribee (R/R)*	4
Wollondilly (R/R)	4
Wollongong (R/R)	7
Woollahra (M/U)	5
Yass Valley (R/R)	2
Board (M/U)	8
Board (R/R)	10
TOTAL:	498

* Note: Members in Administration get one (1) vote on motions



ANNUAL CONFERENCE

Tamworth Regional Entertainment and Conference Centre | 17 - 19 November 2024

Draft Program

Sunday, 17 November 2024

REGISTRATION

12.30pm Registration operational - TRECC foyer

1.00pm Trade Exhibition Open

PLENARY and BREAKOUT SESSIONS

1.00pm-2.30pm Breakout Session:
Professional Development Session for new Councillors
A Day in the Life of a councillor
Location: STAR Room (off TRECC Foyer)

1.30pm-2.30pm Plenary session: PANEL WITH Q&A
SESSION SPEAKERS: ICAC, Auditor General, OLG

2.30pm-3.00pm Refreshment break
Location: Trade Exhibition

3.00pm-5.00pm Plenary sessions | AR Bluett memorial Awards | President's Welcome
Reception address | Ministerial Speakers

5.00pm Bus transfers to Tamworth Town Hall (CBD Tamworth)

WELCOME RECEPTION

5.30pm-7.30pm President's Welcome Reception
Location: Tamworth Town Hall

7.30pm Bus transfers to selected hotels

Monday, 18 November 2024

REGISTRATION

7.30am Registration operational - TRECC foyer
Light refreshments
Location: Trade Exhibition

BREAKFAST

7.30am-8.45am ALGWA NSW Breakfast
Location: TRECC

**ONE VOICE
FOR COUNCILS**

CONFERENCE

9.00am Conference introduction, Conference Welcome | Opening address

- Opening of the Federal and State Conferences adoption of standing orders, business sessions and consideration of motions and conference business.
 - Presentation of financial reports
 - Commencement of consideration of motions and conference business
- Morning refreshments
Location: Trade Exhibition

9.25am-5.00pm

- Consideration of Conference Business continued
 - Delegate lunch in Exhibition area
 - Consideration of Conference Business continued
- Afternoon refreshments
Location: Trade Exhibition
- Consideration of Conference Business continued
- Networking with refreshments
Location: Trade Exhibition

CONFERENCE DINNER

6.30pm-10.30pm LGNSW Conference Dinner and entertainment. Presentation LG Service Awards.
Location: TRECC

Tuesday, 19 November 2024

INFORMATION DESK and REGISTRATION

7.30am LGNSW Information Desk and Exhibition
Light refreshments in exhibition area available

PLENARY SESSIONS

9.00am-9.05am Plenary and panel sessions

9.05am-9.50am Keynote Address followed by Q&A
SESSION TITLE: Financial Sustainability
SESSION SPEAKER: LGUI - Andy Johnston

9.50am-10.35am Keynote Address followed by Q&A
SESSION TITLE: Protecting Your Council and Community from Cyber Threats
SESSION SPEAKERS: ELEVEN M - Arjun Ramacandran and Jonathan Topham

10.35am-11.05am	Refreshment Break Location: Trade Exhibition
11.05am-11.50am	Keynote Address followed by Q&A SESSION TITLE: Excellence in Local Government – A Case Study SESSION SPEAKER: Housing Australia
11.50am-12.50pm	CLOSING KEYNOTE ADDRESS
12.50pm-1.00pm	Final remarks & announcement of location for Annual Conference 2025
1.00pm-1.45pm	Lunch Location: Trade Exhibition
2.00pm	Conference concludes

Item: CCL075-24 Local Government Remuneration Tribunal Determination - Mayor and Councillors Fees for 2024/2025

Author: Manager Office of the General Manager

Directorate: Office of the General Manager

Matter Type: Finance and Governance

CCL075-24

RECOMMENDATION:

That Council determine the remuneration for the Mayor and Councillors for the 2024/25 financial year, effective 1 July 2024.

EXECUTIVE SUMMARY

1. On 29 April 2024, the Local Government Remuneration Tribunal (Tribunal) released its Annual Report and Determination under Section 239 and 241 of the *Local Government Act 1993*, in respect to the categories of Councils and the maximum and minimum amounts of fees to be paid to Mayors and Councillors.
2. The Office of Local Government issued a circular to Councils, dated 29 May 2024, advising of the determination.
3. The Tribunal considers that the allocation of Georges River Council into the current categories continues to be appropriate having regard to the 2024 review.
4. Georges River Council is currently classified as a 'Metropolitan Medium' Council.
5. The Tribunal has determined a 3.75 per cent increase to the minimum and maximum fees applicable to each category from 1 July 2024.

BACKGROUND

6. Section 239 of the *Local Government Act 1993* requires the Tribunal to determine the category of each NSW Council and mayoral offices. These categories are to be determined at least once every 3 years. The Tribunal undertook an extensive review of the categories and allocations of Councils into each of those categories in 2023 review. The next review will be in 2026.
7. Georges River Council is categorised as 'Metropolitan Medium'. Further detail on the categorisations is included in the LGRT Annual Report and Determination which is attached to this report.
8. Section 241 of the *Local Government Act 1993* requires the Tribunal to determine the remuneration to be paid to the Mayor and Councillors of each Council. This determination must be made no later than 1 May in each year.
9. Section 242A(1) of the *Local Government Act 1993* requires the Tribunal to give effect to the same policies on increases in remuneration as those of the Industrial Relations Commission.
10. The Tribunal's determinations take effect from 1 July in each year.
11. The Tribunal has determined a 3.75 per cent increase to the minimum and maximum fees applicable to each category.

12. The table below provides a summary of the minimum and maximum fees determined by the Tribunal for the previous five (5) years. The table also includes the annual fees to be paid, in the category Metropolitan Medium Council, to Councillors and Mayors effective from 1 July 2024, pursuant to section 241 of the *Local Government Act 1993*.

		Metropolitan Medium Council					
		Councillor Annual Fee			Mayor Additional Fee (*)		
		Minimum	Maximum	GRC Adopted	Minimum	Maximum	GRC Adopted
2019/20		\$13,820	\$25,790	\$25,790	\$29,360	\$68,530	\$68,530
2020/21		\$13,820	\$25,790	\$25,790	\$29,360	\$68,530	\$68,530
2021/22		\$14,100	\$26,310	\$25,790	\$29,950	\$69,900	\$68,530
2022/23		\$14,380	\$26,840	\$25,790	\$30,550	\$71,300	\$68,530
2023/2024		\$14,810	\$27,650	\$27,650	\$31,470	\$73,440	\$73,440
2024/2025		\$15,370	\$28,690	To be determined by Council	\$32,650	\$76,190	To be determined by Council

(*) This fee must be paid in addition to the fee paid to the Mayor as a Councillor (Section 249(2) of the LG Act

13. The Office of Local Government (OLG) provided a review of the Tribunal determination in its Circular 24-08. A copy of the Circular is **attached**.
14. For the 2023/24 year, and at its meeting on 22 May 2023, Council resolved to adopt the maximum allowance determined by the Tribunal for both the Councillor and Mayoral allowance for the year 2023/24 (CCL030-23).

RISK IMPLICATIONS

15. Strategic Risk 8: Statutory and Regulatory requirement/Ineffective governance – Failure of Council's Governance and Compliance Frameworks to ensure compliance with relevant legislative, statutory, regulatory and policies and procedures and which is not being monitored across the organisation.
16. This report complies with our legislative requirements in determining Mayor and Councillor fees for 2024/2025.

FINANCIAL IMPLICATIONS

17. An increase in the Mayor and Councillors fees (including Superannuation increase) has been allocated in the 2024/25 draft Operational Plan.
18. If Council resolves to increase the Councillor Annual Fee and Mayor additional fee by 3.75%, thereby paying the maximum Councillor and Mayoral fees, the total cost to Council will be \$506,540 per annum. Superannuation payable at 11.5% of this amount would also need to be factored in at an additional cost of \$58,252.11 making the total cost to Council \$564,792.11.

FILE REFERENCE

D24/253211

ATTACHMENTS

Attachment [↓](#)1 LGRT-2024-Annual-Determination-29-April-2024



Attachment [↓](#)2 OLG Circular 24-08 - Determination of the Local Government Remuneration Tribunal 29 May 2024



CCL075-24

**Local Government
Remuneration Tribunal**

Annual Determination

Report and determination under sections
239 and 241 of the Local Government Act
1993

29 April 2024



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Executive Summary

The *Local Government Act 1993* (LG Act) requires the Local Government Remuneration Tribunal (the Tribunal) to report to the Minister for Local Government by 1 May each year on its determination of categories of councils and the maximum and minimum amounts of fees to be paid to mayors, councillors, and chairpersons and members of county councils.

Categories

Section 239 of the LG Act requires the Tribunal to determine the categories of councils and mayoral offices at least once every 3 years. A review of categories was last carried out by the Tribunal in 2023.

The Tribunal will next consider the model, criteria for each group, and the allocation of councils in the 2026 review.

The criteria for each category is published in Appendix 1 of the Determination and remains unchanged from 2023.

Two (2) councils have been recategorised from Rural Large to Regional Rural as a result of meeting the criteria at Appendix 1.

Fees

The Tribunal has determined a 3.75 per cent per annum increase in the minimum and maximum fees applicable to each category from 1 July 2024.

Section 1 – Introduction

1. Section 239 of the LG Act requires the Tribunal to determine the categories of councils and mayoral offices at least once every 3 years. The Tribunal last undertook a significant review of the categories and the allocation of councils into each of those categories in 2023.
2. Section 241 of the LG Act provides that the Tribunal determine the maximum and minimum amount of fees to be paid to mayors and councillors of councils, as well as chairpersons and members of county councils for each of the categories determined under section 239.
3. Section 242A(1) of the LG Act requires:

“In making a determination, the Remuneration Tribunal is 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.”
4. The Industrial Relations Amendment Act 2023, assented on 5 December 2023, repealed section 146C of the *Industrial Relations Act 1996*, resulting in changes to wages policy and removal of the cap on remuneration increases.
5. The Tribunal can also determine that a council can be placed in another existing or new category with a higher range of fees.
6. The Tribunal’s determination takes effect from 1 July each year.

Section 2 – 2023 Determination

7. In 2023, the Tribunal received 18 written submissions.
8. An extensive review of the categories, criteria, and allocation of councils into each of the categories was undertaken by the Tribunal as required by Section 239 of the LG Act.
9. The review resulted in the Tribunal determining the creation of two new categories, being Metropolitan Major and Rural Large.
10. The categories of general purpose councils were determined 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

11. The Tribunal was of the view that improving consistency of criteria in categories was paramount. The Tribunal therefore determined to include the non-resident population criteria in Major Strategic, Regional Strategic, Regional Centre, and Regional Rural categories.
12. A total of 26 councils were recategorised as a result of changes in the 2023 Determination.
13. The Tribunal determined that fees would increase by 3 per cent in the minimum and maximum fees applicable to each category from 1 July 2023.

Section 3 – 2024 Review

2024 Process

14. The Tribunal's annual review commenced in October when it wrote to all councils inviting submissions regarding fees. The Tribunal outlined that it is only required to review the categories every three years and will next consider the model, the criteria applicable to each category and the allocation of councils in the 2026 review. The invitation noted that it is expected that submissions are endorsed by respective councils.
15. The Tribunal also wrote to the President of Local Government NSW (LGNSW) inviting a submission.
16. The Tribunal received 19 written submissions, of which 18 were from individual councils and 1 submission from LGNSW.
17. The Tribunal notes that 17 of the 18 council submissions were endorsed by their representative councils.
18. The Tribunal acknowledges and thanks all parties for their submissions.

Submissions Received – Request for recategorisation

19. Two council submissions received requested recategorisation, with Paramatta City Council and Lake Macquarie putting forward individual cases for the Tribunal's consideration.



20. Paramatta City Council requested recategorisation from its current classification of Major CBD to Principal CBD. Paramatta City Council's case to be included in Principal CBD category is based on the following:

- Paramatta being critical to the success of the Greater Sydney Region Plan
- The LGA expecting an estimated 186,000 new residents between 2022 and 2041
- An increase in the number of government services, corporations, and private enterprises relocating into Paramatta CBD
- A local economy that generates approximately \$32.88 billion in gross regional product and 33,000 businesses that generated over 202,000 jobs
- The Council's Local Strategic Planning Statement covers seven priority growth areas and precincts identified by the NSW Government in order to give effect to their Housing strategy
- Paramatta City Council has a 2023/24 capital works budget of \$613m and it provides a number of significant services within the local government area, including two aquatic centres, redevelopment to key community centres, and funding for local parks, roads, cycleways, and footpaths.

21. The Tribunal last considered the criteria for Principal CBD in the 2023 Annual Determination process. The Tribunal's view at the time was that



the criteria characteristics for Principal CBD category was appropriate, therefore no changes were required.

22. Paramatta City Council does not meet the criteria for Principal CBD. Accordingly, the Tribunal is not persuaded to include Paramatta Council in Principal CBD category.
23. Lake Macquarie City Council requested that it be recategorised from a Regional Strategic Area to a Major Strategic Area. Reasons include:
 - The LGA having a resident population of 216,603, and a non-resident working population of 24,769 (for a total of 241,372)
 - Connection to Greater Sydney via the M1, rail and a regional airport that supports the community
 - 99 towns, villages and nine economic centres across an area of 757 square kilometres
 - An annual economic output of \$26.1 billion (which is approximately 20 per cent of the Hunter economy)
 - 1.3 million tourists per year
 - 14,081 active businesses, 73,233 jobs and a total workforce across the LGA of 102,029
 - Community facilities that include a Regional Gallery – Museum of Art and Culture, one University, two TAFE campuses and a regional centre for health care
 - Operating revenue exceeding \$290 million.



24. As stated in Council's own submission, currently it does not meet the population threshold criteria for Major Strategic Area. Accordingly, the Tribunal is not persuaded to include Lake Macquarie Council in Major Strategic Area category.
25. The council also advocated for the population threshold for Major Strategic Area to be reviewed from its current threshold of 300,000 to 200,000 to restore incremental balance between Major Strategic Area and Regional Strategic Area categories.
26. Lake Macquarie Council provided late supplementary information to support their argument for the population threshold of Regional Strategic Area being adjusted. Council submitted that five precincts in the Lake Macquarie LGA have been identified for inclusion in the New South Wales Government Transport Oriented Development Program, which aims to encourage housing development near transport hubs.
27. The Council argues this increase in housing will lead to population growth in the selected centres, especially those with a large number of identified precincts.
28. Consistent with section 239 and 240 of the LG Act, the Tribunal carefully considered the population threshold for all categories, as part of the 2023 Annual Determination. It was determined at that time, on extensive evidence examined and considered by the Tribunal, that the population threshold for Major Strategic Area was appropriate.
29. The Tribunal is not persuaded at this time to change the population threshold for Major Strategic Area. Should further evidence become available to support a change in the population threshold for this category,



it can be considered by the Tribunal as part of the three yearly review of categories in 2026.

30. The Tribunal will monitor, as data becomes available, the impact of the New South Wales Government Transport Oriented Development Program on population thresholds.
31. One submission received from Wollondilly Shire Council advised that Council resolved to write to the Premier and appropriate Ministers, requesting Wollondilly Shire Council be considered as a regional Council.
32. The Tribunal has previously determined that Wollondilly Shire Council, for the purpose of setting the minimum and maximum fees payable to Councillors and Mayors, be classified as Regional Centre.
33. The Tribunal notes Wollondilly's submission and proposed course of action.

Categories – movement of Councils within the framework

34. The Tribunal reviewed population and data relating to Council operations to determine if the categorisations of Councils was consistent with the current criteria.
35. Population data was sourced from the Australian Bureau of Statistics (ABS), released 26 March 2024 for the period 2022 – 2023 financial year, the most recent data available at the time of writing this determination.



36. Data relating to Council operations was sourced from the Office of Local Government (OLG).
37. These sources provide a consistent, and complete overview of all councils in NSW. These data sources are consistent with those used in previous LGRT determinations.
38. Each Council was also assessed against the relevant criteria at Appendix 1.
39. As a result, it was identified that two Rural Large councils, Hilltops Council and Muswellbrook Shire Council, each had a combined resident and non-residential working population above 20,000 each. This population figure exceeds the population threshold for a Regional Rural council classification.
40. For this reason, the Tribunal has reclassified both Hilltops Council and Muswellbrook Shire Council as Regional Rural councils.

Submissions Received – Remuneration Structure

41. A significant number of submissions commented on the remuneration structure, advocating for major changes to be made, including the need for a full comprehensive review. These issues are addressed below.
42. One submission advocated for a new remuneration structure to be established that:
 - Is benchmarked in a more transparent way



- Recognises workload
- Encourages participation by a cohort that is more representative of the community
- Recognises skills and experience that is relevant to the roles.

43. Several submissions argued that the current remuneration structure does not adequately compensate elected Councillors and Mayors for the complex requirements of the role, significant workload, time requirements, responsibilities, and changes in the role over recent years.

44. A number of submissions provided comparison data that included remuneration paid to: Queensland and Victorian local government Councillors and Mayors, Federal, State, and Territory Parliamentary Members, Audit Risk and Improvement Committee members, and average remuneration for chairs/directors of not-for-profit organisations.

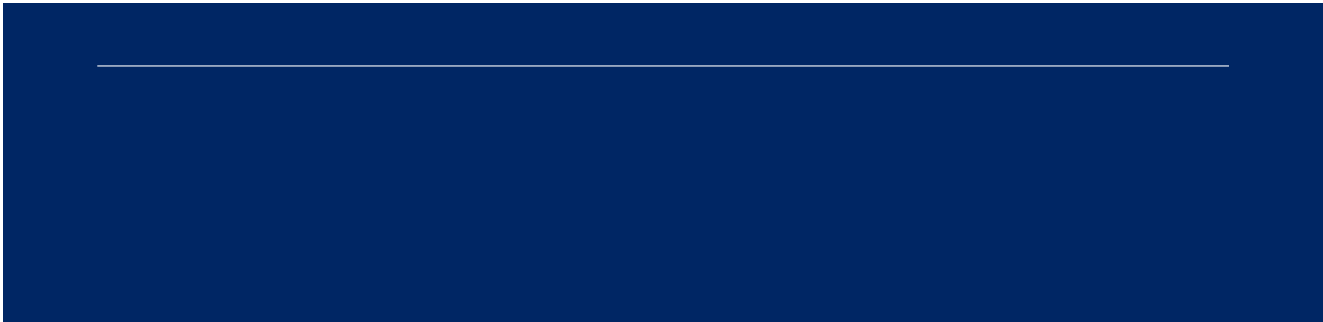
45. The basis of providing this data was to support arguments that NSW Councillors and Mayors are paid below these organisations and the work of Councillors and Mayors is being undervalued.

46. Some submissions outlined that low levels of remuneration can have a detrimental impact on the quality and diversity of candidates standing for election.

47. The LG Act is clear that Councillors and Mayors receive an annual fee, not a wage, with section 251 clearly stating that fees paid do not constitute a salary.



48. Whilst the Tribunal acknowledges these issues, as previously explained in the 2023 Annual Determination at paragraph 97 they are not currently within the Tribunal's remit.
49. One submission advocated for fees of rural councils to be commensurate with those of regional and metropolitan councils, arguing that the skills and knowledge required for the role is the same regardless of the council location.
50. Others advocated for significant increases to rural and regional fees in order to address low candidate numbers while others asserted that the current remuneration fails to take into account significant stressors facing regional and rural councils.
51. The Act requires that the Tribunal must determine categories at least once every three years and places each council into a category. The determination of categories by the Tribunal is for the purpose of determining the minimum and maximum fees to be paid for councillors and Mayors in each category. When determining categories, the Tribunal is required to take into account matters prescribed in Section 240 of the LG Act:
 - *the size of areas;*
 - *the physical terrain of areas;*
 - *the population of areas and the distribution of the population;*
 - *the nature and volume of business dealt with by each council;*
 - *the nature and extent of the development of areas;*



- *the diversity of communities served;*
- *the regional, national and international significance of the council;*
- *such matters as the Remuneration Tribunal considers relevant to the provision of efficient and effective local government; and*
- *such other matters as may be prescribed by the regulations.*

52. The Determination of minimum and maximum fees for 2024 is dealt with below at section 4.

53. Two submissions asserted that the current remuneration structure fails to recognise the role, responsibilities, and contribution of the Deputy Mayor position. It was suggested that a distinct independent fee be included for the position of Deputy Mayor.

54. Section 249 (5) of the LG act states:

“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.”

55. Accordingly, the Tribunal lacks the power to implement changes to the fee structure that would include a distinct independent fee for the position of Deputy Mayor.

56. One argument put forward is that the impact of the current superannuation arrangements has a negative impact on female participation.



57. Section 254B of the Act sets out the circumstances with respect to the payment of superannuation for Mayors and Councillors. The payment of superannuation is not automatic or mandatory, pursuant to 254B (4)(a) of the Act a council must pass a resolution prior to making superannuation contribution payments.
58. Any changes to superannuation contribution payments for Councillors and Mayors to assist in eliminating barriers to participation would require changes to the legislation.

Section 4 – 2024 Fees

Submissions - 2024 Fees

59. The LGNSW submission requested the Tribunal increase fees by at least 10% in order to:

- Reverse the fee erosion which occurred under the NSW Public Sector Wages Policy
- Mitigate economic pressures and the rising cost of living
- Ensure that Councillors and Mayors receive fair and reasonable remuneration for the work they perform
- Address the historic undervaluation of the work performed by elected representatives in local government in New South Wales.

60. LGNSW used economic and wage data to support their argument that included:

- Consumer Price Index
- Wage Price Index
- National and State Wage cases
- Market comparability

61. LGNSW in its meeting with the Tribunal and Assessors asserted that fees paid to Councillors and Mayors have reduced in real terms over recent years, further advocating for an increase of 10% being fair and reasonable.



62. In meeting with LGNSW, the question of Government policies (State and Federal) on housing reform was discussed. The Tribunal is mindful of the additional workload associated with policies such as the NSW Government's Transport Oriented Development Program place on affected Councils. Similar considerations arise from the infrastructure requirements related to Renewable Energy Zones.
63. The role of a Councillor as a member of the governing body of the council is outlined under s232 of the LG Act and the Tribunal has addressed this matter generally in the 2023 Determination at paragraph 97.
64. Four submissions received from individual councils addressed the issue of fees quantum increase. These submissions sought an increase ranging from 3% to 5.57%.
65. Other submissions advocated for remuneration to be set at a level to:
 - Reflect the role, commitment required, complexity of the role, workload, and responsibilities required to perform the role successfully
 - Ensure no one is out of pocket for the work they do for council
 - Attract a diverse range of potential candidates.
66. Five submissions advocated for the Tribunal to change the determination in regard to the remuneration structure. Some submissions suggested setting a fixed mandatory fee for Councillors and Mayors, whilst others argued that individual councils should not determine their own



remuneration, due to potential conflict of interest, instead the decision should be left to State Government or an independent decision maker.

67. It has been suggested that such an approach could:

- Remove potential conflict of interest
- Facilitate good governance
- Create equity amongst councils in the same category
- Assist in fostering good relationships with the community
- Alleviate public perception that increases are unjust.

68. Currently the Tribunal, consistent with its obligations set out in the LG Act, section 248 and section 249, determines a minimum and maximum remuneration range for Councillors and Mayors. It is then up to individual councils, to fix the annual fee for councillors and Mayors.

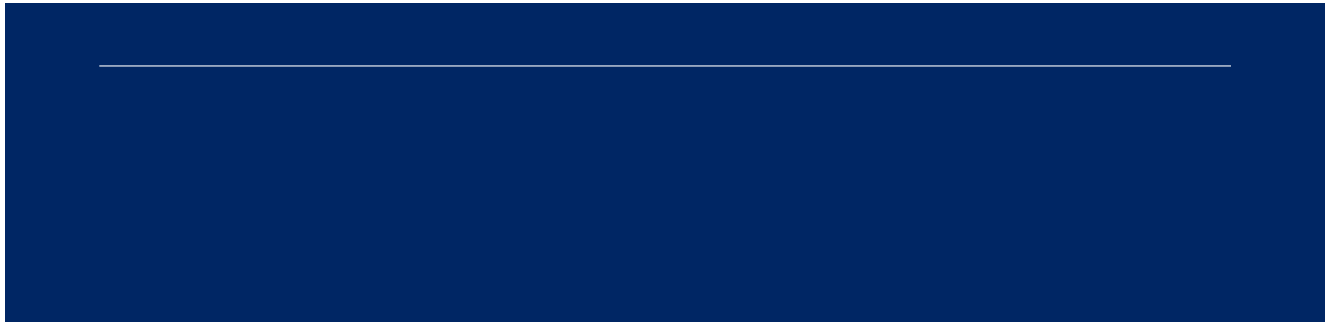
69. Furthermore, the tribunal does not have the authority to determine a fixed mandatory fee, section 241 of the LG Act states:

“The Remuneration Tribunal must, not later than 1 May in each year, determine, in each of the categories determined under section 239, the maximum and minimum amounts of fees to be paid during the following year to councillors (other than mayors) and mayors.”



Fee Increase.

70. The Tribunal considered a range of factors in determining the amount to increase minimum and maximum fees payable to Councillors and Mayors. This included economic data, including the Consumer Price Index, Wage Price Index, full-time adult average weekly ordinary time earnings, NSW Public Sector increases, and Local Government State Award increases. It also considered the Base Cost Change model used by IPART in setting the rate peg for 2024-25.
71. On this occasion the Tribunal has determined that a 3.75% per cent increase will apply to the minimum and maximum fees applicable to existing categories.



Conclusion

72. The Tribunal's determination has been made with the assistance of the Assessors, Ms Kylie Yates, Mr Brett Whitworth and Mr Douglas Walther.
73. Determination 1 sets out the allocation of councils into each of the categories as per section 239 of the LG Act.
74. Determination 2 sets out the minimum and maximum fees paid to councillors and mayors and chairpersons of county concills as per section 241 of the LG Act.
75. The Tribunal acknowledges and thanks the secretariat for their excellent research and support in completing the 2024 determination.

Viv May PSM

Local Government Remuneration Tribunal

Dated 29 April 2024

Section 5 – Determinations

Determination No. 1 – Allocation of councils into each of the categories as per section 239 of the LG Act effective 1 July 2024

General Purpose Councils – Metropolitan

Principal CBD (1)

- Sydney

Major CBD (1)

- Parramatta

Metropolitan Major (2)

- Blacktown
- Canterbury-Bankstown

Metropolitan Large (10)

- Bayside
- Cumberland
- Fairfield
- Inner West
- Liverpool
- Northern Beaches
- Penrith
- Ryde
- Sutherland
- The Hills

Metropolitan Medium (8)

- Campbelltown
- Camden
- Georges River
- Hornsby
- Ku-ring-gai
- North Sydney
- Randwick
- Willoughby

Metropolitan Small (8)

- Burwood
- Canada Bay
- Hunters Hill
- Lane Cove
- Mosman
- Strathfield
- Waverley
- Woollahra



General Purpose Councils - Non-Metropolitan

Major Regional City (2)

- Newcastle
- Wollongong

Major Strategic Area (1)

- Central Coast

Regional Centre (23)

- Albury
- Armidale
- Ballina
- Bathurst
- Blue Mountains
- Byron
- Cessnock
- Clarence Valley
- Coffs Harbour
- Dubbo
- Eurobodella
- Hawkesbury

Regional Strategic Area(4)

- Lake Macquarie
- Maitland
- Shoalhaven
- Tweed

- Lismore
- Mid-Coast
- Orange
- Port Macquarie-Hastings
- Port Stephens
- Queanbeyan-Palerang
- Shellharbour
- Tamworth
- Wagga Wagga
- Wingecarribee
- Wollondilly



Regional Rural (14)

- Bega
- Broken Hill
- Goulburn Mulwaree
- Griffith
- Hilltops
- Kempsey
- Kiama
- Lithgow
- Mid-Western
- Muswellbrook
- Nambucca
- Richmond Valleys
- Singleton
- Snowy Monaro

Rural Large (16)

- Bellingen
- Cabonne
- Cootamundra-Gundagai
- Cowra
- Federation
- Greater Hume
- Gunnedah
- Inverell
- Leeton
- Moree Plains
- Murray River
- Narrabri
- Parkes
- Snowy Valleys
- Upper Hunter
- Yass

Rural (38)

- Balranald
- Berrigan
- Bland
- Blayney
- Bogan
- Bourke
- Brewarrina
- Carrathool
- Central Darling
- Cobar
- Coolamon
- Coonamble
- Dungog
- Edward River
- Forbes
- Gilgandra



- Glen Innes Severn
- Gwydir
- Hay
- Junee
- Kyogle
- Lachlan
- Liverpool Plains
- Lockhart
- Murrumbidgee
- Narrandera
- Narromine
- Oberon
- Temora
- Tenterfield
- Upper Lachlan
- Uralla
- Walcha
- Walgett
- Warren
- Warrumbungle
- Weddin
- Wentworth

County Councils

Water (4)

- Central Tablelands
- Goldenfields Water
- Riverina Water
- Rous

Other (6)

- Castlereagh-Macquarie
- Central Murray
- Hawkesbury River
- New England Tablelands
- Upper Hunter
- Upper Macquarie



Determination No. 2 - Fees for Councillors and Mayors as per section 241 of the LG Act effective from 1 July 2024

The annual fees to be paid in each of the categories to Councillors, Mayors, Members, and Chairpersons of County Councils effective on and from 1 July 2024 as per section 241 of the *Local Government Act 1993* are determined as follows:

Table 4: Fees for General Purpose and County Councils

General Purpose Councils – Metropolitan

Councillor/Member Annual Fee (\$) effective 1 July 2024

Category	Minimum	Maximum
Principal CBD	30,720	45,070
Major CBD	20,500	37,960
Metropolitan Major	20,500	35,890
Metropolitan Large	20,500	33,810
Metropolitan Medium	15,370	28,690
Metropolitan Small	10,220	22,540

Mayor/Chairperson Additional Fee* (\$) effective 1 July 2024

Category	Minimum	Maximum
Principal CBD	188,010	247,390
Major CBD	43,530	122,640
Metropolitan Major	43,530	110,970
Metropolitan Large	43,530	98,510
Metropolitan Medium	32,650	76,190
Metropolitan Small	21,770	49,170



General Purpose Councils - Non-Metropolitan

Councillor/Member Annual Fee (\$) effective 1 July 2024

Category	Minimum	Maximum
Major Regional City	20,500	35,620
Major Strategic Area	20,500	35,620
Regional Strategic Area	20,500	33,810
Regional Centre	15,370	27,050
Regional Rural	10,220	22,540
Rural Large	10,220	18,340
Rural	10,220	13,520

Mayor/Chairperson Additional Fee* (\$) effective 1 July 2024

Category	Minimum	Maximum
Major Regional City	43,530	110,970
Major Strategic Area	43,530	110,970
Regional Strategic Area	43,530	98,510
Regional Centre	31,980	66,800
Regional Rural	21,770	49,200
Rural Large	16,330	39,350
Rural	10,880	29,500



County Councils

Councillor/Member Annual Fee (\$) effective 1 July 2024

Category	Minimum	Maximum
Water	2,030	11,280
Other	2,030	6,730

Mayor/Chairperson Additional Fee* (\$) effective 1 July 2024

Category	Minimum	Maximum
Water	4,360	18,520
Other	4,360	12,300

*This fee must be paid in addition to the fee paid to the Mayor/Chairperson as a Councillor/Member (s.249(2)).

Viv May PSM

Local Government Remuneration Tribunal

Dated 29 April 2024

Appendices

Appendix 1 Criteria that apply to categories

Principal CBD

The Council of the City of Sydney (the City of Sydney) is the principal central business district (CBD) in the Sydney Metropolitan area. The City of Sydney is home to Sydney's primary commercial office district with the largest concentration of businesses and retailers in Sydney. The City of Sydney's sphere of economic influence is the greatest of any local government area in Australia.

The CBD is also host to some of the city's most significant transport infrastructure including Central Station, Circular Quay and International Overseas Passenger Terminal. Sydney is recognised globally with its iconic harbour setting and the City of Sydney is host to the city's historical, cultural and ceremonial precincts. The City of Sydney attracts significant visitor numbers and is home to 60 per cent of metropolitan Sydney's hotels.

The role of Lord Mayor of the City of Sydney has significant prominence reflecting the CBD's importance as home to the country's major business centres and public facilities of state and national importance. The Lord Mayor's responsibilities in developing and maintaining relationships with stakeholders, including other councils, state and federal governments, community and business groups, and the media are considered greater than other mayoral roles in NSW.



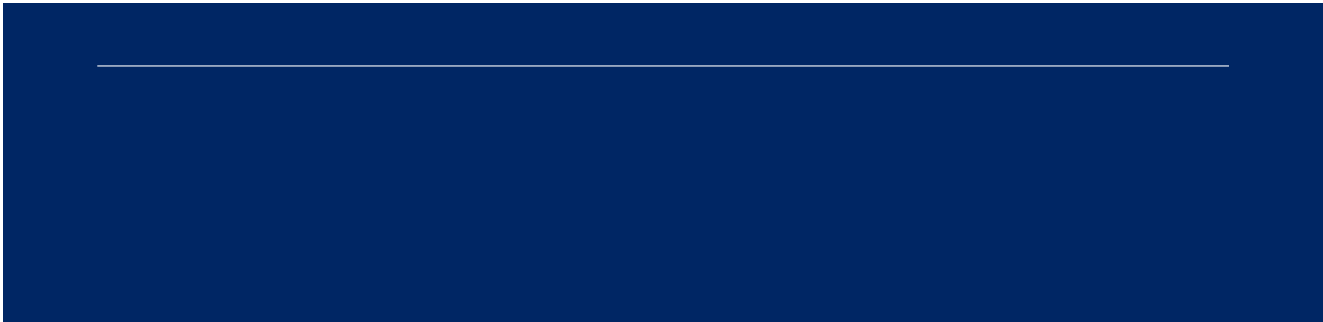
Major CBD

The Council of the City of Parramatta (City of Parramatta) is the economic capital of Greater Western Sydney and the geographic and demographic centre of Greater Sydney. Parramatta is the second largest economy in NSW (after Sydney CBD) and the sixth largest in Australia.

As a secondary CBD to metropolitan Sydney the Parramatta local government area is a major provider of business and government services with a significant number of organisations relocating their head offices to Parramatta. Public administration and safety have been a growth sector for Parramatta as the State Government has promoted a policy of moving government agencies westward to support economic development beyond the Sydney CBD.

The City of Parramatta provides a broad range of regional services across the Sydney Metropolitan area with a significant transport hub and hospital and educational facilities. The City of Parramatta is home to the Westmead Health and Medical Research precinct which represents the largest concentration of hospital and health services in Australia, servicing Western Sydney and providing other specialised services for the rest of NSW.

The City of Parramatta is also home to a significant number of cultural and sporting facilities (including Sydney Olympic Park) which draw significant domestic and international visitors to the region.



Metropolitan Major

Councils categorised Metropolitan Major will typically have a minimum residential population of 400,000.

Councils may also be categorised Metropolitan Major if their residential population combined with their non-resident working population exceeds 400,000. To satisfy this criteria the non-resident working population must exceed 50,000.

Other features may include:

- total operating revenue exceeding \$300M per annum
- the provision of significant regional services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- significant industrial, commercial and residential centres and development corridors
- high population growth.

Councils categorised as Metropolitan Major will have a sphere of economic influence and provide regional services considered to be greater than those of other metropolitan councils.

Metropolitan Large

Councils categorised as Metropolitan Large will typically have a minimum residential population of 200,000.



Councils may also be categorised as Metropolitan Large if their residential population combined with their non-resident working population exceeds 200,000. To satisfy this criteria the non-resident working population must exceed 50,000.

Other features may include:

- total operating revenue exceeding \$200M per annum
- the provision of significant regional services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- significant industrial, commercial and residential centres and development corridors
- high population growth.

Councils categorised as Metropolitan Large will have a sphere of economic influence and provide regional services considered to be greater than those of other metropolitan councils.

Metropolitan Medium

Councils categorised as Metropolitan Medium will typically have a minimum residential population of 100,000.

Councils may also be categorised as Metropolitan Medium if their residential population combined with their non-resident working population exceeds 100,000. To satisfy this criteria the non-resident working population must exceed 50,000.



Other features may include:

- total operating revenue exceeding \$100M per annum
- services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- industrial, commercial and residential centres and development corridors
- high population growth.

The sphere of economic influence, the scale of council operations and the extent of regional servicing would be below that of Metropolitan Large councils.



Metropolitan Small

Councils categorised as Metropolitan Small will typically have a residential population less than 100,000.

Other features which distinguish them from other metropolitan councils include:

- total operating revenue less than \$150M per annum.

While these councils may include some of the facilities and characteristics of both Metropolitan Large and Metropolitan Medium councils the overall sphere of economic influence, the scale of council operations and the extent of regional servicing would be below that of Metropolitan Medium councils.

Major Regional City

Newcastle City Council and Wollongong City Councils are categorised as Major Regional City. These councils:

- are metropolitan in nature with major residential, commercial and industrial areas
- typically host government departments, major tertiary education and health facilities and incorporate high density commercial and residential development
- provide a full range of higher order services and activities along with arts, culture, recreation, sporting and entertainment facilities to service the wider community and broader region



- have significant transport and freight infrastructure servicing international markets, the capital city and regional areas
- have significant natural and man-made assets to support diverse economic activity, trade and future investment
- typically contain ventures which have a broader State and national focus which impact upon the operations of the council.

Major Strategic Area

Councils categorised as Major Strategic Area will have a minimum population of 300,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- health services, tertiary education services and major regional airports which service the surrounding and wider regional community
- a full range of high-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- total operating revenue exceeding \$250M per annum
- significant visitor numbers to established tourism ventures and major events that attract state and national attention
- a proximity to Sydney which generates economic opportunities.



Currently, only Central Coast Council meets the criteria to be categorised as a Major Strategic Area. Its population, predicted population growth, and scale of the Council's operations warrant that it be differentiated from other non-metropolitan councils. Central Coast Council is also a significant contributor to the regional economy associated with proximity to and connections with Sydney and the Hunter Region.

Regional Strategic Area

Councils categorised as Regional Strategic Area are differentiated from councils in the Regional Centre category on the basis of their significant population and will typically have a residential population above 100,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- health services, tertiary education services and major regional airports which service the surrounding and wider regional community
- a full range of high-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- total operating revenue exceeding \$250M per annum
- significant visitor numbers to established tourism ventures and major events that attract state and national attention
- a proximity to Sydney which generates economic opportunities.



Currently, only Lake Macquarie Council meets the criteria to be categorised as a Regional Strategic Area. Its population and overall scale of council operations will be greater than Regional Centre councils.

Regional Centre

Councils categorised as Regional Centre will typically have a minimum residential population of 40,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- a large city or town providing a significant proportion of the region's housing and employment
- health services, tertiary education services and major regional airports which service the surrounding and wider regional community
- a full range of high-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- total operating revenue exceeding \$100M per annum
- the highest rates of population growth in regional NSW
- significant visitor numbers to established tourism ventures and major events that attract state and national attention
- a proximity to Sydney which generates economic opportunities.



Councils in the category of Regional Centre are often considered the geographic centre of the region providing services to their immediate and wider catchment communities.

Regional Rural

Councils categorised as Regional Rural will typically have a minimum residential population of 20,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- a large urban population existing alongside a traditional farming sector, and are surrounded by smaller towns and villages
- health services, tertiary education services and regional airports which service a regional community
- a broad range of industries including agricultural, educational, health, professional, government and retail services
- large visitor numbers to established tourism ventures and events.

Councils in the category of Regional Rural provide a degree of regional servicing below that of a Regional Centre.



Rural Large

Councils categorised as Rural Large will have a residential population greater than 10,000, and a councillor to resident ratio of at least 1 to 1200.

Other features may include:

- one or two significant townships combined with a considerable dispersed population spread over a large area and a long distance from a major regional centre
- a limited range of services, facilities and employment opportunities compared to Regional Rural councils
- local economies based on agricultural/resource industries.



Rural

Councils categorised as Rural will typically have a residential population less than 10,000.

County Councils - Water

County councils that provide water and/or sewerage functions with a joint approach in planning and installing large water reticulation and sewerage systems.

County Councils - Other

County councils that administer, control and eradicate declared noxious weeds as a specified Local Control Authority under the Biosecurity Act 2015.

Department of Planning, Housing and Infrastructure
Office of Local Government



Circular to Councils

Circular Name	2024/25 Determination of the Local Government Remuneration Tribunal
Circular Details	24-08 / 29 May 2024 / A899914
Previous Circular	23-03 2023/24 Determination of the Local Government Remuneration Tribunal
Who should read this	Councillors / General Managers
Contact	Council Governance Team / 02 4428 4100 / olg@olg.nsw.gov.au
Action required	Council to Implement

What's new or changing?

- The Local Government Remuneration Tribunal (the Tribunal) has determined an increase of 3.75% to mayoral and councillor fees for the 2024-25 financial year, with effect from 1 July 2024.
- The Tribunal is required to determine the remuneration categories of councils and mayoral offices at least once every 3 years under section 239 of the *Local Government Act 1993* (the Act). The Tribunal last undertook a significant review of the categories as part of its 2023 determination and will next review these categories in 2026.
- The Tribunal found that the allocation of most councils into the current categories continued to be appropriate having regard to the 2023 review, the current category model and criteria, and the evidence put forward in the submissions received.
- However, the Tribunal has reclassified both Hilltops Council and Muswellbrook Shire Council as Regional Rural councils based on changes to their combined resident and non-residential working population.

What will this mean for council?

- Sections 248 and 249 of the Act require councils to fix and pay an annual fee to councillors and mayors from 1 July 2024 based on the Tribunal's determination for the 2024-25 financial year.

Department of Planning, Housing and Infrastructure
Office of Local Government



Key points

- The level of fees paid will depend on the category the council is in.
- A council cannot fix a fee higher than the maximum amount determined by the Tribunal.
- If a council does not fix a fee, the council must pay the minimum fee determined by the Tribunal.

Where to go for further information

- The Tribunal's report and determination is available [here](#).
- For further information please contact the Council Governance Team on
- 02 4428 4100 or by email at olg@olg.nsw.gov.au.

A handwritten signature in blue ink that reads "Brett Whitworth".

Brett Whitworth
Deputy Secretary, Local Government

COMMUNITY AND CULTURE

Item: CCL076-24 **Endorsement for Smoking Ceremony and Welcome to Country**

Author: Manager Community and Early Learning Services

Directorate: Community and Culture

Matter Type: Community and Culture

CCL076-24

RECOMMENDATION:

That Council endorse the inclusion of a Smoking Ceremony and Welcome to Country at the first full Council meeting of the newly elected Council on Monday, 25 November 2024.

EXECUTIVE SUMMARY

1. This report seeks Council's approval to conduct a Smoking Ceremony and Welcome to Country to mark the first full Council meeting following the election. These ceremonies acknowledge and pay respect to the Traditional Custodians of the land and affirm Council's commitment to reconciliation and cultural respect.

BACKGROUND

2. The Smoking Ceremony and Welcome to Country are traditional practices of Aboriginal and Torres Strait Islander peoples. The Smoking Ceremony is a cleansing ritual used to ward off bad spirits and promote the well-being of participants. The Welcome to Country is an acknowledgement of the Traditional Custodians performed by an Elder.
3. The Georges River Council Community Strategic Plan 2022-2032 sets out Council's vision and future goals to be "*Naturally Connected to place community and Country*".
4. In line with Council's vision and Social Justice Charter principles of Participation, Equity, Respect and Empowerment, a Smoking Ceremony acknowledges the Bidjigal People of the Eora Nation who are the Traditional Custodians of the Georges River Council Local Government Area. Council plays a role in healing and building positive relationships between Council and Aboriginal and Torres Strait Islander communities, as well as educating the broader community about the significance of Aboriginal and Torres Strait Islander languages, cultures and history.
5. Council's Draft Aboriginal and Torres Strait Islander Strategy, which will be an item on the agenda at the November Council meeting, will be Georges River Council's first Strategy of this kind. It demonstrates our ongoing commitment to reconciliation and respect, it is proposed that these ceremonies be performed at the beginning of the first full meeting of the newly elected Council on 25 November 2024.

FINANCIAL IMPLICATIONS

6. Within budget allocation

RISK IMPLICATIONS

7. Failure to include a Smoking Ceremony and Welcome to Country at such a significant occasion may be seen as a missed opportunity to set the tone of cultural inclusion and respect for the new Council term.

COMMUNITY ENGAGEMENT

8. Council's Aboriginal and Torres Strait Islander Advisory Committee were consulted and support the inclusion of a Smoking Ceremony and Welcome to Country at the first full Council Meeting on 25 November 2024.

FILE REFERENCE

D24/277701

ATTACHMENTS

Nil

CCL076-24

