

# **Submission to the Local Government Remuneration Tribunal**

**12 January 2026**



Local Government NSW (LGNSW) is the peak body for local government in NSW, representing NSW general purpose councils and related entities. LGNSW facilitates the development of an effective community-based system of local government in the State.

## OVERVIEW OF THE LOCAL GOVERNMENT SECTOR



Local government in NSW employs **55,000 people**



Local government in NSW is responsible for about **90% of the state's roads and bridges**



Local government in NSW looks after more than **\$177 billion** of community assets



NSW councils manage an estimated **4 million tonnes of waste** each year



Local government in NSW spends more than **\$2.2 billion** each year on caring for the environment



NSW councils own and manage more than **600 museums, galleries, theatres and art centres**



NSW has more than **350 council-run libraries** that attract tens of millions of visits each year



NSW has more than **400 public swimming and ocean pools**

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# Opening

Local Government NSW (“LGNSW”) welcomes the opportunity to provide a submission to the Local Government Remuneration Tribunal (“Tribunal”) as part of the Tribunal’s 2026 review of the fees payable to councillors and mayors in New South Wales.

This submission seeks a significant increase to the fees payable to councillors and mayors in New South Wales. A significant increase is needed to:

1. Ensure that councillors and mayors in New South Wales do not continue to experience fee erosion flowing from the former NSW Public Sector Wages Policy;
2. Reflect the current economic climate in New South Wales and adjust fees according to recent and relevant economic data; and
3. Recognise the increasing demands and time commitment required of elected local government representatives.

LGNSW also notes that the Tribunal will be considering the categorisation of councils in its 2026 review. LGNSW submits that the categories as presently constituted are suitable. However, the criteria by which each council is categorised do not accurately capture the economic and operational complexity of councils or the communities in which they operate. LGNSW views that the criteria by which councils are categorised should be updated to have closer regard to the particular demographic and economic circumstances of councils in NSW.

This submission is made pursuant to section 243(2)(b) of the *Local Government Act 1993*(NSW) (“Act”). It is also informed by the policy position and conference resolutions of LGNSW and in consultation with member councils.

This submission was endorsed by the LGNSW Board on Friday 6 February 2026. LGNSW thanks the Tribunal for its earlier consideration of this submission in draft form.

## The Tribunal’s Functions and Scope

### Functions

The Tribunal has the functions conferred or imposed on it by the Act and may have additional functions conferred or imposed on it by the Minister (per s238).

In the present matter, the Act requires the Tribunal to determine, in each of the categories determined under section 239, the maximum and minimum fees to be paid during the following year to councillors and mayors.

Relevantly, section 241 of the Act provides as follows:

*"241 Determination of fees*

*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."*

The Tribunal's function under section 241 of the Act is to determine the maximum and minimum fees to be paid for each of the categories of councils, and is not simply to determine an increase in fees (it is acknowledged the Tribunal can determine an increase in fees when determine the maximum and minimum fees). Therefore, the question the Tribunal is required to address in this matter is: *"are the current maximum and minimum amounts of fees to be paid during the following year to councillors (other than mayors) and mayors for each of the categories appropriate?"*.

### Scope

Section 146C of the *Industrial Relations Act 1996*(NSW) was repealed in December 2023 and in effect removed the NSW Public Sector Wages Policy, which capped the amount that the Tribunal (and others in the NSW State Public Sector) was able to award. The Tribunal has acknowledged that since 2024, it has not been restrained by this Policy and indeed awarded an increase of 3.75% in 2024, more than what was previously permissible under the NSW Public Sector Wages Policy.

The Tribunal now has a very broad discretion when determining the maximum and minimum fees to be paid for each of the categories of councils. In short, the Tribunal can determine any maximum and minimum fees to be paid for each of the categories of councils that it sees fit in the circumstances.

## **Recent Determinations**

### The 2025 Determination

In the 2025 Determination, the Tribunal awarded an increase of 3% to the fees payable to councillors and mayors. This followed the 2024 Determination where an increase of 3.75% was awarded, and the 2023 Determination where a 3% increase was awarded.

Increases in the fees payable to councillors and mayors over the past five years have failed to keep pace, in the aggregate, with increases in the Consumer Price Index (CPI).

The following table illustrates the difference in the fee increases relative to the CPI since 2021:

CONSUMER PRICE INDEX INCREASES		REMUNERATION TRIBUNAL INCREASES	
12 months to June 2021	3.8%	2021	2%
12 months to June 2022	6.1%	2022	2%
12 months to June 2023	6.0%	2023	3%
12 months to June 2024	3.8%	2024	3.75%
12 months to June 2025	2.1%	2025	3%
<b>TOTAL</b>	<b>21.8%</b>	<b>TOTAL</b>	<b>13.75%</b>

The above comparison indicates that in real terms the value of the fees payable to councillors and mayors in NSW has eroded significantly since 2021 (LGNSW acknowledges that the NSW Public Sector Wages Policy constrained the Tribunal from awarding higher increases until its repeal in December 2023). This is despite the Tribunal's acknowledgement of the increasing complexity of the respective roles of councillors and mayors, and the broader economic pressures affecting individuals and communities in New South Wales.

#### 2025 Special Determination (Central Darling)

LGNSW notes that the Tribunal made a Special Determination in 2025 relating to the minimum and maximum fees payable to the appointed councillors and chairperson of Central Darling Shire Council. The chairperson of that Council, who has functions equivalent to that of a mayor (without the additional work, expense and pressures associated with seeking election), receives an annual fee of between \$72,080 and \$72,180. Given that Central Darling Shire Council is categorised as a 'Rural' council, an elected mayor from Central Darling Shire Council would expect to receive a councillor fee of between \$10,530 and \$13,930 plus a mayoral fee of between \$11,210 and \$30,390. This is significantly less than the maximum and minimum fees the Tribunal determined for the appointed Chairperson.

Noting that the functions of an appointed mayor and an elected mayor are substantially the same, the Tribunal should determine that the fees payable to all mayors of Rural councils for the following year are between \$72,080 and \$72,180, plus a CPI adjustment to reflect increases in the cost of living.

# Economic Indices and Wage Data

In addition to the Consumer Price Index mentioned above, the Tribunal has noted that it considers a range of other indices when forming its view as to the appropriate increase to fees payable in a given year. LGNSW draws the Tribunal's attention to the following economic indices and wage data:

- The Wage Price Index (WPI) rose by 3.4% in the twelve months to the September 2025 quarter<sup>1</sup>.
- The Full-time average weekly ordinary time earnings for the 12 months to May 2025 increased by 4.5% to \$2010.00<sup>2</sup>
- NSW Public Sector salary increases pursuant to the NSW Government's Fair Pay and Bargaining Policy 2024-2025 are 3% for FY 2025-2026<sup>3</sup>.
- The increase to rates of pay pursuant to the *Local Government (State) Award 2023* is 3% commencing the first full pay period to commence on or after 1 July 2025. The industrial parties to the Award are in the process of negotiating the *Local Government (State) Award 2026*.
- The Independent Pricing and Regulatory Tribunal (IPART) Rate Peg base cost change for 2025 – 2026 was 3.6%<sup>4</sup>.
- The Statutory and Other Offices Remuneration Tribunal determined that a 3.5% increase would apply to the minimum and maximum of the remuneration ranges for Public Service Senior Executive Bands 1 to 4<sup>5</sup>.
- The Parliamentary Remuneration Tribunal determined that a 4% increase would apply.

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<sup>1</sup> Australian Bureau of Statistics: <https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/latest-release>

<sup>2</sup> Australian Bureau of Statistics: <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/average-weekly-earnings-australia/latest-release>

<sup>3</sup> NSW Government Department of Premier and Cabinet: <https://arp.nsw.gov.au/m2025-04-nsw-government-fair-pay-and-bargaining-policy-2024-25>

<sup>4</sup> IPART Information paper – rate pegs for NSW councils: [https://www.ipart.nsw.gov.au/sites/default/files/cm9\\_documents/Information-Paper-Rate-pegs-for-NSW-councils-for-2025-26-1-October-2024.PDF](https://www.ipart.nsw.gov.au/sites/default/files/cm9_documents/Information-Paper-Rate-pegs-for-NSW-councils-for-2025-26-1-October-2024.PDF)

<sup>5</sup> 2025 Annual Determination – SOORT: <https://www.remtribunals.nsw.gov.au/assets/remtribunals/2025-Annual-Determination-SOORT-Public-Service-Senior-Executive.pdf>

- The Fair Work Commission determined in its Annual Wage Review that a 3.5% increase would apply to the National Minimum Wage and the minimum rates of pay in modern awards<sup>6</sup>.
- The Industrial Relations Commission of New South Wales determined that the Annual Wage Review increase of 3.5% would be passed on to those covered by the *Industrial Relations Act* in the State Wage Case 2025<sup>7</sup>.

The above illustrates that various tribunals and expert bodies have determined, based on the available economic data, that remuneration increases of between 3% and 4% are appropriate, where the base rates have been properly set. Where tribunals and expert bodies have determined that the base rates were not properly set, significantly higher increases have been awarded. For example:

- Aged care workers in Australia received multi-stage pay increases of up to 25.5% between 2023 and 2025 from the Fair Work Commission's *Aged Care Worker Work Value Case*.
- Early Childhood Education and Care (ECEC) workers in Australia received a 15% pay increase implemented over two years (10% in Dec 2024, 5% in Dec 2025), and arising from the Fair Work Commission's *Gender-based Undervaluation – Priority Awards Review Decisions* further increases of up to 27% for early educators will be phased in over the coming years.
- NSW health workers (including allied health workers, hospital cleaners, scientists, security officers and patient transport staff) are receiving an 8.5 per cent increase over two years made up of 4.0 per cent plus 0.5 per cent in superannuation from 1 July 2025, and 4.0 per cent from 1 July 2026<sup>8</sup>.

It is on this basis of contemporary economic data that LGNSW submits that at the very least, the Tribunal must provide an increase which does not result in the continued erosion of the real value of the fees payable to councillors and mayors.

While the CPI increase for June 2024 to June 2025 was 2.1% and represents a decrease from previous years, we observe that the October 2024 to October 2025 CPI figures increased again

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<sup>6</sup> *Annual Wage Review Decision 2025*[2025] FWCFB 3500, *Fair Work Commission*: <https://www.fwc.gov.au/hearings-decisions/major-cases/annual-wage-reviews/annual-wage-review-2025>

<sup>7</sup> *State Wage Case 2025*[2025] NSWIRComm 22: <https://www.caselaw.nsw.gov.au/decision/198ef244f2140693acda87f1>

<sup>8</sup> *NSW Government Information: H25/111464 (26 November 2025)*

to 3.8%. This highlights that economic and cost of living pressures remain a salient issue affecting the state of NSW.

This is reflected in the decisions of the Parliamentary Remuneration Tribunal and Statutory and Other Offices Remuneration Tribunal decisions which awarded increases of 4% and 3.5% respectively. These increases reflect the need to uplift rates of pay to mitigate against the adverse effects of the current economic climate. LGNSW urges the Tribunal to take a proactive view in awarding a genuine uplift to the fees rather than providing an increase which maintains or further erodes the value of the fees payable.

The cumulative effect of past increases means that although the demands and complexity of the role of councillors and mayors has grown, which has been acknowledged by the Tribunal in its previous Determinations, councillors and mayors continue to have the real value of their fees reduced. In real terms, this means that as the demands of local government office become more complex and demanding, councillors can expect their fees to be less valuable than their predecessors.

It should also be noted that the Parliamentary Remuneration Tribunal and Statutory and Other Offices Remuneration Tribunal awarded the aforementioned increases to senior public sector executives and to State Members of Parliament. The recipients of these increases already enjoy a base fee or rate of pay which is significantly higher than that which is paid to councillors and mayors in NSW.

A significant uplift in this Determination would, in our view, work towards alleviating the compounding reduction in value of fees which has occurred since at least 2020. This also inoculates the fee range from further erosion should economic pressure persist in NSW. Given that the Parliamentary Remuneration Tribunal opined that a 4% increase to State MPs would not have an adverse effect on the NSW Treasury, it is reasonable to infer that increases to the fees payable to mayors and councillors will not have a significant impact on the economy of NSW and will not represent an increase which suggests that the role of a councillor or mayor is commercial in nature. LGNSW accepts that many candidates for local government elections do so out of a sense of civil service and that the fees payable reflect this. However, there is a real need to ensure that those who are elected by their community are not subject to undue hardship because of fee erosion.

Based on the economic data included above and on the ongoing need for significant and substantial course correction of the current trajectory of fees payable, LGNSW views that a significant increase is appropriate in the circumstances. This is especially so for councils which are characterised as non-metropolitan (comprising Rural, Rural Large, Regional Rural,

Regional Centre, Regional Strategic Area, Major Strategic Area and Major Regional City). Councillors in these councils, depending on the categorisation of their council, receive an annual fee that is as little as \$10,530. When this fee is divided by the National Minimum Wage of \$24.95 it amounts to 422 hours of work per year or 8.11 hours per week. LGNSW acknowledges that the fee payable to a councillor is not indicative of a wage or remuneration as otherwise contemplated by an employment relationship. However, 8 hours of work per week at the National Minimum Wage is grossly inconsistent with the reality of the role of a councillor.

In addition to the time involved, councillors are required to exercise knowledge and skills which far exceed that of a minimum wage employee. Section 232 of the *Local Government Act 1993* (NSW) requires councillors to:

- participate in the development of the integrated planning and reporting framework;
- represent the collective interests of residents, ratepayers and the local community;
- facilitate communication between the local community and the governing body;
- uphold and represent accurately the policies and decisions of the governing body; and
- make all reasonable efforts to acquire and maintain the skills necessary to perform the role of a councillor.

The importance of elected officials in the local community should rightly be valued at more than 8 hours of work per week at the National Minimum Wage. Perpetuation of the current fees and continued modest increases will do little to improve the situation. Decisive action by way of a significant increase to the minimum and maximum fees payable to councillors and mayors is required.

The Tribunal has discretion to increase the maximum and minimum fees payable to councillors and mayors either by way of single substantial increases or via a multi-stage process of phased increases over several years, and there are compelling reasons to do so.

## **Impacts of low remuneration on councillors and mayor**

LGNSW reiterates its previous submission that the fees payable to councillors and mayors discourages and prohibits many capable and qualified candidates from standing for local government office.

Rural and regional councils in NSW attract the lowest fees payable, with the minimum payment for a councillor in a council categorised as 'rural' amounting to just \$10,530.00 per annum (effective 1 July 2025).

An article published by ABC News in 2025 effectively illustrates the current problems with the quantum of fees payable and the prohibitive effect this has on diverse candidates running for

council. The article titled *'Bellingen Shire deputy mayor resigns, citing low pay for councillors'* published 9 May 2025<sup>9</sup> provides insight into the actual financial burdens facing elected councillors in regional settings and demonstrates that the systemic barriers to entry for young people, women, Aboriginal and Torres Strait Islander people and people from culturally and linguistically diverse backgrounds remain in place. The article further suggests that only self-funded retirees or those with professional backgrounds will be able to run for local government unless the fees payable to councillors are adjusted significantly.

LGNSW again refers to the Office of Local Government Councillor Diversity Report 2021 – 2022. The report indicates that of 1,255 elected councillors in NSW, 10 are aged between 18 – 24 and just 39% of all elected councillors are women. Indeed, the report indicates that the 'typical councillor' is *'an English-speaking male aged 60 – 69 years with a professional occupation, who did not identify as an Aboriginal or Torres Strait Islander person or as having a disability, and, who has had previous experience as a NSW councillor. The typical candidate only differs in that they have had no previous experience as a councillor'*<sup>10</sup>.

The Tribunal has acknowledged in its 2023 Determination that councillor diversity is lacking. While the quantum of fees payable cannot be said to be the only factor influencing the lack of diversity of councillors and mayors, it operates to place a significant financial barrier to participation and discourage candidates who are otherwise capable from participating.

The extract above also indicates that it is more likely than not that current councillors have previous experience as councillors (i.e. that they have been re-elected or previously served as councillors). The Report further indicates that 28.3% of candidates and councillors are employed in professional occupations, 16.1% are self-employed and 14.4% are retired.

In our view, the fees payable to councillors and mayors should not be an obstacle hindering members of the community from running for office. The decision should appropriately be made primarily with regard to whether a person is driven by a sense of civic service and whether the person is capable of fulfilling the functions of their office, as opposed to whether they will be able to fund themselves during the relevant period.

## **Comparisons with other jurisdictions and other**

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<sup>9</sup> ABC News *Bellingen Shire deputy mayor resigns, citing low pay for councillors* 9 May 2025: <https://www.abc.net.au/news/2025-05-09/bellingen-deputy-mayor-ellie-tree-resigns/105267438>

<sup>10</sup> Office of Local Government *Councillor Diversity Report 2021* p. 3: <https://www.olg.nsw.gov.au/wp-content/uploads/2024/06/Candidate-and-Councillor-Diversity-Reportve.pdf>

# levels of government

## Comparison between fees payable to councillors in NSW and Queensland

LGNSW again observes the significant disparity between the fees payable to councillors and mayors in Queensland and their NSW counterparts.

The *Local Government Regulation 2012*(QLD)(“QLD Act”) provides for the remuneration of councillors and mayors in ss 244, 246 and 247. Nothing in these sections of the QLD Act significantly differs from the language of s 242 in the Act. In fact, the QLD Act provides additional guidance in terms of setting the remuneration for councillors and mayors, and indicates that unless otherwise provided the maximum increase will apply.

There does not appear to be any cogent reason that councillors and mayors in different states, who perform functions which are largely identical, should be paid at such a significant disparity.

The table provided by LGNSW in its 2025 submission (extracting 2023-2024 data) remains the most up to date by way of a comparison with QLD data. It is provided below for the Tribunal’s convenience:

Position	Total Revenue	Total FTE	Maximum Remuneration
Mayor Townsville City Council	\$199.1M	1500	\$225,206
Mayor Liverpool City Council	\$356M	856	\$136,290
<b>Difference in maximum fee payable to the Mayor of Townsville City Council and the maximum fee payable to the Mayor of Liverpool City Council: \$88,916</b>			
Councillor Townsville City Council	\$199.1M	1500	\$135,123
Councillor Liverpool City Council	\$356M	856	\$34,820
<b>Difference in maximum fee payable to a Councillor of Townsville City Council and the maximum fee payable to a Councillor of Liverpool City Council: \$100,303</b>			

Position	Total Revenue	Total FTE	Maximum Remuneration
Mayor Aurukun Shire Council (QLD)	\$22.4M	84	\$119,393
Mayor Balranald Shire Council	\$25M	45	\$29,500

<b>Difference in maximum fee payable to the Mayor of Aurukun Shire Council and the maximum fee payable to the Mayor of Balranald Shire Council: \$89,893</b>			
Councillor Aurukun Shire Council (QLD)	\$22.4M	84	\$59,695
Councillor Balranald Shire Council	\$25M	45	\$13,520
<b>Difference in maximum fee payable to a Councillor of Aurukun Shire Council and the maximum fee payable to a Councillor of Balranald Shire Council: \$46,175</b>			

## Categorisation of Councils

As stated in LGNSW's submission for the 2025 Determination, the Tribunal ought to consider demographic and economic shifts which impact the complexity of council operations and the communities that councils serve.

Councils are responsible for or actively participate in the development and implementation of infrastructure, energy, waste and transport programs across New South Wales. Indeed, the NSW Government relies on councils, both metro and regional to assist in implementing its Transport Orientated Development Program, its Renewable Energy Planning Framework and other major projects which directly impact communities in NSW.

Councils often assume significant roles in organising and implementing the necessary frameworks for these projects to succeed, which often result in significant financial and infrastructural investment in LGAs across the State.

For example, the NSW Government's identification of Renewable Energy Zones across NSW will drive tens of billions of dollars of private sector investment in rural and regional local government areas. This will necessarily result in a significant change to the character of that local government area which ought to be reflected in the way those councils are characterised.

An analysis of a Council's character and economic profile accord with s 240 of the Act and allow the Tribunal to more accurately reflect the changing circumstances of many councils in NSW without relying primarily on population data or proximity to Sydney to determine the appropriate category.

LGNSW notes that the Tribunal can consider 'such matters as the Remuneration Tribunal considers relevant to the provision of efficient and effective local government' and 'the nature and extent of the development of areas'(see s 240(1)). Based on this, LGNSW asks the Tribunal to consider areas of increased or significant investment and development as part of the criteria for categorisation.

# Conference Motions

LGNSW Annual Conferences are the supreme policy-making body of LGNSW where councillors from across the state come together to share ideas and debate issues that affect the local government sector.

At the 2025 LGNSW Annual Conference, councils resolved the following (Resolution 74):

*“That Local Government NSW advocates to the NSW Government and the Local Government Remuneration Tribunal to ensure that the 2026 comprehensive review of council categories:*

- 1. fully reflects the diversity of council contexts across NSW,*
- 2. incorporates measures that recognise the scale and complexity of services delivered by councils, particularly where councils undertake functions beyond traditional local government roles e.g. aged care and disability services;*
- 3. accounts for the influence of demographic change, industry investment, and economic growth on the workload and strategic responsibilities of mayors, deputy mayors, and councillors, including consideration of pathways toward full-time councillor roles where appropriate,*
- 4. acknowledges the evolving role of mayors – especially in rural and regional areas – as full time civic leaders, and ensures remuneration supports sustainable, effective, and inclusive local governance,*
- 5. ensures recognition of deputy mayoral duties through dedicated remuneration arrangements, including when acting in the capacity of mayor, without depriving the mayor of their allowance, and*
- 6. recommends, where necessary, legislative change to the NSW Government in order to address current issues.”*

In passing the above resolution the Conference noted the Tribunal’s 2025 Determination which acknowledged that demographic and economic shifts – including growth from State-led programs such as Transport Oriented Development and Renewable Energy Zones – are substantially increasing the complexity and scope of council operations, yet the current category framework does not fully capture these impacts.

At the 2024 LGNSW Annual Conference, councils resolved the following:

- Resolution 31:

*“That Local Government NSW lobbies the NSW Office of Local Government to amend section 249(5) of the Local Government Act 1993 to reflect that during periods that a mayor takes planned leave, or extended periods of unplanned leave, deputy mayors may act in the role of the mayor and receive the mayoral allowance (including superannuation) whilst not depriving the mayor of the mayoral allowance.”*

- Resolution 32

*“Consistent councillor remuneration That Local Government NSW calls on the Australian and NSW Governments to implement councillor remuneration that is set at a level that enables elected councillors to devote a substantial amount of time on council matters.”*

Consistent with the above, LGNSW continues to call on the Tribunal to provide a significant uplift to the fees payable to elected councillors and mayors which reflects the substantial amount of time devoted to council matters.

LGNSW acknowledges the observations made by the Tribunal in the 2024 Determination that the legislation does not currently support the introduction of a fee structure that includes a fee for the position of deputy mayor. As such LGNSW will continue to advocate that the State Government introduce amendments to the Act to allow the Tribunal to determine a fee structure for deputy mayors.

Many councils continue to advocate for the implementation of a fixed fee to remove potential conflicts of interest and to promote transparency and consistency across the sector. Noting the Tribunal’s broad discretion, we ask that this be done by increasing all minimum fees to the same amount as the maximum fee.

## Conclusion

The minimum and maximum fees payable to councillors and mayors remain manifestly inadequate and do not reflect the responsibilities and complexities of the roles. The fee increases which have been applied over at least the last five years have, in the aggregate, kept paced with changes in the cost of living (CPI), meaning councillors and mayors in NSW have continued to experience a reduction in their fees in real terms.

Mayors and councillors in NSW play a significant role in supporting economic development and environmental protection, in addition to delivering high quality services which are essential to the functioning of their communities. Mayors and councillors are, with increasing frequency, required to respond to emergencies or crises as they arise. These matters cannot reasonably be said to be reflected in the existing fees payable to mayors and councillors.

A significant increase to the fees payable to councillors and mayors will not undermine the civic nature of the positions, as the focus and functions of councillors and mayors in NSW remain unchanged in legislation. Remunerating councillors and mayors in a manner which enables them to have financial stability during their tenure will assist in ensuring that quality candidates of all backgrounds are not deterred from entry civic office and will work towards strengthening democracy at the local level.

The data produced by the Office of Local Government indicates that local councils in NSW are dominated by similar demographics, suggesting that the nature of the position, combined with the low remuneration afforded to councillors and mayors, favours segments of the community over others. The composition of local councils should reflect a cross-section of their respective communities, and the determination of appropriate fees for councillors by the Tribunal will assist in removing financial barriers to participation and contribute towards fostering robust and competitive election processes. This outcome can only benefit the communities in NSW, particularly those in rural and regional areas.

On this basis, LGNSW asks the Tribunal to substantially increase the fees payable to councillors and mayors, and for the criteria by which councils are categorised to reflect the changing economic character of councils across NSW.