



SHIRE OF
WESTONIA
A vibrant community lifestyle

Councillor Information Bulletin

For the Ordinary Council Meeting
held on Thursday, 15th March 2018

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SHIRE OF WESTONIA

Feb/March/April 2018

Date & Time	What	Where	Who
Thursday 15 th February	Council Meeting	Westonia	CEO, Works, Councillors
Thursday 22 nd February	LEMC	Southern Cross	CEO, Cr Geier
Monday 26 th February	NEWTRAVEL	Dowerin	CEO, S Geier, Cr Huxtable
Wednesday 28 th February	WEROC Council	Bruce Rock	CEO, President
Wednesday 28 th February	Wheatbelt Communities	Bruce Rock	CEO, President
Thursday 1 st March	GECZ WALGA	Kellerberrin	CEO, President
Tuesday 6 th March	Avon Junior Football AGM	Northam	CEO
Wednesday 7th March	CEACA	Merredin	CEO
Thursday 8 th March	Ramelius Resources – Steven Day, Duncan Coutts – Greenfinch Expansion	Westonia	CEO, Works Supervisor
Monday 12 th March	Eastern DOAC	Merredin	CEO, CBFCO
Tuesday 13 th March	Westonia OSH meeting	Westonia	CEO, Works, OSH Reps
Wednesday 14 th March	LGIS Insurance Renewal meeting	Westonia	CEO, J Geier
Tuesday 13 th – Friday 16 th March	Medical Student Immersion Program	Westonia	CEO
Thursday 15 th March	Council Meeting	Westonia	CEO, Works, Councillors
Thursday 15 th March	Medical Students Dinner/Council Dinner @ Stadium	Westonia	CEO, Works, Councillors
Tuesday 20 th March	Market Creations Website meeting	Westonia	CEO, J Geier
Monday 26 th March	CEACA	Merredin or Nungarin	CEO, L Geier, Cr Huxtable
Wednesday 28 th March	WEROC Executive	Bruce Roak	CEO
5 th -6 th April	Wheatbelt Conference	Jurien Bay	Councillors
Thursday 19 th April	Strategic Planning Meeting – Caroline Robinson (Solum)	Westonia	CEO, Works, Councillors
Thursday 19 th April	Council Meeting	Westonia	CEO, Works, Councillors



Eastern Wheatbelt Biosecurity Group

NEWSLETTER

Edition. 4, February 2018.

UPDATES

- Next Meeting: June, 2018.
- Koolyanobbing Grid: after much anticipation the new grid is in place. Thanks to all that helped to make this happen.
- Look out for the EWBG 1080 and Accreditation Workshops to be held in your area. Mount Marshall, Merredin and Narembeen have occurred. With Hyden, Southern Cross, Nungarin, Beacon and Lake Grace throughout March, 2018. The EWBG will cover the permit costs!
- The EWBG would like to thank the Committee for volunteering to attend and present at a number of Industry events on behalf of the EWBG.
- Check out the new EWBG website, updates and improvements to continually occur. www.ewbg.com.au

Dogging Data: October, November and December 2017.				
Dogs Destroyed (not inc. baited)	Baits Laid	Reported Stock Attacks	Cats	Foxes
7	3150	3	1	5

Wagin Woolarama

The EWBG and DPIRD will have representatives at the Wagin Woolarama so please pop in and say hello at the DPIRD site! The Declared Pest Rate has been finalised so a great opportunity to ask any questions you have.

RBG Information

The EWBG have recently purchased a number of motion detection camera's. In the future the group are hoping to improve their surveillance on Wild Dogs in high activity area's in order to ensure control is maximised.

Reporting Pests

If you come across a Wild Dog or have a stock attack don't forget to send Lisa an email or give her a call and let her know where it was. This reporting from Land Managers is vital to our control operations.

1080 Accreditation Workshop

Learn how to conduct a successful Wild Dog and Fox baiting program, become accredited to handle 1080, get help with your permit application (and we will cover the application fees!!) at the free EWBG workshops. Thanks to Dylan Copeland and DPIRD who will be assisting to run these workshops.

Monday 19th: Nungarin Recreation Centre.

Tuesday 20th: Beacon Community Resource Centre.

Wednesday 21st: Southern Cross Recreation Centre.

Thursday 22nd: Hyden Community Resource Centre.

Friday 23rd: Lake Grace Community Resource Centre.

RCP Permits

Are you prepared if you have a stock attack or a problem with a declared pest? Make sure you are and get your RCP Permit sorted. The EWBG can assist with this and also get it at a discounted rate. Give us a call or send us an email. You don't have to use it but if you have it, it means our LPMT's can access your land immediately if you have a problem and need assistance from the EWBG.

<https://www.agric.wa.gov.au/1080/baiting-and-poison-permits>

These permits can be used for other declared pests also (e.g. foxes, rabbits, pigs), so they are of great benefit to the landholder!

www.ewbg.com.au

ewbg@outlook.com

0455 724 848

Supported by: Kondinin, Kulin, Lake Grace, Merredin, Mt Marshall, Mukinbudin, Narembeen, Trayning, Westonia, Yilgarn and Nungarin (hereafter known as the Shires).



Australian Wool Innovation Limited



Department of Primary Industries and Regional Development



Department of Biodiversity, Conservation and Attractions



WALGA Salary & Workforce Survey 2017/18



WALGA

WORKING FOR LOCAL GOVERNMENT





INTRODUCTION

Local Government Industry Overview

The Western Australian Local Government Association (WALGA) is the peak industry body for Local Government in Western Australia. WALGA is an independent, membership-based organisation representing and supporting the work and interests of 138 Local Governments in Western Australia. WALGA provides an essential voice for approximately 1,222 Elected Members and approximately 22,000 Local Government employees (or approximately 15,000 FTE) as well as over 2.5 million constituents of Local Governments in Western Australia. WALGA also provides professional advice and offers services that provide financial benefits to the Local Governments and the communities they serve.

WALGA has published a remuneration survey for over 20 years to assist Local Governments in designing and implementing salary structures and to help guide strategic workforce planning. Following a review of the survey in 2016 in consultation with the sector, the WALGA Salary and Workforce Survey 2017/2018 has been proudly compiled in conjunction with SalaryOne, to produce an expanded data set available to subscribers in two fresh formats.

There are 139 Local Governments in Western Australia and 17 Local Government areas in the Northern Territory. Western Australia covers an area of 2,529,875 square kilometres and has a population of 2,474,410. The Northern Territory covers an area of 1,349,129 square kilometres and has a population of 228,833.¹

The roles and responsibilities of Local Government differs from state to state, but generally include:

- infrastructure and property services, including local roads, bridges, footpaths, drainage, waste collection and management
- provision of recreation facilities, such as parks, sports fields and stadiums, golf courses, swimming pools, sport centres, halls, camping grounds and caravan parks
- health services such as water and food inspection, immunisation services, toilet facilities, noise control and meat inspection and animal control
- community services, such as child-care, aged care and accommodation, community care and welfare services
- building services, including inspections, licensing, certification and enforcement
- planning and development approval
- administration of facilities, such as airports and aerodromes, ports and marinas, cemeteries, parking facilities and street parking
- cultural facilities and services, such as libraries, art galleries and museums
- water and sewerage services in some states, and
- other services, such as abattoirs, sale-yards and group purchasing schemes.²

Local Governments are very diverse. In WA:

- the size of Local Governments ranges from less than 1.5 to over 370,000 square kilometres;
- the populations of Local Government areas range from just over 100 to more than 220,000;
- the number of staff employed in each Local Government varies from less than 10 to over 1000; and
- in 2015-16 total revenue for Local Governments in Western Australia ranged from just under \$2 million to over \$200 million.³

¹ Wikipedia and [Australian Bureau of Statistics, 2016 Census](#)

² [WA Local Government Association](#)

³ [Department of Local Government and Communities](#)

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EXECUTIVE SUMMARY

The WALGA Salary and Workforce Survey 2017/18 is a comprehensive survey of Local Government workforce, remuneration and benefits and human resource management. Subscribers to the survey receive this written report and access to an online portal with more customised results and additional resources.

155 Local Governments in WA and NT were invited to participate in the survey. 53 WA and three NT Local Governments completed the survey between September and November 2017. Salary data in the report was current as at 31 July 2017. Other data in the report was current as at 30 June 2017.

This report provides a detailed snapshot of the Local Government workforce. Local Governments in the survey range in size from \$1.2M to \$222.3M (operating budget) and from 17 to 1353 employees. Seven Local Governments had a workforce of 500 or more and 14 Local Governments had a workforce under 50 employees.

There was a good spread of participants with 12 Local Governments in SAT band four, 16 in band three, 13 in band two and 15 in band one. See Schedule two for a description of WA Salaries and Allowances Tribunal Local Government bands.

Most Local Government employees (71%) are covered by 3-year enterprise agreements, with median pay rises of 2.5% per year. 26% are covered by industrial awards and 3% are covered by common law contracts or other employment instruments.

Survey respondents were asked to categorise employees into five departments – executive services, corporate services, development services, community services, and engineering and infrastructure. Some Local Governments have different organisation structures and allocated certain roles to an ‘other’ category. The departments are defined at the start of the workforce profile section. Out of a total of 12,677 employees in the survey, 4959 work in community services (39%) and 3748 work in engineering and infrastructure (30%).

58% of Local Government employees are in full-time jobs, 17% in part-time jobs and 25% are casual employees. The distribution varies between departments, with 88% of engineering and infrastructure employees in full-time jobs and 50% of community service employees in casual employment. The high casual rate is linked to seasonal and event-based work in community services.

There are gender differences in work roles. Men are more likely to be in full-time jobs in engineering and infrastructure. Women are more likely to be in part-time and casual jobs in community services. There are also age differences between departments. Younger workers (15-34 years) are more likely to be working in community services. Older workers (50 years plus) are more likely to be working in engineering and infrastructure.



The Australian and New Zealand Standard Classification of Occupations (ANZSCO), with eight major occupational groups, was used to classify jobs. Most Local Government community and personal service workers work in the community services department. Most labourers and machinery operators/drivers, technicians/trades workers work in engineering and infrastructure. Most clerical and administrative workers are in corporate services and community services. Managers are spread across all departments.

There is some male dominated and female dominated roles in Local Government. Positions that have a mix of male and female employees include: environmental health officer, gardener, manager governance, pool attendants and rangers. Two thirds of managers are men and one third are women. Women are well represented in management in community services and corporate services, with low representation in engineering and infrastructure, and development services.

There are various HR metrics in the report. The median employee turnover rate in 2016/17 was 18.2%, with a quarter of respondents recording a turnover rate of 13.8% or lower. The median rate for unscheduled absences (including personal/carer's leave) is 9.46 days per full-time equivalent (FTE) employee per year. Benchmark rates for leave liability are \$6685 unused annual leave per FTE and \$7313 accrued long service leave per FTE. There is benchmark data on annual leave provisions, employer paid parental leave and domestic violence leave.

The report lists the July 2017 base salary and total remuneration ranges for 144 job roles. The tables show figures in percentiles, which is explained at the start of the section. Subscribers can log in to the web portal to search salary data in more detail.

Many Local Government organisations provide generous superannuation options, with matching co-contributions above the standard superannuation guarantee rate. 13 Local Governments in the survey offer maximum salary packaging contributions of 20% or more of ordinary time earnings. A quarter of employees receive 14% or higher employer super contributions. As there is now a cap of \$25,000 a year on superannuation concessional contributions for workers of all ages, employees who exceed the cap should seek their own financial advice on whether to continue the arrangement.

30 types of allowances and benefits are described in the report, with statistics on the frequency of use by Local Government organisations. The most common allowances and benefits are: uniform/clothing provision or allowance (91% of Local Governments offer to eligible employees); professional development and association membership budget (85%); provision of mobile phones, laptop and tablet computers (80%); on-call allowance (73%); adverse working conditions (68%); and motor vehicle reimbursement cents/km (68%).

The report lists motor vehicle benefit values for unrestricted private use, restricted private use and commuting use of company vehicles. The figures are based on RACWA vehicle running costs and are updated annually.

The median number of human resource and payroll staff is 2.3 FTE per 100 employees. The report finishes with qualitative data on the use of HR and payroll software, and the key priorities for HR, safety and organisational development.

The Salary and Workforce Survey provides valuable data and insights for Local Governments and WALGA for workforce planning, remuneration and HR management. In future annual surveys the topics, questions and data views will be further refined and improved. Future topics may include gender pay analysis, pay multiples, staffing levels for corporate service functions, and more analysis on casual employees.

INTRODUCTION AND METHODOLOGY

Purpose

The WALGA Salary and Workforce Survey 2017/18 is designed to assist Local Governments in Western Australia and the Northern Territory with the planning and implementation of salary structures and to help guide workforce planning. It is a survey of Local Government salaries, remuneration, benefits, workforce and human resource management.

New Approach

In previous years, the remuneration survey was conducted by WALGA and published as a hard-copy and soft-copy report. Following sector consultation in 2016, WALGA appointed SalaryOne Pty Ltd in July 2017 to conduct an expanded survey and to provide online access to results.

Methodology

The survey was launched on 28 September 2017, with Local Governments in WA and NT invited to subscribe and to complete the survey. The survey was designed in a spreadsheet format to make it as easy as possible to complete and upload to the survey database. Data collection closed on 30 November 2017.

There were 10 sections in the survey: Sheet (A) – Overview; (B) Local Government details; (C) Workforce; (D) Superannuation; (E) Leave; (F) Terminations; (G) Allowances and benefits; (H) Vehicle list; (J) Position data; and (K) HR management.

Respondents were asked to provide data by department and by gender. There were five departments: executive services; corporate services; development services; community services; and engineering and infrastructure. An ‘other’ option was provided for respondents who could not fit positions into the 5 departments.

The Australian and New Zealand Standard Classification of Occupations was used to classify jobs into occupational groups. The ANZSCO occupational groups are: managers; professionals; technicians and trade workers; community and personal service workers; clerical and administrative workers; sales workers; machinery operators and drivers; and labourers.

Respondents were able to enter remuneration data for 153 designated positions, and to nominate alternative job titles for these positions. The positions are listed by department, then in alphabetical order.

Two census dates were used in the survey. Salary data was entered as at 31 July 2017. As most annual pay rises are implemented in July, this ensures that the data collected is current through to June 2018. All other data was entered as at 30 June 2017. This aligns with other Local Government data collection that is done on a financial year basis.

“ The WALGA Salary and Workforce Survey 2017/18 is designed to assist Local Governments in Western Australia and the Northern Territory with the planning and implementation of salary structures... ”



Product

The WALGA Salary and Workforce Survey is available to Local Government subscribers in two formats.

The first format is a soft-copy PDF report that provides a snapshot of all data collected and analysed up to 20 February 2018. The tables and charts show the survey results in aggregated format. The primary statistic used is percentiles, where P10 is the 10th percentile, P25 is the 25th percentile (or 1st quartile), P50 is the 50th percentile (or median), P75 is the 75th percentile (or 3rd quartile) and P90 is the 90th percentile. The survey report does not show individual Local Government results.

The second format is online access to the WALGA Salary and Workforce Survey results on the SalaryOne web portal. Access is restricted to three users per Local Government. The portal views show individual Local Government results alongside the industry survey results. There is a search function to view base salaries and total remuneration for individual positions. The portal also includes a remuneration calculator and position descriptions.

The statistics on the web portal may differ to the results published in the PDF report. This is because statistics on the web portal are updated automatically when new Local Government data is added to the database. The statistics in the PDF report are a snapshot at a point in time.

For more information on the SalaryOne web portal, read the introduction to the web portal section at the end of this report.

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SURVEY PARTICIPANTS

56 Local Governments participated in the 2017/18 survey, 53 from Western Australia and three from Northern Territory. The respondents are listed in alphabetical order, with a short name, full name, annual operating budget revenue for 2017/18, number of employees on 30 June 2017, Australian Classification of Local Governments (ACLG) code⁴ and Salaries and Allowances Tribunal (SAT) bands for chief executive officer total remuneration.⁵ There is more information on ACLG codes and SAT bands in Schedules one and two at the end of the report.

Short Name	Full Name	State	Budget (\$)	Employees	ACLG Code	SAT Band
Albany	City of Albany	WA	57,915,116	396	URM	1
Ashburton	Shire of Ashburton	WA	54,409,534	188	RTL	2
Augusta-Margaret River	Shire of Augusta-Margaret River	WA	33,187,545	206	RAV	2
Bayswater	City of Bayswater	WA	82,041,258	555	UDM	1
Broome	Shire of Broome	WA	37,771,021	161	RTL	2
Broomehill-Tambellup	Shire of Broomehill-Tambellup	WA	7,359,000	30	RAS	4
Bunbury	City of Bunbury	WA	60,600,079	364	URM	1
Busselton	City of Busselton	WA	66,157,856	500	URM	1
Cambridge	Town of Cambridge	WA	70,200,000	240	UDS	2
Capel	Shire of Capel	WA	17,060,037	96	RSG	3
Carnarvon	Shire of Carnarvon	WA	11,661,961	90	RAL	2
Chapman Valley	Shire of Chapman Valley	WA	4,215,399	28	RAS	4
Chittering	Shire of Chittering	WA	8,480,364	53	RAM	3
Cockburn	City of Cockburn	WA	144,290,000	873	UDL	1
Cranbrook	Shire of Cranbrook	WA	4,975,188	30	RAS	4
Dalwallinu	Shire of Dalwallinu	WA	12,578,666	42	RAS	3
Dandaragan	Shire of Dandaragan	WA	5,371,983	70	RAM	3
Dardanup	Shire of Dardanup	WA	8,943,992	172	RAV	3
Darwin	City of Darwin	NT	102,500,000	370	UCC	1
Denmark	Shire of Denmark	WA	11,066,471	128	RAL	3
East Arnhem	East Arnhem Regional Council	NT	30,000,000	300	RTL	1
East Fremantle	Town of East Fremantle	WA	10,258,504	56	UDS	3
East Pilbara	Shire of East Pilbara	WA	24,017,700	161	RTL	2
Esperance	Shire of Esperance	WA	37,264,700	276	RAV	2
Exmouth	Shire of Exmouth	WA	10,836,750	72	RTM	3
Greater Geraldton	City of Greater Geraldton	WA	77,906,484	394	URM	1
Harvey	Shire of Harvey	WA	32,480,305	213	URS	2
Irwin	Shire of Irwin	WA	7,640,500	41	RAM	3
Kalgoorlie/Boulder	City of Kalgoorlie/Boulder	WA	73,782,051	406	URM	1
Karratha	City of Karratha	WA	96,707,689	454	URS	1
Kojonup	Shire of Kojonup	WA	7,560,743	96	RAM	3

⁴ Australian Government, Department of Infrastructure, Regional Development and Cities

⁵ WA Salaries and Allowances Tribunal

Short Name	Full Name	State	Budget (\$)	Employees	ACLG Code	SAT Band
Kwinana	Town of Kwinana	WA	67,216,868	408	UFM	1
Lake Grace	Shire of Lake Grace	WA	14,157,515	51	RAS	4
Litchfield	Litchfield Council	NT	14,657,838	53	RAV	4
Mandurah	City of Mandurah	WA	108,301,000	636	UFM	1
Manjimup	Shire of Manjimup	WA	31,034,723	169	RAL	3
Meekatharra	Shire of Meekatharra	WA	9,598,844	26	RTM	3
Merredin	Shire of Merredin	WA	10,808,844	48	RAM	3
Mosman Park	Town of Mosman Park	WA	12,300,000	61	UDS	3
Narembeen	Shire of Narembeen	WA	9,296,991	31	RAS	4
Northam	Shire of Northam	WA	18,878,630	116	RAV	2
Pingelly	Shire of Pingelly	WA	9,933,667	42	RAS	4
Rockingham	City of Rockingham	WA	161,768,539	635	UDL	1
Serpentine-Jarrahdale	Shire of Serpentine-Jarrahdale	WA	32,385,761	160	RSG	2
Shark Bay	Shire of Shark Bay	WA	4,213,952	38	RTS	4
South Perth	City of South Perth	WA	56,453,076	272	UDM	2
Stirling	City of Stirling	WA	222,319,229	1353	UDV	1
Subiaco	City of Subiaco	WA	42,137,570	279	UDS	2
Three Springs	Shire of Three Springs	WA	1,209,671	22	RAS	4
Trayning	Shire of Trayning	WA	4,049,951	17	RAS	4
Vincent	Town of Vincent	WA	54,924,652	424	UDM	2
Wanneroo	City of Wanneroo	WA	188,680,140	1043	UFV	1
Waroona	Shire of Waroona	WA	7,461,457	73	RAM	3
Westonia	Shire of Westonia	WA	1,959,685	17	RAS	4
Wickepin	Shire of Wickepin	WA	4,276,068	25	RAS	4
York	Shire of York	WA	10,779,000	63	RAM	3

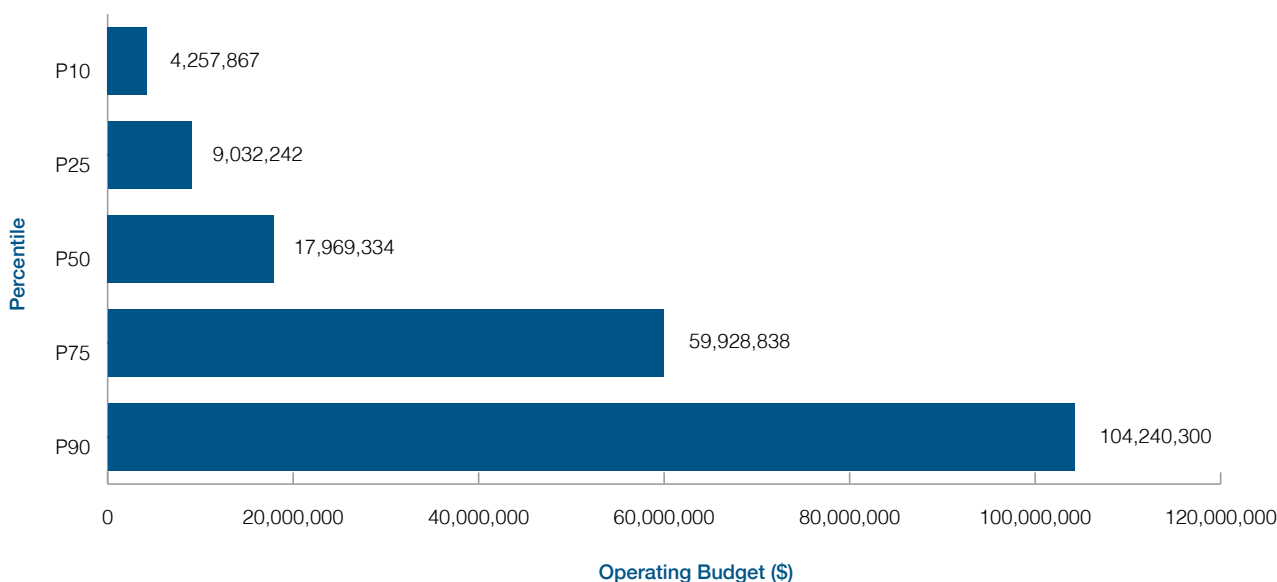
ORGANISATION PROFILE

Survey Participants by Operating Budget

Local Governments in the survey varied significantly in size with a median annual budget of \$18.0 million. 25% of respondents had budgets of \$9M or less. 25% had budgets of \$60M or more. The largest Local Government in the survey was City of Stirling with an operating budget of \$222.3M. The smallest Local Government was Shire of Three Springs with an operating budget of \$1.2M.

Organisation Size	Budget (\$)
P10	4,257,867
P25	9,032,242
P50	17,969,334
P75	59,928,838
P90	104,240,300

Operating Budget



Survey Participants by Salary Band

The Salary and Allowances Tribunal sets four remuneration bands for WA Local Government chief executive officers. The table shows the number of survey respondents in each band and the total reward package range, effective 1 July 2017.

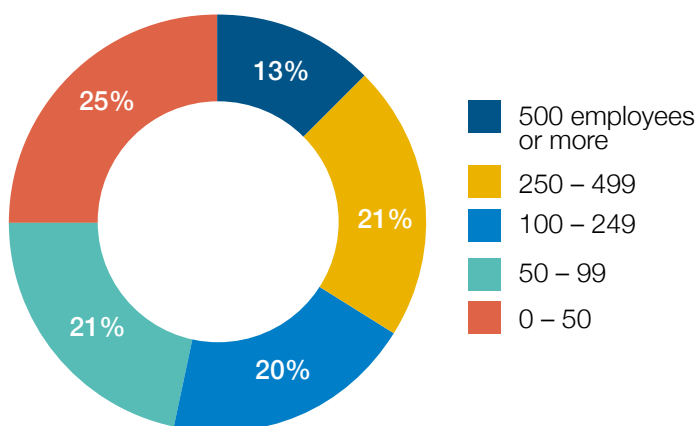
SAT Band	Cases	CEO Total Rem (\$)
1	15	247,896 – 375,774
2	13	204,455 – 316,586
3	16	156,356 – 256,711
4	12	126,956 – 198,210

Survey Participants by Employee Numbers

There were 19 large employers in the survey with over 250 employees; 23 employers with between 50 and 250 employees; and 14 small employers with less than 50 employees. The largest Local Government in the survey was City of Stirling with 1353 employees. The smallest Local Governments were the Shires of Trayning and Westonia with 17 employees each.

Employees	Cases
500 employees or more	7
250-499	12
100-249	11
50-99	12
0-50	14

Local Governments by Employee Size



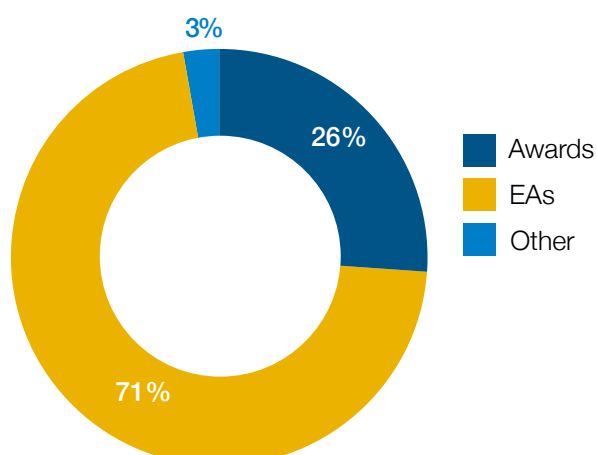
Employment Instruments

The term 'employment instrument' refers to modern awards, state awards, and enterprise agreements covering the workplace entitlements of employees. In this survey, a total of 9316 employees (71.0%) were covered by enterprise agreements and 3457 employees (26.3%) were covered by industrial awards. 350 employees (2.7%) were covered by other arrangements, such as common law employment contracts. The total workforce in the survey was 13,123 employees.

Note: The total number of employees shown in other tables of this report is less than 13,123, as some respondents did not complete all questions.

	Employees	Percentage
Award	3457	26.3%
EAs	9316	71.0%
Other	350	2.7%
Total	13,123	100.0%

Employment Instruments



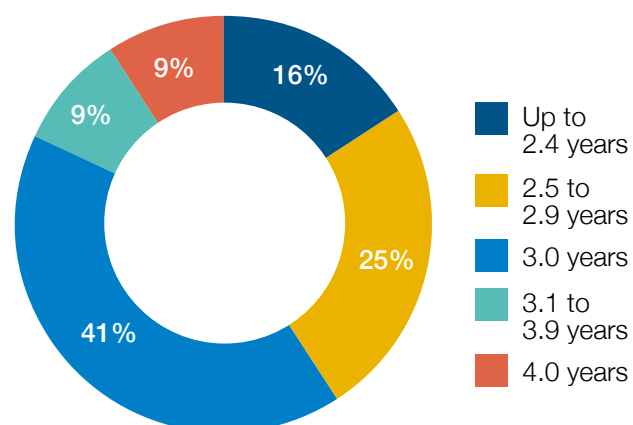
Enterprise Agreements (Duration)

Enterprise agreements are agreements made between Local Governments, employees and unions about pay rates and employment conditions. Agreements are approved by either the Fair Work Commission, or for certain WA employers, the WA Industrial Relations Commission.

39 out of 56 survey respondents gave details on their enterprise agreements. The average term of agreement (calculated on nominal expiry dates) was 2.9 years. 41% of agreements had a 3-year term and only 9% had a 4-year term.

Agreement Term	Cases
Up to 2.4 years	9
2.5 to 2.9 years	14
3.0 years	23
3.1 to 3.9 years	5
4.0 years	5
Total	56

Enterprise Agreement Terms (Notional Term in Years)



Enterprise Agreements (Pay Rises)

Most of the Local Government enterprise agreements provide for a fixed annual pay rise. The median annual pay rise is 2.5% across financial years 2017/18, 2018/19 and 2019/20. Some Local Governments apply different method for pay rises. For example, consumer price index (CPI), wage price index (WPI) or a fixed increase in hourly rates.

	2017-18	2018-19	2019-20
P10	2.00%	2.00%	1.00%
P25	2.00%	2.00%	2.00%
P50	2.50%	2.50%	2.50%
P75	2.58%	2.50%	3.00%
P90	3.00%	3.00%	3.00%

WORKFORCE PROFILE

Survey respondents categorised employees into five departments.

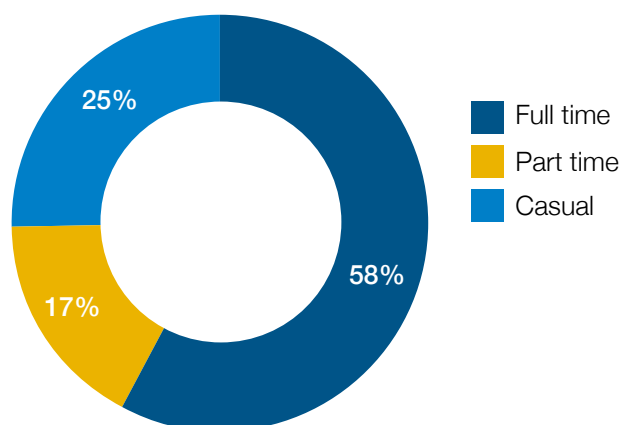
- Executive services include the CEO office, meetings, governance and marketing.
- Corporate services include accounts, administration, customer service, human resources, information technology, purchasing, rates, records and safety.
- Development services includes building inspectors, compliance and regulatory services, environmental health, planning, parking and rangers and surveyors.
- Community services include aged care, child care, community development, economic development, library services, recreation centres and swimming pools, recreation services and tourism.
- Engineering and infrastructure includes asset planning, gardens, parks, recycling and waste, roads, traffic and transport, works and other infrastructure projects and services.

Some local governments have different organisation structures and allocated some roles to an 'other' category.

Employment Type

The 56 survey respondents employed a total of 12,677 employees, comprising 7332 full-time (57.9%), 2145 part-time (16.9%) and 3200 casuals (25.2%).

Employment Type

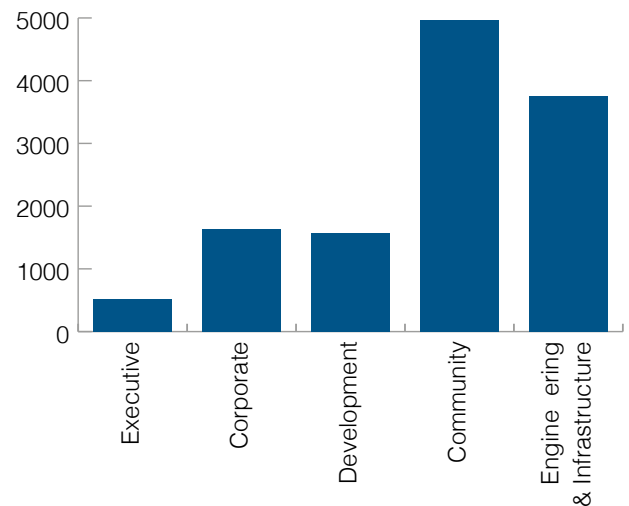


Department	Full-time	Part-time	Casual	Total	%
Executive	333	100	82	515	4.1%
Corporate	1160	347	124	1631	12.9%
Development	1101	267	209	1577	12.4%
Community	1348	1138	2473	4959	39.1%
Engineering & infrastructure	3299	226	223	3748	29.6%
Other	91	67	89	247	1.9%
Total	7332	2145	3200	12,677	100.0%

Employees by Department

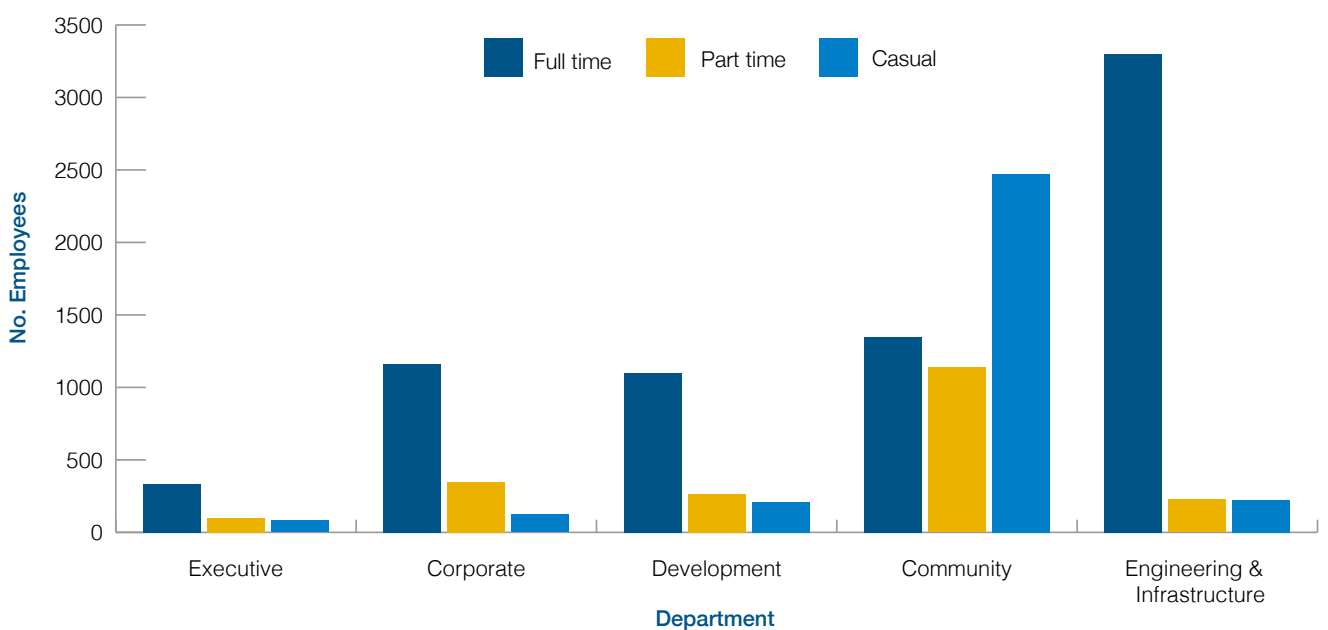
Respondents categorised employees in five departments – executive services, corporate services, development services, community services, engineering and infrastructure. Overall the largest number of employees work in community services (39.1%), followed by engineering and infrastructure (29.6%), corporate services (12.9%), development services (12.4%) and executive services (4.1%). The remaining 1.9% of employees were categorised as 'other'.

Total Employees by Department



Employees by Type and Department

This bar chart shows the distribution of full-time, part-time and casual employees within departments. Engineering and infrastructure has the highest proportion of full-time staff (88.0%). That is, 88% of staff in the engineering department are full-time. Community services has the highest proportion of casual staff (49.9%). Community, corporate and executive services have high concentrations for part-time staff (between 19.4% and 22.9%).

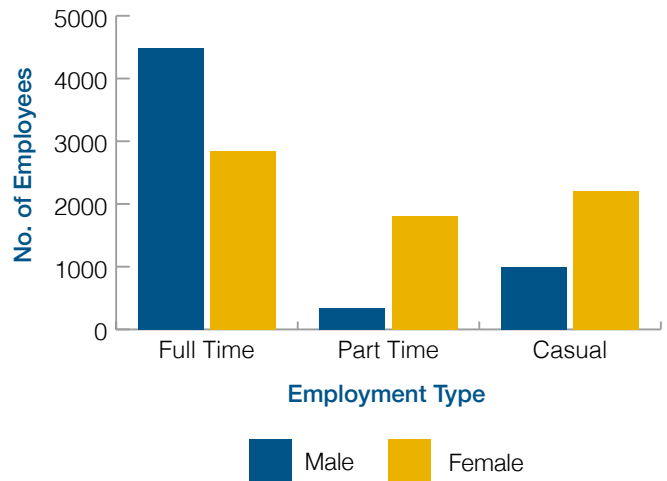


Employees by Type and Gender

In the Local Government workforce, men are more likely to be in full-time positions and women are more likely to be in casual and part-time positions. 61% of full-time staff are male, 84.1% of part-time staff are female and 69% of casual staff are female.

Employment Type	Male	Female	Total	%
Full Time	4482	2850	7332	57.8%
Part Time	340	1805	2145	16.9%
Casual	990	2210	3200	25.2%
Total	5812	6865	12,677	

Employees by Type and Gender



Employment by Gender and Department

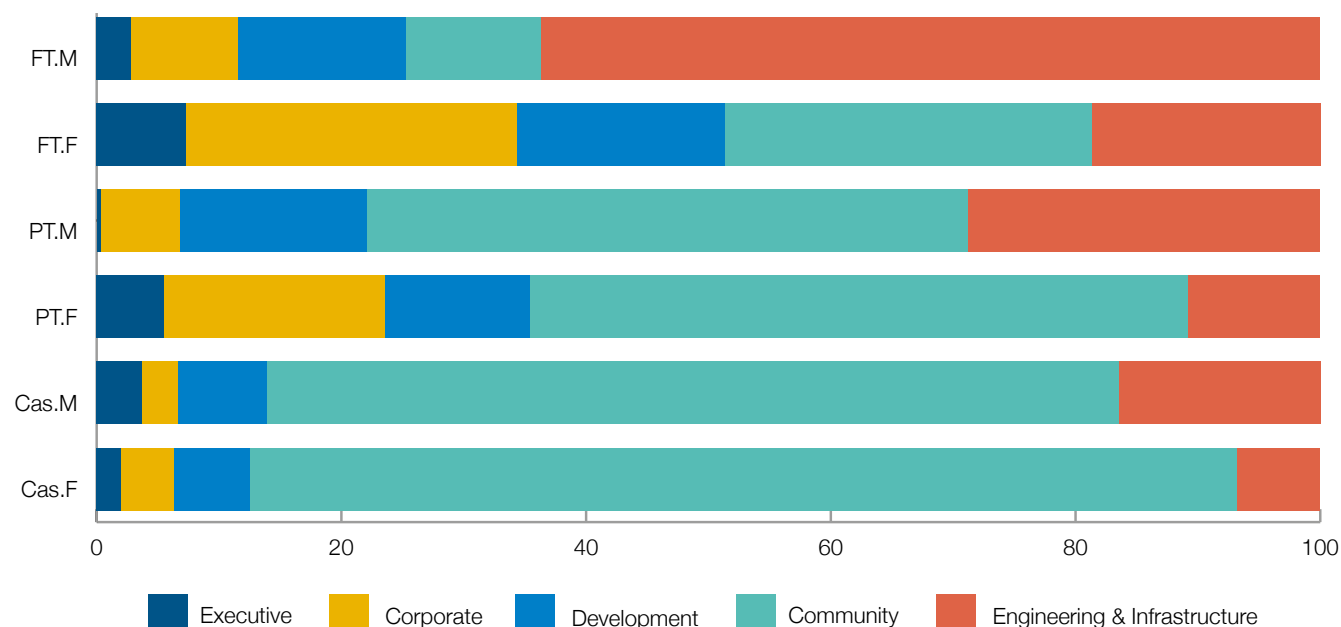
This table highlights gender differences in employment status in the Local Government workforce.

63% of full-time male staff work in engineering and infrastructure. A combined 57% of full-time female staff work in community or corporate services. 81% of casual female staff and 70% casual male staff work in community services. 54% of part-time female staff and 49% of part-time male staff work in community services.

The largest cohorts are: engineering and infrastructure full-time males (2810), community services casual females (1784) and community services part-time females (971).

	FT.M	FT.F	PT.M	PT.F	Cas.M	Cas.F	Total
Executive	125	208	1	99	37	45	515
Corporate	390	770	22	325	29	95	1631
Development	617	484	52	215	72	137	1577
Community	494	854	167	971	689	1784	4959
Engineering & infrastructure	2810	489	75	151	141	82	3748
Other	46	45	23	44	22	67	247
Total	4482	2850	340	1805	990	2210	12,677

Employment by Gender & Dept (Distribution)



Employees by Age

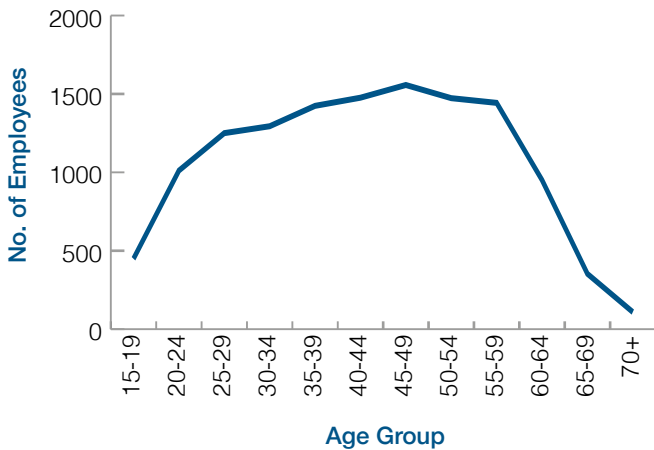
Around one third of the Local Government workforce are aged under 35 years; the next third between 35 and 49; and the remainder 50 years and over.

The largest five-year age cohorts, with 800 or more employees are: females aged 30-34, 35-39, 40-44 and 45-49; and males aged 55-59 years.

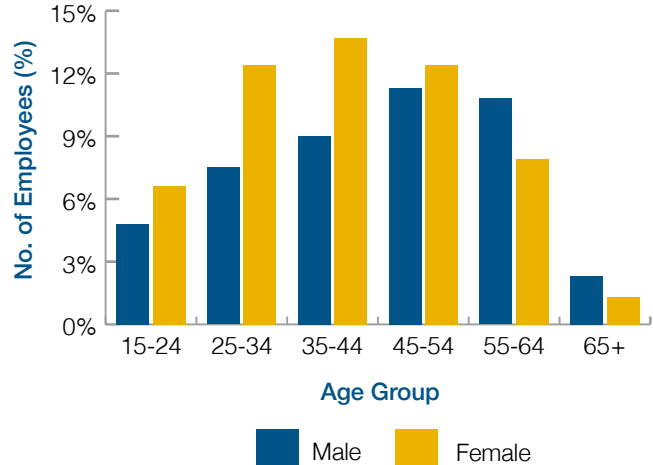
In 10-year age cohorts, women outnumber men in younger age groups (under 55). Men outnumber women in older age groups (55 and over).

Age Group	Male	Female	Total
15-19	183	266	449
20-24	430	581	1011
25-29	517	733	1250
30-34	444	850	1294
35-39	542	882	1424
40-44	611	865	1476
45-49	719	838	1557
50-54	726	747	1473
55-59	805	638	1443
60-64	575	376	951
65-69	229	124	353
70+	63	46	109
Total	5844	6946	12,790

Employees by Age



Employees by Age



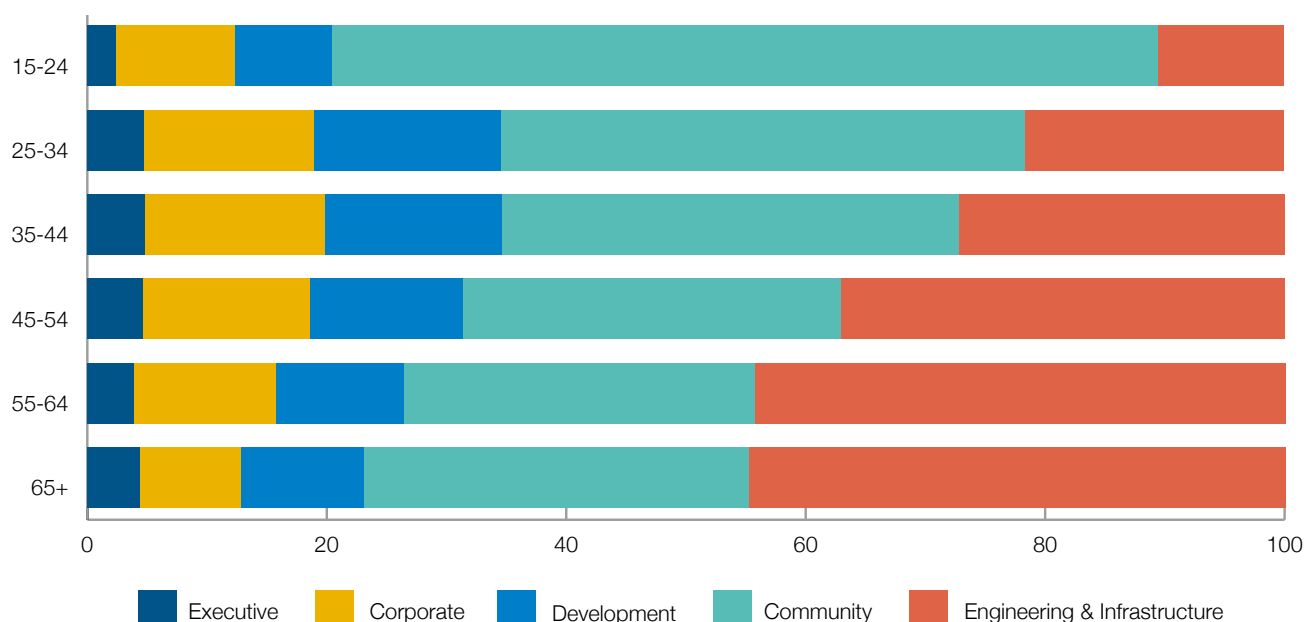
Employees by Age and Department

This stacked bar chart shows the distribution of employees, in 10-year age groups, between departments. The majority of 15-24 year old employees work in community services (968 out of 1460 employees). Community services also has the largest cohort of 25-34 and 35-44 year old staff. Engineering and infrastructure has the largest cohort of 45-54 and 55-64 year old staff.

The peak age for other departments is 35-44 in corporate services (425 staff) and development services (421), and 45-54 in executive services (137).

Department	15-24	25-34	35-44	45-54	55-64	65+	Total
Executive	33	119	135	137	92	20	536
Corporate	139	357	425	418	277	38	1654
Development	114	392	421	379	251	47	1604
Community	968	1098	1085	942	691	146	4930
Engineering & infrastructure	149	542	775	1108	1041	204	3819
Other	57	36	59	46	42	7	247
Total	1460	2544	2900	3030	2394	462	12,790

Age Profile by Dept



Largest Age Cohorts

This table (five-year age cohorts) highlights the contrast between 'younger' workers in community services and 'older' workers in engineering and infrastructure. The four largest groups of employees are 20-24 and 25-29 years in community services and 50-54 and 55-59 years in engineering and infrastructure.

Age Group/Department	Employees
20-24 Community services	635
55-59 Engineering/infrastructure	608
50-54 Engineering/infrastructure	588
25-29 Community services	576
40-44 Community services	549
35-39 Community services	536
30-34 Community services	522
45-49 Engineering/infrastructure	520
45-49 Community services	495
50-54 Community services	447
60-64 Engineering/infrastructure	433
55-59 Community services	423
40-44 Engineering/infrastructure	414



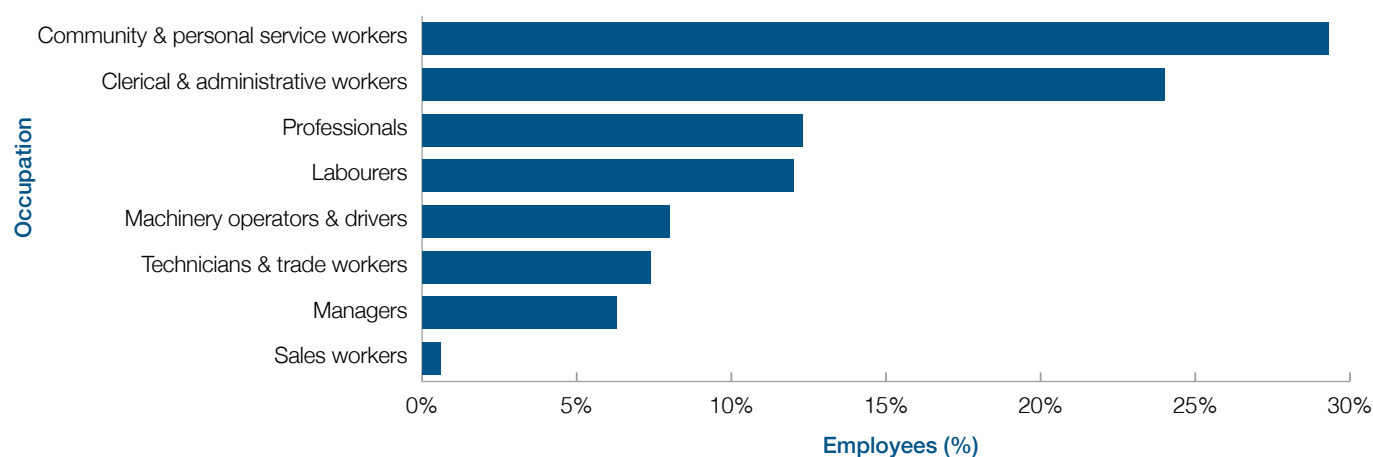
Occupation

The Australian and New Zealand Standard Classification of Occupations⁶ has eight major occupational groups. In this Local Government survey, 29% of the workforce are community and personal service workers, 24% are clerical and administrative workers, 12% are professionals, 12% are labourers, 8% are machinery operators and drivers, 7% are technicians and trade workers, 6% are managers and less than 1% are sales workers.

Most community and personal service workers work in the community services department. Most labourers work in engineering and infrastructure. Most administration workers work in corporate services. Professionals are distributed across all departments.

Occupations, Department	Executive	Corporate	Development	Community	Engineering & Infrastructure	Other	Total
Community & personal service workers	66	88	295	2855	98	103	3505
Clerical & administrative workers	203	898	346	992	381	56	2876
Professionals	96	343	419	286	330	3	1477
Labourers	1	3	74	172	1137	50	1437
Machinery operators & drivers	0	0	4	0	949	5	958
Technicians & trade workers	7	74	198	67	540	0	886
Managers	111	147	135	169	179	13	754
Sales workers	20	0	0	50	2	1	73
Total	504	1553	1471	4591	3616	231	11,966

Employees by Occupation



⁶ Australian Bureau of Statistics, ANZSCO

Occupation and Gender

There is strong occupational segregation across the Local Government workforce. 94.7% of machinery operators and drivers are male. 82.5% of clerical and administrative workers are female. 75% of labourers and technicians are male. 68% of community and personal service workers are female.

Occupation and Gender	Male	Female	Total
Community & personal service workers	1121	2384	3505
Clerical & administrative workers	502	2374	2876
Professionals	695	782	1477
Labourers	1085	352	1437
Machinery operators & drivers	907	51	958
Technicians & trade workers	668	218	886
Managers	505	249	754
Sales workers	30	43	73
Total	5513	6453	11,966

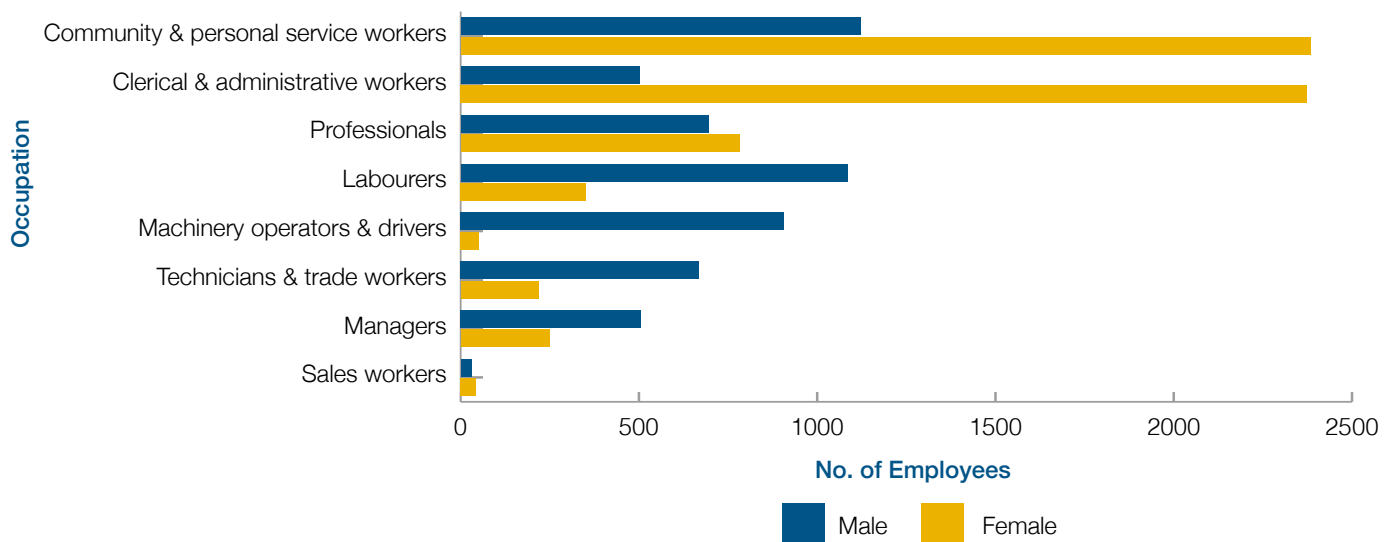


⁷ [Workplace Gender Equality Agency](#)

In the next table, there is a comparison of Local Government occupational distribution and national Workforce Gender Equality Agency (WEGA) data. Local Government has better female/male representation for technicians and trade workers; and better male/female representation in community and personal service workers.

Occupation and Gender	Male	Female	WGEA Female
Machinery operators & drivers	94.7%	5.3%	11.9%
Labourers	75.5%	24.5%	31.3%
Technicians & trade workers	75.4%	24.6%	11.6%
Managers	67.0%	33.0%	37.4%
Professionals	47.1%	52.9%	53.4%
Sales workers	41.1%	58.9%	59.6%
Community & personal service workers	32.0%	68.0%	71.5%
Clerical & administrative workers	17.5%	82.5%	75.1%

Employees by Occupation and Gender



Gender Specific Job Roles

This table shows some of the Local Government jobs that are male dominated, female dominated and roles that have a mix of male and female employees.

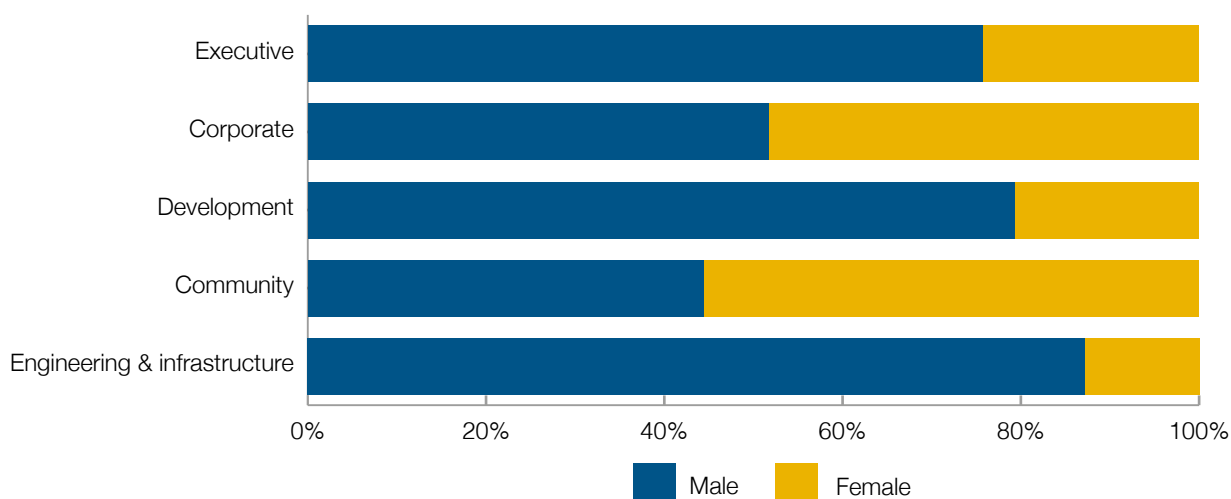
Mostly Male Employees	Mix of Male/Female Employees	Mostly Female Employees
Chief Executive Officer	Environmental Health Officer	CEO Personal Assistant
Grader Driver	Gardener	Community Development Officer
Parks & Gardens Team Leader	Manager, Governance	Customer Service Officer
Plant Operator – Works	Pool Attendants	Finance & Payroll Officers
Senior Ranger	Ranger – General	Governance Officer
Works Crew Member		Library Officer/Assistant
Works Supervisor		Rates Officer
Works Team Leader		Records Officer

Managers by Gender and Department

The Local Governments who took part in the survey employed a total of 754 managers, two-thirds male and one-third female. Women made up 56% of managers in community services and 48% in corporate services. Men made up 87% of managers in engineering and infrastructure and 79% in development services.

Managers (Occupation), Gender within Departments	Male	Female
Executive	75.7%	24.3%
Corporate	51.7%	48.3%
Development	79.3%	20.7%
Community	44.4%	55.6%
Engineering & infrastructure	87.2%	12.8%
Total	67.0%	33.0%

Managers by Gender & Department



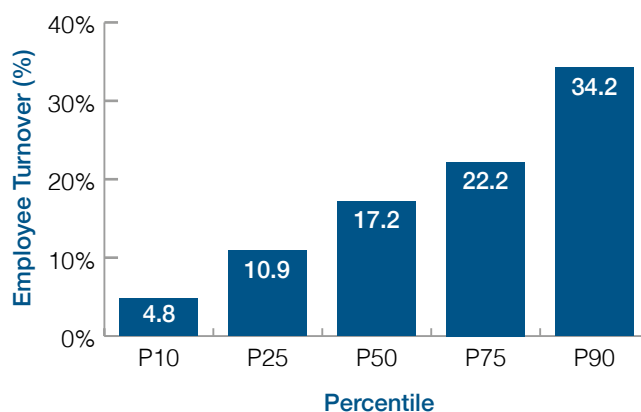
HR METRICS

Employee Turnover (full-time and part-time)

The median annual employee, full-time and part-time, turnover rate for the year to 30 June 2017 was 17.2%. The first quartile result was 10.9% (lower 25%) and the third quartile result was 22.2% (upper 25%).

FT.PT Turnover	%
P10	4.8
P25	10.9
P50	17.2
P75	22.2
P90	34.2

Employee Turnover (Full-time and part-time)

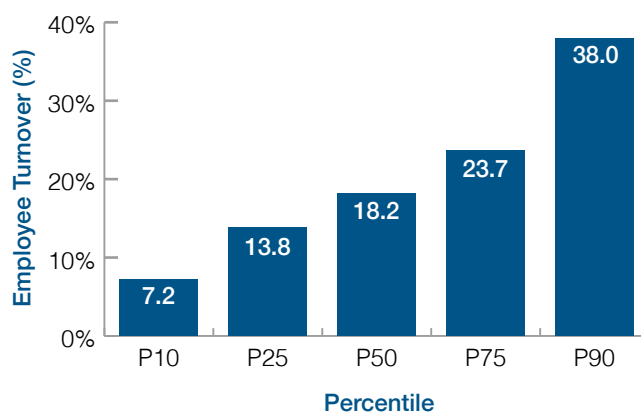


Employee Turnover (all employees)

Adding in casual employees, increases the median employee turnover rate to 18.2%. The inter quartile range is 13.8% to 23.7% annual turnover. There is a dearth of national and industry data on employee turnover rates. This result provides a baseline for future surveys.

All Employees Turnover	%
P10	7.2
P25	13.8
P50	18.2
P75	23.7
P90	38.0

Employee Turnover (All employees)

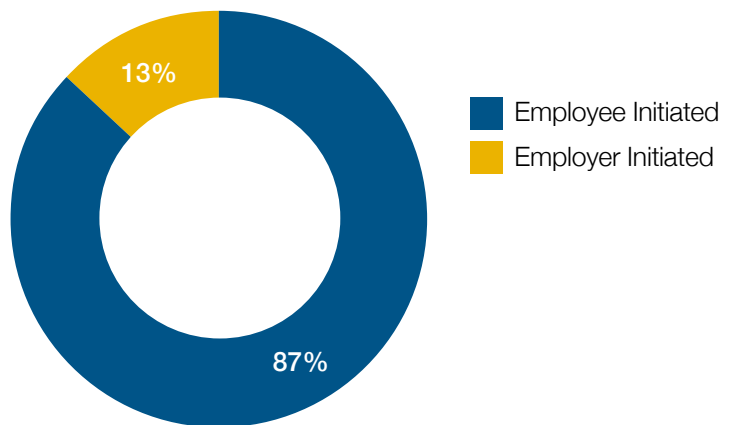


Terminations

The Local Governments who took part in the survey had 1560 employees finish work during the 2016/17 financial year. 87% were employee initiated (resignations) and 13% were employer initiated (dismissals and redundancies).

Termination Type	%
Employee Initiated	87.0%
Employer Initiated	13.0%

Termination Type



Termination Payments

The average redundancy payment to employees for the 2016/17 financial year was \$40,388 (78 cases). The average eligible termination payment was \$8457 for 816 employees.

Termination Payments	Cases	Average \$
Redundancy Pay	78	40,388
Eligible Termination Payments	816	8457

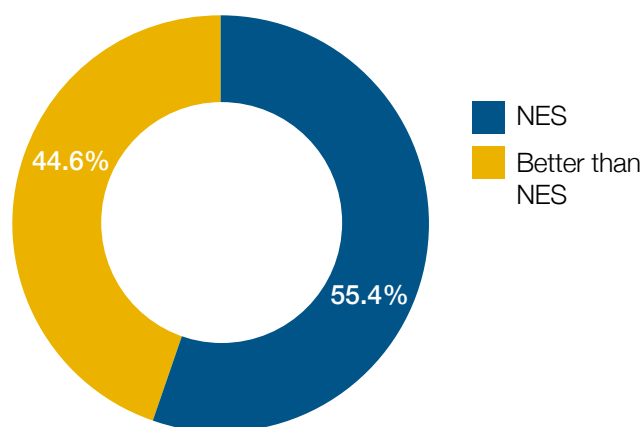
Redundancy Provision

Under the National Employment Standards (NES), redundancy pay entitlement ranges from four weeks pay to an employee with 1-2 years service to 16 weeks pay to an employee with 9-10 years' service.

55% of survey respondents apply the NES. 45% provide higher redundancy entitlements than the NES.

Provision	Cases	%
NES	31	55.4%
Better than NES	25	44.6%

Redundancy, Provisions

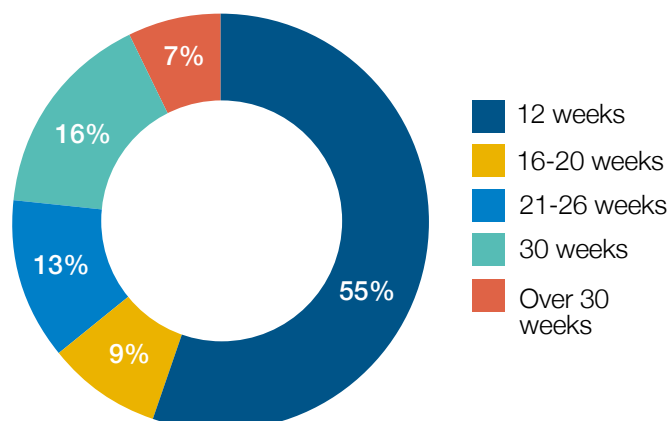


Redundancy Pay after 10 years' Service

The National Employment Standard (NES) for redundancy pay after 10 or more years' service is 12 weeks pay. Of the 45% of survey respondents who pay above the NES rate – 16% pay a maximum of 30 weeks, 13% pay 21 to 26 weeks, 9% pay 16-20 weeks and 7% pay over 30 weeks redundancy pay.

Weeks paid leave	Cases
12 weeks	31
16–20 weeks	5
21–26 weeks	7
30 weeks	9
Over 30 weeks	4

Redundancy Pay, 10 years+ service



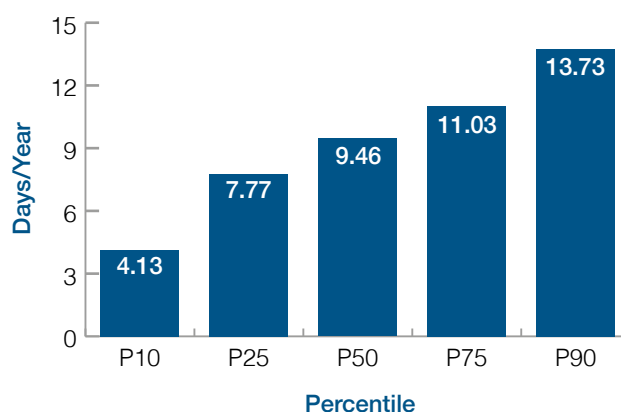
Unscheduled Absences

'Unscheduled absences' are periods that employees are absent from work on paid or unpaid personal/ carer's leave or paid compassionate leave. The median result was 9.46 days per year unscheduled absences per full-time equivalent employee (excluding casuals).

This is calculated for each Local Government in the survey by dividing total leave hours by full-time and part-time full-time equivalent staffing numbers.

Percentile	Days/Year
P10	4.13
P25	7.77
P50	9.46
P75	11.03
P90	13.73

Unscheduled Absences (FTE Days/Year)



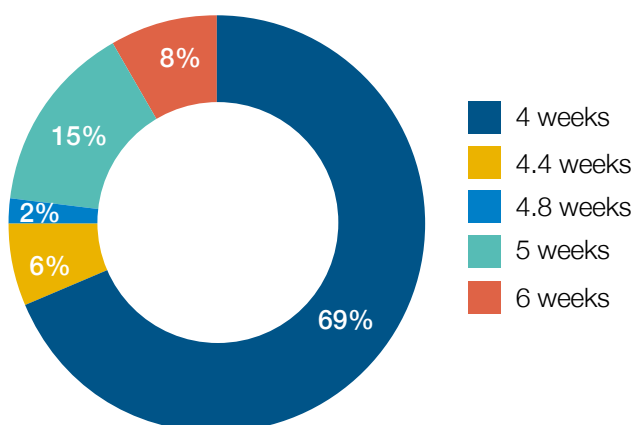
Annual Leave Provisions

Two thirds of survey respondents give standard annual leave entitlements – four weeks per year. 15% give 5 weeks annual leave per year, 8% give 6 weeks per year and 8% give between four and 5 weeks leave per year.

The four Local Governments that give six weeks a year are in remote areas.

Standard Annual Leave	Cases	%
4 weeks	33	68.8%
4.4 weeks	3	6.3%
4.8 weeks	1	2.1%
5 weeks	7	14.6%
6 weeks	4	8.3%

Annual Leave Provision

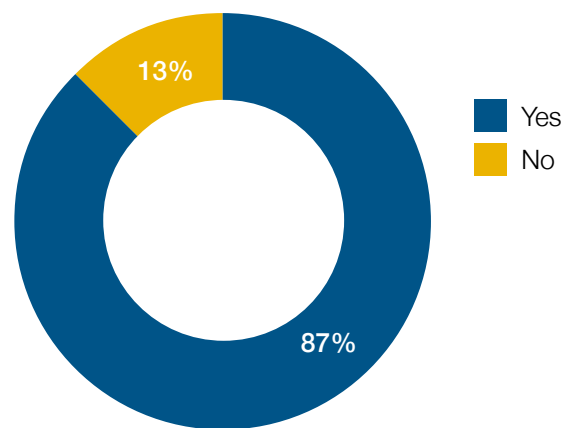


Leave Loading Provisions

87% of Local Governments in the survey paid 17.5% annual leave loading to some, or all, full-time and part-time employees.

Annual Leave Loading	Cases
YES	49
NO	7
Total	56

Annual Leave Loading

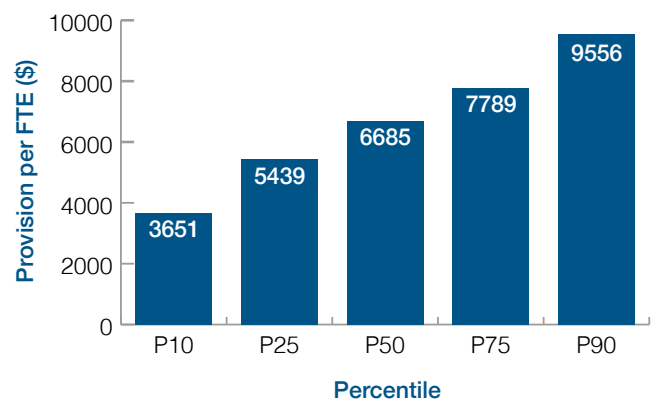


Annual Leave Liability

On 30 June 2017, Local Governments in the survey had \$6,492 median annual leave liability per full-time equivalent employee (excluding casuals). The first quartile result was \$5439 (lower 25%) and the third quartile result was \$7789 (upper 25%).

Percentile	AL per FTE (\$)
P10	3651
P25	5439
P50	6685
P75	7789
P90	9556

Annual Leave Liability per FTE

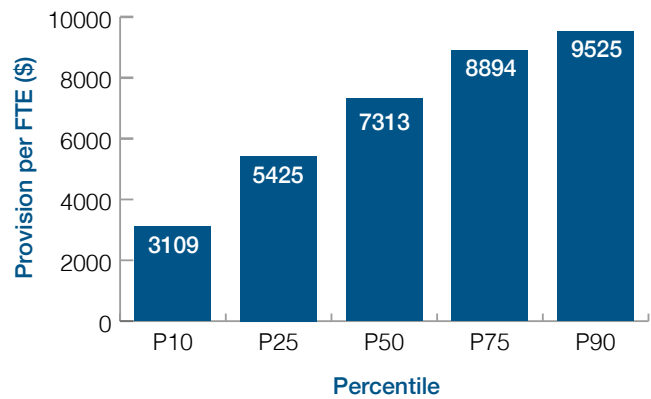


Long Service Leave Liability

On 30 June 2017, Local Governments in the survey had \$7313 median long service leave liability per full-time equivalent employee (excluding casuals). The first quartile result was \$5425 (lower 25%) and the third quartile result was \$8894 (upper 25%).

Percentile	LSL per FTE (\$)
P10	3109
P25	5425
P50	7313
P75	8894
P90	9525

Long Service Leave per FTE

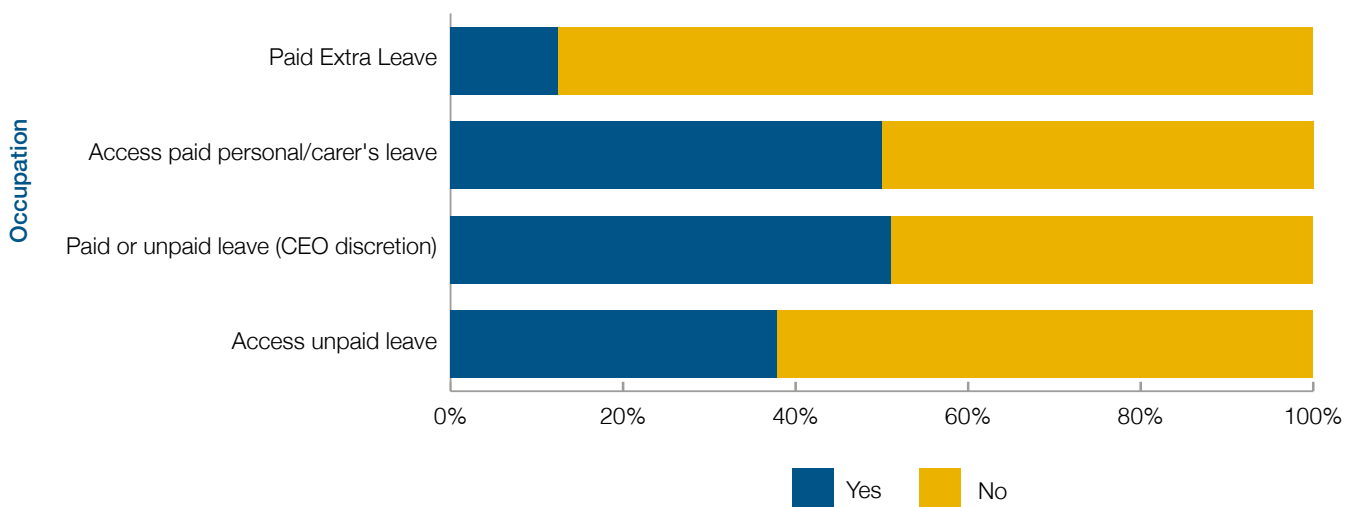


Domestic Violence Leave Provisions

The Fair Work Commission is considering inserting a family and domestic violence leave clause in modern awards. In this survey, only 12.5% of Local Governments gave extra paid leave. Half of the survey respondents gave employees access to their paid personal/carer’s leave entitlements, and/or the CEO has discretion to approve paid or unpaid leave. 38% of Local Governments allow employees to access unpaid leave in cases of domestic violence.

Domestic Violence Leave Policy	YES	NO
Paid Extra Leave	5	35
Access paid personal/carer’s leave	22	22
Paid or unpaid leave (CEO discretion)	23	22
Access unpaid leave	17	28

Domestic Violence Leave Policy

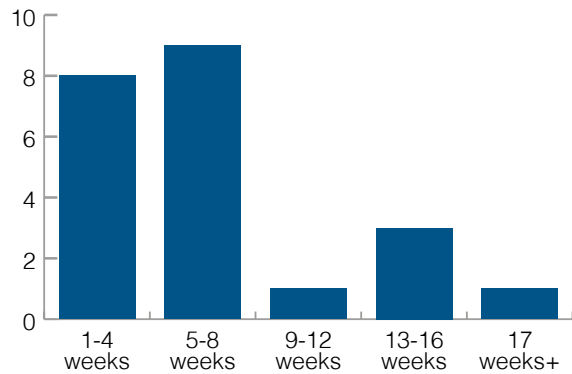


Employer Paid Parental (Entitlement)

22 out of 56 Local Governments answered this question in the survey. The Australian government pays 18 weeks parental leave to eligible employees at the minimum adult rate of pay (currently \$695 per week). Nine employers give 5-8 weeks employer paid parental leave. Eight employers give 1-4 weeks paid leave. Five employers give nine or more weeks leave.

Paid Weeks Leave	No.
1-4 weeks	8
5-8 weeks	9
9-12 weeks	1
13-16 weeks	3
17 weeks+	1

Employer Paid Parental Leave (Minimum Entitlement, Primary Care Giver)



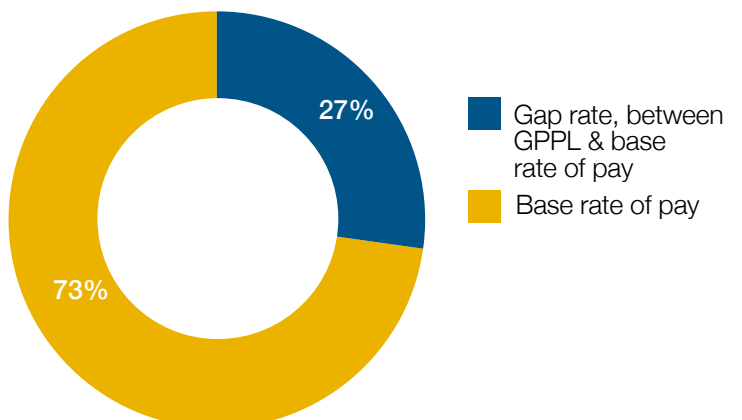
Employer Paid Parental Leave (Payment Method)

Six of the Local Governments that give paid parental leave, pay the gap rate. That is, they top up the government paid parental leave rate to eligible employees' base rate of pay. This may not be on the full 18 weeks government paid parental leave. 16 Local Governments pay extra parental leave (usually between one and eight weeks) at the base rate of pay.

The government paid parental leave scheme (GPPL) provides 18 weeks' pay at the national minimum adult wage (currently \$695 per week) for eligible employees who are primary carers of newborn or adopted children.

PPL Payment Method	No.
Gap rate, between GPPL & base rate of pay	6
Base rate of pay	16

Employer Paid Parental Leave (Payment Method)



BASE SALARY AND TOTAL REMUNERATION

The following tables show the ranges for annual full-time base salaries and total remuneration, as at 31 July 2017.

Explanatory notes

Topic	Description
Departments	(1) executive services, (2) corporate services, (3) development services, (4) community services, (5) engineering and infrastructure.
Position titles	Position titles are listed in alphabetical order within departments. To read the position descriptions and view alternative position titles, login to the web portal and go to Resources and Position Descriptions.
Cases	The number of Local Governments, maximum 56, that submitted data for the position. Positions with six or less cases are excluded.
Percentiles	P10 is the 10th percentile, P25 is the 25th percentile (or 1st quartile), P50 is the 50th percentile (or median), P75 is the 75th percentile (or 3rd quartile) and P90 is the 90th percentile.
Base salary	Base salary is the full-time annualised salary paid to employees.
Total remuneration	Total remuneration is the base salary plus extra payments, allowances, superannuation, leave loading, motor vehicle benefits and fringe benefits.



Generic Position Title	Cases	Base			Base			Total			Total																
		P10	P25	P50	P75	P90	P10	P25	P50	P75	P90	P10	P25	P50	P75	P90											
Executive Services																											
CEO's Executive Officer/ Personal Assistant	48	61,056	65,234	70,870	77,391	85,410	69,750	74,908	80,934	91,572	107,466	185,899	205,617	254,917	307,812	360,287											
Chief Executive Officer	51	135,202	167,358	194,405	249,351	304,857	135,730	151,930	188,774	64,295	72,998	79,296	90,441	104,474	80,636	85,174	87,880										
Deputy Chief Executive Officer	13	100,000	120,750	147,315	105,747	143,315	157,133	103,707	120,523	135,412	146,844	190,819	67,668	77,121	83,366	75,648	80,321	89,903	94,359	102,708							
Governance Officer	29	57,347	62,476	69,264	75,522	87,311	71,394	76,839	79,621	82,026	84,545	93,435	71,394	76,839	79,621	82,026	84,545	93,435	79,621	82,026	84,545						
Graphic Design Officer	10	72,369	76,400	77,577	82,026	84,545	93,435	71,394	76,839	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545							
Manager Communications/ Public Relations	17	95,400	116,300	125,664	135,730	151,930	188,774	64,295	72,998	79,296	90,441	104,474	80,636	85,174	87,880	105,747	143,315	157,133	103,707	120,523	135,412	146,844	190,819				
Manager Governance	22	92,219	95,670	110,668	125,625	159,547	103,707	120,523	135,412	146,844	190,819	67,668	77,121	83,366	75,648	80,321	89,903	94,359	102,708	71,394	76,839	79,621	82,026	84,545	93,435		
Mayor/President's Secretary/ Personal Assistant	12	61,047	67,880	74,909	82,026	84,545	93,435	71,394	76,839	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435		
Media/Marketing Officer	25	62,120	69,572	77,506	82,839	84,019	75,648	80,321	89,903	94,359	102,708	67,668	77,121	83,366	75,648	80,321	89,903	94,359	102,708	71,394	76,839	79,621	82,026	84,545	93,435		
Minutes and Agendas Officer	14	61,980	65,422	70,817	74,909	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435			
Social Media Coordinator	9	74,000	76,505	84,293	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435	79,621	82,026	84,545	93,435
Corporate Services																											
Accounts Payable	36	50,293	56,430	60,024	66,187	69,707	58,790	64,971	69,856	75,885	87,905	63,405	65,148	72,516	78,501	85,251	63,405	65,148	72,516	78,501	85,251	63,405	65,148	72,516	78,501	85,251	
Accounts Receivable	24	51,298	55,255	63,941	67,761	70,893	63,405	65,148	72,516	78,501	85,251	63,405	65,148	72,516	78,501	85,251	63,405	65,148	72,516	78,501	85,251	63,405	65,148	72,516	78,501	85,251	
Administration Officer – Corporate Services	24	48,866	55,519	63,427	66,577	71,685	54,297	61,996	71,347	75,914	81,812	54,297	61,996	71,347	75,914	81,812	54,297	61,996	71,347	75,914	81,812	54,297	61,996	71,347	75,914	81,812	
Contracts Administration Officer	7	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	68,237	
Customer Service Coordinator	27	58,978	67,693	76,084	83,846	95,039	67,175	76,370	90,574	96,882	107,940	67,175	76,370	90,574	96,882	107,940	67,175	76,370	90,574	96,882	107,940	67,175	76,370	90,574	96,882	107,940	
Customer Service Officer/ Cashier	41	46,762	49,669	56,242	62,129	64,390	53,215	57,217	64,930	70,547	72,492	53,215	57,217	64,930	70,547	72,492	53,215	57,217	64,930	70,547	72,492	53,215	57,217	64,930	70,547	72,492	
Customer Service Officer/ Receptionist	30	45,916	48,911	55,251	61,587	63,266	51,912	58,094	63,618	70,159	70,912	51,912	58,094	63,618	70,159	70,912	51,912	58,094	63,618	70,159	70,912	51,912	58,094	63,618	70,159	70,912	
Director/Executive Manager Corporate Services	35	108,082	124,950	155,000	184,288	209,678	134,154	164,743	192,807	228,414	252,646	134,154	164,743	192,807	228,414	252,646	134,154	164,743	192,807	228,414	252,646	134,154	164,743	192,807	228,414	252,646	
Director/Executive Manager Finance	23	90,258	103,209	125,309	134,531	146,635	110,177	127,298	152,948	165,639	183,089	110,177	127,298	152,948	165,639	183,089	110,177	127,298	152,948	165,639	183,089	110,177	127,298	152,948	165,639	183,089	

Generic Position Title	Cases	Base			Base			Total			Total					
		P10	P25	P50	P75	P90	P10	P25	P50	P75	P90	P10	P25	P50	P75	P90
Corporate Services																
Finance Officer	34	53,192	57,582	67,368	71,041	75,547	61,620	65,267	75,839	81,176	87,544					
Financial Accountant	28	66,723	77,165	90,496	101,853	108,216	79,731	85,534	104,746	120,914	138,285					
Human Resources Coordinator	24	76,076	80,341	88,424	93,614	96,765	84,327	91,084	98,258	111,894	114,897					
Human Resources Manager	23	99,041	112,639	129,458	143,115	149,998	125,637	134,549	150,250	178,806	195,149					
Human Resources Officer	27	60,953	64,303	70,941	77,091	83,905	71,596	74,336	83,256	88,425	94,553					
Information Technology Administrator/Officer	23	60,104	62,164	72,668	82,261	90,648	66,992	72,745	80,423	94,065	111,005					
Information Technology Manager	29	84,476	92,516	115,260	131,325	147,482	103,397	111,969	139,383	159,091	183,519					
Learning and Development Officer	10		68,853	76,541	83,094				76,278	86,260	96,820					
Leasing Officer	12		68,640	71,525	75,563				78,223	79,713	87,123					
Management Accountant	13		90,552	91,800	100,104				101,278	109,055	120,914					
Manager Corporate Services	12		103,998	111,213	130,370				131,626	142,741	158,357					
Occupational Health and Safety Officer	23	63,647	71,117	76,697	84,485	95,970	73,634	80,278	87,949	101,978	113,450					
Payroll Coordinator	11		73,551	78,575	82,520				83,033	89,191	106,022					
Payroll Officer	34	57,482	61,839	65,681	71,168	76,525	65,650	70,827	75,011	79,419	87,826					
Procurement Coordinator	11		83,587	89,969	97,860				95,494	104,069	120,110					
Procurement/Contracts Officer	16		65,699	71,993	79,555				74,825	83,360	87,990					
Property Management Officer	16		71,766	76,817	84,212				84,784	91,566	99,194					
Purchasing Officer	9		57,724	62,373	70,624				65,248	72,552	81,394					
Rates Coordinator	13		85,251	85,789	93,823				94,497	98,258	102,912					
Rates Officer	36	54,778	60,402	64,652	68,418	71,787	65,077	68,881	73,947	78,502	88,218					
Records Manager	19		77,367	84,098	94,964				88,357	97,704	111,906					
Records Officer	36	47,863	52,171	59,823	65,477	67,900	55,952	62,441	67,286	72,578	79,638					
Senior Administration Officer – Corporate Services	10		65,188	68,205	72,789				73,606	77,156	83,557					

Generic Position Title	Cases	Base			Base			Total			Total					
		P10	P25	P50	P75	P90	P10	P25	P50	P75	P90	P10	P25	P50	P75	P90
Corporate Services																
Senior Finance Officer	28	61,534	68,829	75,731	82,141	87,178	70,043	78,476	85,496	94,128	105,396					
Senior Rates Officer	19		70,476	74,307	77,777			79,924	82,998	91,367						
Senior Records Officer	16		66,444	69,685	76,715			75,011	77,145	85,784						
Development Services																
Administration Officer – Development Services	30	51,839	57,583	62,732	65,569	72,344	58,155	67,305	70,964	75,767	82,132					
Building Assistant	14		59,883	62,435	64,015			66,524	71,347	76,198						
Building Officer/Inspector	13		67,819	76,697	79,592			84,670	90,030	104,025						
Building Surveyor	25	68,422	71,894	79,593	82,944	86,876	79,851	86,176	92,157	97,564	103,590					
Deputy/Senior Building Surveyor	16		85,604	87,041	92,895			95,021	101,851	109,353						
Deputy/Senior Environmental Health Officer	20	82,329	87,290	89,999	94,438	99,220	94,744	101,099	107,314	112,623	122,391					
Development Compliance Officer	20	64,045	66,422	72,527	76,492	92,325	71,985	73,751	80,393	89,671	113,185					
Director/Executive Manager Development Services	30	117,362	136,400	171,000	188,960	195,868	144,617	175,288	206,080	233,332	241,957					
Environmental Health Officer	33	70,109	75,154	77,676	82,788	88,869	83,012	86,328	89,646	99,563	123,566					
Environmental Officer	21	63,135	68,271	71,729	77,547	82,686	75,338	78,398	84,199	87,568	99,014					
GIS Officer	16		75,911	81,273	87,692			85,655	90,087	97,547						
Manager Community Emergency Services	25	75,188	86,266	95,802	104,169	122,462	93,251	105,876	122,483	136,705	145,907					
Manager Development Services	15		111,314	122,217	135,227			132,742	145,048	164,139						
Manager Planning	25	97,052	115,081	120,000	138,616	145,481	127,039	137,802	145,077	166,499	181,103					
Manager Ranger Services	17		85,014	93,361	100,746			101,912	110,345	124,335						
Manager Regulatory Services	11		95,219	105,882	133,767			107,379	136,748	153,913						
Planning Administration Officer	27	55,059	57,849	63,941	65,939	71,520	61,030	66,543	72,042	78,808	81,453					
Planning Officer	29	62,873	68,392	75,643	77,838	85,142	73,804	77,032	83,846	90,354	96,818					

Generic Position Title	Cases	Base					Total				
		P10	P25	P50	P75	P90	P10	P25	P50	P75	P90
Development Services											
Principal Building Surveyor/ Manager Building Services	20	91,318	95,302	105,482	111,191	127,307	113,733	117,107	131,246	138,479	169,484
Principal Environmental Health Officer	23	84,872	87,628	94,018	101,262	112,524	103,975	109,979	114,327	129,868	150,145
Ranger – General	38	54,616	61,416	64,205	71,471	80,932	68,444	72,451	79,846	89,872	97,195
Senior Ranger	30	63,674	70,186	74,916	81,223	89,024	77,587	85,475	88,478	100,596	106,991
Statutory Planner	20	75,853	77,683	81,330	83,296	93,896	83,475	86,751	93,288	103,958	108,387
Statutory Planning Coordinator	17	88,933	88,933	99,099	103,893		106,609	113,112	125,089		
Strategic Planner	18	76,597	82,702	90,925			84,959	95,611	104,944		
Strategic Planning Coordinator	11	86,997	96,058	113,475			107,140	114,501	136,439		
Sustainability Officer	15	70,511	79,542	87,375			82,948	87,098	98,970		
Traffic and Parking Control Officer	10	58,553	64,980	68,524			66,688	71,586	79,051		
Community Services											
Administration Officer – Community Services	25	41,395	57,536	63,021	68,418	71,947	45,885	65,807	71,043	77,582	83,088
Aged Care Coordinator	12	64,497	73,263	82,901			75,256	82,564	101,427		
Aged Care Officer	7	58,177					68,977				
Assistant Pool Manager	14	64,748	72,840	81,728			74,087	84,936	98,337		
Branch Librarian/Librarian Branch Manager	19	69,349	76,692	84,279			82,409	90,882	96,543		
Childcare Coordinator/Team Leader	12	56,122	63,021	67,286			62,015	69,856	75,380		
Childcare Qualified Officer	11	45,777	50,783	57,350			50,958	58,957	66,892		
Community Development Coordinator	19	79,442	83,118	88,706			89,137	93,901	109,904		
Community Development Officer	42	53,199	61,460	66,794	73,034	79,143	60,211	69,425	78,872	84,246	89,323

Generic Position Title	Cases	Base			Base			Total			Total					
		P10	P25	P50	P75	P90	P10	P25	P50	P75	P90	P10	P25	P50	P75	P90
Community Services																
Community Engagement Officer	15	65,675	74,443	78,571				72,685	84,077	88,383						
Community Services Coordinator	10	74,321	80,880	91,225				85,206	90,939	102,376						
Director/Executive Manager																
Community Services	23	106,077	131,465	156,120	176,288	201,203		117,805	158,077	183,651	228,749	250,401				
Economic Development Manager	14	99,097	107,499	127,540				115,325	131,172	147,560						
Economic Development Officer	13	73,607	76,356	82,000				83,053	88,540	103,767						
Grants Officer	11	67,189	73,593	78,662				74,897	84,792	89,617						
Gym Instructor	18	51,014	52,926	61,037				56,758	63,232	67,649						
Home and Community Care Coordinator	8			86,900						96,972						
Home and Community Care Officer	7			56,635						63,344						
Library Officer/Assistant	38	44,506	49,736	55,799	63,157	66,034		49,533	56,445	63,776	70,420	74,842				
Library Technician	24	51,622	57,030	67,651	74,279	76,870		63,050	68,811	76,483	83,849	87,701				
Manager Community Services	26	90,695	97,104	106,999	124,556	139,475		119,082	127,560	134,733	157,110	168,669				
Manager Library Services	24	70,406	90,394	98,880	118,464	130,273		81,776	109,762	122,203	143,639	154,386				
Pool Attendants/Lifeguards	21	45,446	48,008	52,300	57,496	60,884		50,484	52,986	59,765	65,452	70,244				
Pool Manager	26	52,107	61,332	72,505	78,505	90,074		58,075	70,895	84,543	98,311	107,804				
Principal/Chief Librarian	12		69,978	79,597	82,909					79,104	92,010	100,454				
Recreation Centre Manager (Wet/Dry)	20	76,230	76,670	95,129	111,449	127,500		88,038	101,645	114,535	147,825	155,014				
Recreation Services/Sport and Recreation Manager	27	63,243	75,285	91,453	109,595	126,360		75,508	85,271	111,077	132,566	158,289				
Recreation/Sport and Recreation Officer	26	44,668	56,838	63,663	71,307	76,706		50,295	65,527	73,617	81,708	86,499				
Swim Teacher	16		48,045	51,508	55,964					54,278	58,176	64,463				

Generic Position Title	Cases	Base			Base			Total			Total					
		P10	P25	P50	P75	P90	P10	P25	P50	P75	P90	P10	P25	P50	P75	P90
Community Services																
Tourism Officer	10	51,573	55,874	58,569								59,745	65,060	67,346		
Visitor Centre Coordinator	12	61,048	70,468	81,488								71,395	78,532	95,516		
Youth Coordinator	16	67,994	80,143	86,636								79,091	93,683	102,779		
Youth Officer	16	63,291	66,379	72,628								71,394	79,556	85,193		
Engineering/Infrastructure																
Administration Officer – Engineering	35	50,504	58,017	62,954	66,453	70,370						60,780	67,021	71,195	78,007	82,765
Asset Management Officer	20	61,355	69,572	75,161	82,045	89,184						68,691	79,281	83,846	94,557	114,501
Asset Manager	21	82,282	89,999	99,000	110,434	123,578						102,071	110,704	120,961	137,797	144,425
Caretaker	7			58,915										68,287		
Carpenter	12		62,821	67,959	70,246							73,176	79,804	83,927		
Cleaner	30	41,856	45,479	51,260	55,343	60,529						48,282	50,906	58,834	64,747	70,885
Construction Engineer	15		84,292	93,614	98,147							103,177	108,988	125,022		
Design Engineer	16		80,395	92,875	102,872							89,114	114,448	126,335		
Director/Executive Manager Engineering Services	33	113,798	136,699	161,567	173,427	191,764						149,335	168,638	193,608	209,630	236,836
Gardener	30	48,248	51,688	55,397	58,884	62,148						57,251	60,283	62,885	67,069	70,136
Grader Driver	31	53,037	55,940	58,944	64,383	72,081						60,703	64,904	68,998	75,267	85,716
Handyman	22	53,646	56,198	63,654	68,207	70,618						61,782	65,911	70,664	81,109	87,055
Horticulturalist/Arborist	15		54,899	58,772	64,373							62,519	65,798	71,951		
Landfill Employee	15		46,958	52,909	60,888							55,989	60,400	69,741		
Manager Asset Planning	10		91,824	104,427	132,675							111,681	126,181	150,482		
Manager Infrastructure	19		105,187	114,727	131,658							136,254	145,873	160,669		
Manager Operations	21	89,184	96,058	112,451	128,343	140,131						102,310	125,498	139,395	157,767	178,267
Manager Parks and Gardens	19		87,392	94,064	127,102							101,621	120,838	158,378		
Mechanic	33	58,028	60,554	67,646	76,985	80,593						64,321	69,289	79,023	88,962	101,632
Parks and Gardens Leading Hand/Team Leader	41	53,478	57,556	62,324	66,129	71,029						61,539	66,492	70,822	76,462	88,811

Generic Position Title	Cases	Base				Total					
		P10	P25	P50	P75	P10	P25	P50	P75	P90	
Engineering/Infrastructure											
Parks Crew Member	36	45,501	51,313	55,079	58,201	61,451	52,973	58,696	62,350	67,236	69,601
Plant Operator – Parks	27	52,525	53,412	57,040	60,729	63,514	58,318	60,594	65,467	69,277	77,750
Plant Operator – Works	42	49,464	52,596	56,430	60,111	63,116	58,210	60,640	65,665	69,346	77,001
Project Manager	17		90,000	96,111	107,760		108,865	119,712	131,164		
Recycling/Waste Sorter	7			57,682					65,146		
Refuse Site Supervisor	13		61,551	79,542	97,105		75,312	87,098	111,674		
Road Construction/ Maintenance Officer	24	53,072	54,134	58,673	64,092	80,521	59,250	60,972	67,884	73,947	94,868
Senior Traffic and Transport Engineer	9		76,441	95,370	103,866		89,318	113,733	135,491		
Supervisor Parks and Gardens	34	63,185	69,519	77,391	84,321	91,558	74,618	80,441	92,781	103,491	111,025
Surveyor	13		71,458	79,643	85,377		86,347	88,281	94,637		
Technical Officer	28	58,649	62,435	69,891	74,998	82,474	65,463	70,556	79,104	88,332	92,311
Waste Management Officer	19		63,613	70,870	85,952		74,318	84,543	101,097		
Waste Truck Driver	16		56,401	61,439	63,901		64,553	69,514	72,367		
Works Crew Member	34	48,561	52,198	56,550	59,836	62,467	58,119	62,078	65,559	69,811	71,588
Works Leading Hand/Team Leader	37	55,250	58,177	62,757	68,396	75,818	64,136	67,030	71,043	80,701	97,510
Works Manager	23	84,098	92,449	106,653	115,925	123,431	114,369	117,465	141,760	153,228	159,774
Works Supervisor	38	66,893	75,652	83,179	91,376	96,045	84,696	92,645	104,254	118,634	123,506

REMUNERATION TOPICS

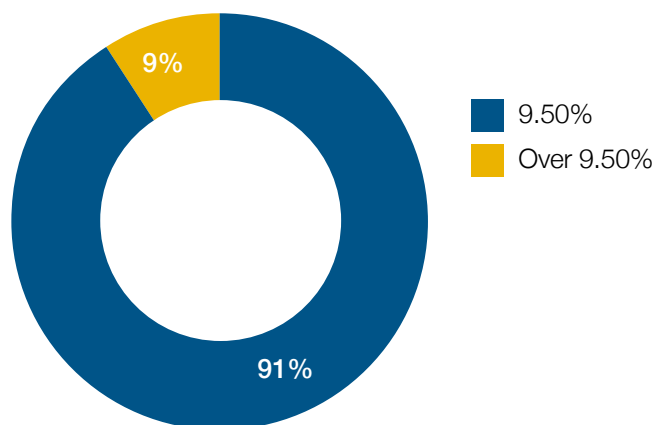
Superannuation Contribution (standard rate)

Employers must contribute a minimum of 9.5% of employee ordinary time earnings to employee superannuation accounts. 91% of Local Governments in the survey contribute at the minimum rate.

Five Local Governments contribute a minimum of 10.0%, 10.5%, 11.0% or 13.0% for all eligible employees.

Contribution Rate	Cases
9.50%	51
Over 9.50%	5

Employer Super Contributions (Standard Rate)

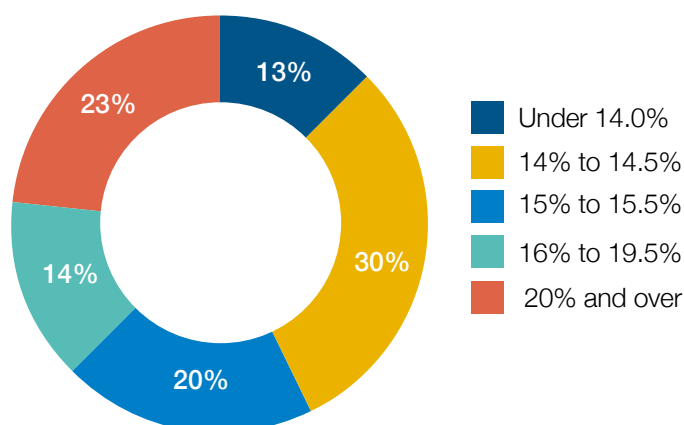


Superannuation Contribution (maximum rate)

Some Local Governments make extra contributions to employee superannuation to match employee voluntary superannuation contributions. 17 Local Governments offer total contributions of 14% to 14.5%. 13 offer total contributions of 20% or higher. 11 offer contributions of 15% to 15.5%.

Contribution Rate	Cases
Under 14.0%	7
14% to 14.5%	17
15% to 15.5%	11
16% to 19.5%	8
20% and over	13

Employer Super Contributions (Maximum Rate)



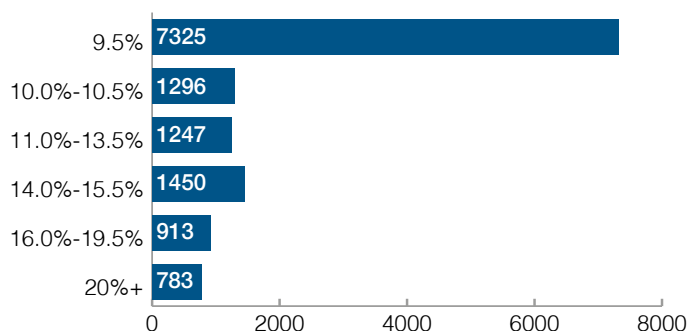
Employee Superannuation Participation

56% of employees have super contributions at the standard national rate of 9.5% of ordinary time earnings. 11% of employees have total contributions (standard employer contributions and co-contributions) at a rate of 14.0% to 15.5%. 13% of employees have total contributions at a rate of 16.0% or higher.

From 1 July 2017, there is a cap of \$25,000 a year on superannuation concessional contributions for workers of all ages – employer contributions and salary sacrifice contributions. Employees who exceed the cap should seek their own financial advice on whether to continue the arrangement.⁸

Contribution Rate	Cases	%
9.5%	7325	56.3%
10.0%-10.5%	1296	10.0%
11.0%-13.5%	1247	9.6%
14.0%-15.5%	1450	11.1%
16.0%-19.5%	913	7.0%
20%+	783	6.0%
Total	13,014	

Employee Super Contributions (Employee Numbers)



⁸ [Australian Taxation Office, Concessional Contributions](#)

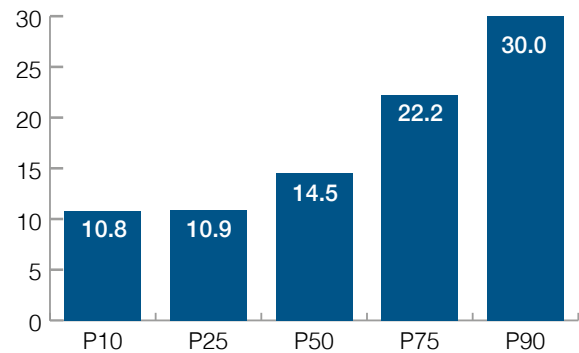
Non-Salary Benefits

Non-salary benefits are defined as all payments, allowances and benefits on-top of base salary. This includes superannuation, leave loading, allowances, fringe benefits and motor vehicle benefits.

The median result was 14.5% non-salary benefits on-top of an employee's base salary. The interquartile range was 10.9% to 22.2%.

All positions	Percentage
P10	10.8
P25	10.9
P50	14.5
P75	22.2
P90	30.0

Non-Salary Benefits
(% on top of base salary)



Allowances and Benefits

This section has a list of 30 types of allowances and benefits that Local Governments provide to employees. The list is split into four groups – extra payments; main allowances; main fringe benefits; and other allowances and benefits. Each table includes the item name, percentage of Local Governments in the survey that offer the item to eligible employees, and definitions of the items.

Extra Payments

The most common extra payments are loyalty payments or service pay, which are offered by 26.8% of Local Governments in the survey.

Items	Frequency	Definition
Attraction and retention allowance	12.5%	A regular allowance paid to an employee as an attraction or retention strategy.
Christmas bonus	3.6%	A discretionary payment made to employees at the end of the calendar year.
Loyalty payment or service pay	26.8%	A regular allowance paid to an employee who has completed a pre-determined period of service.

Allowances

An allowance is a payment made to employees, usually on a regular basis, for a specific purpose. The most common allowance, with 39% frequency, is a motor vehicle allowance paid to an employee to provide their own vehicle for work use.

Items	Frequency	Definition
Housing allowance or subsidy	35.7%	A regular allowance paid to an employee to assist with the cost of housing.
Location allowance	23.2%	A regular payment made to an employee to assist with the cost of living in a regional or remote area.
Motor vehicle allowance	39.3%	A regular allowance paid to an employee to provide a motor vehicle for work use.
Relocation allowance	26.8%	An allowance paid to an employee to relocate for employment, not linked to actual expenses and not salary packaged.
Travel assistance	14.3%	A regular or annual allowance paid to an employee to assist with the cost of personal and family travel.

Allowances are usually taxable and superable. Superable means that an allowance is 'ordinary time earnings' and superannuation is paid on the allowance. If the payments are structured as reimbursements for actual expenses incurred by employees, they may be classified as fringe benefits. Tax exemptions may apply, particularly in remote areas.

Fringe Benefits

Fringe benefits are non-salary benefits provided to employees that may be subject to fringe benefits tax. The most popular fringe benefits are portable electronic devices with an 80% frequency rate. The next highest at 45.5% are leisure, recreation or gym memberships.

Items	Frequency	Definition
Childcare assistance	7.1%	Children of an employee have use of a child care facility on the employer's premises at a discounted rate. Exempt residual fringe benefit. ⁹
Housing fringe benefit	12.5%	An employer provides an employee with free or discounted housing, not located in a remote area. Taxable housing fringe benefit.
Leisure, recreation or gym membership	45.5%	An employee has the use of a recreational facility on the employer's premises for free, or at a discounted rate. Exempt residual fringe benefit.
Portable electronic device	80.4%	The employer provides a mobile phone, laptop computer or tablet computer for an employee's work and private use. Exempt fringe benefit if required for work use.
Remote area housing assistance	17.9%	An employee lives and works in a remote area, in accommodation owned or leased by the employee, and salary packages mortgage or rent payments. Concessional fringe benefit (taxed at reduced rate) if conditions are met.
Remote area housing benefit	33.9%	An employee lives and works in a remote area, in subsidised accommodation owned or leased by the employer. Exempt fringe benefit.
Wellness benefit	16.1%	Reimbursement of membership fees, workout equipment, fitness shoes etc. Expense payment fringe benefit.

Employers may incur fringe benefits tax on some benefits. Some fringe benefits are exempt from tax, some are subject to 47% tax, and some benefits are concessional tax at a lower rate. For remuneration calculations in this survey, fringe benefits are grossed up at the rate of 1.6393. This is done to compare the value of employer provided benefits with payments otherwise made by employee from after-tax income.

⁹ Australian Taxation Office, Fringe Benefits Tax Guide

Other Allowances and Benefits

The final group includes a range of allowances and benefits. Allowances to cover costs incurred by employees, such as motor vehicle reimbursement. Allowances that have a low dollar value, such as first aid allowance. Fringe benefits that are not included in Local Government remuneration calculations, such as professional development. Fringe benefits where the remuneration value depends on individual employee choices, such as novated motor vehicle leases. Items on this list are not included in remuneration calculations.

The most common items are uniform/clothing provision or allowance – provided by 91% of Local Governments in the survey; professional development and association membership budget (86%); on call allowance (73%); motor vehicle reimbursement (68%) and adverse working conditions allowance (68%).

Items	Frequency	Definition
Adverse working conditions allowance	67.9%	A regular allowance paid to employees for adverse conditions associated with working outdoors and/or moderately obnoxious, offensive or dirty working conditions.
Camping allowance	26.8%	An allowance paid to an employee who is required to camp overnight at the site of any work.
Expense payment fringe benefits	7.1%	A payment or reimbursement of an employee's private expenses including health insurance, school fees etc. Taxable expense payment fringe benefit.
First aid allowance	55.4%	A regular allowance paid to an employee who holds an appropriate first aid qualification and who is appointed by the employer to perform first aid duty.
Leading hand allowance	42.9%	A regular allowance paid to an employee who is required to supervise other employees.
Living away from home allowance	5.4%	An allowance paid to an employee to compensate for additional expenses incurred and any disadvantages suffered because the employee's duties of employment require them to live away from their normal residence. Taxable fringe benefit.
Motor vehicle reimbursement	67.9%	A payment made to an employee who has used their own vehicle for work use on the cents per kilometre method. Payments in excess of 66 cents/km are taxable.

Items	Frequency	Definition
Novated motor vehicle lease	50.0%	An employee salary packages a car through a novated lease. Concessional fringe benefit, taxed at reduced rate.
Occupational health and safety committee allowance	5.4%	A regular allowance paid to an employee for duties on an occupational health and safety committee.
On call allowance	73.4%	A payment to an employee to remain contactable and available for return to duty for emergency, remote monitoring, maintenance and/or breakdown work.
Otherwise deductible items	37.5%	An employee salary packages a mobile phone, laptop computer or tablet computer for an employee's work and private use. Exempt fringe benefit if required for work use.
Professional development and association membership budget	85.7%	A budget to pay, or subsidise, an employee's professional development and association membership fees.
Relocation expenses	38.2%	An employee salary packages certain costs associated with relocation for employment. Exempt fringe benefit if conditions are met.
Tool allowance	35.7%	A regular allowance paid to an employee who is a tradesperson or apprentice, to supply and maintain tools required for work use.
Travel allowance	62.5%	A payment made to an employee to cover accommodation, food, drink or incidental expenses when they travel away from their home overnight on work duties. Not taxable if less than, or equal to the Australian Taxation Office reasonable travel allowance rate.
Uniform/clothing provision or allowance	91.1%	The provision of uniforms, safety or protective clothing to employees, or the payment of an allowance to employees to purchase uniforms, safety or protective clothing.

Motor Vehicle Values

Local Government employers may give car fringe benefits to certain employees. That is, allow employees to drive council vehicles from work to home, and for private use after hours and on weekends. Private use is defined as unrestricted private, restricted private or commuting only. For remuneration calculations we have assumed a fixed rate of private use of vehicles. That is 80% for unrestricted private use, 65% for restricted private use and 30% for commuting only.

Category	Definition	Private Use
Unrestricted private	Private use by the employee (and associates) during periods of leave within the geographical area of the State/Territory.	80%
Restricted private	Private use by the employee (and associates) except during periods of leave and/or limited in the geographical area.	65%
Commuting only	Commuter private use between the workplace and usual residence of the employee.	30%

Motor vehicle values are calculated on vehicle running costs published annually by RACWA¹⁰. 12 RACWA vehicle categories have been used, with five of the categories split into standard and luxury vehicle groupings. We have calculated the average running costs in each category and then applied private use percentages and 1.6393 PAYG gross up rate. The calculations do not include employee contributions or fringe benefits tax.

Example: The remuneration value for a 4x4 Ute is \$16,573 for unrestricted private use, \$13,465 for restricted private use and \$6,215 for commuting only.

Category	Examples	RACWA Average Running Costs (\$)	Unrestricted Private Use (\$)	Restricted Private Use (\$)	Commuting (\$)
Micro	Suzuki Celerio LF, Kia Picanto Si, Mitsubishi Mirage ES, Holden Spark LS, Fiat 500 Pop Series 4.	5866	7693	6250	2885
Light	Suzuki Baleno GL, Mazda 2 NEO, Hyundai Accent Active, Honda Jazz Vti, Ford Fiesta Ambiente WZ, Kia Rio S, Holden Barina LS, Toyota Yaris Ascent, Volkswagen Polo TSI Trend, Renault Clio Expression, Toyota Prius-C Hybrid, Audi A1 Sportback TFSI, Mini Cooper F56.	7206	9450	7678	3544
Small	Kia Cerato S, Honda Civic Vti, Mazda 3 NEO, Holden Astra BK, Mitsubishi Lancer ES Sport CF, Hyundai i30 Active 1.6, Hyundai i30 Active GD4 Series 2, Toyota Corolla Ascent, Ford Focus Trend, Subaru Impreza 2.0, Volkswagen Golf Tsi, Hyundai Elantra Active 2.0, Toyota Prius Hybrid.	7995	10,485	8519	3932

¹⁰ [RACWA Vehicle Running Costs](#)

Category	Examples	RACWA Average Running Costs (\$)	Unrestricted Private Use (\$)	Restricted Private Use (\$)	Commuting (\$)
Small – luxury	BMW 1 18i Sportline F20, Audi A3 1.4 TFSI Sportback, Mercedes-Benz A180, Volvo V40 T4.	11,438	15,000	12,188	5625
Medium	Skoda Octavia 110 TSI Ambition, Mazda 6 Sport 6C, Hyundai Sonata Active LF3, Hyundai i40 Active VF4 Series 2, Toyota Camry Atara S, Toyota Camry Atara S Hybrid, Subaru Livery 2.5i, Ford Mondeo Ambiente MD, Kia Optima Si JF, Ford Mondeo Ambiente TDCi MD, Volkswagen Passat 132 TSI.	10,197	13,373	10,865	5015
Medium – luxury	BMW 3 18i Sportline F30 LCI, Audi A4 1.4 TFSI S Tronic Sport, Mercedes-Benz C200 205.	14,627	19,182	15,586	7193
Large	Holden Commodore Evoke VF II, Toyota Aurion AT-X, Skoda Superb 162 TSI NP, Hyundai Genesis DH.	13,051	17,116	13,906	6418
Large – luxury	Audi A6 1.8 TFSI 4GL, BMW 5 20d Luxury Line G30.	20,618	27,039	21,969	10,140
People movers	Honda Odyssey Vti RC, Hyundai iMax TQ Series II, Kia Carnival S YP, Toyota Tarago Gli.	12,161	15,948	12,958	5981
SUV Small	Mazda CX-3 NEO, Ford Ecosport Ambiente BK, Suzuki Vitara RT-S LY, Renault Capture Expression X87, Honda HR-V Vti, Holden Trax LS TJ, Nissan Qashqai ST, Mitsubishi ASX LS, Subaru XV 2.0i, Volkswagen Tiguan 118 TSI.	9012	11,819	9603	4432
SUV Small – luxury	Audi Q3 1.4 TFSI, Mercedes-Benz GLA 180, BMW X1 sDrive 20i.	12,519	16,418	13,340	6157
SUV Medium	Mazda CX-5 Maxx, Ford Kuga Ambiente TF, Nissan X-Trail ST, Honda CR-V Vti 30, Toyota Rav4 GX, Mitsubishi Outlander LS ZK, Subaru Forester 2.5i-L, Kia Sportage Si AL, Hyundai Tucson Elite R-Series, Hyundai Tucson Elite TLE, Jeep Cherokee Longitude KL, Land Rover Discovery Sport TD4.	11,407	14,960	12,155	5610
SUV Medium – luxury	Lexus NX200t Luxury, BMW X3 xDrive 20i, Audi Q5 2.0 TFSI Quattro.	15,682	20,566	16,710	7712

Category	Examples	RACWA Average Running Costs (\$)	Unrestricted Private Use (\$)	Restricted Private Use (\$)	Commuting (\$)
SUV Large	Subaru Outback 2.0D, Subaru Outback 2.5i, Holden Captiva 7 LT Diesel, Holden Captiva 7 LT, Hyundai Santa Fe Active 4D, Kia Sorento Si UM, Nissan Pathfinder ST, Mazda CX-9 Sport, Toyota Kluger GX.	11,988	15,722	12,774	5896
SUV All terrain	Mitsubishi Pajero Sport GLX, Isuzu MU-X LS-M, Holden Trailblazer LT RG, Toyota Fortuner GX, Ford Everest Ambiente UA, Mitsubishi Pajero GLX LWB, Jeep Grand Cherokee Laredo, Toyota Landcruiser Prado GXL, Toyota Landcruiser Prado GXL Diesel, Jeep Grand Cherokee Laredo Diesel Turbo, Nissan Patrol Ti Series 3, Toyota Landcruiser GXL Diesel Turbo V8, Toyota Landcruiser GXL V8 MPFI 6 SP.	14,779	19,382	15,748	7268
Ute 2x4	Holden Ute VF II, Mitsubishi Triton GLX MQ, Ford Ranger XL 2.2 Hi-Rider, Toyota Hilux SR Dual Cab.	11,269	14,779	12,008	5542
Ute 4x4	Mitsubishi Triton GLX Dual Cab Diesel, Nissan Navara RX, Holden Colorado LS RG, Isuzu D-Max SX Hi-Ride TF, Mazda BT-50 XT, Ford Rander XL 3.2 PX, Volkswagen Amarok TDI420, Toyota Hilux SR.	12,637	16,573	13,465	6215

Motor Vehicle Type

The most popular type of vehicle for motor vehicle fringe benefits is 4x4 Ute (e.g. Toyota Hilux), followed by SUV Medium (e.g. Mazda CX-5), SUV All Terrain (e.g. Toyota Landcruiser) and medium vehicles (e.g. Toyota Camry).

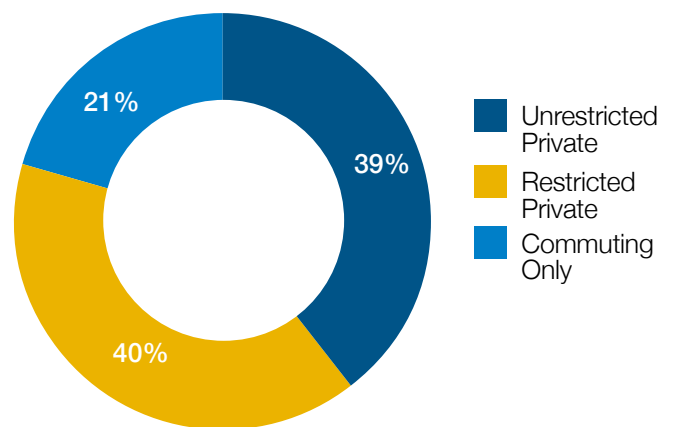
Category	Cases	%
Ute 4x4	169	23.3%
SUV Medium	116	16.0%
SUV All Terrain	100	13.8%
Medium	82	11.3%
Large	65	9.0%
Ute 2x4	54	7.4%
Small	53	7.3%
SUV Large	53	7.3%
Other	34	4.7%
	726	

Motor Vehicle Benefits (number)

Of 764 car benefits reported in the survey, 40% were classed as restricted private use, 39% were unrestricted private use and 21% were home to work commuting only.

Vehicle Use	Cases
Unrestricted Private	302
Restricted Private	305
Commuting Only	157
Total	764

Motor Vehicle Benefits



HUMAN RESOURCE MANAGEMENT

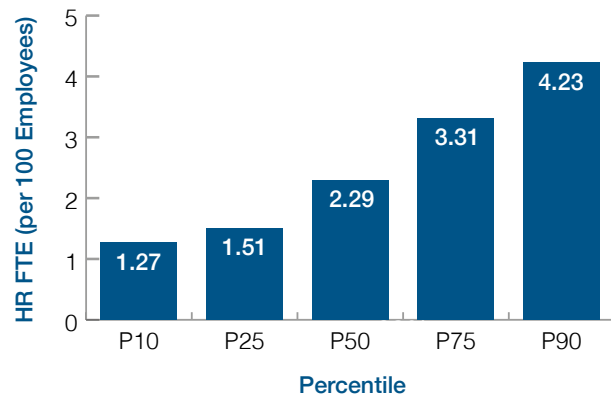
HR Staffing

This statistic shows the number of human resource and payroll staff (full-time equivalent) per 100 employees, including casuals. The median result is 2.29 FTE HR and payroll staff per 100 employees. The interquartile range is 1.51 to 3.31 FTE HR and payroll staff per 100 employees.

HR FTE/100EE	
P10	1.27
P25	1.51
P50	2.29
P75	3.31
P90	4.23

HR Staffing

(FTE per 100 employees)



HR Software

[SynergySoft](#) is the most popular HR software for Local Governments in six out of eight categories. [Learning Seat](#) is the most popular learning management software and [Big Red Sky](#) is the most popular recruitment software. Other popular software systems are [Civica Authority](#), [Technology One](#), [HP Content Manager](#), [ELMO](#) and [MYOSH](#).

Category	Rank 1	Rank 2	Rank 3
Enterprise System	SynergySoft	Authority Civica	Technology One
Document Management	SynergySoft	HP Content Manager	Technology One
Learning Management	Learning Seat	ELMO	Excel
Onboarding Software	SynergySoft		
Payroll	SynergySoft	Authority Civica	Technology One
Performance Management	SynergySoft	Cambron	
Recruitment	Big Red Sky	SynergySoft	Talent Propeller
Work Health Safety	SynergySoft	MYOSH	Excel

HR Priorities

A priority means something that is more urgent or important than other things. Organisational strategy, culture and change was voted the top human resource priority by Local Governments in the survey. The next priority was work health and safety, followed by performance management, leadership and management development and employee engagement.

Respondents were asked to rank their five highest priorities and concerns from a list of 19 topics: Diversity & pay equity; employee engagement; HR systems development; HR team development; implementing industry changes; leadership & management development; learning & training; mergers & acquisitions; organisational strategy, culture & change; performance management; recognition & reward; recruitment & onboarding; remuneration & benefits; succession planning; talent management; wellness; workforce planning; workplace health & safety; and workplace relations.

Priorities	Rank	Points
Organisational Strategy, Culture & Change	1	105
Work Health & Safety	2	96
Performance Management	3	73
Leadership & Management Development	4	70
Employee Engagement	5	67
Workforce Planning	6	54
HR Systems Development	7	46
Learning & Training	8	42
Workplace Relations	9	33
Succession Planning	10	31

HR Concerns

A concern means something that may cause trouble, worry or disquiet. Organisational strategy, culture and change ranked as the top concern.

The next priority was leadership and management development, followed by employee engagement, performance management and succession planning.

Concerns	Rank	Points
Organisational Strategy, Culture & Change	1	86
Leadership & Management Development	2	78
Employee Engagement	3	67
Performance Management	4	65
Succession Planning	5	60
Work Health & Safety	6	57
Workforce Planning	7	44
Workplace Relations	8	43
HR Systems Development	9	32
Recruitment & Onboarding	10	29

INTRODUCTION TO WEB PORTAL

The WALGA Salary and Workforce Survey can be viewed online at <https://walga.salaryone.com.au>. Local government subscribers can have three active users with access to the web portal. To set up, or change users, email info@salaryone.com.au with the first name, last name, position title, Local Government name, email address and phone number.

The web portal has customised views benchmarking individual Local Government survey results with the whole of survey results. You can see if your Local Government is in the top quartile, around the median and or at the lower quartile on a range of survey questions.

The portal has dashboards, tools and resources.

- Dashboard/Labour market – Consumer price index, wage price index, average weekly earnings, unemployment rate.
- Dashboard/Organisation profile – Operating budget, employee numbers, employment instruments, enterprise agreements.
- Dashboard/Workforce profile – Employee totals, employment type, age, occupation, job roles.
- Dashboard/HR metrics – Employee turnover, termination, redundancy, unscheduled absences, annual leave, long service leave, parental leave, domestic violence leave.

- Dashboard/Remuneration topics – Superannuation, non-salary benefits, allowances and benefits, motor vehicles.
- Dashboard/HR management – HR staffing levels, HR technology, HR priorities and concerns.
- Tools/Salary data – Search the database for individual position base salaries and total remuneration.
- Tools/Remuneration calculator – Calculate total remuneration for a position by entering values for base salary, superannuation, allowances, benefits and motor vehicles.
- Resources/Position descriptions – Read position descriptions and alternative job titles for over 150 Local Government positions.

Access to the web portal is subject to login authentication that uses hashed and salted passwords and configurable user access rights. Data sent to and from the SalaryOne portal passes through a secure server located in Australia using the latest 256-bit SSL (secure sockets layer) encryption technology. The SalaryOne database and web portal are hosted by [HostAway](#) in Perth, Western Australia.



“The web portal has customised views benchmarking individual Local Government survey results with the whole of survey results. You can see if your Local Government is in the top quartile...”

ACKNOWLEDGEMENTS

The WALGA Salary and Workforce Survey was conducted and written by Julian Keys, Executive Director, SalaryOne Pty Ltd with assistance from Amanda Hunter. Red Kinetic developed the web portal. Key2Creative designed the report.

The project was managed by Kate Pillai, Employee Relations Service Manager, WA Local Government Association and supervised by Tony Brown, Executive Manager, Governance and Organisational Services.

Employees of the following Local Governments provided input to the survey design and/or provided valuable feedback during the data collection process – Ali Guild (Esperance), Andrea Pears (Shark Bay), Brenda Atkins (Rockingham), Cherie Chivell (Harvey), Georgie Monkhouse (Wanneroo), Natalie Hope (Greater Geraldton) and Prue Haste (Augusta Margaret River).

CONTACTS

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For access and support enquiries to the web portal email info@salaryone.com.au or phone 1300 029 421.



SCHEDULE ONE: Australian Classification of Local Governments (ACLG)¹¹

Step 1	Step 2	Step 3	Identifiers	Category
URBAN (U)	Capital City (CC)			UCC
Population more than 20,000	Metropolitan Developed (D) Part of an urban centre of more than 1,000,000 or population density more than 600/sq km	Small (S)	up to 30,000	UDS
		Medium (M)	30,001-70,000	UDM
		Large (L)	70,001-120,000	UDL
		Very Large (V)	more than 120,000	UDV
OR, population density more than 30 persons per sq km	Regional Towns/City (R) Part of an urban centre with population less than 1,000,000 and predominantly urban in nature	Small (S)	up to 30,000	URS
		Medium (M)	30,001-70,000	URM
		Large (L)	70,001-120,000	URL
		Very Large (V)	more than 120,000	URV
OR, 90 per cent or more of LGA population is urban	Fringe (F) A developing LGA on the margin of a developed or regional urban centre	Small (S)	up to 30,000	UFS
		Medium (M)	30,001-70,000	UFM
		Large (L)	70,001-120,000	UFL
		Very Large (V)	more than 120,000	UFV
RURAL (R) An LGA with population less than 20,000	Significant Growth (SG) Average annual population growth more than three per cent, population more than 5000 and not remote	Not applicable		RSG
AND, population density less than 30 persons per sq km	Agricultural (A)	Small (S)	up to 2000	RAS
		Medium (M)	2001-5000	RAM
		Large (L)	5001-10,000	RAL
		Very Large (V)	10,001-20,000	RAV
And, less than 90 per cent of LGA population is urban	Remote (T)	Extra Small (X)	up to 400	RTX
		Small (S)	401-1000	RTS
		Medium (M)	1001-3000	RTM
		Large (L)	3001-20,000	RTL

¹¹ [Australian Government, Department of Infrastructure, Regional Development and Cities](#)

SCHEDULE TWO: Salary and Allowances Tribunal (SAT) Bands

The WA Salary and Allowances Tribunal (SAT)¹² designates the minimum and maximum total remuneration package range for WA Local Government chief executive officers. The total reward package range as at 11 April 2017 was:

Band	Total Reward Package
1	247,896 – 375,774
2	204,455 – 316,586
3	156,356 – 256,711
4	126,956 – 198,210

The Tribunal considers the following factors when determining the SAT band for each WA Local Government:

Major growth and development; strategic planning, including risk management; infrastructure development and asset management; significant social/economic/environmental issues; significant demand to service and support non-resident needs; diversity of services; community involvement and advocacy; state or national negotiations; operational and managerial requirements; capacity to pay; total expenditure; population; and full-time equivalent employees.

Items included in CEO total remuneration package:

Base salary; annual leave loading; fringe benefits; association membership fees; attraction/retention allowance; value of private use of Local Government motor vehicles; cash bonus and performance incentives; cash in lieu of a motor vehicle; fitness club fees; grooming/clothing allowance; health insurance; school fees and/or child's uniform; superannuation (all mandatory and non-mandatory employer superannuation contributions); travel or any other benefit taken in lieu of salary; travel for spouse or any other member of family; unrestricted entertainment allowance; utilities allowance; and any other form of payment, in cash or not, in consideration of a reward or benefit of the CEOs duties.

Items not included in CEO total remuneration package:

Recruitment and relocation expenses; professional development expenses; tools of trade and regional/isolation allowance (within maximum amounts).

¹² [WA Salaries and Allowances Tribunal](#)





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Council Outstanding Resolutions Status Report

Resolutions not included here can be assumed to have been satisfactorily completed or have become redundant by virtue of a more current resolution or action. Councillors aware of an outstanding resolution not completed that should be placed in this outstanding resolution report should contact the CEO. **Red – New** ~~Strikethrough – Delete~~

MEETING	ITEM/RESOLUTION	ACTION REQUIRED	RESPONSE	RESPONSIBLE OFFICER	TIME FRAME
Dec 2017	10/12-17	Warrachuppin Road Realignment	That Council 1. Welcomes Ramelius Resources proposal to commence operations with the Greenfinch project in the mid to later stages of 2018. 2. Authorises the Chief Executive Officer to instigate the process for a resumption of land under the Land Administration Act in Reserve 14983. 3. Authorises expenditure to the Chief Executive Officer to commence the survey of the proposed road reserve, possible relocation of utility services (Telstra, Water) and possible new road design (if required) to enable a cost to be provided to Ramelius Resources for comment.	CEO	Dec 18
Sept 2017	10/09-17	Westonia Airstrip	That Council authorise the Chief Executive Officer to negotiate a fair price for the two areas of land to incorporate into the Westonia Airstrip and report back to Council at the October meeting. Offer and Paperwork to be discussed and finalised	CEO	Mar 18
July 2017	17/07-17	Westonia Telstra Exchange	That Council writes to Telstra and pursues an upgrade to the Westonia Telstra Exchange and possible connection to the fibre optic line that runs through town – CEO spoke with Boyd Brown regarding lack of service, Ron have since contacted me and will be putting up a possible part funded proposal to upgrade the exchange. Letter written to Telstra, MP's re Telstra Exchange	CEO	Feb 18



Council Outstanding Resolutions Status Report

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July 2017	08/07-17	Shared Values Project	Engage the services of UWA School of Geography students via the Wheatbelt Development Commission to assist in the Business Case writing process for the Camp Westonia and Westonia Solar Farm Shared Value Projects - CEO met with WDC & UWA students at Local Govt Week to discuss plan of attack and have since forwarded more information for the project. In Limbo, awaiting funding, discussions with Ramelius Resources	CEO	Oct 17
MEETING	ITEM/RESOLUTION	ACTION REQUIRED	RESPONSE	RESPONSIBLE OFFICER	TIME FRAME
June 2017	18/06-17	Curtin University – Greenhouse offer	Response sent to Curtin University – awaiting response	CEO	Feb 18
Apr 2017	17/04-17	Town Planning Scheme	Currently seeking input from town planners in relation to low cost solution Held discussions with Dept of Planning – there are willing to assist, spoke with Planner in Kellerberrin who is willing to assist. Result – reduced cost plan	CEO	July 18
Apr 2017	16/04-17	Westonia Airstrip	Currently investigating, coincide with Kaolin St Renaming	CEO	Mar 18
Apr 2017	15/04-17	Renaming of Egg Rock Road & Kaolin Street	Currently seeking input from families prior to advertising as per requirements	CEO	Dec 17
Mar 2017	13/03-17	Review of Integrated Planning Suite	Awaiting commencement date for Integrated Planning Suite review Review to be undertaken in April 2018	CEO	Apr 18
Oct 16	10/10-16	Adopted sea container policy formulated by the Chief Executive Officer on the provision of sea containers in the Westonia Townsite.	CEO awaiting advise from new Health/Building Surveyor in relation to extent of paperwork required in submitting “Building Application” for approval.	CEO/Building	May 18



Council Outstanding Resolutions Status Report

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Sept 16	08-09/16	JT Professional Services to undertake a review of all of its Local Laws in accordance with the Local Government Act s3.16	CEO awaiting start date for review from consultant	CEO	ongoing
June 16	11-06/16	Wheatbelt Freight Route	Regional Road Group notified of Westonia's preferred routes, application to Regional Grants Scheme submitted, Grant not funded, looking at alternative avenues to have plan funded.	CEO/WS	ongoing
MEETING	ITEM/RESOLUTION	ACTION REQUIRED	RESPONSE	RESPONSIBLE OFFICER	TIME FRAME
June 16	12-06/16	Advise Main Roads Wheatbelt to have the eastern 500 meter section of Leach Road (intersection of Leach Road/Westonia-Carrabin Road) assessed in order to have the speed zone changed to an eighty kilometer (80km) speed restriction.	CEO corresponded with Grenn Putland – Main Roads, awaiting response.	CEO/WS	ongoing
April 16	08-04/16	Draft Westonia Common Conservation Management Plan 2016-2021	Draft Plan formulated by Ecological Aust, discussed by Council, put out for public comment which resulted in a community meeting in June 2016. Funding received to undertake flora/fauna quadrant surveys	CEO/NRM	ongoing

WORK SUPERVISOR'S REPORT

1. PLANT REPAIRS & MAINTENANCE

The following repairs and maintenance were carried out since the last meeting.

- JD 770H Grader – Replace lower panel window.
- Water Tanker – Total replacement of all aluminium piping and fittings with new flanges and flexible hosing. Work completed by MechTech.
- Cat 12G Grader – Repair to steering electrical/solenoid fault.
- JCB Telehandler – Replace windscreen in cab damaged by branch.
- Roadtrain Dolly – Replace faulty brake airvalves.
- 3.4 Fire Tanker – Replace batteries.
- Iveco Truck – Replace 8 x drive tyres.

2. PLANT HOURS

The following is a list of plant and vehicle kilometre and hour readings for the period ending 01.3.18

Item	01.2.18	01.3.18
P1 JOHN DEERE 770G GRADER	5,096hrs	5,227hrs
P2 CAT 12M	1,465hrs	1,561hrs
P3 PRIME MOVER (IVECO)	165,665kms	167,080kms
P4 ROAD TRAIN (FREIGHTLINER)	60,335kms	61,440kms
P5 JOHN DEERE LOADER	385hrs	483hrs
P6 MULTI PAC	7,903hrs	7,903hrs
P7 MINI-EXCAVATOR	183hrs	199hrs
P8 TELEHANDLER JCB	603hrs	665hrs
P9 TOYOTA (MTCE UTE)	4,858kms	5,770kms
P10 MITSUBISHI CANTER	16,461kms	18,051kms
P11 TOYOTA HILUX (GARDENER) WT 35	43,803kms	44,688kms
P12 JOHN DEERE (5100)	1,634hrs	1,634hrs
P14 TOYOTA LANDCRUISER GXL (CEO)	14,570kms	16,893kms
P15 TOYOTA PRADO GXL (W/SUPER)	16,890kms	19,786kms
P16 TOYOTA RAV4 (ADMIN)	32,755kms	33,294kms
P17 TOYOTA HILUX DUAL CAB	1,200kms	2,746kms
P19 FAST ATTACK	4,006kms	4,198kms
P20 FIRE TRUCK	3,863kms	4,056kms
P18 WESSY BUS	94,187kms	94,303kms
P21 DYNAPAC FLAT DRUM	978hrs	995hrs

P22	<i>RAMSEY RIDE ON MOWER (OVAL)</i>	1,218hrs	1,222kms
P23	<i>TOYOTA MINI BUS (WT COM V)</i>	5,916kms	6,103kms
P24	<i>HAMM ROLLER</i>	48Hrs	139hrs

3. CAPITAL ROAD WORKS

- Clearing and widening of Henderson Road drains and Batters in preparation for 5.5km gravel re-sheet. Widening of Eastern bend for improved visibility and safety.
- Gravel re-sheet of 3.7km section of Carrabin South Road from bitumen through the Reserve has been completed.
- Work has commenced on the reconstruction of a 2.2km section of the Koorda Bullfinch Road (M040) West of Warralakin Road.

4. GENERAL ROAD MAINTENANCE

- Drains and Batters program continuing on Warralakin Road.
- Winter grade of school bus routes on Warrachuppin, Leeman and Begley Roads.
- Grade Walgoolan South Road.
- Roadside clean-up and clearing of trees after thunderstorm on Rabbit Proof Fence and Dadow Roads.
- Spray weeds on Warralakin, Leach and Leeman roadsides.

5. PRIVATE WORKS

- Gravel sheeting around homestead and sheds C & C Lindley Walgoolan property – 16.5hrs grader, 6 hrs loader, 10 hrs roadtrain, 14 hrs semi, 6.5 hrs roller.

6. TOWN MAINTENANCE

- Maintaining of vacant blocks and weed control.
- Construction of hardstand area for overflow caravan parking at school grounds. Additional cleaning and hard landscaping for improved presentation and ease of maintenance.
- Placement of various old ag implements around town gardens, caravan park, school, swimming pool as part of the overall landscaping program and points of interest for visitors. This will continue as additional items become available for exhibition.
- Cartage of sand for pad for Museum building extension.
- Restoration of the old Ford truck placed in the island adjacent to COOP to reflect a goods truck. Also restoration and placement of truck adjacent to Westonia Tavern which will showcase delivery of barrels and king brown crates.



7. OTHER.

- Work for the Dole placement of Michael Iberg with the Gardening Crew.
- Attend to tip fire Tuesday 13 February.
- A traffic counter was installed on Westonia/Carrabin Road from 2 February to 7 March 2018 whilst the Hampton trucks were carting ore from Marvel Loch to the minesite. Attached is a Class Speed Matrix for Councillor information. It is interesting to note that about 40% of travellers are speeding through the 80km speed zone.
- Perth trip to return COOP freezers and pick up retaining wall panels, and display fridge.
- Install water misters to Wanderers stadium and bowling green shade shelters.
- Grade and roll airstrips.

Class Speed Matrix

ClassMatrix-0

Site: 0085-18.0.1NS
Description: 0085-18 Westonia Carrabin Rd
Filter time: 12:00 Friday, 2 February 2018 => 16:12 Wednesday, 7 March 2018
Scheme: Vehicle classification (AustRoads94)
Filter: Cls(1-12) Dir(NESW) Sp(10,160) Headway(>0) Span(0 - 100) Lane(0-16)

km/h	Class												Total	
	SV	SVT	TB2	TB3	T4	ART3	ART4	ART5	ART6	BD	DRT	TRT		
10-20	12	*	*	*	*	*	*	*	*	*	*	*	12	0.1%
20-30	9	2	*	*	1	*	*	*	1	*	*	*	13	0.1%
30-40	25	3	10	*	3	*	*	*	1	*	3	*	45	0.5%
40-50	58	2	33	1	*	*	*	*	*	*	*	*	94	1.1%
50-60	349	3	128	8	12	1	3	1	2	4	19	*	530	6.1%
60-70	1080	7	72	22	23	*	2	1	11	5	110	*	1333	15.3%
70-80	2626	8	114	25	12	*	5	2	15	7	446	1	3261	37.4%
80-90	2001	11	102	20	4	*	1	*	8	5	303	*	2455	28.2%
90-100	619	6	32	4	2	*	3	*	7	2	115	1	791	9.1%
100-110	105	1	12	5	*	*	*	*	2	1	5	1	132	1.5%
110-120	35	*	5	1	*	*	*	*	*	*	1	*	42	0.5%
120-130	6	*	*	*	*	*	*	*	*	*	*	1	7	0.1%
130-140	*	*	2	*	*	*	*	*	*	*	*	*	2	0.0%
140-150	*	*	*	*	*	*	*	*	*	*	*	*	0	0.0%
150-160	*	*	*	*	*	*	*	*	*	*	*	*	0	0.0%
Total	6925	43	510	86	57	1	14	4	47	24	1002	4	8717	
	79.4%	0.5%	5.9%	1.0%	0.7%	0.0%	0.2%	0.0%	0.5%	0.3%	11.5%	0.0%		

Councillor Direct

1 MARCH 2018



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Public Libraries Strategy Survey – Feedback From Elected Members

Minister for Culture and the Arts, Hon David Templeman released a background paper and draft strategy paper on WA Public Libraries, and is seeking input into transforming the State's public library system to meet the diverse needs of the community.

Input from Elected Members is keenly sought about this important community service delivered via a State Government and Local Government partnership.

The public consultation phase will close on Thursday, **29 March**, and all Councillors are encouraged to submit comments.

The discussion paper, draft strategy and survey can be found [here](#).

For more information and to register, email State Library WA CEO and State Librarian [Margaret Allen](#) or call 9427 3328

Blessing of the Roads Campaign

The 2018 Blessing of the Roads campaign is encouraging Elected Members, Local Governments and their communities to work together towards the long-term vision of zero deaths and serious injuries on our roads.

By taking part in this campaign, Local Governments can demonstrate their commitment to improving road safety outcomes to the community, helping to achieve the long-term vision of zero deaths and serious injuries on our roads.

WALGA's RoadWise can help promote road safety initiatives organised by the the Local Government. Email details to Road Safety Project Officer [Essie Smith](#).

For more information, visit the RoadWise [website](#).

Merger of WA Super and Concept One

WA Superannuation funds WA Super and Concept One merged on Friday, 9 February.

WA Super is the default fund for Local Government in WA.

The change will affect all Concept One members and will not impact WA Super members.

However, growing membership and ultimately the funds under management helps WA Super to benefit from economies of scale, which in the long run benefits all members.

WA Super will also move to its new office on Level 19, 140 St Georges Terrace, Perth on Wednesday, **7 March**.

The old office will be closed from Friday, **2 March** at 2:00pm. During this time, the call centre will be unavailable.

The call centre will return to normal hours from Tuesday, **6 March**, 8:30am.

For more information, visit the WA Super [website](#).

WALGA

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Blessing of the Roads Campaign

The 2018 Blessing of the Roads campaign is encouraging everyone to work together towards the long-term vision of zero deaths and serious injuries on our roads.

WALGA's RoadWise would like to promote Blessing of the Roads activities organised by Local Governments by including them in RoadWise communications. Email details to Road Safety Project Officer [Essie Smith](#).

For more information, visit the RoadWise [website](#).

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For more information, visit the WA Super [website](#).

SLOMO Law

On Friday, 2 March, the State Government's Slow Down, Move Over (SLOMO) law will be introduced to help improve the safety of people attending roadside emergencies in WA.

The new law requires motorists to slow down on approach, move over (if possible) and reduce speed to a maximum of 40km/h when passing stationary incident response vehicles displaying flashing lights while attending an accident.

For more information, visit the Road Safety Commission [website](#).

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WALGA Election of President and Deputy President

An election for the positions of President and Deputy President was held at the State Council meeting on Wednesday, 7 March; resulting in Cr Lynne Craigie and Mayor Tracey Roberts being returned for a further two years as President and Deputy President respectively.

They are both committed to delivering the WALGA strategic plan and in doing so, have given a high priority to the continued engagement with Member Local Governments and maximising the potential of the State and Local Government Partnership Agreement.

2018 WA Local Government Convention

Themed *Ready & Relevant*, the 2018 WA Local Government Convention and Trade Exhibition will be staged at the Perth Convention and Exhibition Centre from Wednesday, 1 to Friday, 3 August.

To assist with your accommodation arrangements, WALGA has sourced pricing from a number of hotels within the Perth CBD. These details are available on the [LGC18 Accommodation and Parking](#) page on the WALGA website.

Please note: There has been some changes made to the traditional program and the Gala Dinner will be held on Thursday, **2 August**.

For more information, email Event Manager [Emily Ferguson](#) or call 9213 2083.

2018 Resilient Australia Awards

The 2018 Resilient Australia Awards are currently accepting submissions.

The awards are an opportunity to celebrate initiatives that build resilience and inspire others to take action – making communities safer, more connected and better prepared for natural hazards and emergencies.

Submissions will be accepted in each state and territory for business, community, government, schools and photography award categories. The winners from each jurisdiction will be considered for national awards.

The awards are open to all Australians, including but not limited to individuals, not for profit organisations, small and large businesses, local and state government, schools, education institutions, research bodies, and emergency service agencies.

Submissions are accepted until 5:00pm, Thursday, **31 May**.

For more information or to submit, visit the Australian Institute for Disaster Resilience [website](#).

Conference on Heritage Management of Privately Owned Houses

The conference *Home, Heaven, Hell* examines issues of developments through the eyes of owners of heritage properties, legal and planning experts and considers how owners can be supported and encouraged to manage their own properties.

Speakers from the UK and European Historic Houses Associations provide an international perspective and examples from both government and community organisations across Australia provide practical models, questions and solutions for consideration.

The conference is targeted at representatives from Local Governments with extensive heritage catchments, and representatives from heritage and environmental bodies at a State and Federal level.

Date: Thursday and Friday, **5 and 6 April**

Venue: Sydney Conservatorium of Music

For more information, download the conference [flyer](#) or visit the [website](#).

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Local Government News

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Issue 9

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- [Public Health Planning Resource](#)
- [Free Seminar on Water Sensitive Urban Design Values and Benefits](#)
- [Incident Weather Forecasts Improvements](#)

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They are both committed to delivering the WALGA strategic plan and in doing so, have given a high priority to the continued engagement with Member Local Governments and maximising the potential of the State and Local Government Partnership Agreement.

For more information, email CEO [Ricky Burges](#).

Local Government Methamphetamine Survey

WALGA is assisting the WA Government to carry out engagement on how Local Governments address methamphetamine use in their communities.

In an effort to address the harms associated with methamphetamine in the State, the WA Government has committed to implementing the Methamphetamine Action Plan (MAP) which focuses on reducing methamphetamine demand, supply and harm, through coordinated implementation of initiatives across government.

A MAP Taskforce was established to provide a range of advice to government, including exploring opportunities for improvements to program delivery, and opportunities for cross-sector collaboration to reduce methamphetamine harm, demand and supply.

To support this work the Department of the Premier and Cabinet (DPC) are undertaking a review of existing services, programs and initiatives aimed at reducing methamphetamine use and harm.

WALGA has created a short survey on Local Government's role in the use of methamphetamines and other illicit drugs in their communities to assist the DPC in gathering the views of Local Government.

WALGA encourages all Local Governments to respond to the survey.

Click [here](#) for the survey. Survey closes at 5:00pm, Friday, **23 March**.

For more information, email Senior Community Policy Advisor [Evie Devitt-Rix](#).

Public Health Planning Resource

WA Health has prepared the Public Health Planning Guide for Local Government to support the sector in the development of a Local Public Health Plan.

The document aims to provide practical advice to support any person who may be responsible for coordinating the development of a local public health plan.

Part 5 of the *Public Health Act 2016* requires the preparation of two types of public health plans:

- state public health plan prepared by the Chief Health Officer and
- local public health plan prepared by each Local Government.

Although Part 5 of the *Public Health Act* comes into effect in approximately three to four years time, many Local Governments advocated for public health planning and are already producing their local public health plans.

WA Health and WALGA are supportive of this initiative, and encourage Local Governments to commence the process of developing their local public health plan.

**For more information or to download the guide, click [here](#).
To provide feedback on the guide, email [WA Health](#).**

Free Seminar on Water Sensitive Urban Design Values and Benefits

[New Water Ways](#) will host the Cooperative Research Centre for Water Sensitive Cities to deliver a seminar on the state of knowledge of non-market values of water sensitive systems.

Water sensitive systems and practices provide multiple indirect benefits such as environmental and ecological services. However, due to a lack of information on the monetised value of these services, many of these services are not considered during investment decision making.

UWA School of Agriculture and Environment and CRC for Water Sensitive Cities Dr Sayed Iftekhar will present results from selected non-market valuation studies that have been carried out within the CRC for Water Sensitive Cities.

Findings will also be presented from an extensive literature review of existing non-market valuation studies.

Date: Friday, **16 March**

Time: 12:00pm to 1:00pm

Venue: Department of Water and Environmental Regulations,
L4 Theatrette, 168 St Georges Terrace, Perth

Cost: Free, no RSVP necessary

For more information, email UWA's [Tammie Harold](#).

Incident Weather Forecasts Improvements

The Bureau of Metereology will release an improved Incident Weather Forecasts from Monday, 19 March. These forecasts will provide critical information to emergency services personnel to help them make important operational decisions.

In 2017, the Bureau of Meteorology undertook a review into Spot or Special Weather Forecasts and consulted fire agencies across the country.

The result is the improved Incident Weather Forecasts, which feature increased precision, extra information and a more targeted forecast, focussing on key weather parameters.

For more information, download the [information sheet](#).

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Media Release

NEW WHEATBELT DEVELOPMENT COMMISSION BOARD APPOINTMENTS

Minister for Regional Development, Hon Alannah MacTiernan MLC has appointed to the Wheatbelt Development Commission Board Mr David Lantzke as Deputy Chair. Ms Julie Flockhart and Ms Leslee Holmes as local government members.

Newly appointed Board member Ms Flockart has a strong understanding of economic development and extensive experience in agriculture, retail and tourism.

Ms Holmes's extensive knowledge of small business, tourism and local government will continue to benefit the Board going forward.

Existing Board member David Lantzke will assume the role as Deputy Chair, David is the current CEO of the Ardross Group and has a strong understanding and extensive experience in the private sector.

"I welcome the new board members, who bring a diverse set of skills and experience with strong regional knowledge," said Chair Rebecca Tomkinson. "I would also like to acknowledge the extensive work of outgoing board members Karin Day, Carmel Ross and Val Ammon who have made strong contributions to the Wheatbelt Development Commission and the broader Wheatbelt region during their tenure as board members."

Rebecca Tomkinson

Chair

Media contact: Teresa Drew (08) 9622 7222

Date: 20 February 2018

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