



REMUNERATION TRIBUNAL

SUBMISSION GUIDELINE FOR ALLOWANCES FOR MEMBERS OF LOCAL GOVERNMENT COUNCILS & THE ADELAIDE CITY COUNCIL

On 5 July 2022, the Remuneration Tribunal of South Australia (**Tribunal**) issued Report and Determination 2 of 2022 and Supplementary Report and Determination 5 of 2022 (**Local Government Report & Determination**) and Report and Determination 3 of 2022 (**City of Adelaide Report & Determination**).

The Local Government Report and Determination cover 66 Local Government Councils, excluding the Adelaide City Council (**City of Adelaide**) who are grouped into six bands. Each band sets the allowances payable to the Elected Members of Local Government (**Councillors**).

The City of Adelaide Report and Determination provide the same for Elected Members of the City of Adelaide.

As required by section 76 of the *Local Government Act 1999* (SA) (**Local Government Act**) and section 24 of the *City of Adelaide Act 1998* (SA) (**City of Adelaide Act**) the Tribunal has commenced its 4 yearly reviews of the allowances provided for Councillors.

Sections 76(3) of the Local Government Act and section 24 of the City of Adelaide Act requires that in undertaking this review the Tribunal must have regard to the following:

- (a) the role of members of council as members of the council's governing body and as representatives of their area;
- (b) the size, population and revenue of the council, and any relevant economic, social, demographic and regional factors in the council area;
- (ba) the ratio of members to ratepayers; (excluded from section 24 of the City of Adelaide Act)
- (c) the fact that an allowance under this section is not intended to amount to a salary for a member;
- (d) the fact that an allowance under this section should reflect the nature of a member's office;
- (e) the provisions of this Act providing for the reimbursement of expenses of members.

In making its Determinations, the Tribunal will have regard to the legislated roles of Mayors and Councillors as set out in the Local Government Act the City of Adelaide Act. The respective provisions are extracted in Appendix B.

The Tribunal intends to receive submissions for the review by **Thursday, 16 April 2026** and is issuing this guideline to provide the Local Government community with a timely opportunity to consider their preferred positions with respect to future allowances and to make submissions.

The Tribunal urges respondents to note the concerns it expressed in Report 2 of 2022 about the sustainability of the current approach.

The Tribunal is seeking detailed submissions which address the criteria in section 76(3) of the Local Government Act and section 22 of the City of Adelaide Act with suggestions that the Tribunal can draw from the submission.

For ease of use, the Tribunal has issued **Appendix A** which sets out the matters submissions should address.

Suggestions from the local government sector on both aspects are invited in writing to RemunerationTribunal@sa.gov.au in the format below by no later than **Thursday, 16 April 2026**.

Appendix A**Guidelines for written submissions**

The Tribunal would appreciate it if submissions were provided in the format below and addresses each area listed.

Please include a source for any statistics you use, along with the relevant year the data was collected (for example, population figures, revenue data, or similar metrics).

Name of Council the submission is regarding	
Name and contact details of the council, individual or association making the submission	
Geographical size (area) of the Council	
Population (number of electors in the Council)	
Population (number of electors in each ward)	
Role of members of council as members of the council's governing body and as representatives of their area	
Revenue of the Council	
Ratio of Councillors to Ratepayers	
Proposed allowance amount (with evidence to support any change)	
Details of the council's capacity to pay the allowance amounts	
Comments on the existing council groupings used to set allowance levels	
Major growth and development	

Significant social and economic issues	
Significant demand to service and support non-resident needs	
High impact environmental management issues and responsibilities	
Greater diversity of services delivered than normally provided by similar sized local governments	
Any other distinguishing features of the Council	
Any additional matters the Council considers relevant	
Any other issues that you consider relevant	

Appendix B

Legislative Provisions

Local Government Councils excluding the City of Adelaide

Councillors

Role and duties of Councillors are set out in section 59 of the Local Government Act which provides:

- (1) The role of a member of a council is—
 - (a) as a member of the governing body of the council—
 - (i) to act with integrity; and
 - (ii) to ensure positive and constructive working relationships within the council; and
 - (iii) to recognise and support the role of the principal member under the Act; and
 - (iv) to develop skills relevant to the role of a member of the council and the functions of the council as a body; and
 - (v) to participate in the deliberations and activities of the council; and
 - (vi) to keep the council's objectives and policies under review to ensure that they are appropriate and effective; and
 - (vii) to keep the council's resource allocation, expenditure and activities, and the efficiency and effectiveness of its service delivery, under review; and
 - (viii) to ensure, as far as is practicable, that the principles set out in section 8 are observed; and
 - (ix) to participate in the oversight of the chief executive officer's performance under the council's contract with the chief executive officer; and
 - (x) to serve the overall public interest; and
 - (b) as a person elected to the council—to represent the interests of residents and ratepayers of the council, to provide community leadership and guidance, and to facilitate communication between the community and the council.
- (2) A member of a council may, with the principal member's authorisation, act in place of, or represent, the principal member.
- (3) A member of a council has no direct authority over an employee of the council with respect to the way in which the employee performs his or her duties.

Mayors and Principal Members

Section 58 of the Local Government Act provides for the specific roles of the Mayor/Principal Member of Councils:

(1) Subject to this Act, the role of the principal member of a council as leader of the council is—

- (a) to provide leadership and guidance to the council; and
- (b) to lead the promotion of positive and constructive working relationships among members of the council; and
- (c) to provide guidance to council members on the performance of their role, including on the exercise and performance of their official functions and duties; and
- (d) to support council members' understanding of the separation of responsibilities between elected representatives and employees of the council; and
- (e) to preside at meetings of the council; and
- (f) to liaise with the chief executive officer between council meetings on the implementation of a decision of the council; and
- (g) to act as the principal spokesperson of the council; and
- (h) to exercise other functions of the council as the council determines; and
- (i) to carry out the civic and ceremonial duties of the office of principal member.

(2) Subsection (1)(g) does not apply in circumstances where a council has appointed another member to act as its principal spokesperson.

Deputy Mayors

The *Local Government Act* also recognises the position of Deputy Mayor and provides that in the absence of the Mayor, a Deputy Mayor may act in the office of Mayor.¹

¹ *Local Government Act 1999* (SA) ss 51(3) & 51(6).

City of Adelaide

Councillors

Role and duties of Councillors for the City of Adelaide are set out in section 22 of the *City of Adelaide Act* which provides:

The role of a member of the Council is—

- (a) as a member of the governing body of the Council—
 - (i) to act with integrity; and
 - (ii) to ensure positive and constructive working relationships within the Council; and
 - (iii) to recognise and support the role of the Lord Mayor under the Act; and
 - (iv) to develop skills relevant to the role of a member of the Council and the functions of the Council as a body; and
 - (v) to participate in the deliberations and activities of the Council; and
 - (vi) to provide community leadership and guidance to the City of Adelaide community and to participate in achieving a vision for the desired future of the City through the formulation of strategic plans and policies; and
 - (vii) to keep the Council's goals and policies under review to ensure that they are appropriate and effective; and
 - (viii) to keep the Council's resource allocation, expenditure and activities, and the efficiency and effectiveness of its service delivery, under review; and
 - (ix) to participate in the oversight of the chief executive officer's performance under the Council's contract with the chief executive officer; and
 - (x) to serve the overall public interest of the City of Adelaide; and
- (b) as a person elected to the Council—to represent the interests of residents and ratepayers of the Council and to facilitate communication between the community and the Council.

Lord Mayor

Section 21 of the City of Adelaide Act sets out the role of the Lord Mayor which is:

The role of the Lord Mayor as leader of the Council is-

- (a) as the principal member of the Council—
 - (i) to provide leadership and guidance to the Council; and
 - (ii) to lead the promotion of positive and constructive working relationships among members of the Council; and

(iii) to provide guidance to council members on the performance of their role, including on the exercise and performance of their official functions and duties; and

(iv) to support council members' understanding of the separation of responsibilities between elected representatives and employees of the Council; and

(v) to preside at meetings of the Council; and

(vi) to liaise with the chief executive officer on the implementation of decisions of the Council between Council meetings (as necessary); and

(vii) to act as the principal spokesperson of the Council; and

(viii) to exercise other functions of the Council as the Council determines; and

(b) as the principal elected member of the Council representing the capital city of South Australia—

(i) to provide leadership and guidance to the City of Adelaide community; and

(ii) to participate in the maintenance of inter-governmental relationships at regional, State and national levels; and

(iii) to carry out civic and ceremonial duties associated with the office of Lord Mayor.

Deputy Lord Mayor

Section 20 of the *City of Adelaide Act* permits the Council to have a Deputy Lord Mayor on the same terms as the *Local Government Act*. The *Local Government Act* provides that in the absence of the Mayor, a Deputy Mayor may act in the office of Mayor.²

² *Local Government Act 1999* (SA) ss 51(3) & 51(6).