



WEIPA
TOWN AUTHORITY

WTA Members General Meeting

AGENDA

Held at the Council Chambers, WTA Office
On Wednesday 29 April 2026
at 9:00 am

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GENERAL MEETING Agenda

Wednesday 29 April 2026

ATTENDANCE

Present and History

- Members

...

- History

1/07/2025	July		August			September		October		November		December		January		February		March		April	
	W	M	W	*	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
	16	30	13	19	27	17	17	08	29	26	26	10	10	28	28	11	25	11	11	01	22
Jaime Gane	P	AA	AA	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Trent Gordon	P	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P
Malcolm Slack																					
Tacita De Toumouer				P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Jackie Malacoola	A	A	P	A	A	P	P	P	A	A	A	A	A	A	A	A	A	A	A	A	A
Tim Ryan	Ap	P	Ap	P	Ap	P	P	P	Ap	P	P	P	P	Ap	Ap	P	P	P	P	P	P
Nick Preece	P	P	P	P	Ap	Ap	Ap	A	Ap	Ap	Ap	P	P	P	P	Ap	Ap	P	P	P	P

- Guests

NIL

- WTA Staff

...

Not Present

- Absent

...

- Apology

...

- Approved absence

NIL

OPEN MEETING

The General Meeting opened at <time> am/pm.

Traditional Owners Acknowledgment

We begin today by acknowledging the Alngith people, Traditional Custodians of the land on which we meet today and pay our respects to Elders both past and present. We thank the First Australians for generations of careful custodianship of the land on which we live, work and play.

1. MINUTES

1.1. General Meeting – March

The March WTA Members General Meeting took place on 11th of March 2026 at 11:27 am.

The minutes are attached as Appendix 1.

[To discuss this motion, can we have a mover and a seconder.](#)

Moved:
Seconded:

Recommendation

It is recommended the WTA Members adopt the minutes of the General Meeting on 11 March 2026 as a true and accurate record.

Resolution 2604-1

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

1.2. Special Meeting – April

A Special meeting was held on the 15th of April 2026 at 11:36 am.

The minutes are attached as Appendix 2.

[To discuss this motion, can we have a mover and a seconder.](#)

Moved:
Seconded:

Recommendation

It is recommended the WTA Members adopt the minutes of the Special Meeting on 15 April 2026 as a true and accurate record.

Resolution 2604-2

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

2. ITEMS FOR CONSIDERATION

2.1. Bereavement and condolences

A minute of silence may be observed out of respect for community members who have recently passed away.

TBD

2.2. Conflict of interest

WTA Members are asked to consider any Material Personal Interest (MPI) or Conflict of Interest (COI) issues that may arise due to items listed on the agenda.

TBD

2.3. Travel Applications

WTA Members are asked to consider any travel plans so that all travel and reimbursements can be pre-approved by WTA (Pol-014 Member Expenses Reimbursement Policy).

NIL

2.4. Acknowledgement of Absence - Applications

WTA Members are required to have all absences pre-approved by WTA resolution (POL-010 Member Remuneration Policy).

i) Jaime Gane – Short Period

An absence request was submitted by Jaime Gane on the 16th of March 2026 for a short period. Jaime will miss 0 meetings. The absence acknowledgement request was submitted with prior notice.

Jaime will be contactable during this period.

To discuss this motion, can we have a mover and a seconder.

Moved:
Seconded:

Jaime Gane to provide more information where required and relevant.

Recommendation

It is recommended the WTA Members approve for Jaime Gane to be absent from the 18 - 26 of June 2026. Trent Gordon will act as Chairperson, where required, during this period.

Resolution 2604-3

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

2.5. Community Engagement

WTA Members are asked to consider what community engagement activities are needed or what has occurred.

i) Reflection – WTA Community Conversation – 31 March 2026

WTA hosted the Community Conversation on the 31st of March. WTA Members attended this event.

... Reflection

ii) Planning – WTA May Sunset Markets – 2 May 2026

WTA will be hosting the May Sunset Markets on the 2nd of May at Kumrumja Park. WTA Members are expected to attend this event.

Action: ... to attend.

iii) Planning – Corporate Plan Review Advocacy

WTA has published the draft Corporate Plan 2026/30 on the website as part of public consultation. WTA Members are expected to promote and encourage public review and commentary of the plan.

Action: All Members are to promote the Corporate Plan 2026/30.

3. CORRESPONDENCES

3.1. Correspondence

NIL

4. REPORTS

4.1. Chair Report

Jaime Gane to present the Chair's report.

4.2. Superintendent Report

Tobias Rissman to present the Superintendent's Report.

5. NOTICE OF MOTIONS

5.1. Corporate Services

i) Monthly Financial Report – March

A financial report was prepared capturing the financial performance of WTA for the month of March.

This report is attached as Appendix 3.

To discuss this motion, can we have a mover and a seconder.

Moved:	
Seconded:	

Tobias Rissman to present the March WTA Financial Report.

Recommendation

It is recommended the WTA Members accept the monthly financial report for March 2026.

Resolution 2604-4

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

ii) Operational Plan 2025/26 – Quarter 3 Report

Each quarter, WTA reports on the progress made through the Operational Plan for the year. The Operational Plan has been reviewed to develop the Quarter 3 report. The Quarter 3 report encompasses actions from 1 July 2025 to 31 March 2026.

The report is attached as Appendix 4.

To discuss this motion, can we have a mover and a seconder.

Moved:

Seconded:

Tobias Rissman to present the Operational Plan 2025/26 Quarter 3 Report.

Recommendation

It is recommended the WTA Members accept the WTA Operational Plan 2025/26 Quarter 3 Report.

Resolution 2604-5

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

iii) Local Government Remuneration Commission Report 2025

The 2025 Annual Report of the Local Government Remuneration Commission was published on the 12th of December 2025. This report concludes the commission's determination on the levels of remuneration for mayors, deputy mayors and councillors of Queensland local governments (excluding Brisbane City Council) as required by section 177(c) of the *Local Government Act 2009* and Chapter 8, Division 1 of the *Local Government Regulation 2012*.

WTA aligns with category A1 within this report for the remuneration of WTA Members.

The report is attached as Appendix 5.

To discuss this motion, can we have a mover and a seconder.

Moved:
Seconded:

Nicky Perriman to present the report, noting the maximum remuneration determination of a 4.5% increase (page 12).

Recommendation

It is recommended the WTA Members note the determination on the maximum remuneration rate from 1 July 2026.

Resolution 2505-6

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

iv) POL-010 WTA Member Remuneration Policy - Review

POL-010 WTA Member Remuneration Policy is reviewed annually in alignment with the Local Government Remuneration Commission.

The policy is attached as Appendix 6.

[To discuss this motion, can we have a mover and a seconder.](#)

Moved:
Seconded:

Nicky Perriman to present the changes to the policy.

Recommendation

It is recommended the WTA Members adopt POL-010 WTA Member Remuneration Policy for 2026/27, effective 1 July 2026.

Resolution 2604-7

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

v) POL-014 WTA Member Expenses Reimbursement Policy - Review

POL-014 WTA Member Expenses Reimbursement Policy has been reviewed in alignment with the annual review of Pol-010 WTA Member Remuneration Policy.

The policy is attached as Appendix 7.

To discuss this motion, can we have a mover and a seconder.

Moved:
Seconded:

Nicky Perriman to present the changes to the policy.

Recommendation

It is recommended the WTA Members adopt POL-014 WTA Member Expenses Reimbursement Policy, effective 5 May 2026.

Resolution 2604-8

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

5.2. Planning and Works

i) Town Planning Scheme – Review

WTA has statutory powers under the *Planning Act 2016*, and in accordance with the Minister’s Guidelines and Rules, to formally commence a planning scheme amendment and submit the proposed amendment to the Planning Minister to initiate the State interest review. WTA is exercising its power to commence this process.

The report is attached as Appendix 8.

To discuss this motion, can we have a mover and a seconder.

Moved:
Seconded:

Tobias Rissman and Matt Turnbull to present the amendment report.

Recommendation

It is recommended the WTA Members:

- 1. endorse the commencement of preparation for a major amendment to the Town Planning Scheme under a tailored process in accordance with Section 18 of the Planning Act 2016 (the Act)*
- 2. authorise the notice of the proposed planning scheme amendment to Planning Minister under Section 18(2) of the Act, and request that the Minister issue a notice under Section 18(3) of the Act prescribing the tailored amendment process, and*
- 3. authorise, pursuant to Section 257 of the Local Government Act 2009, the grant of all powers under the Minister's Guidelines and Rules (MGR) to manage and amend proposed Major Amendment 1, both prior to and during the State interest review to the Weipa Town Authority Superintendent.*

Resolution 2604-9

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

ii) Local Government Infrastructure Plan – Statutory Review

Every 5 years, local governments must complete a statutory review of their Local Government Infrastructure Plan (LGIP) under the *Planning Act 2016*, and in accordance with the Minister's Guidelines and Rules. WTA is commencing this process.

The amendment report is attached as Appendix 9.

[To discuss this motion, can we have a mover and a seconder.](#)

Moved:

Seconded:

Tobias Rissman and Matt Turnbull to present the amendment report.

Recommendation

It is recommended the WTA Members:

- 1. note the outcome of the statutory 5-year review of the Local Government Infrastructure Plan, undertaken in accordance with Section 25(3) of the Planning Act 2016 (the Act)*
- 2. endorse the amendment of the Local Government Infrastructure Plan in accordance with the Minister's Guidelines and Rules*
- 3. authorise, pursuant to Section 257 of the Local Government Act 2009, the grant of all powers under the Minister's Guidelines and Rules (MGR) to advise the State Government of the outcome of the LGIP review to the Weipa Town Authority Superintendent, and*
- 4. authorise, pursuant to Section 257 of the Local Government Act 2009, the grant of all powers under the Minister's Guidelines and Rules (MGR) to manage the proposed LGIP Amendment, both prior to and during the State interest review, including appointment of a State-approved Appointed Reviewer to the Weipa Town Authority Superintendent.*

Resolution 2604-10

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

5.3. Community Services

NIL

5.4. Sports and Recreation

NIL

5.5. Other

i) Member Meeting Date Movements

A Member has requested the movement of some Member meetings. The changes are outlined below.

July Workshop – 15th of July → 14/16 July

August Workshop – 12th of August → 11/13 August

August General Meeting – 26th of August → 15/27 August

September Workshop – 9th of September → 8/10 September

To discuss this motion, can we have a mover and a seconder.

Moved:
Seconded:

Members to discuss new meeting dates if possible.

Recommendation

It is recommended the WTA Members approve the change of date of the July Workshop, August Workshop, August General Meeting and September Workshop from the 15th of July, 12th of August, 26th of August and 9th of September to ... of July, ... of August, ... of August and ... of September, respectively.

Resolution 2604-11

Affirmative:

Negative:

CARRIED / DENIED / DEFERRED / INVALID

6. URGENT MATTERS

6.1. Motions

NIL

6.2. Notices

NIL

7. MEETING SCHEDULE AND TRAINING

7.1. Training and Conferences

- Joint Standing Committee on Northern Australia inquiry on Emerging Industries in Northern Australia – Sometime in May to June
- Local Government Association of Queensland (LGAQ) Elected Members Update (EMU) – 1 June 2026 – **PENDING 9 June 2026**
- Developing Northern Australia (DNA) Conference – 17-19 August 2026
- Local Government Association of Queensland (LGAQ) Annual Conference – 19-21 October 2026

7.2. Workshops

- 13 May 2026 – 9:00 am
- 10 June 2026 – 9:00 am
- 15 July 2026 – 9:00 am - **Pending**

- 12 August 2026 – 9:00 am - Pending
- 9 September 2026 – 9:00 am - Pending
- 14 October 2026 – 10:30 am
- 11 November 2026 – 10:30 am
- 9 December 2026 – After General Meeting

7.3. General Meetings

- 27 May 2026 – 9:00 am
- 17 June 2026 – 9:00 am
- 22 July 2026 – 9:00 am
- 26 August 2026 – 9:00 am - Pending
- 16 September 2026 – 9:00 am
- 28 October 2026 – 9:00 am
- 18 November 2026 – 9:00 am
- 9 December 2026 – 10:30 am

7.4. Date Claimer

- WTA Sunset Markets – 2 May 2026
- Weipa Fishing Classic – 5-7 June 2026
- WTA Sunset Markets – 1 August 2026
- Weipa Rodeo – August 2026
- WTA Sunset Markets – 5 September 2026
- WTA Disaster EXPO – 10 October 2026
- WTA Christmas Markets – 19 November 2026
- WTA Christmas Tree Lighting – 1 December 2026

MEETING CLOSE

The General Meeting closed at <time am/pm>.

ENDORSEMENT

These Minutes were confirmed on the <dd> day of <mmmm, yyyy>.

The Members listed as present in these Minutes for <month> are considered eligible for the Meeting Fee.

Weipa Town Authority Chairperson

Superintendent Weipa Township



WEIPA
TOWN AUTHORITY

WTA Members General Meeting

DRAFT MINUTES

Held at the Council Chambers, WTA Office
On Wednesday 11 March 2026
at 11:30 am

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3.2. Petitions and joint letters	Error! Bookmark not defined.
3.3. Deputations and delegations.....	Error! Bookmark not defined.
4. Chair Report	Error! Bookmark not defined.
5. WTA Reports	3
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5.2. Other	Error! Bookmark not defined.
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Appendix 1 – General Meeting Minutes – February 2026

Appendix 2 – Monthly Financial Report – February 2026

Appendix 3 – Caravan Park Prescribed Activity Fee Business paper

Wednesday 11 March 2026

ATTENDANCE

Present and History

- Members**

Jaime Gane	Malcolm Slack
Trent Gordon	Nick Preece
Tacita de Tournouer	Tim Ryan

- History**

	July		August			September		October		November		December		January		February	
	W	M	W	*	M	W	M	W	M	W	M	W	M	W	M	W	M
	16	30	13	19	27		17	08	29	26	26		10		28	11	25
Jaime Gane	P	AA	AA	P	P	X	P	P	P	P	P	X	P	X	P	P	P
Trent Gordon	P	P	P	P	P	X	P	P	P	P	A	X	P	X	P	P	P
Tacita De Tournouer				P	P	X	P	P	P	P	P	X	P	X	P	P	P
Malcolm Slack						X						X		X	P	P	A
Jackie Malacoola	A	A	P	A	A	X	P	P	A	A	A	X	A	X	Ap	Ap	A
Tim Ryan	Ap	P	Ap	P	Ap	X	P	P	Ap	P	P	X	P	X	Ap	P	P
Nick Preece	P	P	P	P	Ap	X	Ap	A	Ap	Ap	Ap	X	P	X	P	Ap	Ap

- Guests**

NIL

- WTA Staff**

Tobias Rissman – Superintendent Weipa Township
 Nicky Perriman – Supervisor Corporate Services
 Matthew Turnbull – Supervisor Public Works
 Renee Williams – Supervisor Communities
 Kai-ishya Thompson – Governance and Grants Officer

Not Present

- Absent**

Jackie Malacoola

- Apology**

NIL

- Approved absence**

NIL

OPEN MEETING

The General Meeting opened at 11:27 am.

Traditional Owners Acknowledgment

We begin today by acknowledging the Alngith people, Traditional Custodians of the land on which we meet today and pay our respects to Elders both past and present. We thank the First Australians for generations of careful custodianship of the land on which we live, work and play.

1. MINUTES

1.1. General Meeting – February

The February WTA Members General Meeting took place on 25th of February at 9:05 am. The minutes are attached as Appendix 1.

Moved:	Jaime Gane
Seconded:	Tacita de Tournouer

Resolution 2603-1

Affirmative: 6

Negative: 0

The WTA Members adopt the minutes of the General Meeting on 25 February 2026 as a true and accurate record.

CARRIED

The Members carried the resolution with no comments.

2. ITEMS FOR CONSIDERATION

2.1. Bereavement and condolences

A minute of silence may be observed out of respect for community members who have recently passed away.

No passings were noted from within or surrounding communities.

2.2. Conflict of interest

WTA Members are asked to consider any Material Personal Interest (MPI) or Conflict of Interest (COI) issues that may arise due to items listed on the agenda.

No conflicts of interest were noted.

2.3. Travel Applications

WTA Members are asked to consider any travel plans so that all travel and reimbursements can be pre-approved by WTA (Pol-014 Member Expenses Reimbursement Policy).

No travel applications were noted.

2.4. Acknowledgement of Absence - Applications

WTA Members are required to have all absences pre-approved by WTA resolution (POL-010 Member Remuneration Policy).

No absence approvals were noted.

2.5. Community Engagement

WTA Members are asked to consider what community engagement activities are needed or what has occurred.

i) Planning – WTA Community Conversation – 31 March 2026

WTA will be hosting a Community Conversation event on the 31st of March 2026. WTA Members attended this event.

Action: *All Members to attend.*

3. CORRESPONDENCES

3.1. Correspondence

No correspondences were received or sent.

4. REPORTS

4.1. Chair Report

Jaime Gane presented the Chair's report.

The Members noted the report with no comments.

4.2. Superintendent Report

Tobias Rissman presented the Superintendent's Report.

The Members noted the report with minimal comments.

5. NOTICE OF MOTIONS

5.1. Corporate Services

i) Monthly Financial Report – February

A financial report was prepared capturing the financial performance of WTA for the month of February.

This report was attached as Appendix 2.

Moved:	Jaime Gane
Seconded:	Trent Gordon

Tobias Rissman presented the February WTA Financial Report.

Resolution 2603-2

Affirmative: 6

Negative: 0

The WTA Members accept the monthly financial report for February 2026.

CARRIED

The Members carried the motion with minimal comments.

ii) Annual Report 2025/26

Each year, WTA creates and publishes an Annual Report. This report recounts the financial performance and operational achievements during the 12 months to foster transparency and accountability.

Moved:	Nick Preece
Seconded:	Tacita de Tournouer

The 2025/26 Annual Report was presented.

Resolution 2603-3

Affirmative: 6

Negative: 0

The WTA Members accept and endorse the Annual Report for 2024/25 as true and correct.

CARRIED

The Members carried the motion with minimal comments.

5.2. Planning and Works

NIL

5.3. Community Services

i) Caravan Park Prescribed Activity Fee

On the 10th of December, at the Workshop, a business paper on the proposal of a Caravan Park Prescription Activity Fee was discussed.

The business paper was attached as Appendix 3.

Moved:	Tacita de Tournouer
Seconded:	Nick Preece

The fee would achieve the same regulatory controls over caravan parks as are currently applied to other licensing/permitting programs.

This would result in caravan park operators (existing and future) being required to lodge an application for approval, obtaining a permit approval with operating conditions which are renewed annually and being subject to annual site inspections

Resolution 2603-4

Affirmative: 6

Negative: 0

The WTA Members adopt the Caravan Park Prescribed Activity Fee, effective 1 September 2026.

CARRIED

The Members carried the motion with minimal comments.

5.4. Sports and Recreation

NIL

5.5. Other

NIL

6. URGENT MATTERS

6.1. Motions

i) POL-020 Delegation of Financial Authority – Review

Rio Tinto amended their Delegation of Authority. WTA directly follows this authority regarding financial delegations, resulting in the review of POL-020 Delegation of Financial Authority.

Moved:	Nick Preece
Seconded:	Jaime Gane

Resolution 2603-5

Affirmative: 6

Negative: 0

The WTA Members adopt the revised POL-020 Delegation of Financial Authority, effective 16 March 2026.

CARRIED

The Members carried the motion with minimal comments.

6.2. Notices

NIL

7. MEETING SCHEDULE AND TRAINING**7.1. Training and Conferences**

- Ex Austral Shield - Headquarters of Joint Operations Command and Headquarters 2nd (Australian) Division – update on information – Early March 2026
- Local Government Association of Queensland (LGAQ) Civic Leaders Summit – 25-26 March 2026 (Brisbane)
- Joint Standing Committee on Northern Australia inquiry on Emerging Industries in Northern Australia – Sometime in May to June
- Local Government Association of Queensland (LGAQ) Elected Members Update (EMU) – 1 June 2026 - PENDING
- Developing Northern Australia (DNA) Conference – 17-19 August 2026
- Local Government Association of Queensland (LGAQ) Annual Conference – 19-21 October 2026

7.2. Workshops

- 1 April 2026 – 9:00 am
- 13 May 2026 – 9:00 am
- 10 June 2026 – 9:00 am
- 15 July 2026 – 9:00 am
- 12 August 2026 – 9:00 am
- 9 September 2026 – 9:00 am
- 14 October 2026 – 10:30 am
- 11 November 2026 – 10:30 am
- 9 December 2026 – After General Meeting

7.3. General Meetings

- 29 April 2026 – 9:00 am
- 27 May 2026 – 9:00 am
- 17 June 2026 – 9:00 am
- 22 July 2026 – 9:00 am
- 26 August 2026 – 9:00 am

- 16 September 2026 – 9:00 am
- 28 October 2026 – 9:00 am
- 18 November 2026 – 9:00 am
- 9 December 2026 – 10:30 am

7.4. Date Claimer

- WTA Community Conversation – 31 March 2026
- WTA Sunset Markets – 2 May 2026
- Weipa Clean Up Australia Day – 8 May 2026 – 3:30-6:00 pm
- Weipa Fishing Classic – 5-7 June 2026
- WTA Sunset Markets – 1 August 2026
- Weipa Rodeo – August 2026
- WTA Sunset Markets – 5 September 2026
- WTA Disaster EXPO – 10 October 2026
- WTA Christmas Markets – 19 November 2026
- WTA Christmas Tree Lighting – 1 December 2026

MEETING CLOSE

The General Meeting closed at 12:08 pm.

ENDORSEMENT

These Minutes were confirmed on the <dd> day of <mmmm, yyyy>.

The Members listed as present in these Minutes for <month> are considered eligible for the Meeting Fee.

Weipa Town Authority Chairperson

Superintendent Weipa Township



WEIPA
TOWN AUTHORITY

WTA Members Special Meeting

DRAFT MINUTES

Held at the Council Chambers, WTA Office
On Wednesday 15 April 2026
at 11:30 am

SPECIAL MEETING

Draft Minutes

Wednesday 15 April 2026

ATTENDANCE

Present and History

- Members**

Tacita de Tournouer

Jackie Malacoola – via Teams

Tim Ryan

Trent Gordon – via Teams

Jaime Gane

- History**

1/07/2025	July		August			September		October		November		December		January		February		March		April	
	W	M	W	*	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
	16	30	13	19	27	17	17	08	29	26	26	10	10	28	28	11	25	11	11	01	22
Jaime Gane	P	AA	AA	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Trent Gordon	P	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P
Malcolm Slack																					
Tacita De Tournouer				P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Jackie Malacoola	A	A	P	A	A	P	P	P	A	A	A	A	A	A	A	A	A	A	A	A	A
Tim Ryan	Ap	P	Ap	P	Ap	P	P	P	Ap	P	P	P	P	Ap	Ap	P	P	P	P	P	P
Nick Preece	P	P	P	P	Ap	Ap	Ap	A	Ap	Ap	Ap	P	P	P	P	Ap	Ap	P	P	P	P

- Guests**

NIL

- WTA Staff**

Tobias Rissman – Superintendent Weipa Township

Kai-ishya Thompson – Governance and Grants Officer

Not Present

- Absent**

NIL

- Apology**

Malcolm Slack

Nick Preece

- Approved absence**

NIL

OPEN MEETING

The Special Meeting opened at 11:36 am.

Traditional Owners Acknowledgment

We begin today by acknowledging the Alngith people, Traditional Custodians of the land on which we meet today and pay our respects to Elders both past and present. We thank the First Australians for generations of careful custodianship of the land on which we live, work and play.

1. ITEMS FOR CONSIDERATION

1.1. Conflict of interest

WTA Members are asked to consider any Material Personal Interest (MPI) or Conflict of Interest (COI) issues that may arise due to items listed on the agenda.

Tim Ryan noted a conflict of interest regarding the development application for the Duyfken Crescent development. Tim abstained from voting and engaging in the discussion for the motion.

2. MOTIONS

2.1. Development Application – Reconfiguring a Lot - Duyfken Crescent

RTA Weipa is proposing a residential subdivision over the cleared development site accessed from Duyfken Crescent, Trunding. The proposal for 65 residential lots ranging in size from 600m² to 4,477m² will be accessed via an extension of Duyfken Crescent and a new internal loop road terminating in a cul-de-sac. The layout has been designed creating two open space connections to the balance park lot, an open space connection to Embley Street and a large portion of bushland along the northern boundary being retained as open space.

The residential subdivision will require the realignment of the existing water and sewerage infrastructure burdening the site. Further detailed engineering analysis and detailed design will be undertaken to determine the required upgrades to external infrastructure to accommodate the proposed development.

Development on Mines Tenure authorised by ML7024 is not regulated under the *Planning Act 2016* or *Planning Regulation 2017* and does not trigger assessable development under the Weipa Town Planning Scheme. This report providing an assessment against the planning scheme and recommended conditions of approval is undertaken in accordance with the objectives of the draft RTA Weipa and WTA Management Protocol for Weipa 2023.

The development proposal is recommended to be supported, subject to the compliance with the standard conditions that would apply to assessable development under the Weipa Town Planning Scheme.

Moved:	Tacita de Tournouer
Seconded:	Jaime Gane

Tobias Rissman presented the development application.

Resolution SP2604-1

Affirmative: 4

Negative: 0

The WTA Members support the development proposal to reconfigure the lot, creating sixty-five (65) residential lots and balance park lot at Duyfken Crescent, Trunding, formally described as Lot 451 MPH41172, subject to the conditions specified in the development report.

CARRIED

The Members carried the motion with minimal comments.

3. MEETING SCHEDULE AND TRAINING

3.1. Training and Conferences

- Joint Standing Committee on Northern Australia inquiry on Emerging Industries in Northern Australia – Sometime in May to June
- Local Government Association of Queensland (LGAQ) Elected Members Update (EMU) – 1 June 2026 – **PENDING 9 June 2026**
- Developing Northern Australia (DNA) Conference – 17-19 August 2026
- Local Government Association of Queensland (LGAQ) Annual Conference – 19-21 October 2026

3.2. Workshops

- 13 May 2026 – 9:00 am
- 10 June 2026 – 9:00 am
- 15 July 2026 – 9:00 am
- 12 August 2026 – 9:00 am
- 9 September 2026 – 9:00 am
- 14 October 2026 – 10:30 am
- 11 November 2026 – 10:30 am
- 9 December 2026 – After General Meeting

3.3. General Meetings

- 27 May 2026 – 9:00 am
- 17 June 2026 – 9:00 am
- 22 July 2026 – 9:00 am
- 26 August 2026 – 9:00 am
- 16 September 2026 – 9:00 am
- 28 October 2026 – 9:00 am
- 18 November 2026 – 9:00 am
- 9 December 2026 – 10:30 am

3.4. Date Claimer

- WTA Sunset Markets – 2 May 2026
- Weipa Fishing Classic – 5-7 June 2026
- WTA Sunset Markets – 1 August 2026
- Weipa Rodeo – August 2026
- WTA Sunset Markets – 5 September 2026
- WTA Disaster EXPO – 10 October 2026
- WTA Christmas Markets – 19 November 2026
- WTA Christmas Tree Lighting – 1 December 2026

MEETING CLOSE

The General Meeting closed at 11:43 am.

ENDORSEMENT

These Minutes were confirmed on the <dd> day of <mmmm, yyyy>.

The Members listed as present in these Minutes for <month> are considered eligible for the Meeting Fee.

Weipa Town Authority Chairperson

Superintendent Weipa Township

DELIVERING
FOR QUEENSLAND



Queensland
Government

Local Government
Remuneration Commission
ANNUAL REPORT 2025

Acknowledgement of Country

The Department of Local Government, Water and Volunteers respectfully acknowledges the Traditional Custodians of Country. We recognise the ongoing spiritual and cultural connection Aboriginal Peoples and Torres Strait Islander Peoples have with land, water, sea and sky. We pay our deep respects to their Elders past and present, support future leaders and acknowledge First Nations People's right to self-determination.

This publication has been compiled by the Secretariat of the Queensland Local Government Remuneration Commission, within the Department of Local Government, Water and Volunteers.

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12 December 2025

The Honourable Ann Leahy MP
Minister for Local Government and Water and
Minister for Fire, Disaster Recovery and Volunteers
1 William Street
Brisbane QLD 4000

Dear Minister

On 28 November 2025, the Local Government Remuneration Commission (the Commission) concluded its determination of the levels of remuneration for mayors, deputy mayors and councillors of Queensland local governments (excluding Brisbane City Council) as required by section 177(c) of the *Local Government Act 2009* and Chapter 8, Division 1 of the *Local Government Regulation 2012* (the Regulation).

Our determinations on these matters, together with the Remuneration Schedule to apply from 1 July 2026 are included in the enclosed Report, which we commend to you.

Yours sincerely



Robert (Bob) Abbot OAM
Chairperson



Andrea Ranson
Commissioner



Reimen Hii
Commissioner

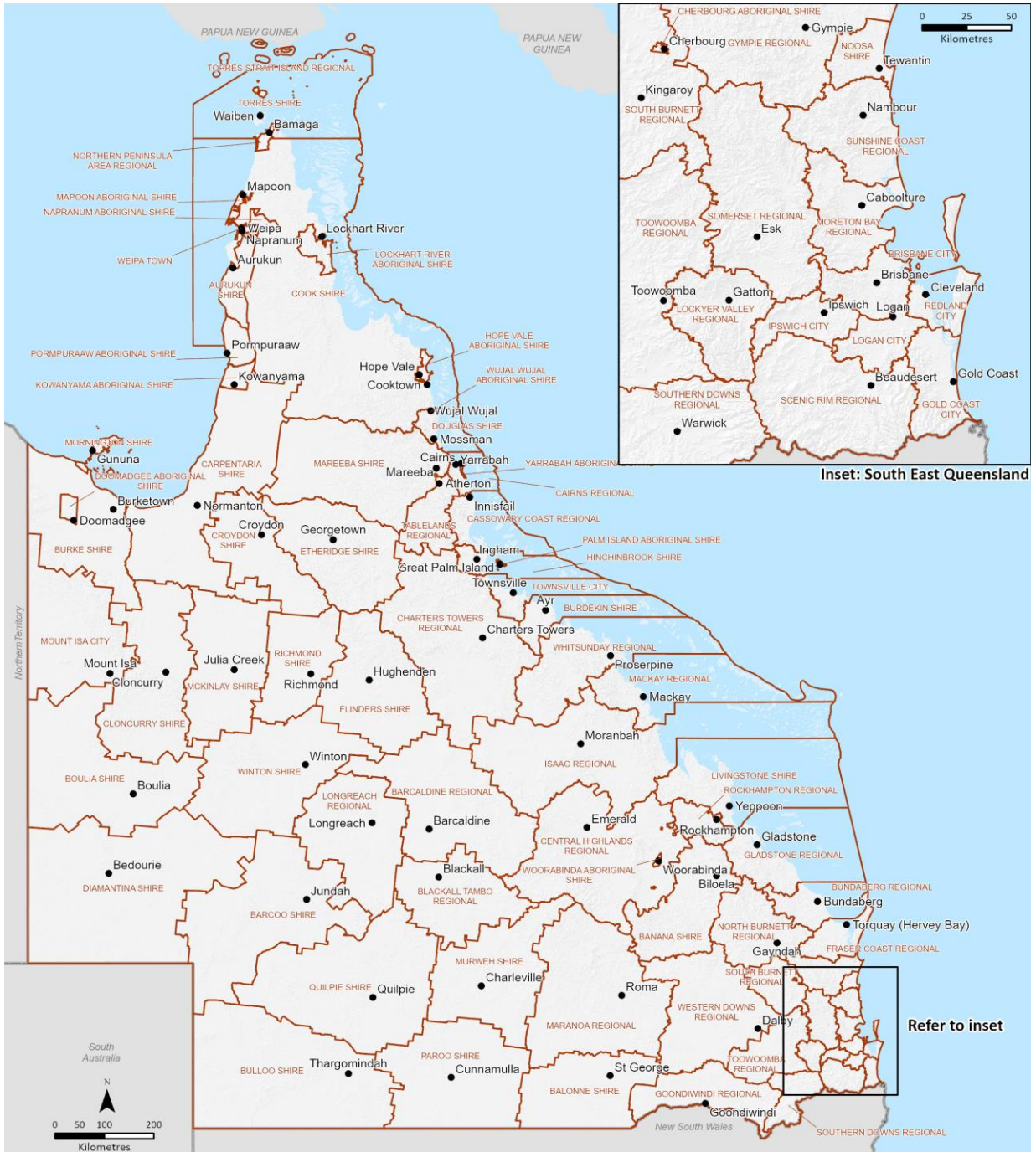


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1. 2025 Report key determinations

Determination of maximum remuneration levels

The Commission has decided to increase the maximum remuneration levels for mayors, deputy mayors and councillors as follows:

Council Categories A1, A2, A3 and B1	Increase by 4.5% from 1 July 2026
Council Categories B2, B3, C1, C2, C3, D2, D3, E2 and F2	Increase by 3.25% from 1 July 2026

In making its determination of maximum remuneration levels applicable for 2025-26, the Commission considered the following:

- The outcomes of the Commission's 2023 remuneration category methodology.
- Remuneration and wages indexation applied for other public sector entities.
- The importance of maintaining financially sustainable and fiscally responsible wage growth, taking into consideration:
 - the recently challenging and unstable inflationary environment and measures taken by other government authorities to manage the impacts of inflation.
 - the challenges faced by local governments and their communities in relation to climate change and environmental, social and corporate governance (ESG) reporting, and the additional resources required in relation to sustainability and resilience strategies.
 - the realistic affordability and sustainability impacts for councils and their communities of wage increases for elected members.
 - the potential differential impact of Consumer Price Index (CPI) changes across various parts of Queensland, including rural and remote regions.
 - the appropriateness or otherwise of CPI as a potential measure in significant inflationary periods of time and the relative volatility of annual CPI since the COVID-19 pandemic.
 - existing remuneration disparity in dollar terms between the remuneration paid to mayors and councillors in smaller, rural, regional and remote parts of Queensland when compared to mayors and councillors in larger, metropolitan locations.
 - anecdotal evidence of the desire to attract and retain high quality candidates to these roles, particularly in regional and remote areas.
 - the continuing significant disparity in remuneration between Mayors and Councillors from smaller rural, regional, and remote communities compared to those in larger metropolitan areas, as highlighted in written and oral deputations to the Commission over the last five years.
 - the gap in real wage terms between Mayors and Councillors in Categories A1 to B1 and those in Categories B2 to F2, despite the equally important work undertaken by local governments in all categories.
 - the Commission remains committed to addressing this gap through its annual remuneration schedule and category reviews and has applied a higher percentage increase for A1, A2, A3 and B1 councils.

The Commission further took into consideration the following data:

Increase in CPI¹:

	Dec Qtr 2024	Mar Qtr 2025	June Qtr 2025	Sep Qtr 2025
All Groups CPI inflation change (quarter)				
Brisbane	0.6%	1.9%	0.8%	1.3%
Australia*	0.2%	0.9%	0.7%	1.3%
All Groups CPI inflation change (annual)				
Brisbane	1.8%	2.7%	2.5%	4.7%
Australia	2.4%	2.4%	2.1%	3.2%

* Australia refers to weighted average of eight capital cities

Increases in the Wage Price Index (WPI)²:

For the financial year ended 30 June 2025 as compared to the financial year ending 30 June 2024¹:

Total hourly rates of pay excluding bonuses			
		Quarterly change (%) Mar 2025 to Jun 2025	Annual change (%) Jun 2024 to Jun 2025
Seasonally Adjusted	Australia	0.8	3.4
	Private sector	0.8	3.4
	Public sector	1.0	3.7
Original	Australia	0.6	3.4
	Private sector	0.6	3.3
	Public sector	0.8	3.7

Total hourly rates of pay excluding bonuses (original) Annual and quarterly movement - states and territories		
	Annual Change (%)	Quarterly Change (%)
NSW	3.2	0.5
VIC	3.4	0.6
QLD	3.6	0.6
SA	3.4	0.5
WA	3.7	0.8
TAS	3.1	0.6
NT	3.3	0.3
ACT	3.6	1.2
Australia	3.4	0.6

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

² Australian Bureau of Statistics
<https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/jun-2025>

Brisbane City Council's Independent Councillor Remuneration Tribunal (ICRT)³:

- The Commission has considered the Brisbane City Council's Independent Councillor Remuneration Tribunal (ICRT) determination as a potentially relevant factor.
- The Tribunal has determined that the base rate for a BCC Councillor should be increased by 2.5% on 1 June 2022 with effect on and from 1 September 2022.
- Note: Councillors remuneration is reviewed every 4 years.

The Office of Industrial Relations (OIR):

The State Government Entities Certified Agreement 2023 (2023 Core Agreement) wage increase arrangements:

- 4% effective 1 July 2023 + COLA⁴ payment of max 3% base wages
- 4% effective 1 July 2024 + max 3% COLA if applicable
- 3% effective 1 July 2025 + max 3% COLA if applicable.

New South Wales⁵

The New South Wales Local Government Remuneration Tribunal has determined an increase of 3.0% to mayoral and councillor fees for the 2025-26 financial year, with effect from 1 July 2025, circulated on 21 May 2025.

Victoria⁶

On 30 June 2025, the Victorian Independent Remuneration Tribunal (VIRT) made the allowance payable to mayors, deputy mayors, and councillors (Victoria) Annual Adjustment Determination 2025.

The VIRT determined a 3.0% increase to the values of the base allowances payable to mayors, deputy mayors, and councillors, effective from 1 July 2025. A 3.0% increase has also been applied to the base allowance values which take effect on 18 December 2025.

³ Brisbane City Council's Independent Councillor Remuneration Tribunal

<https://www.brisbane.qld.gov.au/about-council/governance-and-strategy/councillors-and-wards>

⁴ COLA refers to the Cost-of-Living Adjustment paid if CPI is higher than the base wage increases e.g. in a year where base increase is 4% and CPI is 7% the COLA paid will be 3%. If base increase is 4% and CPI is 6%, the COLA paid will be 2%

<https://www.qirc.qld.gov.au/agreements/public-service-agreements>

⁵ <https://www.olg.nsw.gov.au/https-www-olq-nsw-gov-au-category-https-www-olq-nsw-gov-au-category-council-circulars/governance/council-circular-2025-26-determination-of-the-local-government-remuneration-tribunal/>

⁶ <https://www.remunerationtribunal.vic.gov.au/allowances-mayors-deputy-mayors-and-councillors-annual-adjustment>

Western Australia⁷

- In a determination published on 4 April 2025, the Western Australian Salaries and Allowances Tribunal, resolved that attendance fees and annual allowance ranges for Elected Members would be increased by 3.5%, with the adjustment to taking effect from 1 July 2025.
- In Western Australia a local government or regional local government can elect to pay council members an attendance or an annual fee to all council members who attend council, committee, or prescribed meetings. There is also provision for reimbursement of expenses.

Tasmania⁸

In Tasmania, the remuneration for local government councillors is automatically increased under the provisions of the Local Government (General) Regulations 2015.

Allowances are adjusted from 1 November each year by multiplying the allowances for the previous year by the inflationary factor for the current year.

Individual allowances payable to elected members from 1 November 2025 will be rounded to the nearest dollar using the inflationary factor, which is 3.09% for 2025-26.

Northern Territory⁹

The Northern Territory Remuneration Tribunal has increased all base allowances paid to Mayors and Councillors on 10 December 2024 by 4% in recognition of movements in earnings within Australia as well as the Territory, effective from 1 July 2025.

Determination of remuneration policy for A1, A2 and A3 Councils

The Commission resolved to discontinue the meeting-based remuneration requirement for councillors in A1, A2, and A3 category councils, effective from the 2026–2027 determination period.

Prior to making this determination, the Commission consulted with councils from these categories, as well as more broadly across the sector, to ascertain industry support for removing the meeting-based remuneration model. Overwhelming positive support was received during consultations, with many councils expressing favour in ensuring there is parity in the remuneration policies for all councillors in Queensland and in taking steps to remove unnecessary administrative burden on category A1, A2 and A3 councils.

This amendment to the remuneration policy seeks to:

⁷ <https://www.wa.gov.au/government/publications/local-government-chief-executive-officers-and-elected-council-members-determination-no-1-of-2025#determination-of-the-salaries-and-allowances-tribunal-for-local-government-chief-executive-officers-and-elected-council-members>

⁸ https://www.dpac.tas.gov.au/divisions/local_government/councillor_resources/councillor_allowances

⁹ <https://cmc.nt.gov.au/supporting-government/boards-and-committees/reports-determinations>

1. **Promote Equity:** Ensure that all councillors across Queensland's 77 local governments remuneration process is administered on a similar basis, reflecting the value of their contributions irrespective of council size or classification.
2. **Reduce Administrative Burden:** Simplify remuneration processes by eliminating the need for monthly certification, consistent with the Queensland Government's commitment to reducing red tape for local governments.
3. **Support Financial Sustainability:** Enable councils to allocate their operating budgets with greater consistency and predictability

Councillor advisors

The Commission was not approached to make recommendations relating to councillor advisors in the period between 1 December 2024 to 30 November 2025.

2. The Commission

Formation and composition

The Local Government Remuneration Commission (the Commission) is an independent entity established under the *Local Government Act 2009* (the Act). On 1 October 2019, the Governor in Council, approved the current Commission for a term of four years.

The Chair and Commissioners were reappointed by the Governor in Council for a second four-year term on 1 October 2023.

This is the seventh report of the Commission, and the 19th report about Queensland councillor remuneration, including the reports of the former Local Government Remuneration and Discipline Tribunal and the Local Government Remuneration Tribunal.

The Chair and Commissioners of the Commission are:

Mr Robert (Bob) Abbot OAM

Chairperson

Mr Abbot has extensive experience in the local government sector with 32 years as an elected councillor and mayor. Mr Abbot has experience working at state and national local government organisations and has held board and panel positions, including Deputy Chair of the South-East Queensland Council of Mayors, Director of the Local Government Association of Queensland (LGAQ), and Director of the Australian Local Government Association. Mr Abbot has been a mentor for newly elected mayors on behalf of the LGAQ, with a particular focus on mentoring Queensland Indigenous mayors.

In the 2021 Australia Day Honours List, Mr Abbot was the recipient of an Order of Australia (OAM) for his service to local government and to the communities of Noosa and the Sunshine Coast.

Ms Andrea Ranson

Commissioner

Ms Ranson is a practising commercial and dispute resolution lawyer with experience in both public and private sectors of business and governance. She holds a Master of Laws (LLM), Bachelor of Laws (Hons) and Bachelor of Arts from Monash University, Victoria. She is additionally a Graduate of the Australian Institute of Directors (AICD) and a Fellow of the Governance Institute of Australia (FGIA).

Ms Ranson was a director appointed to North Queensland Bulk Ports Corporation, a government owned corporation, holding the role of Chair of the Corporate Governance and Planning Committee, and the role of Member of the Audit & Financial Risk Management Committee of that Board from 2018 to 2025. Ms Ranson was appointed on 1 October 2024, as a Member of the Mackay Health & Hospital Service, a board upon which she currently serves, and is a Member of the Finance Committee, a Member of the Quality, Safety and Health Committee and a Member of the Sustainability and Capital Works Committee of that Board. Her experience includes business and commercial law, employment and industrial relations, diversity, justice, and ethics. Ms Ranson lives regionally and is passionate about regional development. Ms Ranson is a Nationally Accredited Mediator presently working with QCAT, the QSBC, and is a member of the QLD Department of Justice & Attorney-General Dispute Resolution Panel.

Mr Reimen Hii

Commissioner

Mr Hii is a barrister and Nationally Accredited Mediator. He holds the degrees of Bachelor of Laws and Bachelor of Arts. He is a practicing lawyer with extensive knowledge in public administration and community affairs, and a particular interest in civil and commercial law. Mr Hii is experienced in professional discipline matters, including investigations, public administration, corporate and public governance, public sector ethics and finance.

Mr Hii has a culturally and linguistically diverse background and experience collaborating with diverse communities. Mr Hii has previously been recognised as Australian Young Lawyer of the Year by the Law Council of Australia, in recognition of his significant contribution to access to justice and diversity advocacy. Mr Hii provides a deep understanding of diversity and brings well respected analytic skill, together with legal and business acumen to the role.

Commission Responsibilities

Chapter 6, Part 3 of the *Local Government Act 2009* (the Act) established the Local Government Remuneration Commission to assume the remuneration functions of the former Local Government Remuneration and Discipline Tribunal which ceased to exist on 3 December 2018.

Section 177 of the Act provides the functions of the Commission are:

- to establish the categories of local governments, and
- to decide the category to which each local government belongs, and
- to decide the maximum amount of remuneration payable to the councillors in each of the categories, and
- to consider and make recommendations to the Minister about the following matters relating to councillor advisors—
 - (i) whether or not to prescribe a local government under section 197D(1)(a)
 - (ii) the number of councillor advisors each councillor of a local government may appoint
 - (iii) the number of councillor advisors a councillor of the council under the City of Brisbane Act 2010 may appoint; and
- another function related to the remuneration of councillors if directed, in writing, by the Minister.

Chapter 8, Part 1, Division 1 of the *Local Government Regulation 2012* (Regulation) sets out the processes of the Commission in deciding the remuneration that is payable to mayors and councillors.

The Regulation requires the Commission to review the categories of local governments once every four years, to determine whether the categories and the assignment of local governments to those categories require amendment.

After determining the categories of local governments, the Regulation also requires the Commission to decide annually, before 1 December each year, the maximum amount of remuneration to be paid to mayors, deputy mayors, and councillors in each category from 1 July of the following year.

In addition, section 248 of the Regulation allows a local government to make a submission to the Commission to vary the remuneration for a councillor, or councillors, where the local government considers there are exceptional circumstance and seeks payment of an amount *higher than the maximum amount* stated in the Remuneration schedule. The Commission may, but is not required to, consider any such submission. If the Commission is satisfied that exceptional circumstances exist, the Commission may approve payment of an amount higher than the maximum amount of remuneration scheduled.

Section 248 of the Regulation does not address whether a council can pay a councillor whilst temporarily acting in higher duties, such as moving from Councillor to Deputy Mayor or from Deputy Mayor to Mayor. The determination to compensate for higher duties during any relieving period—provided the payment amount does not exceed the maximum established by the commission for the respective role—resides exclusively with each individual council. The Commission strongly encourages all councils to establish thorough human resources policies that guide decision-making protocols concerning the assignment of higher duties, minimum relieving periods (eg.4 weeks), the disbursement of allowances, superannuation payments, and any other related procedures.

3. Remuneration determination

Remuneration determination for councillors

As required by section 246 of the Regulation the Commission has prepared a Remuneration Schedule (the Schedule) for the 2026-27 financial year, applicable from 1 July 2026, which appears below.

Arrangements have been made to publish the Schedule in the Queensland Government Gazette and for this report to be presented to the Minister for Local Government.

Methodology

The Commission had regard to the matters in section 244 and 247 (2) and (5) of the Regulation in determining the Schedule. The Commission also noted and had regard to the matters listed throughout this report to determine the appropriate maximum remuneration in each category of local government.

Pro rata payment

Should an elected representative hold a councillor position for only part of a financial year, they are only entitled to remuneration to reflect the portion of the year served. It is out of the scope of the Commission's powers to determine otherwise.

Remuneration schedule to apply from 1 July 2026

Remuneration determined from 1 July 2026 (\$ per annum; see Note 1)

Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
A1 *Note 1	Barcaldine Regional Council	\$128,509	\$74,139	\$64,253
	Barcoo Shire Council			
	Bulloo Shire Council			
	Croydon Shire Council			
	Doomadgee Aboriginal Shire Council			
	Kowanyama Aboriginal Shire Council			
	Mapoon Aboriginal Shire Council			
	McKinlay Shire Council			
	Richmond Shire Council			
	Torres Shire Council			
	Woorabinda Aboriginal Shire Council			
	Wujal Wujal Aboriginal Shire Council			
A2 *Note 1	Aurukun Shire Council	\$128,509	\$74,139	\$64,253
	Blackall-Tambo Regional Council			
	Boulia Shire Council			
	Burke Shire Council			
	Cherbourg Aboriginal Shire Council			
	Cloncurry Shire Council			
	Diamantina Shire Council			
	Etheridge Shire Council			
	Hinchinbrook Shire Council			
	Hope Vale Aboriginal Shire Council			
	Lockhart River Aboriginal Shire Council			
	Mornington Shire Council			
	Murweh Shire Council			
	Napranum Aboriginal Shire Council			
	North Burnett Regional Council			
Palm Island Aboriginal Shire Council				
Paroo Shire Council				

Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
	Pormpuraaw Aboriginal Shire Council			
	Quilpie Shire Council			
	Winton Shire Council			
	Yarrabah Aboriginal Shire Council			
A3 * Note 1	Longreach Regional Council	\$129,744	\$74,852	\$64,872
	Balonne Shire Council			
	Douglas Shire Council			
	Flinders Shire Council			
	Goondiwindi Regional Council			
	Northern Peninsula Area Regional Council			
B1	Banana Shire Council	\$129,744	\$74,852	\$64,872
	Carpentaria Shire Council			
	Burdekin Shire Council			
	Cook Shire Council			
	Torres Strait Island Regional Council			
B2	Maranoa Regional Council	\$154,767	\$96,729	\$82,218
	Cassowary Coast Regional Council			
	Charters Towers Regional Council			
	Gympie Regional Council			
	Livingstone Shire Council			
	Mareeba Shire Council			
	Mount Isa City Council			
	Scenic Rim Regional Council			
	Somerset Regional Council			
	South Burnett Regional Council			
	Southern Downs Regional Council			
Tablelands Regional Council				
B3	Isaac Regional Council	\$155,141	\$96,963	\$82,417
	Noosa Shire Council			
	Whitsunday Regional Council			

Category	Local Governments assigned to categories	Mayor	Deputy Mayor	Councillor
	Lockyer Valley Regional Council			
C1	Central Highlands Regional Council	\$157,010	\$98,130	\$83,409
	Western Downs Regional Council			
C2	Gladstone Regional Council	\$181,137	\$119,170	\$104,868
	Rockhampton Regional Council			
C3	Bundaberg Regional Council	\$182,895	\$120,327	\$105,886
	Fraser Coast Regional Council			
D2	Cairns Regional Council	\$209,739	\$143,002	\$123,938
	Mackay Regional Council			
	Redland City Council			
	Toowoomba Regional Council			
D3	Townsville City Council	\$238,338	\$162,076	\$143,002
	Ipswich City Council			
E2	Logan City Council	\$266,942	\$184,952	\$162,072
	Moreton Bay City Council			
	Sunshine Coast Regional Council			
F2	Gold Coast City Council	\$295,542	\$208,148	\$176,371

Notes to the Remuneration schedule

The 2014 annual report by the former Local Government Remuneration and Discipline Tribunal explained the rationale behind the adoption of a system of remuneration which comprised a base payment (of two thirds of the annual remuneration) and a monthly payment based upon attendance at, and participation in, the 12 mandated council meetings.

The monetary amounts shown are the per annum figures to apply from 1 July 2026. If an elected representative only serves for part of a full financial year (that is, 1 July to 30 June) they are only entitled to a pro rata payment to reflect the portion of the year served.

***Note 1: The meeting-based remuneration requirement for A1, A2 and A3 Councils has been removed in 2026-27.**

Previously, councillors in A1, A2, and A3 category councils were remunerated through a hybrid model comprising a base payment (constituting two-thirds of the annual remuneration) and a meeting attendance payment (constituting one-third of the annual remuneration). This meeting attendance payment was contingent upon certification by the mayor or chief executive officer of the council. In contrast, mayors and deputy mayors in these categories received their total annual remuneration without this attendance-based condition.

The Commission resolved to discontinue the meeting-based remuneration requirement for councillors in A1, A2, and A3 category councils, effective from the 2026–2027 determination period.

4. Matters raised with the Commission

Meetings and deputations

Local governments were invited to engage with the Commission during the Annual Conference of the Local Government Association of Queensland (LGAQ), held in Brisbane from 20 to 23 October 2025. As part of this engagement, the Commission conducted face-to-face deputations with representatives from eight councils, including:

- Barcoo Shire Council
- Cassowary Coast Regional Council
- Cherbourg Aboriginal Shire Council
- Gladstone Regional Council
- Isaac Regional Council
- Redlands City Council
- Townsville City Council
- Whitsunday Regional Council

In addition to oral deputations, local governments were also encouraged to provide written submissions to the Commission. A total of seven written submissions were received and carefully considered.

Overall, the submissions highlighted the need for increased remuneration to better reflect the growing complexities and demands faced by mayors and councillors in modern local government. Several councils also proposed changes to their individual categorisation. However, the Commission has decided to defer any decisions regarding category changes until the next scheduled review.

In reaching its maximum determination decision for 2026-27, the Commission considered the submissions received, as well as the broader notions outlined in this report.

Key themes raised during the 2025 deputations, and the previous twelve-month review period reflected issues/topics consistently highlighted by councils in previous years as accounting for increasing the complexity and workload for elected members. These included:

- **Remuneration and Talent:** The need for competitive salaries to attract diverse and skilled candidates, particularly in regional areas, and to retain high-quality elected representatives.
- **Innovation Recognition:** Suggestions to explore mechanisms for incentivising and rewarding innovative council initiatives that foster community growth, resourcefulness, and development.
- **Inflationary Impact:** Concerns about the disproportionate effects of rising inflation and cost escalation on local governments and their communities, especially those with lower-income populations and in rural areas.
- **Community Sustainability:** A greater emphasis on ensuring the long-term viability and prosperity of communities, particularly in the context of the global transition to renewable energy and the associated need for significant infrastructure changes.
- **Leadership in Crisis and Recovery:** Acknowledging the heightened responsibilities, physical and emotional burden faced by councillors during natural disasters and other

significant events, including leading their communities through immediate response efforts and long-term recovery processes.

This feedback will continue to inform the Commission's future deliberations and decisions.

A summary table of written submissions made to the Commission during the previous 12 months is provided below:

Table – Summary of 2025 written submissions

1. Date received	10 October 2025
Received from	Gladstone Regional Council Mayor, Cr Matt Burnett
Summary of submission	Gladstone Regional Council proposed the introduction of a transition allowance for councillors who are not re-elected. This allowance would recognize the long-term service of elected officials and support their reintegration into the workforce, aligning local government entitlements with those of other public and private sector roles. The proposal suggests a base of 12 weeks' salary, with an additional two weeks for each consecutive term served.
Determination	The Commission acknowledges the submission and the significance of this proposal and will consider it during the next category review.
2. Date received	24 September 2025
Received from	Hope Vale Aboriginal Shire Council CEO, Lew Rojahn
Summary of submission	Hope Vale Aboriginal Shire Council advocated for a 20% increase in councillor salaries for remote Queensland communities, particularly for category A2 councils. The submission highlighted the unique demands placed on councillors in small communities, including their deep involvement in daily community life and responsibilities that extend beyond formal duties (e.g. attend funerals, resolve disputes, respond to emergencies within community). Key factors cited include cost of living differentials, workload intensity, recruitment and retention challenges, and the need for equity with urban counterparts.
Determination	The Commission acknowledges the submission. Given the nature of the issue seeking a substantial increase to base councillor remuneration rates, the Commission will consider this proposal at the next category review.
3. Date received	4 November 2025
Received from	Northern Peninsula Area Regional Council CEO, Dalassa Yorkston
Summary of submission	The Northern Peninsula Area Regional Council requested that the Commission take into account the unique cultural and community challenges faced by councillors in their region as part of the 2028

	<p>council categorisation review. Councils' submission provided a comprehensive statistical overview, comparing the Northern Peninsula Area to Queensland averages on several key indicators, including the proportion of Indigenous residents, population mobility, homelessness rates, developmental vulnerability in children, educational attainment, and socio-economic disadvantage. The Council emphasised that these factors significantly increase the complexity and demands of the councillor role in their community. Additionally, the submission proposed the introduction of new classifications to distinguish between divisional and regional councils, reflecting the distinct governance and service delivery challenges in remote areas. Council has sought that its proposal and issues are considered as part of the next category review. The proposal and issues will be taken into consideration in the next category review.</p>
Determination	<p>The Commission acknowledges Councils submission and the importance of these issues and confirms that they will be considered in the next category review.</p>
4. Date received	7 November 2025
Received from	Winton Shire Council Mayor, Cr Cathy White
Summary of submission	<p>Winton Shire Council expressed support for the current framework in which remuneration levels are independently set by the Local Government Remuneration Commission. In its submission, the Council has requested the removal of the requirement for council resolution to formally accept or not the Commission's maximum remuneration determination. Council is seeking that once the Commission makes the determination that it should automatically apply to all councils within the relevant category. Council has also proposed that remuneration levels be set for the full four-year term, incorporating an annual adjustment applying indexation by the Consumer Price Index.</p>
Determination	<p>The Commission acknowledges Winton Shire Council's submission and confirms that, once the Commission makes its annual maximum remuneration determination, it is automatically applied to all councils within the relevant category for the forthcoming financial year. A council resolution is only required if a council resolution is only required if a council wishes to provide a lesser remuneration amount. The Commission will consider the suggestion to implement fixed four-year remuneration terms with annual CPI indexation as part of its next category review.</p>
5. Date received	6 November 2025
Received from	Toowoomba Regional Council CEO, Sal Petrocchio OAM
Summary of submission	<p>Toowoomba Regional Council requested a reclassification from category D2 to D3 to ensure parity with comparable councils. The submission provided comparative statistical and financial data, as well as details of significant capital infrastructure projects required to address regional growth.</p>

Determination	The Commission noted that the new methodology allows for category review based on factors such as population and will consider this request in the next review cycle.
6. Date received	
	10 October 2025
Received from	Isaac Regional Council Councillor Jane Pickels CEO, Cale Dendle
Summary of submission	Isaac Regional Council has formally requested a reclassification of its remuneration category from B3 to C1 for 2026. The submission highlights that the Council's 2025/26 budget operating revenue is \$154 million, aligning the Council to category C1 based on the primary criterion under the new categorisation framework which the Commissioners have previously advised is the principal determinant applied. Council concludes its alignment to the C1 classification is further justified when service population, geography, forecast growth, and SEIFA indices are considered. The submission also noted that Isaac has long advocated for reclassification alongside Central Highlands and Western Downs Councils, which were recently reclassified to C1. While the financial difference in remuneration is minimal, the Council seeks recognition of its councillors' roles in comparison to similar resource and agriculture-based councils.
Determination	The Commission acknowledges the submission from Isaac Regional Council and will review the request in 2026, taking into account the Council's audited financial statement and other relevant data.
7. Date received	
	20 October 2025
Received from	Western Downs Regional Council CEO, Jodie Taylor
Summary of submission	Council has requested consideration of a category change from C1 to C2. Council has identified previous submissions made to the Commission that identify factors in the Western Downs Regional Council Area impacting upon councillors' time, workload and responsibilities. In this new submission the Council also refers to the increasingly high level of activity in the clean energy sector in the region.
Determination	The Commission notes the submission and will consider category change as part of the next category review.

5. Other activities

Exceptional circumstances submissions (matters raised under Local Government Regulation 2012, section 248):

Nil.

6. Future priorities

The Commission will continue to consider enhancements to the framework for council remuneration categorisation including an equitable method to consider industry impacts on councils and matters relating to transitioning communities and improving sustainability.

The Commission will continue to invite submissions from all Councils as part of its general review of categories and maximum determination of remuneration, as well as make themselves available for deputations at the annual LGAQ conference.

The Commission intends to travel during 2026 to engage with local governments.

Further information about the Commission can be located at

<https://www.localgovernment.qld.gov.au/for-councils/governance/local-government-remuneration-commission>

Local Government Remuneration Commission

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Brisbane Qld 4001

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Website: <https://www.localgovernment.qld.gov.au/for-councils/governance/local-government-remuneration-commission>

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DELIVERING
FOR QUEENSLAND



Queensland
Government

WTA Member Remuneration

POL-010

VERSION:
15.1

EFFECTIVE FROM:
1 July 2026

REVIEWABLE FROM:
April 2027

INTENTION:

Weipa Town Authority (WTA) Members are called upon by the demands of their office to attend civic duties as required by the role. WTA considers the calling of the WTA Members requires, by its very nature, extensive evening and weekend work to service the community's requirements. Attendance at, and full participation in, scheduled Member meetings is the highest order of business required by a WTA Member and, unless special circumstance exist, Members should attend all meetings. WTA intends to remunerate WTA Members for the completion of these services and other duties normally carried out by local government councillors.

SCOPE

This policy applies to Elected WTA Members and the Appointed Traditional Owner Representative WTA Member. Appointed Rio Tinto Representative WTA Members are not covered by this policy.

POLICY

1. Remuneration

- 1.1. Remuneration is paid to WTA Members for their service as WTA representatives, members of the WTA Committee/s, and other duties normally carried out by elected local government councillors.¹
 - a) WTA Members are required to attend scheduled meetings, workshops, and other important meetings such as budget meetings, planning sessions, engagement activities and the like. The role of WTA Members requires them to fully participate in, and contribute to, such meetings.
- 1.2. Generally, an annual percentage increase will be applied to remuneration for WTA Members. This will be consistent with the determination of the Local Government Remuneration Commission, which is prepared on an annual basis.²
 - a) Remuneration for WTA Members is aligned with Councils assigned to Category A1.³
- 1.3. Remuneration for WTA Members includes a contribution equivalent to the Superannuation Guarantee Rate.

¹ Local Government Act 2009 (Qld) s 12 ('The Act').

² *Ibid* s 177(c); Local Government Regulation 2012 (Qld) chp 8, div 1.

³ Local Government Remuneration Commission (2024) 'Local Government Annual Report 2024'. Available at: <https://www.localgovernment.qld.gov.au/for-councils/governance/local-government-remuneration-commission>.

WTA Member Remuneration Policy

- 1.4. Remuneration is all-inclusive and no additional remuneration is payable for sick leave, annual leave or any other benefits otherwise applicable to employees.
- 1.5. Remuneration will be payable in 12 equal monthly instalments, subject to the provisions of Clause 3.2.
- 1.6. Commencing 1 July 2026, remuneration for WTA Members is as follows –

	Remuneration	Superannuation (12%)	Total
Chairperson	\$128,509	\$14,421.08	\$143,930.08
Deputy Chairperson	\$74,139	\$8,896.68	\$83,035.68
Member (Base Payment of \$42,835.33 and Meeting Fee of 21,417.67. Refer to section 2)	\$64,253	\$7,710.36	\$71,963.52

2. Base Payment and Meeting Fee

- 2.1. Chairperson and Deputy Chairperson will receive the full remuneration each month.
- 2.2. Members will receive a base payment of \$42,835.33 per year and a monthly 'meeting fee' payment of \$1,784.81, based on full attendance at, and participation in, scheduled meetings.⁴
- 2.3. At the commencement of each year, Members will be given notice of all scheduled meetings for the year.
- 2.4. Payment of the meeting fee is subject to certification of attendance by Superintendent and Chairperson through the relevant meeting minutes. The decision as to whether a Member qualifies for the monthly meeting fee will be at the ultimate discretion of the Superintendent and Chairperson in line with this policy.

3. Absences and Vacation of Office

- 3.1. Remuneration will be payable to WTA Members for the duration of their appointment.
- 3.2. Where an appointment terminates or office vacates during a calendar year, the remuneration will be paid on a pro rata basis.
- 3.3. An appointment will terminate in the circumstances identified in their appointment agreement.
- 3.4. An office (position) vacates if the WTA Member is absent, without proper approval, from 2 or more consecutive ordinary meetings, over at least 2 months.⁵
- 3.5. Absences for any valid reason from a scheduled meeting will need prior approval. Approval to be absent may be granted by resolution at a prior WTA Member General Meeting.

⁴ Rationale indicated in Local Government Remuneration and Discipline Tribunal (2014) 'Local Government Remuneration and Discipline Tribunal Report 2014', 13 and Local Government Remuneration and Discipline Tribunal (2017) 'Local Government Remuneration and Discipline Tribunal Report 2017', 11.

⁵ Local Government Act 2009 (Qld) s 162.

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WTA Member Remuneration Policy

- a) Approved absences from scheduled meetings will not constitute attendance or payment of the monthly meeting fee payment.
- 3.6. In exceptional circumstances (emergencies), approval for an absence may be granted by the Chairperson or Superintendent, and passed by resolution at a subsequent WTA Member General Meeting.
- a) Exceptional circumstances include:
 - i) Bereavements
 - ii) Medical emergencies
 - iii) Natural disasters

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WTA Member Remuneration Policy

LEGISLATION AND COMPLIANCE

- *Local Government Act 2009* (Qld)
- *Local Government Regulation 2012* (Qld)
- *Commonwealth Aluminium Corporation Pty. Limited Agreement Act 1957* (Qld)

RELATED DOCUMENTS

- Local Government Remuneration Commission Annual Report 2025
- POL-004 Acceptable Requests Guideline
- POL-014 Member Expenses Reimbursement Policy
- POL-021 Meeting Protocol
- POL-026 Code of Conduct for Members

FURTHER INFORMATION

For more information, please consult with Supervisor Corporate Services and Superintendent.

DOCUMENT HISTORY

Version	Endorsed by	Effective From	Description of Amendment
1	WTA Members	July 2010	Creation of the policy.
2-13	WTA Members	July 2011-2023	Yearly review and update to the Policy.
14	WTA Members	1 July 2024	Scheduled review of the policy to update remuneration amount. Amendment to incorporate a 'meeting fee' component.
15	Superintendent; WTA Members	1 July 2025	Scheduled review of the policy to update remuneration amount. Amendment to clarify absences and the 'meeting fee' payment. Reformat of the policy. Minor policy name change.
16	Superintendent; WTA Members	1 July 2026	Scheduled review of the policy to update the remuneration amount.

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WTA Member Expenses Reimbursement

POL-014

VERSION:
5.2

EFFECTIVE FROM:
5 May 2026

REVIEWABLE FROM:
April 2027

INTENTION:

This policy ensures compliance with statutory requirements and community expectations relating to the payment or reimbursement of legitimate expenses and the provision of facilities for the Weipa Town Authority (WTA) Members while carrying out their duties and responsibilities.

The payment and/or reimbursement of expenses and the provision of facilities for WTA Members must only be for the actual cost of legitimate business use and in accordance with the Local Government Act 2009 (Qld) and Local Government Regulations 2012 (Qld). Where relevant WTA aligns with Minister for Industrial Relations Directive 13/23: Domestic Travelling and Relieving Expenses. The reimbursement of travel related expenses must also comply with the requirements of POL-029 Travel Policy.

SCOPE

This policy applies to all WTA Members, both elected and appointed.

POLICY

1. Payment of Expenses

Expenses will be incurred or reimbursed in accordance with the following:

1.1. Professional Development

Expenses incurred for professional development deemed essential for the role of a WTA Member will be reimbursed, including items such as registration, tuition charges and enrolment fees.

1.2. WTA Representative Travel

Local, interstate and overseas travel expenses (e.g. flights, car hire, accommodation, meals, transfers and associated registration fees) deemed necessary to achieve the business of WTA may be approved. This applies to travel where a WTA Member is an official representative of WTA.

WTA Member Expenses Reimbursement Policy

The travel must be endorsed by resolution of WTA prior to the event.

All approved travel will be booked and paid for by WTA. WTA Members are required to travel via the most direct route, using the most economical and efficient mode of transport. Airline tickets will not be transferable.

1.3. Travel Transfer Costs

Any travel transfer expenses associated with the travel will be reimbursed, subject to the supply of receipts. This includes items such as train, taxi, bus and ferry fares.

1.4. Accommodation

All accommodation will be booked and paid for by WTA at the most economical rate available. WTA Members are to be provided with reasonable accommodation in well-appointed establishments offering a comfortable standard of accommodation, include individual sleeping quarters and ensuite.¹

A higher standard may be offered where appropriate (e.g. conference venue, location of hotel in relation to work site, competitive rate negotiated with higher standard establishment).² Accommodation will be booked with preferred suppliers where available.

1.5. Meals

WTA Members may claim for the reimbursement of each actual cost per meal, where reasonable, when travelling outside of the Weipa Township for business related purposes, subject to the supply of receipts.

Reasonable costs for meals at regular travel destinations are:³

- a) Breakfast - **\$34.75**
- b) Lunch - **\$39.10**
- c) Dinner - **\$66.65**

1.6. Car Parking Amenities

While travelling, WTA will reimburse parking costs paid by WTA Members, subject to supplying receipts.

¹ Minister for Industrial Relations Directive 13/23: Domestic Travelling and Relieving Expenses [2023] Office of Industrial Relations (Qld) ('Directive 13/23'), [3.1].

² Ibid [3.2].

³ Minister of Industrial Relations Directive 13/23: Domestic Travelling and Relieving Expenses - Schedule of Rates After Annual Adjustment [2025] Office of Industrial Relations (Qld) ('Schedule of rates'). See this schedule for different rates for not commonly travelled locations.

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WTA Member Expenses Reimbursement Policy

1.7. Incidental Allowance

Up to **\$24.50 per day** may be paid to cover any incidental costs incurred by WTA Members who are away from home overnight.⁴ This is intended to cover incidental expenses such as newspapers/magazines, snacks (i.e. tea and coffee), private phone calls and personal items necessary for travel.⁵

Receipts are not required.

1.8. Use of a Private Vehicle

The use of a WTA Members' private vehicle may be reimbursed if the below requirements are met:

- a) a WTA vehicle is not available for the travel
- b) the travel was endorsed by WTA resolution
- c) mileage is recorded with logbook detailing
- d) total travel costs do not exceed the cost of the same travel using economic flights plus the cost of taxi transfers.

Payment for use of a Member's private vehicle will be reimbursed on a cent-per-kilometre rate as set out in the Australian Taxation Office's rules for car expenses deductions.

1.9. Time Limit on Claims

WTA Members must claim reimbursements within 12 months of the date of travel completion or the incursion of the expense.⁶

2. Provision of Facilities

All facilities provided to WTA Members remain the property of WTA and must be returned to WTA at the expiry of a WTA Member's term. Official WTA resources must not be used for private purposes. Facilities and equipment will be provided to WTA Members as follows:

2.1. Administrative Support and Equipment

Administrative support and equipment will be made available to WTA Members within the WTA Office as required to assist with their role. Examples include:

- a) office space, meeting rooms and consumables
- b) computer, printer and photocopier
- c) WTA telephones and internet access
- d) corporate uniform, name badge and safety equipment (as required)

⁴ Ibid.

⁵ Directive 13/23 n1, [10.1].

⁶ Ibid [16.1].

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WTA Member Expenses Reimbursement Policy

- e) limited administrative support may also be provided from time to time, with prior Superintendent approval.

2.2. Use of WTA Vehicles on WTA Business

WTA Members will be given access to a WTA vehicle for official business. WTA Members must have a current applicable Driver's License and must provide reasonable notice for a vehicle request.

Fuel for a WTA vehicle will be provided or paid for by WTA.

2.3. Telecommunications

Mobile telecommunication devices, such as Ipads, tablets, laptops and smart phones, owned by WTA may be allocated to and used by WTA Members, for WTA business only.

2.4. Use of WTA Facilities, Vehicles and Equipment for Private Purposes

In an exceptional circumstance, WTA may authorise, through WTA resolution, the private use of WTA facilities, vehicles or equipment. The resolution must set out the terms under which the Member will reimburse WTA for the percentage of private use. This would apply for specific circumstances such as private use of a WTA vehicle or mobile telecommunication device.

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WTA Member Expenses Reimbursement Policy

LEGISLATION AND COMPLIANCE

- *Local Government Act 2009* (Qld)
- *Local Government Regulation 2012* (Qld)
- *Commonwealth Aluminium Corporation Pty. Limited Agreement Act 1957* (Qld)
- *Minister for Industrial Relations Directive 13/23: Domestic Travelling and Relieving Expenses*
- *Minister of Industrial Relations Directive 13/23: Domestic Travelling and Relieving Expenses - Schedule of Rates after Annual Adjustment* (Adjustment 1 September 2025)

RELATED DOCUMENTS

- POL-004 Acceptable Requests Guideline
- POL-014 Member Expenses Reimbursement Policy
- POL-021 Meeting Protocol
- POL-026 Code of Conduct for Members

FURTHER INFORMATION

For more information, please consult with Supervisor Corporate Services and Superintendent.

DOCUMENT HISTORY

Version	Endorsed by	Effective From	Description of Amendment
1			
2			
3			
4			
5	Superintendent; WTA Members	1 July 2025	Schedule review of the policy and realignment of the financial rates.
6	Superintendent; WTA Members	1 July 2026	Scheduled review of the policy and realignment of the financial rates. Reformat of the policy and minor grammatical changes.

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