

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>.

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- 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 2025, 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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- 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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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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