

Our reference: [REDACTED]

22 April 2024

Victorian Independent Remuneration Tribunal
Via email: enquiries@remunerationtribunal.vic.gov.au

Dear Sir / Madam,

Victorian Independent Remuneration Tribunal's Upcoming 2024 Annual Adjustment Determination

Please accept this as a submission to the Victorian Independent Remuneration Tribunal (the Tribunal) for the 2024 Annual Adjustment Determination on behalf of Mount Alexander Shire Councillors.

Mount Alexander Shire Council sits in Category 1, with the Mayor, Deputy Mayor and Councillors currently receiving \$81,641, \$40,8149 and \$26,368 respectively.

What adjustment to the values of allowances should the Tribunal consider, if any?

It is the view of this Council, that being a Councillor is in effect a part-time job and the current base rate is not financially sustainable on its own; therefore, in many cases flexible employment is required to make the role of a Councillor viable.

It is felt that the base rate should be increased and be commensurate to the level of hours that Councillors are required to perform, many of which are out of usual business hours, to allow for the fair and unbiased representation of their constituents. Councillors note the difficulty of managing time, work and finances, as well as performing their duties as a Councillor.

Which economic and financial indicators should the Tribunal consider in adjusting the values of allowances?

One economic and financial indicator that should be considered is that Councillor allowances do not have the benefit of leave loading or penalty rates; however, they are still classed as a form of income and affect what is deemed as taxable income. It is suggested that the higher costing of living be considered in adjusting the values of the allowances. It is also suggested that Councillor allowances should be tax-free.

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Are there other matters that the Tribunal should consider in making its determination?

Our Councillors believe that to better encourage diversity, women, parents, younger people and a high calibre of candidates to run for Council, the base rate should be increased markedly. In doing so, it is felt that enabling greater reliance upon this as a source of income would support both greater participation during the term as a Councillor and more candidate interest during the election process.

Should you have any questions, please do not hesitate to contact me on 03 5471 1700.

Yours sincerely,

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– Mount Alexander Shire Council