

WTA Member Remuneration

Policy Number: POL – 010 Date of Issue: 19 June 2024
Version: 14 Next Review Date: 30 June 2025

POLICY

Pursuant to Section 247 of the *Local Government Regulation 2012* (Qld) (Regulation), the WTA adopts the following basis for remuneration for the elected WTA Members and the Traditional Owner Malaruch/Alngith Corporation appointed WTA Member (WTA Members). Rio Tinto appointed WTA Members are not covered by this policy.

Section A – Remuneration to be paid

1. Remuneration will be 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 (s12 of the *Local Government Act 2009* (the Act)).
2. Generally, an annual increase percentage 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 (s177 (c) of the Act and Chapter 8, Division 1 of the *Local Government Regulation 2012*). Remuneration will be aligned with those Councils assigned to Category A1.
3. Commencing 1 July 2024, remuneration for WTA Members will be as follows –

	Remuneration	Superannuation (11.5%)	Total
Chair	\$119,393	\$13,730	\$133,123
Deputy Chair	\$68,880	\$7,921	\$76,801
Member (Base Payment of \$39,796 and Meeting Fee applies, Refer 5)	\$59,695	\$6,865	\$66,560

4. Chair and Deputy Chair are to receive the full remuneration each month. Members are to receive a base payment of \$39,796 per year and a meeting fee of \$1,658.25 per calendar month for attendance at, and participation in, scheduled meetings of WTA subject to certification by the Chair and Superintendent.
5. Remuneration for WTA Members also includes a contribution equivalent to the superannuation guarantee rate.
6. The remuneration fixed above, in Clause 3, will be all-inclusive and no additional remuneration will be payable for sick leave, annual leave or any other benefits otherwise applicable to employees.
7. The remuneration fixed above, in Clause 3, will be payable in 12 equal monthly instalments, subject to the provisions of Clause 9 hereunder.

Policy Name: WTA Member Remuneration	Doc No: POL-010	Date of Issue: 1 July 2024
Owner: Co-ordinator Corporate Services	Authorised By: WTA Members	Next Review Due: 30 June 2025

8. Remuneration will be payable to WTA Members for the duration of their appointment. Where a WTA Member's appointment terminates during a calendar year, the remuneration will be paid on a pro rata basis. A WTA Member's appointment will terminate in the circumstances identified in their appointment agreement.
9. Pursuant to Section 162 of the Act a WTA Member's office becomes vacant if the WTA member is absent, without approved leave, from 2 or more consecutive ordinary meetings, over at least 2 months.
10. Absences for any reason for a scheduled event will need prior approval. Approval to be absent may be granted by resolution at a WTA General Meeting. In an exceptional circumstance (emergency) approval for an absence may be granted by the WTA Chairperson.

Section B - Principles for remuneration

The reasons for adopting the above include:

1. WTA Members are called upon by the demands of their office to attend civic duties as required by the role.
2. WTA considers that the calling of the WTA Members requires, by its very nature, extensive evening and weekend work to service the community's requirements.
3. 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 member requires them to fully participate in, and contribute to, such meetings.