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Please find below a submission to the annual adjustment 2025.

PLEASE KEEP MY SUBMISSION ANONYMOUS.

This is my second term as a Councillor. In my first term I took some time off from paid work to help with the workload of my Councillor role. This came at a direct financial cost to me as the allowance paid to councillors did not make up the shortfall. In my current paid work, I work a full-time role. I'm not able to take time off work, as the reduction in salary is not made up for by the allowance. The allowance does not include tax, superannuation, annual leave, sick leave, carers leave etc. all of which is borne by the Councillor/Mayor/Deputy Mayor. A financial burden most councillors struggle to manage with ongoing cost of living increases, notably housing.

I note that the figures quoted in the table here [Allowances for Mayors, Deputy Mayors and Councillors – annual adjustment | remunerationtribunal.vic.gov.au](https://remunerationtribunal.vic.gov.au/allowances-for-mayors-deputy-mayors-and-councillors-annual-adjustment) are different to those in the previous determination [WEBSITE Allowance payable to Mayors Deputy Mayors and Councillors \(Victoria\) Determination No. 01-2022.pdf](https://www.remunerationtribunal.vic.gov.au/website-allowance-payable-to-mayors-deputy-mayors-and-councillors-victoria-determination-no-01-2022.pdf) .

- What adjustments to the values of allowances should the Tribunal consider, if any?
- consider moving some of the larger metropolitan councils into category 4 and the metropolitan councils from category 2 into category 3
- alternatively create a category 5 (5 = City of Melbourne, 4 = larger metropolitan councils, 3 = metropolitan councils, 2 = larger regional councils, 1 = smaller regional councils
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- Which economic and financial indicators should the Tribunal consider in adjusting the values of allowances?
- housing: rental increases and mortgage interest rates
  
- What other matters should the Tribunal consider when making the Determination, if any, in addition to those listed in section 24(2) of the VIRTIPS Act?
- The Tribunal should consider workload of councillors, Mayors, and Deputy Mayors at each determination. Workloads have increased, in relation to induction, compliance, strategic planning, and community engagement.

- The state government should provide a grant to cover in full (or part) the allowances of councillors, Mayors, and Deputy Mayors.
- The fact that this is an 'allowance' and not a wage or salary, with all the benefits that brings is problematic. The 'allowance' should be changed so that it is in line with how MPs are paid - as full-time employees with entitlements, tax and superannuation.

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If you need any clarification please do not hesitate to contact me.

thanks

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