

POLICY

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| TITLE: | Allowances and Other Benefits (CEO) | | |
| DIRECTORATE: | Council | | |
| ADOPTED BY: | Council Resolution: OMC-24/355 | | |
| DATE OF ADOPTION: | 29 November 2024 | DATE OF REVIEW: | 29 November 2026 |
| POLICY NUMBER: | 118 | | |
| LEGISLATIVE REF: | <i>Local Government Act 2019; Section 174 (the Act)</i> <i>Superannuation Guarantee (Administration) Act 1992</i> | | |

1. INTRODUCTION

1.1. Purpose

It is a requirement of the Act for Barkly Regional Council (BRC) to adopt a Policy in relation to allowances and any other benefits provided to the Chief Executive Officer (CEO). The CEO is expected to adhere to this Policy and its associated procedures or contractual requirements.

2. POLICY STATEMENT

- 1) Council aims to meet its legislated requirements to outline the allowances and other benefits provided in support of the CEO carrying out their official duties under their employment contract.
- 2) It must be recognised that due to the remote location of Council, it is necessary to provide an attractive remuneration package in order to fill the role of CEO with a suitably experienced individual.

3. BASE SALARY

The base salary is applied in accordance with the requirements outlined in the *Recruitment of CEO Policy*.

4. RELOCATION EXPENSES

BRC will contribute reasonable relocation expenses as determined by the Council and according to any terms and conditions outlined in the CEO's employment contract.

5. SUPERANNUATION

Compulsory superannuation contributions are made in accordance with *Superannuation Guarantee (Administration) Act*.

An additional 1% Superannuation is paid to the CEO over and above the guaranteed amount.

6. ACCOMMODATION

Council will provide suitable accommodation with rent and utilities paid to amounts as stipulated in the CEO's employment contract.

Council will provide basic garden maintenance to be provided by contractors.

7. TRAVEL

Council expects the CEO to travel via the most practical and economical means possible.

8. VEHICLE OR MOTOR VEHICLE ALLOWANCE

- 1) It is the preference of Council to provide the CEO with a fully maintained Council Vehicle which can be used by the CEO for Council business and reasonable private use.
- 2) In situations where the CEO does not want to be provided with a Council vehicle, the CEO will be entitled to a Motor Vehicle Allowance to the value of \$15,000 per financial year.
- 3) The CEO's usage of the vehicle for both private and Council use must be in accordance with this Policy and Council's *Motor Vehicle Policy*, except that the CEO is approved to take the vehicle outside of the Northern Territory with prior notification required by Council.
- 4) Where the CEO takes the vehicle outside of the Northern Territory, the CEO is required to pay the running costs (i.e. fuel) for such travel.

9. PROFESSIONAL DEVELOPMENT

Professional development for the CEO may occur up to a value of \$10,000 per annum. Where this amount is to be exceeded and mandatory professional development is required, this may be approved by Council resolution.

Relevant professional and local government subscriptions and professional memberships will be paid.

10. TOOLS OF TRADE

- 1) BRC provides the following 'tools of trade' to the CEO for business purposes:
 - a. uniforms
 - b. portable computer device including data sim and any software required
 - c. mobile phone and supporting equipment
 - d. internet connection at place of residence
 - e. credit card for official use, to be used in accordance with the Credit Card Policy

11. RELEVANT POLICIES

Policies to be read in conjunction with this policy are:

- 1) Recruitment of CEO Policy
- 2) Code of Conduct (CEO)
- 3) Vehicle Use Policy
- 4) Relocation Policy

12. IMPLEMENTATION AND REVIEW

12.1. Implementation

Relevant personnel will be made aware of this Policy. It is not a requirement of the Act for this policy to be published on the Barkly Regional Council website.

12.2. Review

This Policy is subject to review every two (2) years and will be reviewed on or before 26 November 2026.

13. VARIATIONS, REVOCATIONS AND/OR CHANGES

Barkly Regional Council's reserves the right to revoke and/or amend this policy from time to time as is considered necessary to better manage its business and/or to comply with any legislative requirements. Employees will be given sufficient notice of any such revocations, amendments, or changes.

14. APPROVAL

This Policy is approved.

Chris Kelly

Chief Executive Officer



Signature

29 Nov 2024

Dated

END