

POLICY

Councillor Expenses & Facilities Policy

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| Date adopted by Council | 30 June 2025 |
| Minute number | 25/141 |
| Endorsed by | Senior Management Group |
| CM Ref | CD-18/25 |
| Due for review | October 2028 – September 2029 |
| Related documents | <ul style="list-style-type: none"> • OLG Circular 17-17 – Councillor Expenses and Facilities Policy – Better Practice Template • Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors in NSW, 2009 • OLG Circular 09-36 Guidelines for Payment of Expenses and Facilities • OLG Circular 05-08 legal assistance for Councillors and Council Employees |
| Responsible officer | Governance & Risk Advisor |
| Department/Section | Governance & Risk |
| Category | Governance |
| Community Strategic Plan goal | <p>Goal G8 – Provide Community Leadership</p> <p>CS30 - Effectively and efficiently manage the business of Council, while encouraging an open and participatory Council with an emphasis on transparency Community engagement, action and response.</p> |



Policy Statement

This policy enables the reasonable and appropriate reimbursement of expenses and provision of facilities to councillors to help them undertake their civic duties.

Objective

This policy ensures accountability and transparency, and seeks to align councillor expenses and facilities with community expectations. Councillors must not obtain private or political benefit from any expense or facility provided under this policy.

The policy has been prepared in accordance with the Local Government Act 1993 (the Act) and Local Government (General) Regulation 2005 (the Regulation), and complies with the Office of Local Government's Guidelines for the payment of expenses and provision of facilities to Mayors and Councillors in NSW.

Scope

The policy sets out the maximum amounts council will pay for specific expenses and facilities. Expenses not explicitly addressed in this policy will not be paid or reimbursed.

Definitions

All terms used in this policy have the standard dictionary definition.

Policy Details

The main expenses and facilities are summarised in the table below. All monetary amounts are exclusive of GST.

| Expense or facility | Maximum amount | Frequency |
|--|--|-----------|
| Travel expenses, including interstate, overseas and long distance intrastate travel expenses | \$15,000 total for all councillors | Per year |
| Accommodation and meals | \$5,000 total for all councillors, paid as per the NSW Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 (adjusted annually) | Per year |
| Professional development | as per annual budget allocation | Per year |
| Conferences and seminars | \$7,000 total for all councillors | Per year |
| ICT facilities | Tablet/iPad, if required (to be returned to Council on cessation of office) Printer, if required (to be returned to Council on cessation of office) | Per term |



| Expense or facility | Maximum amount | Frequency |
|---|---|--------------|
| | <p>Access to and use of Council photocopiers, telephones and computers at Council offices for official Council use</p> <p>An interest free loan up to a maximum amount of \$3,000 for the purchase of information technology equipment (computer and peripherals), which is to be repaid by deduction from fees over a maximum period of 3 years and with a minimum payment of \$90 per month. Any balance outstanding is to be paid on cessation of office with Council.</p> | |
| Carer expenses | \$200 per councillor | Per month |
| Council vehicle and fuel card | Provided to the mayor | Not relevant |
| Reserved parking space at Council offices | Provided to the mayor | Not relevant |
| Furnished office | Provided to the mayor | Not relevant |
| Mobile phone and official call charges | Provided to the mayor | Not relevant |

Additional costs incurred by a councillor in excess of these limits are considered a personal expense that is the responsibility of the councillor.

Councillors must provide claims for reimbursement within three months of an expense being incurred. Claims made after this time cannot be approved.

Detailed reports on the provision of expenses and facilities to councillors will be publicly tabled at a council meeting every six months and published in full on council's website. These reports will include expenditure summarised by individual councillor and as a total for all councillors.



Part A - Introduction

1. Introduction

- 1.1 The provision of expenses and facilities enables councillors to fulfil their civic duties as the elected representatives of Upper Hunter Shire Council.
- 1.2 The community is entitled to know the extent of expenses paid to councillors, as well as the facilities provided.
- 1.3 The purpose of this policy is to clearly state the facilities and support that are available to councillors to assist them in fulfilling their civic duties.
- 1.4 Council staff are empowered to question or refuse a request for payment from a councillor when it does not accord with this policy.
- 1.5 Expenses and facilities provided by this policy are in addition to fees paid to councillors. The minimum and maximum fees a council may pay each councillor are set by the Local Government Remuneration Tribunal as per Section 241 of the Act and reviewed annually. Council must adopt its annual fees within this set range.

2. Policy objectives

- 2.1 The objectives of this policy are to:
 - enable the reasonable and appropriate reimbursement of expenses incurred by councillors while undertaking their civic duties
 - enable facilities of a reasonable and appropriate standard to be provided to councillors to support them in undertaking their civic duties
 - ensure accountability and transparency in reimbursement of expenses and provision of facilities to councillors
 - ensure facilities and expenses provided to councillors meet community expectations
 - support a diversity of representation
 - fulfil the Council's statutory responsibilities.

3. Principles

- 3.1. Council commits to the following principles:
 - Proper conduct: councillors and staff acting lawfully and honestly, exercising care and diligence in carrying out their functions
 - Reasonable expenses: providing for councillors to be reimbursed for expenses reasonably incurred as part of their role as councillor
 - Participation and access: enabling people from diverse backgrounds, underrepresented groups, those in carer roles and those with special needs to serve as a Councillor
 - Equity: there must be equitable access to expenses and facilities for all councillors



- Appropriate use of resources: providing clear direction on the appropriate use of council resources in accordance with legal requirements and community expectations
- Accountability and transparency: clearly stating and reporting on the expenses and facilities provided to councillors.

4. Private or political benefit

- 4.1. Councillors must not obtain private or political benefit from any expense or facility provided under this policy.
- 4.2. Private use of council equipment and facilities by councillors may occur from time to time. For example, telephoning home to advise that a council meeting will run later than expected.
- 4.3. Such incidental private use does not require a compensatory payment back to Council.
- 4.4. Councillors should avoid obtaining any greater private benefit from Council than an incidental benefit. Where there are unavoidable circumstances and more substantial private use of council facilities does occur, councillors must reimburse the Council.
- 4.5. Campaigns for re-election are considered to be a political benefit. The following are examples of what is considered to be a political interest during a re-election campaign:
 - production of election material
 - use of council resources and equipment for campaigning
 - use of official council letterhead, publications, websites or services for political benefit
 - fundraising activities of political parties or individuals, including political fundraising events.



Part B - Expenses

5. General expenses

- 5.1. All expenses provided under this policy will be for a purpose specific to the functions of holding civic office. Allowances for general expenses are not permitted under this policy.
- 5.2. Expenses not explicitly addressed in this policy will not be paid or reimbursed.

6. Specific expenses

Travel arrangements and expenses, including Interstate, overseas and long distance intrastate travel expenses

- 6.1. All travel by councillors should be undertaken using the most direct route and the most practicable and economical mode of transport.
- 6.2. Council will provide a combined annual budget of \$15,000 for all Councillor travel expenses incurred while undertaking official business or professional development or attending approved conferences and seminars. This includes reimbursement:
 - for public transport fares
 - for the use of a private vehicle or hire car
 - for parking costs for Council and other meetings
 - for tolls
 - by Cabcharge card or equivalent
 - for documented ride-share programs, such as Uber, where tax invoices can be issued.

This allocation is for all councillors. The general manager will ensure that access to expenses relating to travel arrangements is distributed equitably.

- 6.3. Allowances for the use of a private vehicle will be reimbursed by kilometre at the rate contained in the Local Government (State) Award.
- 6.4. Councillors seeking to be reimbursed for use of a private vehicle must keep a log book recording the date, distance and purpose of travel being claimed. Copies of the relevant log book contents must be provided with the claim.
- 6.5. In accordance with Section 4, Council will scrutinise the value and need for councillors to undertake overseas travel. Councillors should avoid interstate, overseas and long distance intrastate trips unless direct and tangible benefits can be established for the Council and the local community. This includes travel to sister and friendship cities.
- 6.6. Councillors seeking approval for any interstate and long distance intrastate travel must submit a case to, and obtain the approval of, the general manager prior to travel.



- 6.7. Councillors seeking approval for any overseas travel must submit a case to, and obtain the approval of, a full council meeting prior to travel.
- 6.8. The case should include:
- objectives to be achieved in travel, including an explanation of how the travel aligns with current council priorities and business, the community benefits which will accrue as a result, and its relevance to the exercise of the councillor's civic duties
 - who is to take part in the travel
 - duration and itinerary of travel
 - a detailed budget including a statement of any amounts expected to be reimbursed by the participant/s.
- 6.9. For interstate and long distance intrastate journeys by air of less than three hours, the class of air travel is to be economy class.
- 6.10. For interstate journeys by air of more than three hours, the class of air travel may be premium economy.
- 6.11. For international travel, the class of air travel is to be premium economy if available. Otherwise, the class of travel is to be economy.
- 6.12. Bookings for approved air travel are to be made through the general manager's office.
- 6.13. For air travel that is reimbursed as council business, councillors will not accrue points from the airline's frequent flyer program. This is considered a private benefit.

Travel expenses not paid by Council

- 6.14. Council will not pay any traffic or parking fines or administrative charges for road toll accounts.

Accommodation and meals

- 6.15. Council will reimburse costs for accommodation and meals while councillors are undertaking prior approved travel or professional development where travel time reasonably exceeds 3 hours (each way) from the participant's usual place of residence, or where travel time reasonably exceeds 2 hours (each way) for activities of more than one day duration.
- 6.16. The general manager will consider reimbursement of costs for accommodation and meals in other reasonable circumstances, where the need for these provisions can be justified.
- 6.17. Council will provide a combined annual budget of \$5,000 for accommodation and meals in accordance with clause 6.15. The daily limits for accommodation and meal expenses within Australia are to be consistent with those set out in Part B Monetary Rates of the NSW Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, as adjusted annually.



- 6.18. The daily limits for accommodation and meal expenses outside Australia are to be determined in advance by the general manager, being mindful of Clause 6.17.
- 6.19. Councillors will not be reimbursed for alcoholic beverages.

Refreshments for council related meetings

- 6.20. Appropriate refreshments will be available for council meetings, council committee meetings, councillor briefings, approved meetings and engagements, and official council functions as approved by the general manager.
- 6.21. As an indicative guide for the standard of refreshments to be provided at council related meetings, the general manager must be mindful of Part B Monetary Rates of the NSW Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, as adjusted annually.

Professional development

- 6.22. Council will set aside funds in its annual budget to facilitate the professional development of councillors through programs, training, education courses and membership of professional bodies. This allocation is for all councillors. The general manager will ensure that access to expenses relating to professional development is distributed equitably.
- 6.23. In the first year of a new council term, Council will provide a comprehensive induction program for all councillors which considers any guidelines issued by the Office of Local Government (OLG). The cost of the induction program will be in addition to the ongoing professional development funding.
- 6.24. Annual membership of professional bodies will only be covered where the membership is relevant to the exercise of the councillor's civic duties, the councillor actively participates in the body and the cost of membership is likely to be fully offset by savings from attending events as a member.
- 6.25. Approval for professional development activities is subject to a prior written request to the general manager outlining the:
- details of the proposed professional development
 - relevance to council priorities and business
 - relevance to the exercise of the councillor's civic duties.
- 6.26. In assessing a councillor request for a professional development activity, the general manager must consider the factors set out in Clause 6.25, as well as the cost of the professional development in relation to the remaining budget.

Conferences and seminars

- 6.27. Council is committed to ensuring its councillors are up to date with contemporary issues facing council and the community, and local government in NSW.
- 6.28. Council will set aside a total amount of \$7,000 annually in its budget to facilitate councillor attendance at conferences and seminars. This allocation is for all



councillors. The general manager will ensure that access to expenses relating to conferences and seminars is distributed equitably.

- 6.29. Approval to attend a conference or seminar is subject to a written request to the general manager. In assessing a councillor request, the general manager must consider factors including the:
- relevance of the topics and presenters to current council priorities and business and the exercise of the councillor's civic duties
 - cost of the conference or seminar in relation to the total remaining budget.
- 6.30. Council will meet the reasonable cost of registration fees, transportation and accommodation associated with attendance at conferences approved by the general manager. Council will also meet the reasonable cost of meals when they are not included in the conference fees. Reimbursement for accommodation and meals not included in the conference fees will be subject to Clauses 6.15-6.29.

Special requirement and carer expenses

- 6.31. Council encourages wide participation and interest in civic office. It will seek to ensure council premises and associated facilities are accessible, including provision for sight or hearing impaired councillors and those with other disabilities.
- 6.32. Transportation provisions outlined in this policy will also assist councillors who may be unable to drive a vehicle.
- 6.33. In addition to the provisions above, the general manager may authorise the provision of reasonable additional facilities and expenses in order to allow a councillor with a disability to perform their civic duties.
- 6.34. Councillors who are the principal carer of a child or other elderly, disabled and/or sick immediate family member will be entitled to reimbursement of carer's expenses up to a maximum of \$200 per month for attendance at official business, plus reasonable travel from the principal place of residence.
- 6.35. Child care expenses may be claimed for children up to and including the age of 16 years where the carer is not a relative.
- 6.36. In the event of caring for an adult person, councillors will need to provide suitable evidence to the general manager that reimbursement is applicable. This may take the form of advice from a medical practitioner.

7. Insurances

- 7.1. In accordance with Section 382 of the Local Government Act, Council is insured against public liability and professional indemnity claims.
- 7.2. Insurance protection is only provided if a claim arises out of or in connection with the councillor's performance of his or her civic duties, or exercise of his or her functions as a councillor. All insurances are subject to any limitations or conditions set out in the policies of insurance.
- 7.3. Council shall pay the insurance policy excess in respect of any claim accepted by council's insurers, whether defended or not.



- 7.4. Appropriate travel insurances will be provided for any councillors travelling on approved interstate and overseas travel on council business.

8. Legal assistance

- 8.1. Council may, if requested, indemnify or reimburse the reasonable legal expenses of:
- a councillor defending an action arising from the performance in good faith of a function under the Local Government Act provided that the outcome of the legal proceedings is favourable to the councillor
 - a councillor defending an action in defamation, provided the statements complained of were made in good faith in the course of exercising a function under the Act and the outcome of the legal proceedings is favourable to the councillor
 - a councillor for proceedings before an appropriate investigative or review body, provided the subject of the proceedings arises from the performance in good faith of a function under the Act and the matter has proceeded past any initial assessment phase to a formal investigation or review and the investigative or review body makes a finding substantially favourable to the councillor.
- 8.2. In the case of a code of conduct complaint made against a councillor, legal costs will only be made available where the matter has been referred by the general manager to a conduct reviewer and the conduct reviewer has commenced a formal investigation of the matter and makes a finding substantially favourable to the councillor.
- 8.3. Legal expenses incurred in relation to proceedings arising out of the performance by a councillor of his or her functions under the Act are distinguished from expenses incurred in relation to proceedings arising merely from something that a councillor has done during his or her term in office. For example, expenses arising from an investigation as to whether a councillor acted corruptly would not be covered by this section.
- 8.4. Council will not meet the legal costs:
- of legal proceedings initiated by a councillor under any circumstances
 - of a councillor seeking advice in respect of possible defamation, or in seeking a non-litigious remedy for possible defamation
 - for legal proceedings that do not involve a councillor performing their role as a councillor.
- 8.5. Reimbursement of expenses for reasonable legal expenses must have Council approval by way of a resolution at a council meeting prior to costs being incurred.



9. Withholding of Councillor Fees

- 9.1. Any councillors absent from a Council meeting (ie non-attendance and fails to submit an apology prior to the meeting) will have their Councillor fee for the month withheld to the amount of:
 - a) In the event the meeting has a quorum and still proceeds, [80%] of the monthly fee.
 - b) In the event the meeting does not have a quorum and needs to reschedule, [100%] of the month fee.
- 9.2. When Council considers a code of conduct complaint that results in the Councillor being censured or referred to the OLG, Council will seek to recover the costs incurred in regard to external investigator costs, from the councillor in breach. The method of recoupment cannot be by withholding annual payments so will be undertaken by the issuing of an invoice to the Councillor.



Part C - Facilities

10. General facilities for all councillors

Facilities

- 10.1. Council will provide the following facilities to councillors to assist them to effectively discharge their civic duties:
- access to shared car parking spaces while attending council offices on official business
 - personal protective equipment for use during site visits
 - a name badge which may be worn at official functions, indicating that the wearer holds the office of a councillor and/or mayor or deputy mayor.
- 10.2. Councillors may book meeting rooms for official business in a specified council building at no cost. Rooms may be booked through the Governance & Executive Support Officer or the General Manager's Executive Assistant.
- 10.3. The provision of facilities will be of a standard deemed by the general manager as appropriate for the purpose.

Information and communications technology (ICT) expenses

- 10.4. Each Councillor will be provided with the following, if required:
- A tablet/iPad;
 - An interest free loan up to a maximum amount of \$3,000 for the purchase of information technology equipment (computer and peripherals), which is to be repaid by a deduction from elected member fees, over a maximum period of 3 years and with a minimum payment of \$90 per month, with any balance outstanding is to be paid on cessation of office;
 - Access to and use of council photocopiers, telephones and computers at council offices for official Council use.
- 10.5. In addition, the Mayor will be provided with the following, if required:
- A mobile phone for official Council use, including the cost of telephone calls for official duties.

Stationery

- 10.6. Council will provide business cards to councillors, if required.

Administrative support

- 10.7. Council will provide administrative support to councillors to assist them with their civic duties only. Administrative support will be provided by a member of council's administrative staff as arranged by the general manager or their delegate.
- 10.8. As per Section 4, council staff are expected to assist councillors with civic duties only, and not assist with matters of personal or political interest, including campaigning.



11. Additional facilities for the mayor

- 11.1. Council will provide to the mayor a maintained vehicle, to the standard described in Council's Replacement & Disposal of Plant, Equipment & Vehicles policy, with a fuel card. The vehicle will be supplied for use on Council business, professional development and attendance at the mayor's office, as well as incidental private use.
- 11.2. The mayor must keep a log book setting out the date, distance and purpose of all travel, including any private use. The log book must be submitted to council on a monthly basis.
- 11.3. The mayoral allowance will be reduced to cover the cost of any private travel recorded in the log book in excess of 30km per week, calculated on a per kilometre basis by the rate set by the Local Government (State) Award.
- 11.4. A parking space at council's offices will be reserved for the mayor's council-issued vehicle for use on official business, professional development and attendance at the mayor's office.
- 11.5. Council will provide the mayor with a furnished office incorporating a computer configured to council's standard operating environment, telephone and meeting space.
- 11.6. In performing his or her civic duties, the mayor will be assisted by a small number of staff providing administrative and secretarial support, as determined by the general manager.
- 11.7. As per Section 4, staff in the mayor's office are expected to work on official business only, and not for matters of personal or political interest, including campaigning.



Part D - Process

12. Approval, payment and reimbursement arrangements

- 12.1. Expenses should only be incurred by councillors in accordance with the provisions of this policy.
- 12.2. Approval for incurring expenses, or for the reimbursement of such expenses, should be obtained before the expense is incurred.
- 12.3. Up to the maximum limits specified in this policy, approval for the following may be sought up to three months after the expense is incurred:
 - local travel relating to the conduct of official business
 - carer costs
- 12.4. Final approval for payments made under this policy will be granted by the general manager or their delegate.

Direct payment

- 12.5. Council may approve and directly pay expenses. Requests for direct payment must be submitted to the General Manager for assessment against this policy using the prescribed form, with sufficient information and time to allow for the claim to be assessed and processed.

Reimbursement

- 12.6. All claims for reimbursement of expenses incurred must be made on the prescribed form, supported by appropriate receipts and/or tax invoices and be submitted to the General Manager.

Notification

- 12.7. If a claim is approved, council will make payment directly or reimburse the councillor through accounts payable.
- 12.8. If a claim is refused, council will inform the councillor in writing that the claim has been refused and the reason for the refusal.

Reimbursement to council

- 12.9. If council has incurred an expense on behalf of a councillor that exceeds a maximum limit, exceeds reasonable incidental private use or is not provided for in this policy:
 - council will invoice the councillor for the expense
 - the councillor will reimburse council for that expense within 14 days of the invoice date.
- 12.10. If the councillor cannot reimburse council within 14 days of the invoice date, they are to submit a written explanation to the general manager. The general manager may elect to deduct the amount from the councillor's allowance.



Timeframe for reimbursement

- 12.11. Unless otherwise specified in this policy, councillors must provide all claims for reimbursement within three months of an expense being incurred. Claims made after this time cannot be approved.

13. Disputes

- 13.1. If a councillor disputes a determination under this policy, the councillor should discuss the matter with the general manager.
- 13.2. If the councillor and the general manager cannot resolve the dispute, the councillor may submit a notice of motion to a council meeting seeking to have the dispute resolved.

14. Return or retention of facilities

- 14.1. All unexpended facilities or equipment supplied under this policy are to be relinquished immediately upon a councillor or mayor ceasing to hold office or at the cessation of their civic duties.
- 14.2. Should a councillor desire to keep any equipment allocated by council, then this policy enables the councillor to make application to the general manager to purchase any such equipment. The general manager will determine an agreed fair market price or written down value for the item of equipment.
- 14.3. The prices for all equipment purchased by councillors under Clause 13.2 will be recorded in Council's annual report.

15. Publication

- 15.1. This policy will be published on council's website.

16. Reporting

- 16.1. Council will report on the provision of expenses and facilities to councillors as required in the Act and Regulations.
- 16.2. Detailed reports on the provision of expenses and facilities to councillors will be publicly tabled at a council meeting every six months and published in full on council's website. These reports will include expenditure summarised by individual councillor and as a total for all councillors.

17. Breaches

- 17.1. Suspected breaches of this policy are to be reported to the general manager.
- 17.2. Alleged breaches of this policy shall be dealt with by following the processes outlined for breaches of the Code of Conduct, as detailed in the Code and in the Procedures for the Administration of the Code.



Responsibilities

Councillors

Councillors will comply with all aspects of this policy at all times.

General Manager

The General Manager will monitor adherence to this policy and address any non-compliances that occur.

Director Corporate Services

The Director Corporate Services will ensure this policy is reviewed annually and that all reporting requirements are met in accordance with relevant legislation and guidelines.

Executive Support Staff

Executive Support staff will provide administrative support to Councillors in relation to items such as processing reimbursements and travel arrangements.

References and Related Legislation

- Local Government Act 1993 (sections 252 & 253)
- Local Government (General) Regulation 2005 (clauses 2017)

Version History

| Version No. | Date | CM Ref | Reason for Review |
|-------------|------------|----------|-------------------|
| 1 | 16/12/2019 | CD-49/21 | Timed review |
| 2 | 28/3/2022 | CD-7/22 | Timed review |
| 3 | 27/2/2023 | CD-3/23 | Timed review |
| 4 | 30/06/2025 | CD-18/25 | Timed review |
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