

Allowances and Other Benefits Policy (CEO) v1

Hard copies of documents are uncontrolled and may not be current - please refer to the electronic version.



1. Legislation

Section 174(1) of the *Local Government Act 2019* (NT) requires Council to maintain a policy that covers allowances and any other benefits for the CEO.

Guideline 2: Appointing a CEO is followed to set out CEO allowances and other benefits which form part of the CEO total remuneration package.

2. Definitions

Council means the MacDonnell Regional Council's administration.

The Council means the Councillors, President and Deputy President.

CEO means the Chief Executive Officer.

3. Statement

This policy provides the principles to:

- Establish Council's position in relation to payment of allowances in line with the Guidelines.
- Provide guidance in relation to allowance payments and entitlements.

4. Policy

4.1 Principles

4.1.1 Fair and Equitable Workforce

Council is committed to providing payment or reimbursement of reasonable expenses and the provision of non-monetary benefits to support the CEO to carry out their official duties in accordance and consistent with the terms and value defined in the contract of employment.

4.1.2 Ensuring Legal Compliance

Allowances and other benefits payable are approved by the Council in accordance with the Guidelines.

4.2 General Expenses and Benefits

4.2.1 The CEO is entitled to reasonable costs incurred in the performance of the role including:

4.2.1.1 Uniforms.

4.2.1.2 Portable Computer Device including data sim and any software required for the role.

4.2.1.3 Mobile Phone and Hands-Free Motor Vehicle Kit.

4.2.1.4 Subscriptions to professional membership associations.

4.2.1.5 Contribution towards phone, internet and home office supplies.

4.2.1.6 Costs associated with the representation of Council outside Council's boundaries, including interstate and overseas delegations, unless such representation has approval of *the Council*.

4.2.2 If an expense is proposed to be incurred by the CEO that is more than what this policy or the CEO contract of employment provides for, the CEO is to seek a resolution of *the Council* before incurring the expense.

4.2.3 These benefits do not relate to those benefits described in the Declaring Gifts and Benefits Policy.

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4.3 Superannuation

4.3.1 The CEO is entitled to superannuation at the prescribed rate.

4.4 Vehicle

4.4.1 The CEO is entitled to private use of a fully maintained Council vehicle. The usage of this vehicle for both private and Council purpose must be in accordance with the Vehicle Use Policy.

4.5 Accommodation

4.5.1 Council may provide subsidised accommodation in Alice Springs.

4.6 Relocation and Repatriation

4.6.1 Council will provide or pay for reasonable expenses to a maximum of \$15,000 for relocation to Alice Springs and reasonable expenses to a maximum of \$15,000 for repatriation at the completion of employment.

5. Breaches and Consequences

Action or behaviour that does not comply with any element of this policy can be found to have breached the Code of Conduct. Such action or behaviour must be referred to as 'suspected misconduct' until a decision is made that the action or behaviour amounts to a breach of the Code by a person appointed in accordance with procedure.

6. Authority

The Council, 19 December 2025

7. Owner

Office of the CEO, People and Capabilities

8. Review Date

31 December 2028

9. Related Documents

Training Request Form (Employees)
Travel and Associated Allowances Form (Employees)