

HUME CITY COUNCIL

Council Expenses Policy

Policy reference No:	POL/285
File No:	HCC13/377
Strategic objective:	4.1 A high performing organisation that prioritises continuous improvement, safety and accountability.
Adopted by Council:	10 August 2020
Re-Adopted:	27 April 2026
Date for review:	April 2030
Responsible officer:	Manager Governance and Property
Department:	Governance and Property

COUNCIL EXPENSES POLICY

1 PURPOSE

This Policy supports the requirements of the *Local Government Act 2020* (the Act) in relation to payment of allowances and reimbursement of expenses for Councillors and Delegated Committee members. It also provides an overview of how Council provides resources and training to its Councillors and Delegated Committee members to support them to carry out their functions and duties.

Under the Act, Council must reimburse a Councillor or Delegated Committee member for out-of-pocket expenses where Council is satisfied that the expenses:

- Are bona fide expenses;
- Have been reasonably incurred in the performance of the role of Councillor or Delegated Committee member; and
- Are reasonably necessary for the Councillor or Delegated Committee member to perform that role.

2 APPLICATION AND SCOPE

This Policy applies to all Councillors elected to the Hume City Council. It also applies members of Delegated Committees .

Expenditure must always be in the interests of the Hume community and is allocated from Council's annual budget.

Claims for any expenditure not included in this Policy will be subject to a Council resolution.

3 GENERAL PROVISIONS

3.1 Overarching Principles

- Where possible, Council will book and pay for any expenses up front. Where this is not appropriate or practicable, Council will reimburse the Councillor for the out of pocket expense/s incurred.
- Receipts/tax invoices must be provided for any expenses which are being claimed, unless otherwise specified in this Policy. Failure to produce a receipt/tax invoice may result in the expense not being reimbursed.
- Receipts/tax invoices must be itemised and contain sufficient, relevant information about the expense incurred. EFTPOS receipts/invoices with only a total price, without any explanation of what the expenditure relates to, will not be accepted.
- Expense claims must be reasonable and proportionate. They must also include an explanation if the connection between the expense incurred and the role of Councillor or member of a Delegated Committee is unclear.
- Unreasonable expenses will not be reimbursed. For example, Council will not reimburse mini-bar expenses or the purchase of alcohol. The Manager Governance and Property will determine whether expenses claimed are considered to be unreasonable or disproportionate in accordance with this Policy.
- Council will only reimburse expenses incurred by Councillors. Council will not pay for, or reimburse expenses for, partners or anyone else accompanying the Councillor on Council-related business.
- All reimbursements will be paid in arrears.

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- Requests for reimbursement should be received within 30 days of the cost being incurred. Claims for expenses submitted three months or more since the expenses were incurred will not be reimbursed. All claims for the previous financial year must be made by 7 July each year to ensure that they appear in the correct financial year/ quarterly report.
- Council will provide a quarterly report to the Audit and Risk Committee of reimbursements paid under this Policy.
- All expenses incurred will be published on a quarterly basis on Council's website to ensure transparency.
- Where a Delegated Committee is appointed by Council, relevant clauses from this Policy will be incorporated into the Terms of Reference and reimbursement of bona fide out-of-pocket expenses incurred while performing their duties in those roles will be made in line with this Policy.
- Training in relation to this Policy will be provided to all Councillors during the initial Councillor Induction training and periodically to ensure they are aware of the protocols in relation to Councillor expenses.

3.2 Claiming Expenses

All claims for reimbursement of expenses must be submitted via the electronic Expenses Claim Form. Documentation, such as tax invoices, receipts etc, must be uploaded with the claim form to verify the expenditure.

The Manager Governance and Property will review and authorise the claims in accordance with this Policy.

Reimbursement will occur within 21 days of an accurately completed expense claim form, and all required documentation, being received and authorised. Reimbursement will be paid via electronic funds transfer into the Councillor/Delegated Committee member's bank account.

Claims for reimbursement of expenses incurred in a previous financial year cannot be accepted once the accounts for that year have been closed.

3.3 Insurance

Council will ensure that policies of insurance are maintained in accordance with the provisions of the Act to provide the relevant protections to Councillors and Delegated Committee members while performing their duties as a Councillor or Delegated Committee member. These insurance policies include:

- Public liability
- Professional indemnity
- Councillor and Officers liability

3.4 Legal Costs

Other than by specific Council resolution any legal expenses incurred by a Councillor shall be the responsibility of that Councillor. A Councillor shall not engage legal representation or seek legal advice where they will be seeking reimbursement from Council unless specifically authorised by Council before incurring the costs.

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3.5 Child Care/Carer (Care) Expenses

Council will reimburse the cost of necessary child care or carer services where the provision of care is reasonably required for a Councillor or Delegated Committee member to perform their role. Carer services will be eligible to be reimbursed when a Councillor is a carer in a care relationship within the meaning of section 4 of the *Carers Recognition Act 2012*.

Care expenses will not be reimbursed if paid to a family member or a person who normally or regularly lives with the Councillor or Delegated Committee member, except where a live-in (professional) helper such as a nanny is required to work extra time at extra expense because of the Councillor or Delegated Committee member's duties.

Care expenses will be claimed via a completed Expenses Claim Form and shall be substantiated by documentation showing the dates and times care was provided. The Councillor or Delegated Committee member shall also provide the reason why the care was required on each occasion.

Care Expenses will be reimbursed for attendance at:

- Council Meetings, Briefing Sessions and Submission Hearings of the Council;
- Delegated Committee Meetings;
- Official Council functions;
- Meetings arising as a result of a Councillor being appointed by the Council to an external body;
- Training or conferences the Councillor is attending which Council has paid for; and
- Other meetings, events or occasions as agreed from time to time by the Mayor or Chief Executive Officer or by resolution of the Council, prior to the expense being incurred.

Care expenses that may be reimbursed include:

- payment to an accredited child care/attendant care provider, or
- a person providing care who does not:
 - have a familial or like relationship with the Councillor; or
 - reside either permanently or temporarily with the Councillor; or
 - have a relationship with the Councillor or his or her partner such that it would be inappropriate for Council to reimburse monies paid to the care provider.

Fees are generally payable per hour or part thereof, subject to any minimum period which is part of the care provider's usual terms.

Rates for non-accredited child care/attendant care provider must be reasonable and agreed in advance where possible.

3.6 Access and Inclusion

Council commits to supporting any individual who requires particular assistance to be able to fulfil their role as a Councillor or Delegated Committee member. Councillors or Delegated Committee members requiring particular workplace assistance or reasonable modifications to access Council's facilities or utilise Council's resources should contact the Manager Governance and Property.

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3.7 Councillor Welfare

Councillors and Delegated Committee members may approach the CEO with regard to any specific guidance, counselling or coaching they may require to enhance their performance as a Councillor or Delegated Committee member.

Councillors or Delegated Committee members experiencing personal difficulties may seek counselling on a confidential basis through Council's Employee Assistance Program.

4 COUNCILLOR ALLOWANCES

Council will pay an allowance to the Mayor, Deputy Mayor and Councillors as required under the Act.

Allowances shall be paid monthly in advance provided that upon a Councillor ceasing to hold office or pending an election, payment shall be withheld until such time as the Councillor is declared elected. If a Councillor retires or has their position as a Councillor terminated, they will be required to reimburse Council any Allowance paid in advance.

Allowances will be withheld if a Councillor is suspended or ordered to stand down in accordance with the Act.

Payment will be made by electronic funds transfer into the Councillor's nominated bank account.

5 ADMINISTRATIVE SUPPORT

5.1 Meeting Rooms and Mayoral Office

The Mayor is provided with office accommodation in the Hume Municipal Offices (Broadmeadows) which may be used for Council business.

Council also provides an Executive Suite at the Hume Municipal Offices (Broadmeadows) which includes an office/lounge area and work stations which are available for all Councillors to use.

Councillors may request to use other meeting rooms owned and controlled by Council for meetings, interviews and other functions where the primary purpose is to allow the Councillor to discharge their Council duties. The Councillor must be in attendance and bookings must be made in advance through the Mayor and Councillor Support Team. Costs associated with booking the meeting room will be included in Council's operational budget. Councillors will be required to reimburse any costs incurred outside this arrangement.

5.2 Professional Memberships

Council will pay a Councillor's membership of a professional association where the qualification supports the Councillor's professional development related to their role with Council.

5.3 Communication Technology

Due to the environmental impact, Council's preference is that all Council and Committee papers, Councillor communications and correspondence are distributed electronically. Councillors can request this correspondence in hard copy via the Mayor and Councillor Support Team if required.

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Upon commencement, Councillors will be provided with:

- a mobile phone
- tablet/laptop computer and
- a multi- functional printer/scanner/photocopier to assist with the conduct of Council business.

Councillors will also be provided with a Council email address and mobile phone number. These devices are to be used for official Council business only. Council will pay all costs associated with the provision of this equipment and service including paper for printing, connection fees, rental charges and all Council business call and data charges.

It is acknowledged that there will be some incidental private use of mobile communications equipment, such as occasional standard phone calls and text messages within Australia. Use of council equipment overseas must be pre- approved in writing by the CEO.

Councillors must adhere to Council's Privacy Policy and the Councillor Code of Conduct in using any IT resources provided by Council. Council equipment and electronic communications system must be used within the boundaries of normal appropriate practice.

This includes, but is not limited to:

- Storage, transmission, downloading or display of material must not contravene any state or federal law such as equal opportunity, occupational health and safety, and sexual harassment legislation.
- Communication activities must not defame an individual, organisation, association, company or business.
- The use must not contravene a Council policy, procedure, statute or regulation.
- The equipment or electronic communications system must not be used to run a private business, whether for profit or not-for-profit.

Personal views transmitted or published using Council's systems must be clearly identified as personal views and not those of Council.

Any faults or issues with the equipment should be reported to the Mayor and Councillor Support Team at the earliest possible opportunity and they will liaise with Council's Information Technology (IT) department to have the fault or issue rectified.

Council-provided technology such as mobile phones, iPads and laptops will be replaced prior to the end of their useful life. Councillors will be offered the opportunity to purchase the technology being replaced at a reduction to the assessed market value.

Laptops and iPads must be returned to Council's IT department to be securely wiped and certified prior to being purchased.

- 5.4** Technological support and costs associated with the devices being replaced will no longer be provided once the devices have been purchased by the Councillor.

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5.5 Administrative Support

The Mayor and Councillor Support Team will provide administrative support to Councillors to assist them with responding to correspondence, enquiries, requests for service, registrations for attendance at approved conferences, reservations for accommodation and meeting rooms as part of their official duties as a Councillor.

The Mayor and Councillor Support Team will provide diary management support for Councillors relating to their official delegate appointments, official invites and events that are included in the Council Calendar.

5.6 Mail Inward & Invitations

All hardcopy mail received by Council is deemed to be Council business and will be opened by Central Records staff. Private mail should not be sent via or to the Council address

The following provides the basis for how external invitations are received and managed:

- Upon receiving invitations the Mayor and Councillor Support Team will distribute invitations and the relevant particulars as specified in the invitation.
- If Councillors advise the Mayor and Councillor Support Team that they will be attending an event, the Mayor and Councillor Support Team will record the event into the Council electronic calendar.
- Invitations addressed to the Mayor will be referred to the Mayor for acceptance. If the Mayor is unable to attend the Mayor may nominate another Councillor to represent the Mayor or open the invitation to other Councillors to attend.

5.7 Apparel and Stationery

The Council shall, upon request, provide Councillors with standard stationery held or obtained generally for the organisation's requirements.

Council's official letterhead is only to be used for official Council correspondence signed by either the Mayor or an authorised member of Council staff. Councillors are to provide their own letterhead for electoral or ward representation purposes and make it clear they are communicating in their personal capacity, not as a representative of Council.

Councillors are permitted to use Council's letterhead for ward-related correspondence providing the correspondence is drafted by an authorised member of Council staff and arranged through the Mayor and Councillor Support Team.

Council will pay subscription costs for newspapers for Councillors to support Councillors remaining informed about local news.

Councillors will be provided with approved representational corporate wardrobe items out of the Council corporate apparel items upon request.

The Council shall, upon request, loan Councillors personal protective equipment (PPE) required to assist in carrying out the duties of office. This clothing is to be returned promptly upon the completion of the activity for which the clothing was required.

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5.8 Return of Resources

All resources provided to Councillors are provided for use by the Councillor in the conduct of their duties of office. All equipment provided and items purchased, including representational corporate wardrobe items bearing Hume City Council logo's, shall be returned within seven days of the retirement or termination of office to the Mayor and Councillor Support Team, unless specified elsewhere in this Policy.

6 TRAVEL AND VEHICLE EXPENSES

6.1 Private vehicle use

Council will reimburse travel costs associated with the use of a private vehicle, including car parking fees, reasonably incurred when attending meetings and functions (within Victoria) which are related to their duties as a Councillor or Member of a Delegated Committee.

Travel expenses claimed in relation to events must be supported by documentation which demonstrates the event was related to their duties as a Councillor or member of a Delegated Committee.

The allowance payable for reimbursement of private vehicle use will be in accordance with the rates determined by the Australian Taxation Office (ATO) 'cents per kilometre' method calculation.

Alternatively, Council also provides Councillors with a CabCharge card that can be used for travel associated directly related to their duties as a Councillor.

6.2 Interstate travel

Council will cover costs associated with Councillors travelling interstate on Council business as approved by Council resolution within the limits of the budget approved by Council. This comprises airfares, car hire, taxis, and ride-sharing fares.

6.3 Overseas travel

Council will cover costs associated with Councillors travelling overseas on Council business as approved by the Council within the limits of the budget approved by Council. This comprises airfares, visas, passports, car hire, taxis, ride-sharing fares, and any other genuine expenses. All overseas travel by Councillors must be approved by Council resolution.

All Councillor travel will be booked by the Mayor and Councillor Support Team and will utilise the most direct route and the most practical and economic mode of transport. When travelling interstate the mode of transport is to be the most cost effective form of transport. All air travel will be in economy class. To ensure value for money, all requests for airline bookings and accommodation must be advised as soon as the travel is approved by Council.

Travel claims will be to and from the Councillor's notified place of normal residence.

6.4 Vehicles

A fully maintained vehicle will be provided to assist the Mayor to perform their duties and for private use during the Mayoral term.

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6.5 Fines and Infringements

Any costs arising from a breach of road, traffic parking or other regulations or laws or for damage or loss of a vehicle is the responsibility of person travelling and will not be reimbursed or funded by Council.

7 PROFESSIONAL DEVELOPMENT, TRAINING AND CONFERENCES

Council will facilitate a professional development program for all Councillors in compliance with relevant legislation. The professional development will include an induction program with additional training for Mayors, Deputy Mayors and Acting Mayors, and an ongoing component to be conducted annually.

Ongoing professional development facilitated by the organization will cover topics prescribed in the Local Government (Governance and Integrity) Regulations 2020.

Training may be facilitated by Council officers or delivered by external service providers. The cost of mandatory training in accordance with section 27A, s32 or 33A of the Local Government Act 2020 does not form part of the individual Councillor budget allocation or reporting.

7.1 Training and Conferences

An individual budget will be allocated each financial year for Councillors to attend training and conferences. If a Councillor does not utilise this entitlement in any particular year, any unspent funds of the budget allocation can be rolled over into the next financial year. If the rolled over funds are not spent in the subsequent year they are forfeited. The unspent funds may also be allocated to another Councillor to attend training or conferences where they have exceeded their set amount for the financial year.

The Australian Institute of Company Directors' Course is recognised to be of significant benefit to Councillors, so the costs associated with this course will be approved under this Policy, even if they exceed the set amount allocated to Councillors in the financial year.

The set amount for each Councillor will cover the registration fees, reasonable travel, meal and accommodation expenses associated with attendance by Councillors at training and conferences held locally, interstate and overseas.

Training that is provided directly by Council will not be deducted from the annual allocation.

Councillors request to attend training or conferences are submitted to the Manager Governance and Property for review and processing.

Factors to be considered in the review include:

- Relevance of the program to the efficient and effective operations of Hume City Council;
- The event provides an opportunity to receive or upgrade relevant training and skills related to the role of a Councillor;
- The event provides the opportunity to learn key information about an issue of public policy related to the Hume City community;

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- The event has the potential to foster broad economic development opportunities with the municipality.
- Cost/benefit of being represented;
- Expertise, interest and experience of Councillors in areas of conference business.

Should the Application fail to meet the above criteria, and the Councillor still wished to attend the event, the matter will be referred to Council for decision.

Approval of Councillors' attendance at training and conferences when their budget allocation has been exhausted will be via Council resolution.

All approved attendances at training and conferences shall be booked through the Mayor and Councillor Support Team.

7.2 Professional Development

In addition to training and conferences, Councillors may elect to utilise part or all of their annual training allocation to attain a formal, tertiary qualification or to complete specific units provided by a university, TAFE or similarly recognised organisation. The qualification or specific unit being sought must be relevant to their role as a Councillor and the Councillor must provide evidence of satisfactory completion of the course or unit.

In instances where the qualification will not be completed prior to the next election, Council will only reimburse costs associated with units that were completed during the elected term. Specifically, expenses claimed for subjects that will be undertaken during a period that includes the caretaker period or after the elected term has expired will not be paid/reimbursed. If the Councillor is re-elected they can apply to have relevant expenses reimbursed for subjects undertaken during this period.

Approval of a Councillor's application to attain a formal qualification when their budget allocation has been exhausted will be via Council resolution.

8 EVENTS AND FUNCTIONS

Provision of resources or reimbursement of expenses to a Councillor to attend a function or event will only be provided:

- Where a benefit to Hume City Council can be demonstrated e.g. attendance will contribute towards a commitment under the Council Plan; and
- If an invitation has been received by the individual, they have been invited in their capacity as a Councillor.
- All supporting documentation such as invitations / emails etc. should be presented with any claims resulting from the attendance.

Invitations to events that are unrelated to their role as Councillor may give rise to conflict of interest concerns and Councillors should consider Council's Gift Policy when considering these invitations. Where acceptance of the invitation could be perceived as a conflict of interest or create an impression of compromised impartiality, the invitation should be politely declined.

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Council recognises that the role of Mayor carries the expectation that the incumbent will represent Council at events. Accordingly, resources will be provided and expenses reimbursed to support the Mayor, or their Delegate, to attend these events separate to the budget allocated for these purposes.

Council does not support political parties, financially or by any other means. Where a Councillor attends a political party event in a personal capacity the cost is to be borne by the individual Councillor and no reimbursement will be provided. This does not apply to official functions the Councillor is attending in their role of Councillor which are also attended by members of political parties.

8.1 Charity fundraising events

Council may meet the cost of the Mayor or, if the Mayor is unable to attend, their representative to attend charity fundraising events within the City where the work of the charity benefits the Hume community. If the Mayor or their representative wishes to make a financial contribution to the charity (e.g. a donation or purchase of an auction item) they will be required to make this contribution personally.

Council is sometimes asked to support a charity or fund-raising event by purchasing tickets or groups of tickets (such as "tables"). Requests of this nature will be approved by the CEO. The CEO will also determine how the tickets will be allocated and whether the recipients will be required to purchase the tickets or contribute towards their cost.

9 ACCOMPANYING PARTNERS/GUESTS

Any additional attendance fees, airfares accommodation costs, meal costs or any other costs incurred as a result of the attendance of partners and/or children shall be borne by the Councillor. Council will not provide administration assistance to undertake travel arrangements for any person other than the Councillor(s) attending.

10 ACCOMMODATION & MEALS

Where overnight accommodation is required within Australia, Council will arrange accommodation in line with reasonable determinations as established by the ATO.

Accommodation will be arranged to achieve the best value for Council, with breakfast and parking being included wherever possible. Accommodation is to be based at the training/conference venue, or at close proximity. The Mayor and Councillor Support Team will book the accommodation upon receipt of an approved Councillor travel request.

Should Councillors elect to stay at accommodation that is more expensive than the above rates the Councillor will be responsible for paying the difference.

Council will not cover or reimburse the purchase of alcohol.

10.1 Refreshments (mini-bar)

All mini-bar items accounts are the responsibility of the Councillor.

10.2 Other accommodation costs

In-room movie charges and dry-cleaning/laundry costs will not be reimbursed to a Councillor or paid for by Council.

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10.3 Meals

When a Councillor is attending training and conferences in person Council will pay a daily allowance for meals that are not included in the training or conference package or included with the accommodation arrangements. Meal allowances will also be paid when a Councillor is attending official Council meetings or functions in person and where a meal is not provided at the meeting or function. Receipts are not required.

Allowance will be paid through a calculation made under the Taxation Determination table by the Australian Taxation Office.

Should Councillors elect to purchase a meal that is more expensive than the allowances above, the Councillor will be responsible for paying the difference.

Incidental costs such as snacks, coffee or alcohol will not be covered by Council unless included as part of a meal as stipulated above. These rates are based on the rates determined by the ATO.

11 REPORTING

Full details of all reimbursements made in accordance with this Policy will be provided quarterly to the Audit and Risk Committee. This will also include costs associated with Councillor Conduct matters.

In the interests of transparency and good governance, details of reimbursements to Councillors and Delegated Committee members will also be published in Council's Annual Report and quarterly on Council's website.

Councillors should recognise that all expense claims may be subject to Freedom of Information enquiries.

12 RELATED DOCUMENTS

- Local Government Act 2020
- Freedom of Information Act 1982
- Privacy and Data Protection Act 2014
- Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019
- Councillor Code of Conduct
- Councillor Gift Policy
- Public Transparency Policy

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An administrative update was made to this policy on 2 February 2026. The position title of the Responsible Officer was updated to Manager Governance and Property, and the department name was updated to Governance and Property

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