

# Independent Remuneration Panel

## Terms of Reference

1. To review the level and extent of allowance payments currently made to county councillors having particular regard to:-
  - The role of the county councillor and the importance of effective democratically accountable local government and community leadership;
  - The scale and complexity of the County council's operations and changes taking place in the various roles councillors are expected to fulfil and the particular responsibilities attached to the various roles;
  - The time and commitment required from councillors to enable both the Council and individual councillors to be effective in their various roles; and
  - The importance of encouraging people from all backgrounds and circumstances to serve in local government without suffering financial loss as a consequence of their membership of the Council.
2. Members of the Panel will be appointed for a 4-year term which may be renewed. Appointments will be made so that there is staggered membership to enable continuity of knowledge and expertise.