SECTION 10: MEMBERS’ ALLOWANCES PANEL

<table>
<thead>
<tr>
<th>Appointed by:</th>
<th>Civic Affairs Committee</th>
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<td>Membership:</td>
<td>Three independent members appointed by the City Council.</td>
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Terms of Reference:

To recommend an Allowances Scheme which:

i. recognises that councillors undertake council work for the sake of public service and not private gain
ii. recognises in both basic and special responsibility allowances the varying demands placed upon councillors, dependent upon their roles and responsibilities
iii. fairly and equitably compensates councillors, so far as the Panel thinks appropriate, for the time and effort they can reasonably be expected to devote to their work as a councillor
iv. is economic, efficient to administer and effective
v. is easy to understand and explain
vi. recognises the level of out of pocket expenses councillors incur
vii. has flexibility to reflect changes of responsibilities of councillors during the course of the year
viii. ensures that a benchmarking exercise is undertaken with other comparable Councils.
ix. ensures that equality and diversity implications are considered so that a diverse range of Councillors can be attracted.