

AWDURDOD TÂN GOGLEDD CYMRU



NORTH WALES FIRE AUTHORITY

The **Annual Meeting** of the **NORTH WALES FIRE AND RESCUE AUTHORITY** will be held **MONDAY 21 July 2025 virtually via Zoom**. The meeting will commence at 9.30am.

Yours faithfully

Gareth Owens
Clerk


AGENDA

- 1. Appointment of Chair 2025/26**
- 2. Apologies**
- 3. Declarations of Interest**
- 4. Appointment of Deputy Chair 2025/26**
- 5. Appointment of Chair of Audit Committee 2025/26**
- 6. Appointment of Deputy Chair of Audit Committee 2025/26**
- 7. Notice of Urgent Matters**

Notice of items which, in the opinion of the Chair, should be considered at the meeting as a matter of urgency pursuant to Section 100B (4) of the Local Government Act, 1972.
- 8. Membership of the Fire and Rescue Authority incorporating Appointments to Committees and External Bodies**
- 9. Meeting Dates 2025/26**
- 10. Members' Remuneration Scheme**
- 11. Urgent Matters**

To consider any items which the Chair has decided are urgent (pursuant to Section 100B (4) of the Local Government Act, 1972) and of which substance has been declared under item 4 above.
- 12. PART II**

No items for discussion

Report to	North Wales Fire and Rescue Authority Annual Meeting	
Date	21 July 2025	
Lead Officer	Gareth Owens, Clerk	
Contact Officer	Gareth Owens, Clerk (01745 535286)	
Subject	Membership of the Fire and Rescue Authority incorporating Appointments to Committees and External Bodies	

PURPOSE OF REPORT

- 1 The purpose of this report is to invite Members to note membership of the North Wales Fire and Rescue Authority (the Authority) and its committees which has changed since last year. It is also to note the outside appointments such as the Welsh Local Government Association (WLGA) and the Local Government Association (LGA).

EXECUTIVE SUMMARY

- 2 There have been five membership changes to the Authority since last year and this report updates on the current membership and allocation to committees.
- 3 One of the membership changes has resulted in a vacancy on the Standards Committee, and a councillor needs to be appointed to that committee.

RECOMMENDATIONS

- 4 It is recommended that Members:
 - i) **Confirm membership of the Authority, appointments to committees and external appointments; and**
 - ii) **Appoint Councillor Hodge to the Standards Committee.**

BACKGROUND

- 5 The Authority has a series of committees to which appointments are made at the first or annual meeting. These are set out below.

- 6 The Authority has determined not to apply political balance to the membership of its Committees under regulation 20 of the Local Government (Committees and Political Groups) Regulations 1990. Appointments to the Authority's two main committees are made by different methods depending on which constituent authority nominated the member. Standards Committee members volunteer for the position.
- 7 The Authority is also represented on the following:

Chairs and Chiefs Ministerial Fire and Rescue Liaison Group	The Chair
Welsh Local Government Association (WLGA) Council	The Chair
WLGA Co-ordinating Committee	One representative on behalf of the three Fire and Rescue Authorities (FRAs)
WLGA Fire Services Panel	Chair and Deputy Chair
Local Government Association (LGA)	The Chair
LGA Fire Services Forum	One representative on behalf of the three FRAs
Social Partnership Forum	Chair or Deputy Chair

INFORMATION

- 8 Since July 2024 the membership of the Authority has changed. There have been some changes due to political balance changes within the constituent council. Sadly, of course, with the passing of the late Cllr Triggs, the Authority currently has one vacancy.
- 9 The changes are as follows:

Previous Councillor	Current Councillor	Council
Chrissy Gee	Antony Wren	Flintshire
Michelle Blakely-Walker	Ann Davies	Denbighshire
Adele Davies-Cooke	Ian Hodge	Flintshire
Marion Bateman	Chrissy Gee	Flintshire
Gareth R Jones	Tom Montgomery	Conwy
Rob Triggs	Vacant	Gwynedd

- 10 Appointments are made to the following Committees. When membership changes, the new member is usually appointed to the seat of the person they replaced. However, although Cllr Hodge has replaced Cllr Bateman he has volunteered to be appointed to the Standards Committee.

Membership of each committee is as follows:

Executive Panel (13 members) –

Councillor		Council
Carol	Beard	Conwy
Paul	Cunningham	Flintshire
Alan	Hughes	Denbighshire
Chris	Hughes	Conwy
John Ifan	Jones	Ynys Môn
Dylan	Rees	Ynys Môn
Gareth A	Roberts	Gwynedd
Rondo	Roberts	Wreccsam
Paul	Rogers	Wreccsam
Gareth	Sandilands	Denbighshire
Dale	Selvester	Flintshire
Antony	Wren	Flintshire
Vacant		Gwynedd

Audit Committee (15 members)

Councillor		Council
Bryan	Apsley	Wreccsam
Chrissy	Gee	Flintshire
Tina	Claydon	Flintshire
Ann	Davies	Denbighshire
Ian	Hodge	Flintshire
Sharon	Doleman	Conwy
Jeff	Evans	Ynys Môn
John Brynmor	Hughes	Gwynedd
Tom	Montgomery	Conwy
Marc	Jones	Wreccsam
Gwynfor	Owen	Gwynedd
Beverley	Parry-Jones	Wreccsam
Arwyn Herald	Roberts	Gwynedd
Austin	Roberts	Conwy
Mark	Young	Denbighshire

Standards Committee (two members)

Vacant (previously Cllr Marion Bateman (Flintshire))
 Cllr John Brynmor Hughes (Gwynedd)
 plus 4 co-opted members.

- 11 The terms of reference of the above committees are included in the Constitution.

IMPLICATIONS

Wellbeing Objectives	Considered not relevant
Budget	Attendance costs will be met from existing allocated budget
Legal	Meetings are held in accordance with the agreed terms of reference. Members are expected to abide by their code of conduct at all times
Staffing	Considered not relevant
Equalities/Human Rights/ Welsh Language	Considered not relevant
Risks	Considered not relevant

Report to	North Wales Fire and Rescue Authority Annual Meeting
Date	21 July 2025
Lead Officer	Monitoring Clerk – Gareth Owens
Contact Officer	Monitoring Clerk - Gareth Owens
Subject	Meeting Dates 25/26



PURPOSE OF REPORT

- 1 To inform Members of the dates for meetings of the North Wales Fire and Rescue Authority (the Authority), Executive Panel and Audit Committee for 2025 - 26.

EXECUTIVE SUMMARY

- 2 Dates for meetings of the full Authority, Executive Panel and Audit Committee are as shown in paragraphs 7-11 of this report. We ask all councils to keep the dates for full meetings of the Authority clear within their schedule of meetings.

RECOMMENDATION

- 3 It is recommended that Members:
 - i) **agree the dates for meetings of the full Authority, Executive Panel and Audit Committee.**

INFORMATION

Fire and Rescue Authority

- 4 The Standing Order 4(2) of the Authority's Standing Orders says:

"Meetings of the Authority shall take place a minimum of four times per year and the annual meeting shall take place no later than July. These meetings will take place in accordance with a schedule of meetings published by the Authority unless otherwise determined by the Chair, in consultation with the Clerk and Chief Fire Officer."
- 5 We agree with the constituent councils that they should not schedule any meetings which clash with meetings of the full Authority. It isn't possible, however, to avoid clashes for the Audit Committee and Executive Panel. The dates for the Standards Committee meetings (typically two per year) are arranged with the members of the committee.

6 Dates for the NWFRA meetings are scheduled as follows:

Monday 21 July 2025
Monday 20 October 2025
Monday 19 January 2026
Monday 20 April 2026
Monday 20 July 2026
Monday 19 October 2026

Executive Panel and Audit Committee meetings

7 Audit Committee will be held at 09:30 and the Executive Panel at 14:00 on the same day as below:

Monday 15 September 2025
Monday 15 December 2025
Monday 16 March 2026
Monday 15 June 2026
Monday 21 September 2026

IMPLICATIONS

Wellbeing Objectives	Not considered relevant
Budget	Not considered relevant
Legal	Meetings are held in accordance with the NWFRA's Standing Orders and relevant terms of reference Members are expected to abide by their code of conduct at all times
Staffing	Not considered relevant
Equalities/Human Rights/ Welsh Language	All meetings of the Fire and Rescue Authority are equalities compliant
Risks	Not considered relevant

Report to	North Wales Fire and Rescue Authority Annual Meeting	
Date	21 July 2025	
Lead Officer	Gareth Owens, Clerk; and Dafydd Edwards, Treasurer	
Contact Officer	Gareth Owens, Clerk (01745 535286)	
Subject	Members' Remuneration Scheme	

PURPOSE OF REPORT

- 1 To inform Members about the current rates of member remuneration and to formally approve the schedule of payments made during the financial year 2024/25.

EXECUTIVE SUMMARY

- 2 The [annual report](#) of the Independent Remuneration Panel for Wales (IRPW) sets out changes to members remuneration and this report contains information on those changes that affect members of Fire and Rescue Authorities (FRAs).

RECOMMENDATIONS

- 3 Members are asked to:
 - i) **Note the IRPW's determinations in relation to members' allowances and remuneration with effect from 1 April 2025;**
 - ii) **Give delegated authority to the Clerk to update the schedule of member remuneration within the Authority's constitution and to make any necessary amendments to the 2025/26 schedule from time to time during the municipal year, in order to reflect any changes in membership of the North Wales Fire and Rescue Authority (the Authority), or as a result of any supplementary reports issued by the Independent Remuneration Panel for Wales; and**
 - iii) **To approve the schedule of payments made during 2024/25 as required by the IRPW**

OBSERVATIONS FROM THE EXECUTIVE PANEL/AUDIT COMMITTEE

- 4 This report has not previously been considered by Members.

BACKGROUND

- 5 The remit of the Independent Remuneration Panel (IRP) was extended through the Local Government (Wales) Measure 2011. Under the powers provided by the Measure, the IRP has produced a new set of Regulations which came into effect on 1 April 2012. The Regulations apply to payments made to members and co-opted members of local authorities, national park authorities and Welsh FRAs.

INFORMATION

- 6 The Panel uses averaged earning across Wales as the basis for its calculations in relation to elected councillors on principal councils

"The Panel has determined that for the financial year 1 April 2025 to 31 March 2026 it is right to retain the link between the basic salary of councillors and the average salaries of their constituents. The basic salary will be aligned with three fifths of all Wales 2022 ASHE (Annual Survey of Hours and Earnings) for 2022 to 2023, the latest figure available at drafting."

- 7 The Panel then links payment for FRA members to the payment to principal councillors

"In line with the Panel's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of both NPAs and FRAs is also increased in line with ASHE.

The remuneration for Chairs will remain linked to a principal council Band 3 senior salary. Their role element will therefore increase accordingly. Deputy chairs, Committee chairs and other paid senior posts will remain linked to a Band 5. ..."

- 8 For FRAs the Panel's determinations are as follows:

	2024/25 Salary from 1 April 2024	2025/26 Salary from 1 April	Increase
Basic salary for FRA ordinary member	£2,632	£2,788	5.93%
Senior salary for the Chair of an FRA	£11,965	£12,674	5.93%
Senior salary for the Deputy Chair of an FRA and the Chair of Audit Committee*	£6,372	£6,743	5.82%

- 9 In addition to the above:
- the Panel has determined to include a provision for FRAs to apply for specific or additional senior salaries that do not fall within the current remuneration framework;
 - members must not receive more than one FRA senior salary;
 - an FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility; and
 - members of a principal council in receipt of a band 1 or band 2 senior salary (paid for Cabinet/Executive positions) cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply.
- 10 The Chair of the Authority is also the Chair of the Executive Panel and can only claim one salary.

Independent Members

- 11 The fee paid to independent members of the Standards Committee has remained the same again. The Panel did receive representation that the rate had not increased for 5 years and so should be increased. However, the Panel noted
- “ The Panel has not recommended any change [in the level of payment], noting that this should be reviewed in line with any changes in rates set out by Welsh Government Public Bodies Unit. Any changes to remuneration levels will be considered by the DBCC. ”
- 12 The daily fee is capped at a maximum of four full days per year on the following rates:

	2024/25 daily rate from 1 April 2024	2025/26 daily rate from 1 April 2025
Standards Committee Chair	£268 daily fee (£134 for half day)	£268 daily fee (£134 for half day)
Independent Member	£210 daily fee (£105 for half day)	£210 daily fee (£105 for half day)

Travel, Subsistence and Care Allowance

- 13 There have been no changes to travel, subsistence and care allowances which are in line with Welsh Government rates. Members are reminded that it was agreed at the Authority meeting in June 2018 that subsistence can be claimed when members are away from home for five hours or more, this is in line with the HMRC rules.

- **Subsistence**

£28 per day	Day allowance for meals, including breakfast, where not provided in the overnight charge. Must be away for five hours or more to claim subsistence.
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- **Accommodation**

£200 per night	London
£95 per night	Elsewhere
£30 per night	Staying with friends and/or family

- **Mileage** rate remains at 45p per mile.

- 14 Members are also reminded that to support current members and to encourage diversity, and in line with the IRPW's recommendations, the Authority reimburses the cost of care for dependents on production of receipts as follows:

- a. For registered care – actual costs
- b. For unregistered care - up to a maximum rate equivalent to the Real Living Wage.

- 15 The Authority must also publish each the year the total payments made to each member. The IRPW report states

“A relevant authority must make arrangements for publication within the authority area of the total sum paid by it in the previous financial year to each member and co-opted member in respect of salary (basic, senior and civic), allowances, fees and reimbursements in a Statement of Payments (in accordance with Annex 4 that sets out the content that must be included in the Publicity Requirements).”

- 16 Appendix 1 to this report sets out the total payments made during 2024/25.

IMPLICATIONS

Wellbeing Objectives	Considered not relevant
Budget for 2025/26	These increases have been included in the budget for 2025/26.
Legal	<p>Part 8 and schedules 2 and 3 of the Local Government (Wales) Measure 2011 set out the arrangements for the payments of Members of relevant authorities and the functions and responsibilities of the IRPW.</p> <p>In accordance with the IRPW Regulations and guidance set out in the draft IRPW Annual Report for 2017/18, the Authority must produce and maintain an annual Schedule of Member Remuneration which sets out details of the specific payments that it intends to make to Members and Co-opted Members in accordance with the levels of remuneration and allowances determined by the IRPW in its final Annual or Supplementary Reports.</p> <p>Any amendments to the Schedule made during the municipal year must be conveyed to the IRPW as soon as practicable after the amendments are made.</p>
Staffing	Considered not relevant
Equalities/Human Rights/ Welsh Language	It is not considered that there are any issues that need addressing as the recommendations apply equally to all Members regardless of protected characteristics under the Single Equality Act.
Risks	Considered not relevant

North Wales Fire and Rescue Authority - Members' Remuneration 2024-25

Home	Cyngor / Council	Rhif / Number	Cyfrifoldeb / Responsibility Held	Dyddiadau / Dates	Cyflog Sylfaenol / Basic Salary	Uwch Gyflog / Senior Salary	Taliadau Teithio / Travel Payments	Cynhالياeth / Subsistence	Arall / Other	Total
Dylan Rees	Gwynedd	F81911	Cadeirydd / Chair	01/04/2024 - 31/03/2025		£ 11,964.96	£ 1,354.79	£	£ 27.50	£ 13,352.50
Paul Cunningham	Sir y Fflint / Flintshire	F82325	Dirprwy Gadeirydd / Deputy Chair	01/04/2024 - 31/03/2025		£ 6,372.00	£ -	£ -	£ -	£ 6,372.00
Bryan Apsley	Wrecsam / Wrexham	F81913	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Marion Bateman	Sir y Fflint / Flintshire	F81907	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Carol Beard	Conwy	F82322	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Gareth Sandilands	Sir Ddinbych / Denbighshire	F82396	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Tina Claydon	Sir y Fflint / Flintshire	F82318	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Gareth R Jones	Conwy	F82499	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Adele Davies-Cooke	Sir y Fflint / Flintshire	F82317	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Jeff M Evans	Ynys Mon / Anglesey	F82324	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ 49.50	£ -	£ -	£ 2,681.46
Chrissy Gee	Sir y Fflint / Flintshire	F82328	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 04/12/2024	£ 1,782.94	£ -	£ -	£ -	£ -	£ 1,782.94
Alan Hughes	Sir Ddinbych / Denbighshire	F82333	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Chris Hughes	Conwy	F82323	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
John Brynmor Hughes	Gwynedd	F81583	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ 123.30	£ -	£ -	£ 2,755.26
Marc Jones	Wrecsam / Wrexham	F82335	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Gwynfor Owen	Gwynedd	F82320	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Beverley Parry-Jones	Wrecsam / Wrexham	F82136	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Arwyn Herald Roberts	Gwynedd	F82334	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Austin Roberts	Conwy	F82326	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Gareth A Roberts	Gwynedd	F82054	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Rondo Roberts	Wrecsam / Wrexham	F81914	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Paul Rogers	Wrecsam / Wrexham	F82331	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Sharon Doleman	Conwy	F82518	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Dale Selvester	Sir y Fflint / Flintshire	F82327	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Michelle Ann Walker	Sir Ddinbych / Denbighshire	F82436	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
John Jones	Ynys Mon / Anglesey	F82494	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Rob Triggs	Gwynedd	F82321	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 2,631.96	£ -	£ -	£ -	£ -	£ 2,631.96
Mark Young	Sir Ddinbych / Denbighshire	F82336	Aelod o'r Awdurdod Tân / Fire Authority Member	01/04/2024 - 31/03/2025	£ 6,372.00	£ -	£ -	£ -	£ -	£ 6,372.00
			Cadeirydd y Pwyllgor Archwilio / Chair of Audit Committee							
Antony Wren	Sir y Fflint / Flintshire	F82643	Aelod o'r Awdurdod Tân / Fire Authority Member	04/12/2024 - 31/03/2025	£ 856.09	£ -	£ -	£ -	£ -	£ 856.09
Julia Hughes		F81976	Aelod Annibynnol / Independent Member	01/04/2024 - 31/03/2025	£ -	£ -	£ 5.40	£ -	£ 402.00	£ 407.40
Sally Ellis		F81977	Aelod Annibynnol / Independent Member	01/04/2024 - 31/03/2025	£ -	£ -	£ -	£ -	£ 315.00	£ 315.00
Gill Murgatroyd		F82115	Aelod Annibynnol / Independent Member	01/04/2024 - 31/03/2025	£ -	£ -	£ -	£ -	£ 210.00	£ 210.00
Huw Pritchard		F82117	Aelod Annibynnol / Independent Member	01/04/2024 - 31/03/2025	£ -	£ -	£ -	£ -	£ 210.00	£ 210.00
					£ 72,178.07	£ 18,336.96	£ 1,532.99	£ 5.25	£ 1,164.50	£ 93,217.77