

Report to	Executive Panel
Date	21 September 2026
Lead Officer	Gareth Owens, Monitoring Officer
Contact Officer	Gareth Owens
Subject	Supplementary Remuneration Report



PURPOSE OF REPORT

- 1 The purpose of this report is to provide Members with confirmation of the response to the Democracy and Boundary Commission Cymru (the Commission) in relation to the draft supplementary remuneration report.

EXECUTIVE SUMMARY

- 2 The Commission has published a supplementary remuneration report ([Link here](#)) setting out the proposals for remuneration of the Fire and Rescue Authority members following the proposed changes to the governance arrangements with effect from May 2027.
- 3 The matter was discussed at the Fire and Rescue Authority meeting on 20th July 2026, and it was resolved that a response to the proposals would be submitted by the Monitoring Officer, following consultation with the Chair of the Authority, the Chief Fire Officer and the Section 151 Officer.
- 4 The response contained within this report was circulated to Members of the Fire and Rescue Authority on 21st August 2026.

RECOMMENDATIONS

- 5 It is recommended that Members:
 - i) **Note the response provided**

Summary of Proposals

- 6 The Governance model for FRA's will change after May 2027 to consist of 1 cabinet member from each constituent authority plus 50% co-opted members i.e. 6 councillors and 3 co-opted members for North Wales.
- 7 The remuneration model therefore also needs to change to reflect the assumption of greater responsibility. There are wide variations in scale between and the complexity of the governance structures in the three Welsh FRA's so the DBCC is proposing a daily rate for members so that the level of remuneration can reflect the actual time spent on FRA duties.
- 8 In setting the rate the DBCC did look to other FRA's in the UK, but they are very different with England FRA's being based around county or regional areas whereas Scotland and Northern Ireland have just one authority each.
- 9 The WLGA has drafted role descriptions for the new FRA, which have some similarities to the Scottish model including responsibility for
 - a. strategic leadership and direction.
 - b. governance, assurance, and scrutiny.
 - c. financial stewardship.
 - d. equality, inclusion, and ethical standards.
 - e. public accountability and stakeholder engagement; and
 - f. commitment to training and development.
- 10 WG use a model for determining the size and complexity of public bodies and on that scale the new FRA's are Band 3. The proposed rates of pay are as follows:

	Daily rate	Up to 4 hours rate	Hourly rate
Chair	£348	£174	£43.50
Deputy or Committee Chair	£322	£161	£40.25
Board Member	£292	£146	£36.50

- 11 The Regulations also require an adequate and effective internal audit of the systems of internal control, the findings of which must be reported to Members of the Authority. The Authority is required to approve the Statement of Internal Control annually.

Submitted response

- 12 The principle of additional remuneration for cabinet members above that for their cabinet role seems appropriate because FRA duties are quite different to those of a cabinet member in the constituent councils.
- 13 Whilst the extra remuneration is deemed necessary see comments below around potential risks in how this might be perceived.
- 14 Equal remuneration between elected councillors and co-opted appointees is logical and welcomed.
- 15 Remunerating on a time spent basis necessitates a lot of paperwork, and it is actually quite difficult to provide meaningful challenge beyond basic checks such as "was there actually a meeting on the day claimed?"
- 16 Claimable expenses could result in differential payments to different FRA members based, for example, on differences in how long each member spends preparing for a meeting.
- 17 Peoples' (un)willingness to claim can also impact their levels of remuneration. Whilst there is any element of volition around the level of remuneration claimed it is a risk that members will be subject to pressure to not claim their entitlement. I know that you are cognisant of the sometimes-unreasonable levels of pressure that can be applied to members in this regard and the risk that this makes public service less attractive.
- 18 Conventions or parameters can be applied such as an assumption that the time spent preparing for a meeting is equal to the length of the meeting though this is a fairly crude model.
- 19 Historic experience of the daily rate methodology is that meetings can be artificially elongated to ensure that the higher rate is achieved.

- 20 Without any parameters such as an upper limit on the number of days claimable, daily rates also make financial planning/budget prediction difficult. For that reason, the FRA expresses a very strong preference for an annualised allowance rather than a day rate.
- 21 Cabinet roles in constituent councils are expected to be full time. Additional payment for duties raises a question about the extent to which those duties are actually full time and is there a risk that the FRA payments might be seen as being paid twice.
- 22 Whilst it is understandable one might use the WG model for calculating appropriate remuneration levels, the model/remuneration rates have not been updated for some years and the DBCC will be aware of the consternation caused by its current use amongst some co-opted members.

IMPLICATIONS

Wellbeing Objectives	The Governance of the Fire and Rescue Authority is pivotal to setting and achieving long term well-being objectives
Budget	The final model will be fully budgeted for
Legal	Ensures compliance with the updated governance arrangements for Fire and Rescue Authorities in Wales
Staffing	Supports the recruitment and retention of members of the Fire and Rescue Authority with the requisite skills and experience.
Equalities/ Human Rights/ Welsh Language	No issues identified.
Risks	The clarity of remuneration arrangements ensures that payments are appropriate and in line with agreed principles