

- 2 Since the Authority was last updated on 21 July 2025, the pilot described within the collective agreement has been implemented commencing with changing start and finish times across all eight wholetime stations. The pilot is designed to improve the efficiency and effectiveness of the wholetime stations, such as increasing resilience.
- 3 The Collective Agreement Implementation Group (CAIG) has now agreed a policy suite that details the principles and working practices of the collective agreement in respects of resilience procedures, and a new wholetime rostering policy. These documents are due to go through the formal consultation process in October 2025.
- 4 Promotion boards for supervisory managers have been moved to allow personnel to take up new posts at the beginning of the new annual leave year. These changes will be expanded to all management levels during 2026 to support the collective agreement in full.
- 5 A process has been delivered for 12 on-call fire-fighters to migrate to wholetime positions. This will support the crewing of the nucleus stations at Dolgellau and Porthmadog, providing wholetime employment opportunities in those rural areas for the first time.

- 6 A programme to fully establish the Wholetime Rural team has also been completed to ensure that they can further support on-call and nucleus stations in rural areas to enhance resilience and fire cover.

OBSERVATIONS FROM EXECUTIVE PANEL/AUDIT COMMITTEE

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

RECOMMENDATION

- 8 It is recommended that Members:
- i) **Note that officers continue to work with representative bodies in social partnership following the recent signing of the Collective Agreement;**
 - ii) **Note that the Collective Agreement pilot commenced on 2 September 2025, aligning start and finish times at all wholetime stations, and the relocation of wholetime fire-fighters to Porthmadog and Dolgellau fire stations; and**
 - iii) **Note that the CAIG will continue to monitor and review how the collaborative arrangement improves rural fire cover, managing any issues that arise during the period of the pilot.**

BACKGROUND

- 9 Since the signing of the collective agreement on 19 May 2025, the CAIG team has been working on a suite of policy documents that will agree how the collective agreement will be implemented.

INFORMATION

- 10 The shift changes discussed above are detailed further in the graphic below for the benefit of Members.

Start and finish times at existing WDS stations under this agreement			
Station	Day Shift	Night shift	Positive hours
Rhyl, Deeside, Wrexham	08.00 – 18.00	18.00 – 08.00	N/A
Caernarfon, Bangor, Holyhead, Llandudno, Colwyn Bay	08.00 – 18.00	N/A	** Locally agreed**

- 11 The pilot to introduce two nucleus watches of five wholetime fire-fighters (ten in total) at Porthmadog and Dolgellau began on 2 September 2025. These firefighters will respond alongside existing RDS firefighters at these stations. Visits by the Head of Response and other key officers, alongside the facilities team, have been conducted to ensure that staff welfare has been prioritised throughout these changes. The facilities team has drafted a suite of plans for improvements to be made to both stations to better support the new nucleus crewing model.
- 12 A central repository of information and guidance documents, including Frequently Asked Questions (FAQs), has been created by the CAIG on North Wales Fire and Rescue Service's (the Service) internal intranet for the benefit of all personnel. This will be updated after every pilot Monitor and Review meeting.
- 13 A standard agenda to review the pilot in line with social partnership principles has been agreed with representative bodies to ensure that all relevant data is captured to ascertain whether the pilot is performing successfully, or whether it needs further amendments to be introduced in collaboration.

IMPLICATIONS

Well-being Objectives	The ECR outcomes must meet the Authority's obligations under the Well-being of Future Generations (Wales) Act 2015
Budget	Any solution must be within the approved budget
Legal	N/A
Staffing	The Service has continued to work with staff and their representative bodies and will continue to do so. Regular updates are provided at the JCNC and via the Weekly Brief as well as via visits to stations by officers
Equalities/Human Rights/ Welsh Language	The Service's Equality, Diversity and Inclusion (EDI) Officer engaged with EDI groups throughout the consultation. The ECR is contained within the Community Risk Management Implementation Plan (CRMIP) and feedback is gathered as part of the CRMIP process
Risks	The ECR and the work of the resultant CAIG seeks to reduce the risks of not being able to respond to emergencies effectively and efficiently in the communities of North Wales