

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