



Comisiwn
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Ffiniau Cymru

Democracy
and Boundary
Commission Cymru

Supplementary remuneration report

Fire and Rescue Authorities

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Contents

Foreword	3
Chapter 1: Background.....	4
Table 1: Payments to FRA members 2026-27	4
Chapter 2: Considerations	5
Table 2: Welsh Government public bodies remuneration rates.....	6
Table 3: Welsh Government banding scores.....	7
Chapter 3: Consultation	8
Chapter 4: Determination.....	9
Table 4: Proposed rates for FRA members.....	9

The Commission welcomes correspondence and telephone calls in Welsh or English.

Mae'r ddogfen ar hon ar gael yn y Gymraeg.

This document has been translated into Welsh by Trosol.

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Foreword

This supplementary report sets out the Commission's final determination on the remuneration of members of Fire and Rescue Authorities in Wales as those bodies move to new governance arrangements. These changes, introduced by the Welsh Government, will establish smaller executive-style boards comprising one executive councillor from each constituent local authority together with a minority of independent members appointed through public competition.

In reaching this final determination, the Commission has considered carefully the responsibilities that will attach to these roles, the evidence available to us, and the views submitted during consultation. We are grateful to those who responded and whose representations helped inform our consideration of the issues.

The Commission has determined that remuneration for relevant Fire and Rescue Authority roles should be aligned with the Welsh Government's Band 3 public bodies rates, with payment made on a daily basis and with provision for half-day and hourly payments where appropriate.

These arrangements are intended to support implementation of the new governance model after the May 2027 local government elections. Although this report contains our final determination, it will not be static. The Commission will review this determination as part of future annual remuneration reports, in the same way as we review other determinations within our remit, taking account of experience of implementation and any wider developments in the roles and responsibilities of Fire and Rescue Authority members and other senior roles across the local government family.

Karen Jones
Chair

Chapter 1: Background

1. Following issues identified in the governance of Wales' Fire and Rescue Authorities (FRA), the Welsh Government has legislated to change how these vital bodies are run.
2. As part of this, the makeup of their boards is being changed. They currently have between 24 and 28 members, nominated by the local authorities within their area. This will change to one member from each local authority within the FRA's area, and a minority of independent members, to be appointed by Welsh Government through fair and open competition. The local authority members must be executive councillors, that is a council leader, deputy leader or cabinet member. The changes have been enacted by The Fire and Rescue Services (National Framework and Variation of Combination Schemes) (Wales) Order 2026¹.
3. The role of FRA members will change. Welsh Government have worked with the Welsh Local Government Association (WLGA) to create new role descriptions for member roles.
4. Welsh Government has decided that all three FRAs will move to this model after the local government elections in May 2027.
5. Welsh Government has asked Democracy and Boundary Commission Cymru to determine the remuneration of members within these new arrangements. This supplementary report sets out our determinations.
6. The three FRAs in Wales; Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996. FRA boards currently comprise elected members who are nominated by the principal councils within each fire and rescue service area. The remuneration of members assumes that they will be working for 22 days per year, and for ordinary members is linked to that of ordinary principal councillors.
7. The remuneration for the chairs of FRAs is currently linked to a principal council Band 3 senior salary. Deputy chairs, committee chairs and other paid senior posts are linked to a Band 5 salary. Full details of the levels of remuneration for members of FRAs for 2026-27 is set out in Table 1 below. These rates were determined in the Commission's Annual Remuneration Report for 2026-27².

Table 1: Payments to FRA members 2026-27

FRAs	Amount
Basic salary for ordinary member	£2,968
Chair	£13,490
Deputy chair (where appointed)	£7,177
Committee chair or other senior post	£7,177

¹ [The Fire and Rescue Services \(National Framework and Variation of Combination Schemes\) \(Wales\) Order 2026](#)

² [Annual Remuneration Report 2026-27 | DBCC](#)

Chapter 2: Considerations

8. We considered a number of evidence sources in arriving at our determination.
 - a. Briefing on the reform of FRAs provided by the Welsh Government.
 - b. Role description for reformed FRA members, devised jointly by Welsh Government and Welsh Local Government Association.
 - c. Welsh Government public bodies pay rates and methodology.
 - d. Scottish Fire and Rescue Service Board member role description, including remuneration.
 - e. Consultation with stakeholders from 3 July to 14 August 2026, described in the next chapter.
9. The re-organised FRAs will be executive boards, which make decisions about the operating and governance of fire and rescue services in the entire FRA area. Local authority members are not there to represent the interests of their local authority areas. They will be expected to carry out the same role in the same way as Welsh Government appointed members. We consider it appropriate that both should be remunerated in the same way. This is a departure from the approach taken for other bodies on which local authority executive members sit, but we feel that the situation for FRAs is sufficiently different from other bodies where they do not receive additional remuneration, on which local authority executive members are usually sitting as representatives of their local authority.
10. Other parts of the United Kingdom do not have the same arrangements as Wales, so direct comparisons are difficult. England has a number of fire and rescue authorities based on counties, the members of which are local authority nominees. Northern Ireland and Scotland each have one board. Wales has three regional fire and rescue authorities.
11. We considered the role description and remuneration for a Scottish Fire and Rescue Service Board member against the role descriptions for Welsh members. Whilst there are some differences, there are many similarities. Scottish members are paid £321.87 per day, plus expenses.
12. The Scottish and Welsh roles share themes of:
 - 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.
13. They differ in their:
 - a. governance model - Wales uses a regional model with senior local authority membership in the majority, and a minority of Welsh Government appointees. Scotland's model is for a national body;
 - b. appointment and selection processes – Wales will use a mixture of nominees from local authority executive members and appointments by Welsh Government following a fair and open competition. Scotland uses a competitive process for all members, with appointments made by the Scottish Government;
 - c. role scope and breadth – WLGA and Welsh Government have devised a range of role descriptions covering the range of roles and responsibilities, whereas the Scottish example is a unified board member role; and
 - d. time commitment – Scottish FRS Board members are expected to serve for five days per month on average, for a four year fixed term,. Welsh FRAs have not yet

determined their time commitments, with the length of their term to be determined by Welsh Government.

14. Welsh Government sets remuneration for a number of public bodies in Wales. These are determined with reference to a number of factors, and group bodies into five bands based on their budget, staffing, the complexity of their work and the level of risk and exposure for each. Their current rates are set out in Table 2 below.
15. The allocation of bodies to bands is not an exact exercise. The Welsh Government scheme is designed to remain straightforward, proportionate and as objective as possible. To avoid unnecessary complexity, bodies are assigned to bands using scores from 1 to 5 against four key criteria, as set out in Table 3 below.

Table 2: Welsh Government public bodies remuneration rates

	Score from Table 3 below	Role	Daily Rates
Band 5	17	Chair	£494
		Deputy Chair	£435
		Board Member	£378
Band 4	14-16	Chair	£407
		Deputy Chair	£378
		Board Member	£348
Band 3	9-13	Chair	£348
		Deputy Chair	£322
		Board Member	£292
Band 2	6-8	Chair	£265
		Deputy Chair	£234
		Board Member	£205
Band 1	4-5	Chair	£118
		Deputy Chair	£108
		Board Member	£95

Table 3: Welsh Government banding scores

Criterion	Score 1	Score 2	Score 3	Score 4	Score 5
Gross expenditure	Budget under £5m	Budget between £5m and under £75m	Budget between 75m and under £150m	Budget over £150m	Not applicable
Staff numbers (FTE)	Fewer than 50	50-99	100-499	500 or more	Not applicable
Complexity of role	Advisory body; single task.	More complex advisory or single tasked executive body.	Executive body; complex work; some sensitivity.	Executive body; very complex work; frequent difficult or sensitive issues.	Executive body; very complex work with an international dimension, involving wide range of partners, notably the private sector; frequent difficult or sensitive issues.
Risk/exposure	Low	Medium	High	Very high	Not applicable

16. We gathered information on the budgets and staffing of FRAs from the StatsWales website³. It is our assessment that FRAs each score 3 for gross expenditure, 4 for staff numbers, 3 for complexity of role and 3 for risk/exposure, giving them a total score of 13, which would place them at the top of Band 3 on the Welsh Government scheme.

³ [Fire: Personnel \(headcount\) by employment type and financial year | StatsWales](#)
[Revenue outturn expenditure by authority and service | StatsWales](#)
[Capital outturn expenditure by authority and service | StatsWales](#)

Chapter 3: Consultation

17. We published our draft report on 3 July 2026 for a six-week consultation, which closed on 14 August 2026.
18. Principal councils, FRAs, and the WLGA were asked to provide their feedback on our proposed determinations. Six responses were received, by email to remuneration@dbcc.gov.wales and using an online survey. The Commission would like to thank those who responded.
19. The Commission considered all representations carefully before it formulated its final determination. These are published on the Commission's website in line with our publication and redaction policy.
20. Most agreed that the rates were appropriate, and no alternatives were suggested. Some mentioned our proposed linking of rates to Welsh Government public bodies rates, as these have not been increased annually. We recognise the issue, and note that our proposal included an intention for future uprating.
21. We noted concern about the use of a daily rate rather than the annualised rate used previously. The use of daily rates for remuneration applies to many kinds of public bodies across Wales, including for existing co-opted members of FRAs. As these arrangements are not yet in place, and each FRA has the flexibility to place different time demands on its members, we have limited data on which to base an annualised rate, and believe a daily rate is appropriate. We will monitor this as part of future work into the impact of the determination.
22. There was a mix of views as to whether or not councillor members should receive additional remuneration. Some felt that FRA membership is part of the individual member's role on the council executive, while others felt it was sufficiently separate and different to warrant additional remuneration. The Commission considered both sides of the argument and concluded that the latter was the correct approach. We recognise that while FRA membership is related to their council role, individuals will be nominated as members to run the FRA in addition to their council role, rather than to represent their council.
23. The Commission has considered the feedback received and concluded that the draft determination will be adopted as and when each FRA moves to the new governance model. They are included in the next chapter of this report.
24. This determination will be reconsidered as part of the Commission's wider work on the framework around senior role remuneration. This will take account of any changes to the nature of executive members roles, as the Welsh Government considers the increasing regional working across the local government family of organisations.

Chapter 4: Determination

25. Having considered these factors we have determined that the Welsh Government's Band 3 public bodies rate is at an appropriate level for board members of FRAs in Wales.
26. We had to determine whether this should be paid as a daily rate or an annual rate. FRAs are given the autonomy to determine how often they meet and for what purposes. This might lead to a degree of variation between the three FRAs, making an annual rate difficult to determine, and we have therefore concluded that a daily rate is the most appropriate.
27. FRAs will also have the autonomy to set up committees of members which report to their board. The chairs of those committees should be paid at the same rate as deputy chairs of the board.
28. We recognise that not all work carried out by FRA members will equate to a full day of work at a time. We therefore also propose that in addition to the daily rate, FRAs have the flexibility to pay half this for work up to 4 hours in any one day, and an hourly rate, in a similar way to how we determine rates for other roles within our remit.
29. The rates we propose are set out in Table 4.

Table 4: Proposed rates for FRA members

	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

30. We intend to review these rates annually in the same way as other remuneration within our remit, as part of our annual remuneration report.
31. These rates will apply to FRA members whether they are Welsh Government appointed members or executive members of principal councils.