



Comisiwn
Democratiaeth a
Ffiniau Cymru

Democracy
and Boundary
Commission Cymru

Draft supplementary remuneration report

Fire and Rescue Authorities

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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 draft supplementary report sets out the Commission's proposed approach to 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 bringing forward these proposals, the Commission has considered carefully the significant responsibilities that will attach to these roles and the need for a remuneration framework that is clear, proportionate and capable of being applied consistently across all three Fire and Rescue Authorities.

The report proposes that member roles within Fire and Rescue Authorities should be aligned with the Welsh Government's Band 3 public bodies rates, with remuneration payable on a daily basis and with provision for half-day and hourly payments where appropriate. It also proposes that chairs should receive the Band 3 chair rate, and that deputy chairs and committee chairs should receive the equivalent deputy chair rate.

These arrangements are intended to support implementation of the new governance model in South Wales in the current year, and in Mid and West Wales and North Wales from May 2027. The Commission now invites views from Fire and Rescue Authorities, principal councils, the Welsh Local Government Association and other interested parties before final determinations are made. I encourage all those with an interest in these arrangements to consider the proposals set out in this report and to respond to the consultation.

Karen Jones
Chair

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. The first authority to move to this model will be South Wales Fire and Rescue Authority, later this year. Mid and West Wales Fire and Rescue Authority and North Wales Fire and Rescue Authority will move to this model in May 2027.
5. Welsh Government has asked Democracy and Boundary Commission Cymru to determine the remuneration of members within these new arrangements. This draft supplementary report sets out our proposed determinations, and invites comments on these from the FRAs, WLGA, and other interested parties.
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](#)

Considerations

8. We considered a number of evidence sources in arriving at our draft 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.
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 roles on which local authority executive members sit, but we feel that the situation for FRAs is sufficiently different from other bodies, 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](#)

Draft determination

17. 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.
18. 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.
19. 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.
20. 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.
21. 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

22. We intend to review these rates annually in the same way as other remuneration within our remit, as part of our annual remuneration report.

Consultation

We would like to ask FRAs, principal councils, the WLGA and other interested parties for their views on our draft determinations.

We have published an online form to collect your views on each rate. It includes a free text question at the end to gather any additional comments you would like us to consider.

[Determining FRA board member remuneration – Fill in form](#)

Please provide your response by 14 August 2026.

We will consider all responses and publish our final supplementary report within 12 weeks of the publication of this draft supplementary report.

For further information on remuneration and the determination process please refer to the Commission webpage: www.dbcc.gov.wales/remuneration