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County Hall
Rhadyr
Usk
NP15 1GA

Friday, 10 July 2026

Notice of meeting

Democratic Services Committee

Monday, 20th July, 2026 at 2.00 pm,
Council Chamber - Council Chamber

AGENDA

Item No	Item	Pages
1.	Apologies for Absence	
2.	Declarations of Interest	
3.	New Meeting Software Assessment/Feedback	1 - 6
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5.	South Wales Fire Authority Remuneration	17 - 28
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Paul Matthews

Chief Executive / Prif Weithredwr

MONMOUTHSHIRE COUNTY COUNCIL CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillor Louise Brown	Shirenewton;	Welsh Conservative Party
County Councillor Tomos Dafydd Davies	Llanfoist & Govilon;	Welsh Conservative Party
County Councillor Meirion Howells	Llanbadoc & Usk;	Independent
County Councillor Tony Kear	Llanbadoc & Usk;	Welsh Conservative Party
County Councillor Su McConnel	Croesonen;	Welsh Labour/Llafur Cymru
County Councillor Peter Strong	Rogiet;	Welsh Labour/Llafur Cymru
County Councillor Armand Watts	Bulwark and Thornwell;	Welsh Labour/Llafur Cymru
County Councillor Tudor Thomas	Park;	Welsh Labour/Llafur Cymru
County Councillor Christopher Edwards	St. Kingsmark;	Welsh Conservative Party
County Councillor Lisa Dymock	Portskewett;	Welsh Conservative Party
County Councillor Maria Stevens	Severn;	Welsh Labour/Llafur Cymru
County Councillor Frances Taylor	Magor West;	Independent Group

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Aims and Values of Monmouthshire County Council

Our purpose

- to become a zero-carbon county, supporting well-being, health and dignity for everyone at every stage of life.

Objectives we are working towards

- Fair place to live where the effects of inequality and poverty have been reduced;
- Green place to live and work with reduced carbon emissions and making a positive contribution to addressing the climate and nature emergency;
- Thriving and ambitious place, where there are vibrant town centres and where businesses can grow and develop
- Safe place to live where people have a home where they feel secure in;
- Connected place where people feel part of a community and are valued;
- Learning place where everybody has the opportunity to reach their potential

Our Values

Openness. We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

Fairness. We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

Flexibility. We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Teamwork. We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.

Kindness: We will show kindness to all those we work with putting the importance of relationships and the connections we have with one another at the heart of all interactions.



MONMOUTHSHIRE COUNTY COUNCIL REPORT

SUBJECT:	New Meeting Software
MEETING:	Democratic Services Committee
DATE:	20 July 2026
DIVISION/WARDS AFFECTED:	N/A

1. PURPOSE:

- 1.1 To consider feedback from Councillors on the use of the new software for Council meetings and identify any areas for improvement.

2. RECOMMENDATIONS:

- 2.1 That the committee consider the feedback received and consider any further actions that can be taken to mitigate any concerns or improve the overall user experience.

3. REASONS:

- 3.1 Since the start of the Covid pandemic, Microsoft Teams has been used to host remote attendance at Council meetings either fully remotely or in a hybrid situation as it has been for this term of Council. As ever with technology, as it progresses and functionality changes, the suitability of the software to meet the needs of the Council as well progress in other areas, meant that a review of the technology was required with a new meeting software implemented in recent months.
- 3.2 Additionally, this committee called for greater transparency, accountability and audits of the technology within the meeting environment with a view to being able to publish greater detail in relation to meetings included how members have voted in meetings.
- 3.3 A new meeting system was procured that meets the needs of hosting Council meetings whilst meeting the desires of members to allow greater transparency in the meeting process. This has been utilised at a number of committee meetings over the last few months with the biggest test being used at the June Full Council meeting.
- 3.4 Given that it was the first meeting where all members were present to use the software, feedback was sought from members on their experience and a summary is detailed at appendix A.
- 3.5 Overall, the user experience was positive but there were mixed opinions and experiences on similar issues in the feedback from members.

Positives

- Easy to use, particularly by those who attended the training
- Clear audio and stable meeting experience
- Voting was positive and straightforward
- Screen displays is a major improvement
- Meeting management improved with fewer interruptions

Negatives

- Absence of a gallery view is the main concern with the new system focusing on a single speaker. Lead to members attending remotely feeling disconnected with the chamber.
- Lack of chat function
- Visibility of order of speakers for those present in the meeting room
- Unnecessary and distracting for the chair to remain on screen
- Some blurred and low quality connections of remotees
- Some concerns around central control of microphones and participation

- 3.6 Some questions for the committee to consider with the pros and cons of it are below, however it may be worth a small task and finish group of 3 committee members, assessing the system in full to make the decisions for the council collectively.

Gallery View

A gallery view option is available with the system. Whilst it can show all remotees and the chamber in one picture, you will lose a lot of the functionality of the screen displays as there is not enough space on the screen for those to be clearly visible. All members, including the chamber will also be very small on the screen.

Chat Function

Members perceived the lack of a chat function as a negative aspect of the new system. There should be no background chat taking place during the meeting and contributions should be made through the chair and at the discretion of the chair. There is functionality embedded in the system to allow for remote members to get the chairs attention to raise points of order or point of personal explanation but again, allowing these is at the discretion of the Chair. The chat function was sometimes used for background chat between members that was not helpful to proceedings, distracting for the chair and as mentioned above, should be clearly made as a contribution to the meeting proceedings.

Chat therefore should only be used for requesting issues of support to Democratic Services and all members received an email ahead of the previous council meeting with details of who to contact to raise any issues and will continue to do so ahead of future council meetings.

Meeting Management

Some members raised concerns around their microphones not automatically being live once they press them whereas others members praised the new functionality and thought it improved the meeting experience. With any new system there will be different ways of doing things that some members may like or dislike. The technology within the new

system aligns with the constitution of the Council in that the chair has the power to manage the meeting as they see fit, can see the requests from members at all times and are able to make a decision based on that information as they wish.

Visibility of order of speakers within the meeting room

A new display is being progressed with the supplier to show on the screen to the right of the chamber the list of speakers, those wanting the chairs attention and live speakers with a timer alongside their name to display how long they have spoken for. This display mimics the information and display available to the chair throughout the meeting.

Remotees feeling disconnected

In the meetings where the system has been used ahead of Full Council, this feedback was received and is particularly heightened where a chair is attending the meeting remotely as the chamber camera shows very little of the chamber itself.

To that end, it was recommended to the chair to leave their camera on throughout the meeting so that remotees can see the chamber at all times. As above, for some members that was unnecessary and distracting and for the second half of the Full Council meeting we reverted to having the chairs camera off.

Feedback on experiences and a recommendation on the preferred option are welcomed but may need to be utilised more to fully understand the issue.

4. RESOURCE IMPLICATIONS:

- 4.1 There will be a small additional cost to implement the list of speakers display on the side screen of the Council Chamber currently being assessed.

5. CONSULTATION:

All Councillors

6. BACKGROUND PAPERS:

N/A

- 7. **AUTHOR:** John Pearson, Local Democracy Manager
johnpearson@monmouthshire.gov.uk

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Appendix A

Assessment of New Software Feedback

Summary of Positive Feedback

- The system was generally described as easy to use, particularly by those who attended training.
- Several users reported clear audio and a stable meeting experience with few or no technical issues.
- The voting functionality was viewed positively and considered straightforward after initial use.
- The display of speaker names, political groups/roles and agenda items was seen as a major improvement for participants and public viewers.
- The public viewing experience was considered better, with clearer identification of speakers and motions.
- Some users felt meeting management and moderation were improved, with fewer interruptions.
- The software worked successfully on personal devices and different locations for a number of users.
- Most respondents felt the system has potential once members become more familiar with it.

Summary of Negative Feedback / Areas for Improvement

- Absence of gallery view was the most common concern; members felt less connected to the meeting and unable to gauge reactions.
- Lack of a chat function was frequently raised, limiting communication, clarification and requests during meetings.
- Members could not easily see who was waiting to speak or the order of speakers, reducing awareness of meeting flow.
- Several respondents felt it was unnecessary or distracting for the Chair to remain visible throughout the meeting when not speaking.
- Concerns were raised about excessive central control of microphones and participation.
- Some users reported blurred video, sound quality issues, transmission delays and synchronisation problems.
- Connection issues experienced by some councillors raised concerns about reliability for statutory meetings.
- Some participants preferred Microsoft Teams and felt it provided more information and a stronger sense of participation.
- Visual elements such as captions and voting indicators could be clearer and easier to read.
- There were questions about system behaviour, including camera requirements and possible chat functionality.

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MONMOUTHSHIRE COUNTY COUNCIL REPORT

SUBJECT:	Member Induction Programme 2027
MEETING:	Democratic Services Committee
DATE:	20 July 2026
DIVISION/WARDS AFFECTED:	N/A

1. PURPOSE:

- 1.1 To consider the draft timetable for the initial induction programme following the 2027 Council elections.

2. RECOMMENDATIONS:

- 2.1 That the committee consider the draft programme in its current format and consider any recommendations to support the induction programme.

3. REASONS:

- 3.1 Following the council elections in May 2027, an induction programme will be required to upskill all members on the requirements of being a Councillor, the expected behaviours and duties attached to the role and how to participate in council meetings.
- 3.2 Attached at Appendix A is a draft timetable for the induction of new councillors in 2027 for the committees comments and feedback. The attached programme is similar to the induction programme in 2022 which was streamlined to deliver the required sessions to allow the Council to begin delivering its functions as quickly as possible. The programme also follows a recommended programme set out by the WLGA with small changes that suit our local needs.
- 3.3 New member feedback at previous induction programmes has been that the programme can be too much too soon. There is a balance needed between delivering what is required in order for the council to function against the wishes of members to slow the induction programme down. For example, Code of Conduct training for all members must be held before that member is entitled to vote in the AGM which only falls two weeks after the election. Similarly, training for quasi-judicial committees is required before planning and licensing committees can be held so that members vote with the required knowledge and understanding of local policies and legislation. Delays in the induction programme will result in delays in these committees being held and will impact on service delivery.
- 3.4 To that end the programme is broken down in to stages of Pre election, Month 1 post election, Month 2, then the following six months after that. During that last period, the Democratic Services Committee of the Council

can review the induction programme and identify further areas of training and development as well as provide feedback on the appropriateness of the induction training to date.

- 3.5 An important theme of the induction programme is to ensure that where possible there is an e-learning module in Thingi for members to complete where they are not able to attend a training session. During this term we provided recordings and a library of training sessions however we are not able to record completion rates and individuals that completed those sessions using those systems. Recordings of sessions will still be made available in the library but any member not attending training sessions will be required to complete the corresponding e-learning module. Additionally, those attending training sessions will automatically have their e-learning profile updated to record all training completed in one space.
- 3.6 To support this change, a dedicated member induction training badge will be created in Thingi to make it as easy as possible for councillors to access the training that is relevant to them and to allow easy monitoring of training progress. Further information and examples of this will be brought to a future Democratic Services Committee meeting.
- 3.7 To support the induction programme, a dedicated internal webpage is being built to support new councillors in settling into their new role. The pages are in draft and are currently in development but members can access those pages on this link to review the structure and suggest any changes (internal access only) [Councillor Induction](#)
- 3.8 There are other aspects of the induction programme that we could which include;

Mentoring Programme

This would involve experienced members acting as a point of contact for new councillors to support them in settling into their new role. However with such a big turnover in Councillors at the 2022 elections and many experienced councillors not returning, we were limited in the ability to deliver this as a viable option and it was left to each political group, with the support of the democratic services team, to help settle new members and answer their queries.

Personal Development Plans

These are individual training development plans that councillors complete individually focussing on specific areas of development for that sole councillor in areas where they feel they need improvement. Again, with the significant turnover in councillors these were not progressed early in the term as it was likely that if one member required training, then all the new members also needed it and training was delivered en mass.

If councillors are seeking re-election and would like to put themselves forward as a mentor for new councillors please send these through to Democratic Services and we can review at a future meeting if it something we could deliver as part of the 2027 induction programme. Similarly, if any members wish to be involved in the pre election sessions to share their

experience as a councillor over the last term then please send through your interest to Democratic Services.

4. RESOURCE IMPLICATIONS:

Not applicable

5. CONSULTATION:

Chair of Democratic Services Committee
Senior Leadership Team

6. BACKGROUND PAPERS:

N/A

7. AUTHOR: John Pearson, Local Democracy Manager
johnpearson@monmouthshire.gov.uk

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Pre Election				
When	What	Who	How	Notes
December/January 27	What the Council Does, Role of a Councillor, Expectations and duties of a councillor	Democratic Services	Online/in Person	Session recorded and made available online
Late January/February 27	Election Process Briefing Session	Democratic Services	Online/In Person	Session Recorded and made available online

First month					
When	What	Who	In Person / Remote Only / Hybrid	Mandatory / Optional / Recommended	Thingi Module and Name
W/C 10 th May	Welcomes, introductions, declaration of acceptance of office	CEX and SLT	In Person	Mandatory – All members required to sign DOA and cannot participate in Council business without doing so	
W/C 10 th May	Code of Conduct, Ethics and Equalities and Governance Arrangements Including expected behaviours and process of Council Meetings	Monitoring Officer	Hybrid	Mandatory – Code of Conduct Training required ahead of full council the following week	WLGA - Corporate Governance WLGA - Ethics and Standards WLGA – Corporate Governance
W/C 10 th May	Chief Executives Session – The role of the Councillor	CEX	Hybrid	Mandatory	WLGA (Members) Community Leadership and Casework
W/C 17 th May	CEX SLT Overview	CEX and SLT	Hybrid	Mandatory	

	Including session on how political groups operate				
W/C 17 th May	Whose Who	SLT and DMTs	Remote Only	Recommended	
20 th May	Full Council Meeting			NOTE: Appointments to committees needed to set up training for other committees	
W/C 24 th May	Introduction to Planning Committee for Planning Committee Members	Planning	Hybrid	Mandatory for Planning Committee Members	WLGA (Members) Planning for Planning Committee Members
	Introduction to Licensing Committee for Licensing Committee Members	Licensing	Hybrid	Mandatory for Licensing Committee Members	WLGA Members Introduction to Licensing
	Introduction to Planning Committee – All Councillors	Planning	Hybrid	Optional	WLGA (Members) Introduction to Planning

Month 2 onwards					
W/C 31 st May	My Monmouthshire	Digital	Hybrid	Recommended for help with managing casework	
	Introduction to Scrutiny	Scrutiny	Hybrid	Recommended for all Scrutiny Committee Members	WLGA Members Effective Scrutiny
	Introduction to Governance and Audit	Audit	Hybrid	Recommended for all Governance and Audit members	WLGA Governance Audit and Risk Management Various other audit modules
	Introduction to Thingi	Training Team / Dem Services	Online	Mandatory for All Members	

Dates TBC – within first six months					
September 27 onwards	Code of Conduct refresher with examples and expected behaviours in the Chamber	James Williams	Online with breakout rooms	Recommended	
	Social Services and Wellbeing Act Session – Safeguarding & Corporate Parenting	Jane Rodgers	Hybrid	Mandatory	WLGA (Members) Corporate Parenting WLGA (Members) Social Services and Wellbeing Act 2014 Safeguarding Group A (Essential Learning badge) - Mandatory Optional Additional Training Safeguarding Group B Safeguarding Group C (Adults) Safeguarding Group C (Children)
	Introduction to Local Government Finance	Peter Davies	Hybrid	Mandatory	WLGA (Members) Local Government Finance
	GDPR, FOI and data management	Data Team	Hybrid	Mandatory	GDPR 9Essential Learning badge) Data Protection: Principles and Rights

					Data Protection: Protecting Information
	Introduction to Standards Committee	James Williams	Hybrid	Mandatory for Standards Committee Members	WLGA Ethics and Standards
	Equalities, Diversity and Inclusion & Welsh Language	Matt Gatehouse	Hybrid	Mandatory	WLGA (Members) Equality and Diversity
	Climate Change	Hazel Clatworthy		Mandatory	01 Climate and the Nature Emergency Optional Training Carbon Literacy 02 Energy Basics 03 Carbon Net Zero 04 Renewable Energy and Low Carbon Technologies 05 Transport
	Emergency Planning	Ian Hardman		Recommended	Emergency Planning Awareness Business Continuity Planning
	Training for Committee Chairs			Mandatory for Committee Chairs	WLGA (Members) Chairing Meetings Effectively

	Policy and Future Generations	Matt Gatehouse		Mandatory	WLGA (Members) Wellbeing of Future Generations Act 2015
	Equalities and Welsh Language	Matt Gatehouse		Mandatory	WLGA (Members) Welsh Language Standards
	Tour of the County	Dawn / Training Team		Recommended	

Online Only Training					
	VAWDASV			Mandatory for All Members	VAWDASV Awareness: Group 1
	Anti Fraud, Corruption and Bribery			Mandatory for All Members	Anti-Fraud, Corruption, and Bribery
	Monmouthshire Welcome Induction			Recommended	Monmouthshire's Welcome Induction
	Digital Induction			Recommended	Digital Induction
	Copilot			Recommended	Copilot - Introduction Copilot Essentials Copilot - The Art of Prompting Copilot – Best Practice
	Public Speaking and Media Training			Recommended	WLGA (Members) Public Speaking and Working With the Media

	Community Leadership and Casework			Recommended	WLGA (Members) Community Leadership and Casework
	Social Media Awareness			Recommended	WLGA (Members) Social Media Awareness
	Personal Safety, Lone Working				Management of Aggression/Personnel Safety Awareness/ Lone Working

Ad Hoc drop in sessions					
	ICT Drop in Sessions		In Person	Optional	
	My Monmouthshire		In person or online	Recommended	
	My Maps		In person or online	Optional	
	My View		In Person or Online	Optional	
	Introduction to Thingi		In person or online	Mandatory	



MONMOUTHSHIRE COUNTY COUNCIL REPORT

SUBJECT:	South Wales Fire Authority Remuneration
MEETING:	Democratic Services Committee
DATE:	20 July 2026
DIVISION/WARDS AFFECTED:	N/A

1. PURPOSE:

- 1.1 To receive for information the levels of remuneration set by the Democracy and Boundary Commission Cymru for appointments to South Wales Fire and Rescue Authority.

2. RECOMMENDATIONS:

- 2.1 That the committee notes the contents of the Commissions proposals.

3. REASONS:

- 3.1 In recent years, Welsh Government appointed commissioners have replaced locally elected County Councillors on South Wales Fire and Rescue Authority (SWFRA) following concerns raised in how the organisation operated. Shortly, the responsibility for SWFRA will be handed back to local authority representatives to sit on the board.
- 3.2 Attached at appendix 1 is the proposed remuneration for a member appointed by this council to sit on SWFRA.
- 3.3 New legislation requires that the member appointed from each local authority to SWFRA must a member of the executive. At the relevant time the appointment will be put to Full Council to ratify the appointment to the outside body.

4. RESOURCE IMPLICATIONS:

None. Remuneration for any duties undertaken in this role will be re-imbursed by SWFRA.

5. CONSULTATION:

N/A

6. BACKGROUND PAPERS:

N/A

- 7. **AUTHOR:** John Pearson, Local Democracy Manager
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Comisiwn
Democratiaeth a
Ffiniau Cymru

Democracy
and Boundary
Commission Cymru

Draft supplementary remuneration report

Fire and Rescue Authorities

dbcc.gov.wales
remuneration@dbcc.gov.wales

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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.

Democracy and Boundary Commission Cymru
4th Floor
Welsh Government Building
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CARDIFF
CF10 3NQ

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

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