

Report to	North Wales Fire and Rescue Authority Annual Meeting
Date	15 July 2024
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 2024;
 - 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 2024/25 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 2023/24 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 For 2023/24 the Panel has decided to make a modest increase in the basic salary for elected members of principal councils, with consequential increases for members of national park and FRAs.

7 For FRAs the Panel's determinations are as follows:

	2023/24 salary from 1 April 2023	2024/25 Salary from 1 April 2024	% Increase
Basic salary for FRA ordinary member	£2,482	£2,632	6.04%
Senior salary for the Chair of an FRA	£11,282	£11,965	6.05%
Senior salary for the Deputy Chair of an FRA and the Chair of Audit Committee*	£6,222	£6,372	2.41%

* FRA senior salary can be paid to the deputy chair and up to two chairs of committees where there is significant and sustained responsibility.

8 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 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.

- 9 The Chair of the Authority is also the Chair of the Executive Panel and can only claim one salary. The Executive Panel meets five times per year and the Audit Committee meets three times per year. Therefore, it is recommended that the Authority continues with its previous decision that the Chair of the Audit Committee will be paid under the category “other committee chair”.

Independent Members

- 10 The fee paid to independent members of the Standards Committee has remained the same again. 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
Standards Committee Chair	£268 daily fee (£134 for half day)
Independent Member	£210 daily fee (£105 for half day)

Travel, Subsistence and Care Allowance

- 11 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.

- **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.

- 12 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.

- 13 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)."

- 14 Appendix 1 to this report sets out the total payments made during 2023/24.

IMPLICATIONS

Wellbeing Objectives	Considered not relevant
Budget for 2024/25	These increases have been included in the budget for 2024/25.
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