



Record of decisions taken by the North Wales Fire and Rescue Authority on Monday 19 January 2026

Agenda Item No	Topic	Resolution
1	Attendance and Apologies	<p>Councillors in attendance: Dylan Rees (Chair); Mark Young (Deputy Chair); Bryan Apsley; Tina Claydon; Paul Cunningham; Ann Davies; Chrissy Gee; Ian Hodge; Chris Hughes; John Brynmor Hughes (left 09:48); Gareth R Jones; John Ifan Jones (left 09:53); Charlie McCoubrey; Gwynfor Owen (left 09:47); Beverley Parry-Jones; Arwyn Herald Roberts; Rondo Roberts; Gareth Sandilands Dale Selvester; Gareth Williams; Antony Wren;</p> <p>Apologies: Councillors: Carol Beard; Alan Hughes; Austin Roberts; Gareth A Roberts; Paul Rogers</p> <p>Absent: Councillors: Jeff Evans; Marc Jones.</p> <p>Also present: CFO Dawn Docx ; ACFO Helen MacArthur; ACFO Justin Evans; ACFO Anthony Jones; AM Lee Bourne; Dafydd Edwards, Treasurer; Gareth Owens, Monitoring officer; Matt Powell, Deputy Monitoring Officer; Elgan Roberts, Head of Finance and Procurement; Steve Morris, Head of ICT; Llinos Evans, Head of Corporate Communications; Elin Hughes, Culture Champion; Tom Weston, Culture Champion; Tim Owen, Service Transformation Manager; Heledd Davies, Translator; Lisa Allington, Members Services.</p>
2	Declarations of Interest	None.
3	Notice of Urgent Matters	None.
4	Minutes of the Fire and Rescue Authority meeting held on 20 October 2025	i) approve the FRA minutes from 20 October 2025 as a true and correct record of the meeting held.

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5	Chair's Report	i) Note the information provided within the paper.
6	Fire Family Survey and Cultural Champions Update Report	i) Note the initial findings of the Fire Family Staff Survey, acknowledging both the positive progress made and the key areas requiring further focus, and support next steps; and ii) Note the ongoing programme of improvements and support the next steps outlined in this report by the culture champions.
7	Emergency Cover Review	i) Note that officers have continued to work with representative bodies in social partnership to develop a way forward with the ECR; ii) Note that the collective agreement pilot signed off by the CFO and the Fire Brigades Union is now in full operation from 1 January 2026; and iii) Note that the collective agreement is being continually monitored and reviewed, and further data will be presented on its performance.
8	Budget Setting 2026/27	i) Endorse the findings of the Budget Scrutiny Working Group, including the planning assumptions being used to develop the revenue budget for 2026/27; ii) Approve the current financial planning assessment of a revenue budget requirement of £54.375m and capital budget of £6.661m for 2026/27; iii) Approve the proposal to utilise £0.271m of reserves for 2026/27; and iv) Approve the communication of the final financial levy of 54.104m from the constituent local authorities.
9	Treasury Management Report Q2 2025/26	i) Note the treasury management activities and prudential indicators for the period 1 June 2025 to 30 September 2025.
10	Hwb Awen Training Centre Outline Business Case	i) Note the content of the Outline Business Case; ii) Approve progression to Full Business Case development; and iii) Endorse continued engagement with Welsh Government to secure capital funding.
11	Gender Pay Gap Report 2024/25	i) Approve the publication of the Gender Pay Gap Report 2024/25 on the Service's website, as required by legislation.

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12	Annual Equality, Diversity and Inclusion Performance Assessment Report 2024/25	i) Approve the publication of the Annual EDI Report 2024/25 on the Service's website.
13	Provisional Outturn 2025-26	i) Note the projected revenue outturn position and the projected capital slippage for the 2025/26 financial year, as detailed within the report; ii) Note the risks associated with the provisional outturn and recognise that the figures forecasted in this report are prudent; and iii) Note the proposed movement to reserves of £0.548m for LGPS pension rebate.
14	Urgent Matters	None.