

NORTH WALES FIRE AND RESCUE AUTHORITY
EXECUTIVE PANEL

Minutes of the **Executive Panel** of the North Wales Fire and Rescue Authority held on Monday 16 March 2026, virtually via Zoom. Meeting commenced at 14.00hrs.

Councillor

Dylan Rees (Chair)
Mark Young (Deputy Chair)
Carol Beard
Paul Cunningham
Chris Hughes
John Ifan Jones
Charlie McCoubrey
Gareth A Roberts
Gareth Williams
Antony Wren

Representing

Anglesey County Council
Denbighshire County Council
Conwy County Borough Council
Flintshire County Council
Conwy County Borough Council
Anglesey County Council
Conwy County Borough Council
Gwynedd County Council
Gwynedd County Council
Flintshire County Council

Also present:

Dawn Docx
Helen MacArthur
Anthony Jones
Llinos Evans
Dafydd Edwards
Gareth Owens
Dan Stephens

Ros Thomas
Steve Morris
Heledd Davies
Lisa Allington

Chief Fire Officer
Assistant Chief Fire Officer
Assistant Chief Fire Officer
Head of Corporate Communications
Treasurer
Clerk and Monitoring Officer
Chief Fire and Rescue Advisor and Inspector
for Wales
Head of Control
Head of ICT
Atebol - Translator
Executive Assistant

1.0 APOLOGIES

Councillor

Alan Hughes
Paul Rogers
Dale Selvester

Justin Evans
Elgan Roberts

Representing

Denbighshire County Council
Wrexham County Council
Flintshire County Council

Assistant Chief Fire Officer
Head of Finance and Procurement

ABSENT

Councillor

Rondo Roberts

Representing

Wrexham County Council

2.0 DECLARATIONS OF INTEREST

2.1 There were no declarations of interest.

3.0 NOTICE OF URGENT MATTERS

3.1 There were no notices of urgent matters.

4.0 MINUTES OF THE MEETING HELD ON 15 DECEMBER 2025

4.1 The minutes of the meeting held on 15 December 2025 were submitted for approval. A proposal was made that they were a true and accurate record of proceedings. This was seconded and passed with all in favour.

4.2 The Chair advised that the new governance arrangements had now been confirmed and a letter from the Cabinet Secretary for Housing and Local Government had been sent out to Members outlining these arrangements.

4.3 The CFO advised that the consultation response to Welsh Government for the National Framework for Fire and Rescue Services had been submitted, and the Welsh Government had confirmed the new framework which would be implemented as of the end of March 2026.

4.4 **RESOLVED to:**

- i) **approve the minutes as a true and correct record of the meeting held.**

5.0 CHIEF FIRE AND RESCUE ADVISOR AND INSPECTOR FOR WALES'S INSPECTION OF THE SOUTH AND MID & WEST WALES JOINT FIRE CONTROL AND NORTH WALES FIRE CONTROL IN RESPONSE TO RECOMMENDATION 31 OF THE GRENFELL TOWER INQUIRY PHASE 2

5.1 Dan Stephens, Chief Fire and Rescue Advisor for Wales (CFRAIW), was welcomed to the meeting and presented his Inspection of the South and Mid & West Wales Joint Fire Control and North Wales Fire Control in response to Recommendation 31 of the Grenfell Tower Inquiry Phase 2.

5.2 The report provided an update following the publication of the CFRAIW's inspection report entitled "Inspection of the South and Mid & West Wales Joint Fire Control and North Wales Fire Control in response to Recommendation 31 of the Grenfell Tower Inquiry Phase 2".

5.3 The Chair thanked the CFRAIW for his comprehensive report and welcomed the opportunity to improve Control facilities in North Wales as a result.

5.4 A Member asked if confirmation could be provided that the recommendations within the report arose from the need to strengthen resilience and training capacity within the Control Room, rather than addressing any operational failures. The CFRAIW confirmed that Recommendation 3 had been built around the need to provide the Control Management Team, and particularly the Training Officer, the best opportunities to deliver quality training. As operational activity tended to be lower during the day, having more people on duty during the day would then make it easier for Control Firefighters to access training.

5.5 **RESOLVED to:**

- i) Note the content of the report; and**
- ii) Note that an action plan that has been put in place to consider the recommendations of the CFRAIW's inspection.**

6.0 PERFORMANCE MONITORING, APRIL 2025 – DECEMBER 2025

6.1 ACFO Anthony Jones presented to Members the Performance Monitoring, April 2025 – December 2025 paper which gave an update on performance for the period 1 April 2025 – 31 December 2025 (quarters 1 - 3 of financial year 2025/26). The performance measures reflect the five key principles outlined in the Community Risk Management Implementation Plan (CRMIP) for the 2025/26 financial-year and include commentary on emerging trends and future actions.

6.2 It was asked if the Service used the clear trends in data within this report to inform its planning and delivery, and ACFO Jones confirmed that it did, along with partnership working on an all-Wales basis.

6.3 It was further asked if the required recording mechanisms were in place to identify trends in emerging technologies, and ACFO Jones confirmed that members of the Control team were part of national collaborative work developing a Fire and Rescue data platform to ensure that the data reported was as accurate as possible. It remained a key area of focus for North Wales Fire and Rescue Service (the Service).

6.4 The CFO confirmed that a presentation around prevention work would take place prior to the next full North Wales Fire and Rescue Authority (the Authority) meeting to provide Members with more information in relation to the work carried out around prevention and partnership working. The next iteration of the Community Risk Management Plan would also indicate where resources would be best placed to deal with any trends.

6.5 A Member noted that the 2026/27 budget had already been set and asked if the Service was appropriately funded to deal with the general increase in fires attended, including wildfires. The CFO confirmed that the Service had set a budget enabling the provision of resources for an average year; however, communication would take place with constituent councils in relation to subsequent years to highlight the increase in trends and the funding that would be required to deal with those increases. It was clarified that officers were content with the budget for 2026/27.

6.6 **RESOLVED to:**

i) Note the content of the Performance Monitoring Report.

7.0 COMMUNITY RISK MANAGEMENT IMPLEMENTATION PLAN 2026/27

7.1 ACFO Anthony Jones provided Members with an overview of the feedback received from the public consultation on the Community Risk Management Implementation Plan (CRMIP) 2026-2027 and the associated Equality Impact Assessment (EqIA), and to seek approval of the final version of the aforementioned documents.

7.2 It was asked whether helping communities to become more resilient was an area of focus for the Service. ACFO Jones confirmed that it would be, and that the local resilience forum for North Wales was very aware of the need to support local communities with developing their civil resilience, and that it was an integral part of the planning process for the Service.

7.3 **RESOLVED to:**

i) Note the content of the feedback report; and

ii) Approve the attached CRMIP 2025-26 and associated EqIA for publication.

8.0 PAY POLICY STATEMENT 2026/27

8.1 ACFO Helen MacArthur delivered the Pay Policy Statement 2026/27 which sought to inform Members of the Authority of their responsibilities arising from the Localism Act 2011 (the Act).

8.2 It was noted that the Act requires the Authority to prepare an annual Pay Policy Statement for approval before the commencement of the financial year to which it relates.

8.3 The paper also set out the proposed Pay Policy Statement for 2026/27 which was consistent with previous years.

- 8.4 ACFO MacArthur confirmed that, since the report had been drafted, confirmation of the Service's accreditation as a Real Living Wage employer had been confirmed.
- 8.5 A Member noted that the Gender Pay Gap report had recently been presented to Members and asked if there was pay parity between genders. ACFO MacArthur confirmed that there was and that the reason for the gender gap related to the number of personnel of different genders in different roles rather than a lack of pay parity. However, as more female firefighters were joining the service and progressing through the ranks, this gap would reduce accordingly.
- 8.6 **RESOLVED to:**
- i) **Note the requirements of the Localism Act 2011; and**
 - ii) **Endorse the Pay Policy Statement for the 2026/27 financial year.**

9.0 URGENT MATTERS

- 9.1 There were no urgent matters to discuss.

It was moved that the meeting progress to Part II which was proposed and seconded with all in favour. The live stream was terminated.

Part I concluded at 14:45

PART II

10.0 THE ROLE OF THE TREASURER (SECTION 151)

- 10.1 The Treasurer presented to Members the Part II paper regarding proposed changes to the role of the Authority's Treasurer (Section 151 Officer), which is a statutory role responsible for the proper administration of the Authority's financial affairs.
- 10.2 Those present impacted by the decisions to be made under Part II were asked to leave the meeting.
- 10.3 CFO Docx clarified that the Service was in a good position in relation to stability and expertise within its finance department, and that this would be a good time to bring the duties of the Section 151 Officer in-house.
- 10.4 A Member asked how the Authority would be involved in deciding remuneration for the Section 151 Officer, and whether there would be an efficient handover prior to Dafydd leaving.
- 10.5 The CFO clarified that the intention was for the new arrangement to remain cost neutral to the Authority and that figures would be provided should Executive Panel members recommend that the proposal be taken forward.
- 10.6 In relation to a handover, the Welsh Government had advised that they would likely recruit the additional Members in relation to the new governance arrangements in September 2026. It should therefore be known in adequate time who would be undertaking finance duties and they would therefore be able to work alongside the current incumbent for an efficient handover prior to their contract expiring.
- 10.7 **RESOLVED to:**
- i) Support the proposed arrangements for internalising the statutory Section 151 Officer role and recommend approval of the appointments by the full Authority on 20 April 2026; and**
 - ii) Allow the Clerk to be authorised to update references to the Treasurer within the Constitution accordingly.**

Part II concluded 14:55 hrs