



New Independent Members for the Standards Committee 2025

Introduction

North Wales Fire and Rescue Authority (the Authority) is looking for **two** Independent Members to serve on its Standards Committee (the Committee).

The ability to speak Welsh will be considered to be an advantage, and the need to achieve a balance of skills, qualities and expertise on the Committee, as well as the need to represent the community as a whole and achieve a geographical spread will be taken into account.

The Committee receives training prior to each meeting, so previous experience is not required.

The Standards Committee of North Wales Fire and Rescue Authority meets twice a year unless there is urgent business to be discussed. Meetings take place during the day online via Zoom and last 2 – 3 hours each. They are arranged at the convenience of committee members.

Independent members are remunerated in accordance with rates set by the Democracy Boundary Commission Cymru.

APPOINTMENT OF INDEPENDENT MEMBERS TO THE STANDARDS COMMITTEES OF NORTH WALES FIRE AND RESCUE AUTHORITY

The Standards Committee

The Standards Committee plays a central role in the ethical framework that governs the conduct of local authority members. Every member of a local authority and of every community and town council has undertaken to abide by the Code of Conduct for Members. The Committee's main role is to promote and maintain high standards of conduct by these councillors and to assist them to observe the Members' Code of Conduct.

The Committee has certain specific functions including considering complaints that members have breached the Code of Conduct and to impose a sanction where appropriate. It also considers applications made by members for dispensations to allow them to take part in discussions, even though they have a prejudicial interest under the Code.

Such complaints are rare, so the main work of the Committee is to review codes and protocols. The aim is to ensure that the Authority's processes support and encourage ethical behaviour that conforms with the councillors' code of conduct. The Committee also monitors councillors' attendance at meetings.

The Independent Members

Applicants will be required to demonstrate independence and impartiality in assisting the Standards Committee in promoting, maintaining and improving ethical arrangements within the Authority.

The work of the Committee requires the Independent Members to possess the following qualities and skills:-

- listening skills
- ability to understand and weigh up evidence
- ability to come to an objective view and explain that view by reference to the evidence
- team working skills
- respect for others and an understanding of diversity issues
- discretion
- personal integrity
- not actively participate in local or national politics
- not have had significant previous disputes with the Authority
- not have a close relationship with any member/officer of the Authority

A detailed knowledge of local government is not necessary although it would be an advantage if potential candidates were interested in matters relating to public life and services. In addition, independent members must: -

- Be eligible for selection as an independent member (*see below as to who cannot be an independent member**);
- Be well respected in the community;
- Be able to meet the time commitment involved and be available at short notice;
- Be able to provide two references.

***A person cannot be an independent if they are:**

- *a councillor or officer (or married to a councillor or officer) of any county/country borough council, fire authority, national park authority, or a community/town council*
- *a former councillor or officer of North Wales Fire and Rescue Authority. Former councillors or officers of other county/country borough councils, fire authorities or*

national parks cannot be independent members until the expiry of 12 months since they ceased to be a councillor or officer of such an authority.

The Appointment Process

The Authority is obliged to set up a Consultative Panel to consider applications. The Panel, after interviewing all shortlisted applicants, will present its recommendation to the full Authority on 19th January 2026, which will make the appointment.

Applications must be submitted on the appropriate Application Form accompanied by two letters of reference.

Successful candidates will be expected to take up their appointments immediately and serve, subject to termination or resignation, for between four and six years. There is also the possibility of re-appointment for a further term, in total up to a maximum of 10 years.

The offers are subject to, and conditional upon, the successful completion of a DBS check.

Remuneration

As mentioned, Independent Members are remunerated for each meeting/event they attend in accordance with rates set by the Democracy and Boundary Commission Cymru. Those rates are currently £105 for up to four hours and £210 for over four hours. These rates are reviewed annually by the Democracy Boundary Commission Cymru.

The Authority is an Equal Opportunities employer and provider of services and it welcomes applications from women, young people, disabled people and people from ethnic minorities.

To find out more information about the role please go to

[Current Vacancies - Recruitment and Vacancies - About Us - North Wales Fire And Rescue Service](#)

To request an application form , please ring or email

HR Desk

01745 575269

HRDesk@northwalesfire.gov.wales

Closing date for applications: 12:00pm 28 November 2025