

Commissioners' terms of reference

- a. To secure the full and sustainable implementation of all the recommendations the review of SWFRS culture and values, no later than the deadlines stipulated in it.
- b. To establish and oversee a senior management team and related processes that are untainted by the failings identified in the report; and as a first step, to appoint a Chief Fire Officer and, as necessary, other senior staff who appear most likely to contribute fully and effectively to the FRA's recovery.
- c. To establish and implement a process to identify grievance cases arising during the period covered by the report which may have been improperly and/or unfairly dealt with for the reasons identified in the report; and to ensure those cases are reopened and re-examined, leading to a fair and just outcome.
- d. To secure the full implementation of all recommendations in the CFRA's thematic reviews, as soon as possible and in meaningful social partnership
- e. To make arrangements for a significant and sustained reduction in SWFRS's attendance at false alarms.
- f. To develop proposals for the future governance of SWFRA which are most likely to minimise the risk of further such failings.
- g. To discharge other functions of the FRA and its members as set out in statute and the FRA's standing orders.
- h. To advise the Welsh Government on progress with the above, and on the potential for ending intervention.
- i. To undertake all their work in the full spirit of social partnership, and through continual and effective engagement with SWFRS staff and their trade unions and other representative bodies.