



**Hampshire  
& Isle of Wight**  
FIRE & RESCUE SERVICE

**Information Compliance Team**

Headquarters  
Leigh Road  
Eastleigh  
Hampshire  
SO50 9SJ

Sent by email to:

[REDACTED]

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**t.** 02380 626850  
**e.** DP@hantsfire.gov.uk  
**w.** hantsfire.gov.uk

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Date: 19 January 2023

Our Reference: FOI 114 22-23

Enquiries to: Information Compliance Officer

**Freedom of Information Act 2000**

Dear [REDACTED]

We are writing in respect of your application for the release of information held by the Service, which we received on 12 January 2023. We can confirm that we have now completed our search for the information requested.

**You asked:**

Do you allow secondary employment in your service?

**Our answer:**

We can confirm we hold the information requested. We do allow outside employment providing that the outside employment:

- Does not conflict with Working Time Regulations and the Service's Working Time Procedure
- Does not create a conflict of interest that is deemed to be inappropriate
- Is not a driving role governed by tachograph regulations.

**You asked:**

If yes, do you allow secondary employment to carry out fire safety work such as fire risk assessment, fire training or any other fire consultancy work?

**Our answer:**

This is determined on a case-by-case basis by senior management. If a request for outside employment which involves fire safety/consultation work is approved, it is managed closely and reviewed regularly as a conflict of interest. The employee is required to provide details of:

- Geographical location of outside employment
- Activities associated with fire safety
- Relationship with supplier and employment status.

In addition, the Service reserves the right to assure that fire safety-related activities and protection of the public are of a standard that equates with the Service's own.

**You asked:**

If yes, do you allow your staff to carry out this work within the Services area or not?

**Our answer:**

This is determined on a case-by-case basis by senior management. As mentioned above, if a request for outside employment which involves fire safety/consultation work is approved, the employee is required to provide details of geographical location.

Any future correspondence with Hampshire and Isle of Wight Fire and Rescue Service in relation to this matter should be sent to the Information Compliance Officer at the above address.

If for whatever reason you are unhappy with our response you may request an internal review by contacting DP@hantsfire.gov.uk or by writing to the Information Compliance Team at the above address.

Should you remain dissatisfied you can appeal against the internal review decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

Information Compliance Officer  
Information Compliance Team  
Hampshire and Isle of Wight Fire and Rescue Service