

Freedom of Information request: Reference number FOI2026/00637

Date of request: 15th May

Request:

To support clarity and ensure I fully understand the organisational position, please provide the following information for the last three years, covering all departments and directorates, including but not limited to: Prevention and Protection, Operations, Control, Training, and all Support Services.

1. Organisation Wide Acting Up and Temporary Promotion Records

For all departments listed above and any other relevant directorates:

- An anonymised list of all staff who have acted up into Station Commander posts or equivalent roles/positions, regardless of whether they were temporarily promoted to SC rank.
- Their substantive rank/grade at the time of acting up.
- The department they were acting up within.
- The duration of each acting up period.
- Whether the acting up was continuous or intermittent.
- Whether the acting up was formally recorded under policy.
- The criteria used to select each individual for acting up. OFFICIAL – Sensitive
- Whether any individuals acted up without holding the required operational competence.

Non Operational Acting Up (FRS D → FRS E)

- Confirmation of all instances where non operational staff have acted up from FRS D to FRS E, including:
 - their substantive grade
 - the criteria used
- whether FRS E is treated as the non operational equivalent of Station Commander
- whether operational competence, IC1 or IC2 were required
- the pay level applied
- whether this is applied consistently across departments

2. Pay and Allowances (All Departments)

- Confirmation of the pay level applied to each Station Commander post or equivalent role/position, regardless of whether the individual was temporarily promoted to SC rank.
- Confirmation of whether any individuals placed into SC posts or equivalent roles were paid at or around £72,000, and the criteria used to determine this level.

5% SRA

- Confirmation of all instances where a 5% Special Responsibility Allowance (SRA) has been used as an alternative to acting up or temporary promotion, including:
 - the roles / positions it was applied to

- the substantive rank/grade of the individuals receiving it
- whether the 5% uplift is linked to competence, responsibility, or simply being "temporary"

- whether the 5% uplift is used consistently across departments

5% Uplift for Temporary Team Leaders

- Confirmation of all instances where temporary Team Leaders receive a 5% uplift, including:

- their substantive rank/grade OFFICIAL – Sensitive

- whether they hold full Station Officer competence, only competent incident Command level 1 or not holding incident Command level 1/ competency to ride

- whether Station Officer competence is required for the 5% uplift, or whether it is applied regardless of competence level

- the criteria used to determine eligibility for the 5% uplift

7% Uplift for Rotational Staff

- Confirmation of all instances where a approx. 7% uplift has been applied to Firefighters rotating into Prevention and Protection (e.g., 6 weeks

Prevention/Protection / 2 weeks Ops), including:

- the roles / positions receiving this uplift
- the substantive rank of the individuals
- the criteria used to determine eligibility for the 7% uplift
- whether this uplift is used consistently across the organisation

Departmental Variations

- Any departmental variations in temporary promotion pay, SRA usage, uplift percentages, or acting up mechanisms.

- The policy or guidance used to determine pay for temporary roles / positions, including the use of SRAs and uplift percentages as acting up mechanisms.

3. Team Leader / Equivalent Roles / Positions Across the Organisation

Please provide the following information for all departments:

- An anonymised list of all Team Leaders or equivalent supervisory roles / positions, including their substantive rank/grade and whether they are acting up.

Acting Up Eligibility

- Confirmation of all staff who are currently acting up from their substantive role / position, but who are not eligible for Station Commander competent pay because they:

- do not hold an operational rank
- are not operationally competent
- do not hold IC1 or IC2
- or do not meet the criteria for SC temporary promotion OFFICIAL – Sensitive

Acting Up Levels

- For these individuals, please confirm:

- the acting up level they are being paid at (e.g., Sub Officer Specialist, Station Officer Specialist, FRS E)

- the criteria used to determine this acting up level

- the policy basis for awarding acting up pay where SC eligibility criteria are not met

Deputy Team Leader (DTL) Structure

- Confirmation that the Deputy Team Leader (DTL) role is an officially recognised management role with responsibility for:

- conduct and discipline processes
- Stage 1 performance management
- day to day supervisory functions
- Confirmation of the established organisational expectation for the number of DTLs per TL across all departments.
- An anonymised breakdown of how many competent DTLs each TL has across the organisation.
- Confirmation of any departmental variations in DTL allocation, competence requirements, or management responsibilities.

4. Training and Development Access (Organisation Wide)

- The criteria for access to Station Commander development pathways.
- The criteria for access to IC2 (Level 2 Incident Command) training.
- A list of all staff granted access to SC development or IC2 training in the last three years, including:
 - their substantive rank/grade
 - their department
 - whether they were acting up at the time
- Any departmental differences in access to development pathways. OFFICIAL – Sensitive

5. Workload, Staffing Models and Resource Allocation

For all departments with supervisory roles / positions:

- The established staffing model for each team.
- The expected number of competent staff required for safe workload distribution.
- Any documented decisions relating to the allocation of competent staff or deputy support roles.
- Any departmental variations in staffing expectations for TL level roles / positions.

6. Relevant Policies (Organisation Wide)

Please provide copies of, or links to, the following:

- Acting Up Policy
- Temporary Promotion Policy
- Fairness and Consistency Policy
- Training and Development Policy
- Stress and Wellbeing Policy
- Any departmental guidance relating to TL roles / positions, SC pathways, or supervisory responsibilities

Purpose of this request

This information is required to:

- understand the organisation wide application of acting up and temporary promotion policies
- ensure consistency and fairness across departments
- clarify the position regarding my own role / position, workload and development pathway
- support accurate record keeping and future discussions

This is not a grievance.

It is a request for factual information to ensure transparency and accuracy.

Response:

The LFB have carefully reviewed the scope of your request and have determined that, due to its breadth and complexity, compliance would exceed the appropriate cost limit set out under [Section 12 of the FOIA](#).

The information requested spans a three-year period and covers multiple departments and directorates across the organisation. The information is not held within a single centralised record and would require extensive searches across a range of systems, records and business areas. To identify, locate, retrieve and extract the information falling within the scope of your request, we would need to review numerous personnel, payroll, training, operational competence and management records, many of which would require manual examination.

Having considered the work involved, the LFB estimate that the time required to determine what information is held and to locate, retrieve and extract that information would significantly exceed the statutory limit of 18 hours prescribed by the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.

The cost limit can be applied on the basis of a reasonable estimate. Once a public authority reasonably concludes that complying with any part of a request would exceed the cost limit, it is not required to undertake work up to the 18-hour limit or to consider the remaining parts of the request.

Accordingly, we are refusing your request under [Section 12\(1\) of the Freedom of Information Act 2000](#), as the cost of compliance would exceed the appropriate limit.

In accordance with our duty to provide advice and assistance under section 16 of the Act, we invite you to consider whether your request can be narrowed or refined.

When seeking information about a particular issue, policy or decision, it is often helpful to focus on specific categories of information, such as:

- reports, briefings or governance papers;
- decision records, approvals or recommendations;
- final versions of documents;
- meeting agendas, minutes or action logs; or
- records created within a particular time period.

Requests for all emails, correspondence or communications relating to a topic can be particularly difficult to process because of the large volume of material that may need to be located and reviewed. Focusing on specific decisions, events, meetings, documents or date ranges can often assist in bringing a request within the cost limit while still providing the information of greatest relevance.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process, please see the guidance we publish about making a request on our website: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>