

Freedom of Information request: Reference number FOI2026/01139

Date of request: 14th September

Request:

Under the Freedom of Information Act 2000, I would like to request the following information regarding Fire Control personnel undertaking roles outside of Fire Control within your Service.

Information Requested

Does your Service currently employ, or has it employed within the last five years, any Fire Control staff who have moved into operational, community safety, prevention, protection, resilience, emergency planning, training, or other uniformed supervisory/managerial roles?

If yes, please provide:

The job title of the role(s).

Whether the individual remained substantively employed within Control or permanently transferred departments.

The terms and conditions of employment applicable to the role (e.g. Grey Book, Green Book, local agreement, etc.).

The rank or grade held by the individual.

What criteria were used to determine the individual's suitability and eligibility for the role?

Did the Service require the individual to:

Maintain Fire Control competence?

Attend Fire Control for refresher training or operational assurance purposes?

Complete additional operational, management, incident command, prevention, protection, resilience, or specialist training?

Are there any policies, procedures, frameworks, talent pathway programmes, promotion processes, or workforce planning arrangements that enable Fire Control staff to progress into roles outside of Control?

Has your Service produced any guidance, policy documents, business cases, job evaluations, or legal advice relating to Fire Control staff undertaking positions traditionally occupied by operational personnel?

If applicable, please provide copies of any policies, procedures, role maps, eligibility criteria, or guidance documents relating to:

Fire Control staff transferring into operational support roles.

Fire Control staff undertaking Watch Manager, Station Manager, or equivalent supervisory roles.

Competence, development, and maintenance of skills for such roles.

Has your Service considered Fire Control experience as meeting all or part of the requirements for supervisory or managerial roles outside Control? If so, please provide details of the assessment criteria used.

How many Fire Control employees have been appointed to non-Control supervisory or management roles between 1 January 2021 and the date of this request?

Please provide any anonymised examples where a Control employee has successfully progressed to roles within:

Community Safety / Prevention

Protection

Emergency Planning

Resilience

Training and Development
Operational Assurance
Service Improvement
Any other uniformed management role
Can all information requested please be sent via email to n-

Response:

Thank you for your request dated 14th September, received under the Freedom of Information Act 2000.

We've considered your request and estimate that complying with it would exceed the appropriate limit of £450, calculated at £25 per hour (18 hours), as set out in section 12(1) of the Act and regulation 4 of the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. We are therefore not obliged to comply with it, and this letter serves as our refusal notice under section 17.

This estimate reflects the range of information covered by the request: personnel and movement records spanning a five-year period, terms and conditions and rank/grade detail for each individual identified, retrieval of policy, framework and guidance documents, and liaison with each of the operational functions you've listed to identify and compile anonymised examples. Taken together, we're satisfied this would exceed the limit well before all elements of the request were addressed.

We'd also note that several elements of the request are framed as questions rather than requests for recorded information for example, asking what criteria were used, whether Fire Control experience has been considered as meeting role requirements, or how many employees have been appointed to particular roles. Under section 1(1) of the Act, you have a right to recorded information we hold, not to narrative answers, analysis or explanations we would need to produce. Where a document already exists that addresses one of these points – a policy, criteria document, or workforce report, for example – we'd treat that as falling within scope. Where no such document exists, we wouldn't be required to create one in order to answer the question as put, in line with the Code of Practice issued under section 45 of the Act.

We'd like to help you get useful information within the cost limit. If you're able to narrow the request – for example, to a single function area, a shorter time period, to aggregate figures without individual case examples, or to focus on specific documents or datasets held rather than questions to be answered – we'd be glad to consider a revised request on that basis.

If you're dissatisfied with this response, you're entitled to request an internal review, and subsequently to complain to the Information Commissioner's Office if you remain dissatisfied.

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/>