

Secondary employment

Reference No: 025/2017

Request Date: 27/02/2017

Request

1. Are staff employed by the fire authority (including firefighters) permitted to undertake secondary employment?
2. What conditions are placed on staff (including firefighters) employed by your fire authority who wish to undertake secondary employment in periods where they are not required for work for the fire and rescue service?
3. What audit checks are undertaken to ensure compliance with the conditions required for secondary employment?
4. What sanctions are applied to staff who fail to comply with the secondary employment conditions?
5. What number of staff were disciplined for failure to comply with the secondary employment conditions, in the calendar years 2015 and 2016? What sanctions were applied in each case where failure to comply with the policy was established?
6. Please forward a copy of fire authority policy regarding secondary employment of staff.
7. Does the fire and rescue service secondary employment policy apply to all secondary employment work undertaken by staff? If not, what areas of secondary employment are excluded from the policy?
8. Has the fire authority/fire and rescue service adopted the guidance by the Chief Fire Officers Association (CFOA) dated 30 November 2015 and issued to for all UK Fire and Rescue Authorities, in relation to FRA trading companies? If not - has the fire and rescue authority/fire and rescue service determined not to adopt the CFOA guidance?

Response

1. Yes
2. No conditions as such but the appropriateness of the work undertaken and the hours to be worked are taking into consideration when the decision to approve the application (or not) is made. Approval must be sought via the application form.
3. None - no conditions imposed as above but workplace performance is monitored for any adverse impact.
4. Where there was an adverse work impact, consideration to remove the approval to work.

5. None
6. Please see [outside application form](#).
7. Yes covers all areas
8. Our Head of HR does know what the last question refers to - She has not heard of any CFOA guidance on this.