



STAFFORDSHIRE COMMISSIONER

Police | Fire and Rescue | Crime

FOI ref no: SCO/FOI/06/2021

Date: 2 February 2021

Freedom of Information request: reference SCO/FOI/06/2021, first notified to us by email on 25 January 2021.

Staffordshire Commissioner's Office response to your enquiry is as follows:

I can confirm that the Staffordshire Commissioner's Office does hold the requested information.

Please provide the recorded information held relating to the outside business interest of the deputy chief fire officer, Rob Barber.

The business name is Ignis Workplace Solutions but may not always be referred to by name in the information sought.

The request would include any correspondence and reports held.

In order to fulfil your request attached are two documents.

1. The completed Outside Work Interests document that the Deputy Fire Officer submitted to the Chief Fire Officer for consideration.
2. A timeline of recorded information received by the Commissioner's Office regarding this matter.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of this email and should be addressed to:

Compliance Manager
Staffordshire Commissioner's Office
Block 9, Staffordshire Police HQ
Stafford
ST18 0YY

Or emailed to: FOI.PFCC@staffordshire-pfcc.pnn.gov.uk.

Please remember to quote the reference number in any future communications.

Yours sincerely

Freedom of Information Decision Maker



APPENDIX 2

Application for permission to undertake outside work in off duty periods

Name: Rob Bayer Service No: [REDACTED]
 Role: DCFO Station/Dept: HA

Section 1 for completion by the applicant

Section 2 for completion by the Station/Group Manager/Department Head

Section 3 for completion by the DCFO

Section 1

Please complete below the details of the role permission is being sought for

Position held: Director of Ignis Workplace Solutions

Name & Address of Employer/Organisation: IGNIS Workplace Solution
C/O Dacres
2 Forge Lane
Etruria

Do you own/manage or have a business interest in this organisation: Yes/No (please circle which applies)Is this work Paid or Unpaid: Paid/Unpaid (please circle which applies)Proposed hours of work: Registering a company looking at deliveringWorking pattern: critical inc management support, BCP planning, investigations

Working conditions: This will be my wife's company however I
will be a director. We won't be trading as yet,
we are looking at the viability of business and have
I attach an appropriate certificate of insurance. established a website.

I would like to make an application to undertake the work detailed above in my off duty time. I have read and understand that my application and any subsequent permission must comply with the Outside Work Policy.

Signed: [REDACTED]Date: 19th Sept 2020



Section 2

Station/Group Manager/Head of Department comments and recommendation:

Recommendation: Approve / Reject (please circle which applies)

Signed:

Date:

Print Name:

Section 3

DCFO comments (if applicable): As the company is in effect [REDACTED] I have no problem with Rob being a named Director, however the following requirements apply to this decision:-

1. There is to be no use of your role with the service in the company, ie use of title or responsibilities photos on uniform.

Application approved / Rejected (please circle which applies)

2. You are not allowed to provide support in any way to the P.T.O.

Signed: [REDACTED]

Date: 24/4/20

Print Name: L. BRYANT

For HR use:

Review date:

Letter issued:

Records updated:

Completed by:

Consultation End Date: 26/03/2019			People Impact Assessed: 14/02/2019		Review Date: 31/05/2022	
Personnel may share the information in this document with members of the public:					Yes	
© Copyright: Staffordshire Commissioner (Fire and Rescue Authority)						
Date of Issue:	Title of Document:	Job No.:	Author:	Department:	Director/Manager Approval:	Additional Information:
31/05/2019	Outside Work Policy (Including multiple Fire Service roles)	858	Sue Wilkinson	HR	Dermot Hogan 30/05/2019	

company during your working time. You need to take care or be on hand if you are asked to undertake work for the company.

3. Whilst the company is dormant and not trading I do not expect appropriate insurance to be secured. However once the company trades you are required to ensure this insurance cover is in place and proof is provided.

4. In the event of the company commencing trading you/it are not permitted to tender for work with Scalldishide FRG/FRA.

5. In line with section 3.5 of the Service policy, this permission will be withdrawn if the company's trading activities could be considered a conflict of interests with the FRA.

6. No materials provided to you to undertake your DFD role can be used to support any of the company's work.

7. As the company is currently dormant & not trading I will review this position in 6 months. In the event of the market research indicating the potential for trading to commence Rob is required to present these proposals to the LFO for review & determination as to whether this current permission remains in place.



Timeline of events

- 19.09.20 Deputy Chief Fire Officer submitted an outside work interests form to the Chief Fire Officer for permission and consideration.
- 24.09.20 Chief Fire Officer completed the outside work interests form granting permission to the Deputy Chief Fire Officer (See attached document).
- 07.10.20 Ignis Workplace Solutions Limited was incorporated where Mr Rob Barber was named as a Director.
- 05.01.21 Mr Rob Barber resigned from his role of Director of Ignis Workplace Solutions Limited.
- 07.01.21 Informed by the Deputy Chief Fire Officer and the Head of Communications & Engagement for the Commissioner that a press enquiry had been received regarding Ignis Workplace Solutions and Mr Barber's role within the company.
- 07.01.21 An account of the circumstances regarding the setting up of the company was provided to the Staffordshire Commissioner's office, along with confirmation that Mr Barber had resigned from the company on the 06.01.21. Also that permission had not been sought from the Commissioner by Mr Barber.
- 08.01.21 Copy of the Outside Work Policy received from HR.
- 11.01.21 Chief Executive (SCO) requested confirmation from the Chief Fire Officer whether permission had been sought regarding Mr Rob Barber becoming a Director of a critical incident management company established in October 2020.
- 11.01.21 The Chief Fire Officer confirmed that the Deputy Chief Fire Officer had sought permission.
- 12.01.21 The Chief Fire Officer provided the Commissioner's office with a copy of the completed Outside Work interests form.
- 15.01.21 Chief Executive of the Commissioner's office provided the Staffordshire Commissioner with a note for consideration in respect of Mr Barber's outside work interest.
- Recommendation 1 was that on the basis that the policy is unclear and that the Deputy Chief Fire Office did follow procedure limited though it is, requesting sign off from the Chief Fire Officer, no further action was recommended.
- Recommendation 2 was that the policy be revised (agreed with the Chief Fire Officer).
- 29.01.21 Agreement from the Commissioner to the Chief Executive approving recommendations.