

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 OYY

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



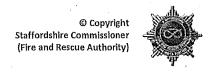
Application for permission to undertake outside work in off duty periods

Name:	Rob Basser	Service	No:			
Role:	DLFO	Station	/Dept:	10	,,,,,,,,,,	
Section 1 for co	ompletion by the applicant			1 P	٠	-
Section 2 for co	ompletion by the Station/Grou	ıp Manager/Depart	tment Head			,
Section 3 for co	ompletion by the DCFO		. •			*
Section 1					. •	
Please comple	te below the details of the role	e permission is bein	g sought for		•	
Position held:	Director of Igno	· workplac	e solub	ons		
Do you own/m Is this work Pai Proposed hour Working patte Working condi	tions: Learner dine ma	c (O Daine 2 forge lan Efrancia rest in this organisa d) (please circle way a con a con	ation: Yes, which applies) suparry support source took	No (please) looking BCP pla and has be true siness nodoste	circle which ap	elwining investigation west,
	make an application to undert					
understand tha	at my application and any subs	sequent permission	must comply	with the Out	side Work Poli	cy.
Signed:			Date: 14 5	pt 2020	2	

Outside Work Policy (including multiple Fire Service roles) Issue Date: 31 May 2019

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Section 2

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

Signed:	Approve / Reject (please circle which applies) Date:				
Print Name:					
requiements	applicable): As the company is a effect. I have me hob being a named Meletor, however the following apply to this decision: Tole with the service in the bedy Rejected (please circle which applies) tempory, ie will of little a lot of allowed to paid with the plant one way to pate: 24/4/20	2 XX XX.T.			
For HR use:					
Review date:					
Letter issued:					
Records updated: Completed by:					

Consultation End Date: 26/03/2019 People Impact Assessed: 14/02/2019 Personnel may share the information in this document with members of the public:				Yes		
	: Staffordshire Commission					
Date of Issue:	Title of Document:	Job No.:			Director/Manager Approval:	
31/05/2019	Outside Work Policy (including multiple Fire Service roles)	858	Sue Wilkinson	HR	Dermot Hogan 30/05/2019	

Outside Work Policy (including multiple Fire Service roles)
Issue Date: 31 May 2019

Job No: 858 Page **7** of **7**

tompany during your working kind to need to take work or be on leave if you are wisked to indestable work or the company 3. Whilst the company is lathert and not trading I do not expect appropriate insulance to be rewed. However once the company trades you all regulat to ensule this insulance lover is in place and prot is provided. 4. In the went of the company commencing thating justite the not permitted to kender by work with states while I he line with section 35 of the Service policy, this
permission will be withdrawn it the tempeny's trading
activities could be considered a conflict of interests with
the FRA.

b. No makerals provided to you to indertake por OLD toke can
be sted to support any of the tempenes work.

1 As No Indeed to support any of the tempenes work. 7. As the largery is willently balment a not theling I will review this position in b months. In the event of the market userich indicating the potential for theding to commence Rob is legisled to please these proposals to the 150 ber review a determination, as to whether this whent 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 Baber 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.