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| <b>DATE:</b>  | <b>20.12.2018</b> | <b>FOI REQUEST NO:</b> | <b>270_1819</b> |
| <b>FOI REQUEST AND RESPONSE</b>   |                   |                        |                 |
| <p><b>1. Whether the Fire and Rescue Service ‘the service’ pays any external organisations to advertise vacant firefighter or FRS staff roles on their website.</b></p> <p>None for Firefighter roles and we use Indeed and Safle Swyddi for support roles.</p> <p><b>2. For a list of websites / organisations the service uses to advertise firefighter or FRS staff roles (excel format) and how much each website/organisation received from the service in the three most recent financial years</b></p> <p><b>2015/16</b></p> <p><b>2016/17</b></p> <p><b>2017/18</b></p> <p><b>If no money was paid to advertise the roles, please indicate this on the spreadsheet.</b></p> <p>For firefighter roles this doesn’t apply – we only use our website. Actual overall costs are not available as we do not collate them but we will do when we introduce the new HR system next year.</p> <p><b>3. For an email address and contact information for the HR department or relevant department responsible for publishing and promoting vacancies within the service.</b></p> <p>With regard to your request for direct contact details, SWFRS operates a single point of contact policy. All callers are requested to contact the Service via HQ Reception on 01443 232000. The call will be directed to the most appropriate department/individual to deal with your call.</p> <p>This is the same for email correspondence. Please direct all emails enquiries to <a href="mailto:swfs@southwales-fire.gov.uk">swfs@southwales-fire.gov.uk</a> so that your request can be directed as appropriate.</p> <p>This policy is in operation to ensure that calls/emails are dealt with more efficiently – as structures/posts can change, this prevents emails being sent to individuals whose role may have changed. It also prevents individuals from receiving unwarranted calls/correspondence.</p> |                   |                        |                 |

This stance is supported by guidance from the Information Commissioner's Office

which states that:

"The presumption is in favour of protecting privacy, so the release of personal information will only be fair if there is a genuine reason to disclose. This involves a three-stage test. A public authority will generally have to satisfy itself that:

- there is a legitimate interest in disclosure;
- the legitimate interest can only be met, or fully met, by the disclosure of information which identifies individuals (i.e. the disclosure is necessary to that purpose); and,
- the disclosure would not involve unwarranted detriment to the individual's privacy or other rights and legitimate interests.

In this instance you have not provided any indications a legitimate interest in disclosure of such information – or demonstrated that the release of such information is vital to that interest.