



**Gofynner am/
Please ask for:** Information Governance
and Compliance
Tel: 01443232000
E-bost/E-mail: DataProtection@southwales-fire.gov.uk
Our ref: IG001027
Dyddiad/Date: 02.09.21 By Email

Dear Sir/Madam,

RE: Request for Information held by SWFRS

Your request ref: IG001027 has been dealt with under the Freedom of Information Act 2000.

You asked us:

Please supply me with all job evaluation scores for each Grade within all departments of the Fire service.
Please can you put like the format below example.

Score Grade Job Title

555 8 Administrator

I would also like a copy of the job evaluation overview out come for the following posts

Business Fire Safety

Fire Safety Support officers Grade 7
Cad Technicians Grade 7

Business Support

Administrative officers Grade 4, Grade 5 & Grade 6

Secretary's Grade 7

Community Safety

Fire Crime Practitioner Grade 7

Sp & C

Pencadlys Gwasanaeth Tân ac Achub De Cymru,
Parc Busnes Forest View, Llantrisant, Pont-y-clun, CF72 8LX.

Ffôn 01443 232000 • Ffacs 01443 232180
www.decymru-tan.gov.uk

Rydym yn croesawu gohebiaeth yn y gymraeg a'r saesneg - byddwn yn
ymateb yn gyfartal i'r ddau ac yn ateb yn eich dewis iaith heb oedi.

CODI YMWHYBYDDIAETH - LLEIHAU PERYGL

South Wales Fire and Rescue Service Headquarters,
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equally to both and will reply in your language of choice without delay.

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Analyst Grade 11

Information Governance assistants Grade 7 Administrative officer Grade 6

Finance

Administrative Assistant Procurement Grade 5

For clarity I am not requesting any information that would lead to the identity of individuals.

Our response:

Your request for information has been duly processed under the Freedom of Information Act 2000.

South Wales Fire and Rescue Service (SWFRS) is not able to release the information that you are seeking, under Section 36 FOIA prejudice to effective conduct of public affairs. All post holders involved in the job evaluation (JE) process have not yet been fully notified of results at this time and this is considered to be a highly sensitive, live matter.

Information is exempt information if its disclosure under the Freedom of Information Act 2000 (FOIA) would otherwise prejudice substantially, or be likely to prejudice substantially, the effective conduct of public affairs. The JE process remains ongoing and SWFRS can confirm that it has not yet concluded the full process at this time (including appeals and or any potential related or subsequent investigations). To release such evaluation scores to the wider public would be likely to cause substantial prejudice to the effective conduct of public affairs.

If SWFRS were to disclose the requested information prior to scores being delivered to relevant post holders and their line managers in a sensitive, controlled way, this may cause upset to individual post holders and wider HR functions e.g. causing potential staffing and welfare implications- harmful to the overall operation of public affairs. This would be likely to cause disruption/ negatively impact on the ability of SWFRS to undertake its functions and duties effectively as a responsible Public Authority and Category 1 Responder.

At current, SWFRS also believes that the scoring, could likely be exempt under s. 40 personal information, as job title would likely identify information relating to specific individuals currently employed, especially if the roles have singular appointments.

Although we can appreciate that there may be benefit to revealing JE scores for openness and transparency, SWFRS has a duty to its processes in concluding the overarching job evaluation and appeals stage in a carefully managed way.

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Some of the information may also exempt as, under S.21 FOIA it may be reasonably accessible to yourself the applicant by other means:

- If you are a part of the JE process and wish to make a data Subject Access Request – for information that both identifies and relates to you, this would likely include your own JE scoring. However, to note: any information which would: impede management forecasting/ planning or negotiation would be omitted along with any other relevant exemptions such as 3rd party data. SAR information is intended for personal use.
- If you are an internal member of SWFRS you may have access to certain information through the route of recognised Trade Union relationships with the Service, for purposes of collective bargaining (activity supporting future grading, progression or promotions).

Therefore, SWFRS considers the public interest is best served by withholding this information at this time. Please note that this acts as a formal refusal notice under the Freedom of Information Act (FOIA) 2000.

If you have any queries regarding your Freedom of Information request, please contact us at Dataprotection@southwales-fire.gov.uk quoting the reference number above in any future communication.

If you are dissatisfied with the way that your information request has been handled, you can request an internal review by writing to:

Information Governance and Compliance Officer
South Wales Fire and Rescue Service
Forest View Business Park
Llantrisant
CF72 8LX

If you remain dissatisfied with the handling of your request, you have the right to appeal to the Information Commissioner at:

Information Commissioner's Office-Wales,
2nd Floor,
Churchill House,
Churchill Way,
Cardiff,
CF10 2HH.

There is no charge for making an appeal.

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UPDATE COVID-19: Information Requests

We are kindly asking that any data protection correspondence come to Information Governance & Compliance via email, as due to Government advice many of our support staff are working flexibly and we may not be in receipt of physical post as normal. SWFRS anticipates that it may take us longer than 20 working days to complete Freedom of Information Requests and one calendar month for Subject Access Requests. The Information Commissioner recognises that there might be delays as our services and resources may be being utilised in slightly different ways, under the current unprecedented circumstances. At current, we are no longer accepting physical postal cheques, however we can accept BACs payments for items that carry a fee (such as IRS Reports and Interviews, where appropriate following standard procedure and charges).

We would like to thank you for your patience at this time.

Yours Faithfully,

Information Governance and Compliance

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