

WILTSHIRE POLICE



XXXXXXX
By email

**Force Disclosure Unit
Police Headquarters**
London Road
DEVIZES
Wiltshire
SN10 2DN

Date 21st November 2023

Our Ref FOI 2023-1112

Dear XXXXX,

I write in connection with your request for information dated 17th November 2023, concerning Officers with second jobs.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Following receipt of your request, research was conducted by the Professional Standards Department at Wiltshire Police. Your request for information has now been considered and I am not obliged to supply the information you have requested.

You wrote:

I would like to request the following information regarding police officers in your force who hold second jobs:

- The number of officers who have declared secondary employment.
- For each officer with a second job, please provide:
- Their rank within the police force.
- The type of second job they hold (e.g. security work, driving instructor etc).
- The number of hours per week they work at their second job.

I understand that under the Police Regulations 2003, police officers are required to obtain consent from their chief constable before taking on secondary employment. They must also declare if the second job presents any conflict of interest with their police work.

This request relates solely to secondary jobs that have been approved and declared by officers in accordance with the regulations.

If it is not possible to provide the details for each officer with a second job, I would be grateful if you could provide summary figures showing the number of officers in each rank who have

Keeping Wiltshire Safe

secondary employment in broad categories of employment type (e.g. 10 constables as security guards, 5 sergeants as driving instructors etc).

Our response:

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at s1(1)(a) is to confirm or deny whether the information specified in a request is held. The second duty at s1(1)(b) is to disclose information that has been confirmed as being held.

Whilst I can confirm Wiltshire Police do hold the requested information, section 12(1) of the FOIA states:-

Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

The information you are requesting - specifically in relation to the number of hours worked - is not stored in a way which permits for easy retrieval. This information is not in a searchable format on our systems. Additionally, this data may not be available depending on the nature of the business interest (i.e. a house let where there is not a set number of hours). To provide a response to this part of the request would require manually reviewing all 217 files to extract this information if this is held in relation to the business interest.

Under the circumstances I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Please note:

If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Forces may use different recording systems, therefore it may be possible some Forces can provide this information where others cannot.

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved.

Although excess cost removes the Forces' obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I can provide you with is documented below:

Please note: There are 217 Officers (including Special Constables [SC]) who have declared secondary employment.

BI Business Type	Rank
Charity / Voluntary Work	PC
Entertainment	PC
Self employed / DIY	DC
Self employed / DIY	PC
Retail / Sales	PS
Domestic Services	PC
Rent and lease property	PC
Rent and lease property	PC
Rent and lease property	PC
Nursing / Care	PC
Rent and lease property	PC
Sports / Leisure	PC
Entertainment	PC
Charity / Voluntary Work	INSP
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Rent and lease property	PC
Self employed / DIY	PC
Charity / Voluntary Work	PC
Rent and lease property	PC
Armed Forces	PC
Charity / Voluntary Work	PC
Photographic / Graphics	PC
Self employed / DIY	INSP
Sports / Leisure	INSP
Rent and lease property	PS
Retail / Sales	SC
Charity / Voluntary Work	PC
Other	PC
Sports / Leisure	PC
Director / Shareholder of company	PC
Sports / Leisure	PC
Self employed / DIY	PC
Rent and lease property	PS
Charity / Voluntary Work	PS
Rent and lease property	DC
Retail / Sales	PC
Director / Shareholder of company	PC
Self employed / DIY	PC
Charity / Voluntary Work	PC
Rent and lease property	PC
Driver	INSP
Agriculture	DC
Self employed / DIY	DC
Sports / Leisure	PC
Rent and lease property	DS
Self employed / DIY	PC
Rent and lease property	PC

Retail / Sales	PC
Rent and lease property	PC
Director / Shareholder of company	PC
Charity / Voluntary Work	T/D SUPT
Rent and lease property	PC
Rent and lease property	PC
Self employed / DIY	PC
Rent and lease property	DC
Retail / Sales	PC
Other	DC
Charity / Voluntary Work	PS
Retail / Sales	PS
Self employed / DIY	PC
Rent and lease property	PC
Domestic Services	PC
Rent and lease property	PC
Agriculture	PC
Rent and lease property	PC
Charity / Voluntary Work	PC
Rent and lease property	PC
Training / Teaching	PC
Sports / Leisure	PS
Self employed / DIY	PC
Training / Teaching	PC
Sports / Leisure	DC
Sports / Leisure	PC
Other	PC
Other	PC
Other	PC
Rent and lease property	PC
Other	PC
Charity / Voluntary Work	PC
Sports / Leisure	PC
Rent and lease property	DC
Rent and lease property	PS
Rent and lease property	PC
Self employed / DIY	PC
Rent and lease property	PC
Other	PC
Charity / Voluntary Work	PC
Rent and lease property	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PS
Rent and lease property	C/INSP
Photographic / Graphics	PC
Rent and lease property	DS
Self employed / DIY	PC
Charity / Voluntary Work	PC
Rent and lease property	DS

Health and Wellbeing	DC
Rent and lease property	INSP
Self employed / DIY	PC
Rent and lease property	DS
Domestic Services	PC
Rent and lease property	D/INSP
Rent and lease property	DS
Rent and lease property	PC
Rent and lease property	DC
Sports / Leisure	DC
Health and Wellbeing	PC
Other	PC
Entertainment	D/C/I
Sports / Leisure	DS
Self employed / DIY	DC
Rent and lease property	PC
Retail / Sales	PC
Charity / Voluntary Work	PS
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Self employed / DIY	PC
Charity / Voluntary Work	INSP
Agriculture	PC
Charity / Voluntary Work	PC
Other	PC
Driver	PS
Other	PC
Rent and lease property	PC
Charity / Voluntary Work	D/INSP
Charity / Voluntary Work	PS
Rent and lease property	PC
Sports / Leisure	PC
Retail / Sales	PC
Rent and lease property	PC
Sports / Leisure	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Other	DS
Rent and lease property	DC
Rent and lease property	PC
Rent and lease property	DS
Rent and lease property	DC
Charity / Voluntary Work	SUPT
Other	PC
Sports / Leisure	PC
Rent and lease property	PC
Charity / Voluntary Work	DC
Rent and lease property	PC

Domestic Services	PC
Agriculture	PS
Nursing / Care	PC
Armed Forces	PC
Rent and lease property	PC
Charity / Voluntary Work	DC
Sports / Leisure	CSO
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Rent and lease property	PC
Rent and lease property	PS
Self employed / DIY	PC
Self employed / DIY	PC
Sports / Leisure	INSP
Sports / Leisure	PC
Rent and lease property	PC
Sports / Leisure	PC
Licensed Premises	PC
Charity / Voluntary Work	PC
Sports / Leisure	PC
Other	PC
Domestic Services	PC
Rent and lease property	PS
Charity / Voluntary Work	PS
Charity / Voluntary Work	PS
Agriculture	PS
Rent and lease property	DC
Rent and lease property	PC
Photographic / Graphics	PS
Charity / Voluntary Work	PC
Entertainment	PC
Charity / Voluntary Work	PC
Sports / Leisure	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Armed Forces	PC
Rent and lease property	PC
Sports / Leisure	PC
Other	PC
Self employed / DIY	PC
Rent and lease property	DC
Other	PC
Other	DC
Charity / Voluntary Work	PC
Self employed / DIY	PC
Charity / Voluntary Work	D/INSP
Charity / Voluntary Work	PC

Rent and lease property	PC
Sports / Leisure	PC
Rent and lease property	PC
Sports / Leisure	PC
Sports / Leisure	PC
Rent and lease property	PC
Driver	PC
Sports / Leisure	PC
Other	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	PC
Charity / Voluntary Work	DC
Charity / Voluntary Work	PC
Rent and lease property	DC
Rent and lease property	PC
Director / Shareholder of company	T/SGT
Armed Forces	PC
Sports / Leisure	PC
Other	DC
Charity / Voluntary Work	PC
Rent and lease property	PS
Driver	DC

Section 17 of the Freedom of Information Act 2000 requires Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12 - Exemption where cost of compliance exceeds appropriate limit

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

Please contact me if you would like to discuss the withheld information.

Yours sincerely,

Abigail Standidge

Phone: 01722 547081

Email: abigail.standidge@wiltshire.police.uk

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101



Keeping Wiltshire Safe

www.wiltshire.police.uk | [Facebook/wiltshirepolice](https://www.facebook.com/wiltshirepolice) | [Twitter/@wiltshirepolice](https://twitter.com/wiltshirepolice) | [LinkedIn/company/wiltshirepolice](https://www.linkedin.com/company/wiltshirepolice)

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:
Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original Fol request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish to contact them, please visit <https://ico.org.uk/global/contact-us/>

Keeping Wiltshire Safe