



LONDON FIRE BRIGADE

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Freedom of Information request reference number: 6666.1

Date of response: 29/07/2022

Request:

1. *How much have LFB spent annually on agency staff since 2015 (including agency fees)?*
2. *How many staff have LFB recruited through agencies since 2015?*
3. *How many are women?*
4. *How many are men?*
5. *How many are LGBTQ+?*
6. *How many are migrants?*
7. *How many are disabled?*
8. *How many are aged under 40?*
9. *How many are British Pakistani?*
10. *How many are Muslim?*
11. *How many are black?*
12. *What is their average rate of pay (per hour)?*
13. *What is their average contract length?*

Please state the annual numbers and percentage of the total workforce.

Response:

The table below shows the data for agency staff recruited by LFB each year since 2015:

Date	Agency staff	Total LFB staff	Agency staff as % of LFB staff
31/03/2015	81	5973	1.36%
31/03/2016	80	5712	1.40%
31/03/2017	66	5584	1.18%
31/03/2018	74	5537	1.34%
31/03/2019	99	5739	1.73%
31/03/2020	99	5768	1.72%
31/03/2021	73	5820	1.25%
31/03/2022	103	5597	1.84%

LFB do not have access to demographic data for the years from 2015-2021. The tables below show the current data for staff (as of 30 June 2022) from our external agency:

Age	Total	%
18-24	12	10%
25-29	13	11%
30-34	12	10%
35-39	12	10%
40-44	11	10%
45-49	15	13%
50-54	15	13%
55-59	18	16%
60-64	5	4%
65+	2	2%
	115	100%

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Disability	Total	%
No	1	1%
Undisclosed	114	99%
	115	100%

Ethnic Origin	Total	%
Black - British	1	1%
Prefer not to say	1	1%
Undisclosed	113	98%
	115	100%

Gender	Total	%
Female	29	25.2%
Male	23	20.0%
Prefer not to say	1	0.9%
Undisclosed	62	53.9%
	115	100.0%

The total amount spent on agency staff for each year is shown in the table below:

Year	Amount (£)
2015/16	2, 247, 426
2016/17	2, 940, 581
2017/18	3, 097, 206
2018/19	3, 904, 901
2019/20	4, 137, 757
2020/21	4, 866, 742

2021/22	4,507,982
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With regard to data for the average rate of pay and contract length, unfortunately this data is not held in an easily searchable format. The data concerned would apply to over 800 staff and would have to be calculated for each individual hire. Due to the way our systems are set up and the data is held, our People Services Department consider this would be a lengthy exercise, likely to take at least some time to complete.

The only way to review the rate of pay and contract length of each individual employee would exceed the relevant time limit set out under the FOIA. This 'fees limit' is calculated by taking the cost limit appropriate to the Brigade (i.e. £450) divided by the standard rate at which a local authority (including the Brigade) can charge for this work (£25 an hour). This equates to 18 hours.

Using an average of 15 minutes for each record (800 records), it will take 200 hours (15 minutes times 800 records, divided by 60 minutes equals 200 hours) to review all of the relevant records. I therefore confirm that the cost of providing the information you have requested is in the cost range of £5,000 which is greater than the "appropriate limit" of £450 as defined the FOIA fee regulations.

In setting this out in full this now serves as a formal 'refusal notice' based on section 12 of the FOIA. As you are aware, if the cost exceeds the appropriate limit to comply with a request, a public authority is not obliged to comply with it.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>