



Freedom of Information Request FOI 26 95

Resourcing and Savings programme, crewing shortfall provisions, public consultation, availability, operational data, capital projects and infrastructure and senior leadership information

Query and response:

I am writing to request information under the Freedom of Information Act 2000. I would be grateful if you could provide the following information.

Resourcing and Savings Programme / Change Programme

- a. *The total cost incurred to date of the Resourcing and Savings Programme and Fire Cover Review (or equivalent service change programme), including internal staffing structure, costs associated with the programme, internal staff costs, external consultancy costs, contractor costs, and any other associated programme expenditure to include software, printing, etc.*

The budget allocation for the RSP team salary costs in the financial year 2026/27 is £687k.

It is worth noting that the team comprises of an Area Manager, Group Manager and three Station Managers, all of whom have operational response commitments outside of the team. The Area Manager also leads three other teams and the Group Manager and Station Managers act as subject matter leads. There are two corporate members of staff, who also provide support to other areas of the Service.

- b. *The projected future costs of this programme over the next three financial years, broken down by financial year.*

Assuming 3% growth per year on the RSP team salary costs, the projected cost for 2027/28 would be £708k and for 2028/29 would be £729k.

Crewing Shortfall Provisions

The total cost of crewing shortfall arrangements for all stations during the 2025 calendar year, including (but not limited to) overtime payments, detached duty payments and any other measures used to maintain appliance availability. Ideally this would be broken down to reflect the actual station on-call additional hours costs and wholetime overtime costs.

Please see a breakdown of the total costs below:

On call

Basic cost:	£63,137.85
Employers National Insurance contributions:	£9,380.63
Employers pension contributions:	£23,739.83



Total cost: £96,258.31

Wholetime

Basic cost: £676,498.79

Employers National Insurance contributions: £101,474.82

Total cost: £777,973.61

Note that overtime is non pensionable for wholetime staff.

Public Consultation

The projected total cost (internal and external) of the public consultation process relating to the proposed closure of fire stations, including staffing costs broken down by departments/business areas, consultancy, consultancy support, communications, venue hire, printed materials, advertising, and any other associated expenditure.

Below are the one off costs, which are not linked to year on year revenue budgets, associated with the consultation:

Consultancy: £24,550

Venue hire: £830

Leaflet printing: £609

There are no other associated costs.

Consultation is a legal requirement when considering proposals that impact the community. This consultation is being run independently by Premier Advisory Group, our small communications team are supporting them. As such, staff costs consist of standard salary, with additional mileage claims only.

Station Availability

Please provide the current up-to-date appliance availability excluding any imports (expressed as a percentage of time available for mobilisation) for the most recent 12-month period for the following stations: Gillingham, Tisbury, and Warminster, broken down by month.

Please find this information in the attachment “FOI 26 95 – station availability”.

Operational Data – A303 Incidents

- a. *The total number of incidents on the A303 throughout Wiltshire requiring a Fire service resource over the last three calendar years, detailing date, time and incident type mobilised to.*

Please find this information in the attachment “FOI 26 95 – A303 incidents”.



- b. *Of these incidents, please provide the number where Mere Fire Station was mobilised or would have been if available as part of a fire service response.*

As above. We don't record which appliances would have been mobilised if they were available.

Capital Projects and Infrastructure

- a. *The projected project cost, at the time the project was abandoned, of the proposed training centre and fire station relocation to a site in Mere.*

We are withholding the requested information under section 43(2) of the Freedom of Information Act 2000, which applies where disclosure would, or would be likely to, prejudice the commercial interests of any person, including the public authority. The information requested relates to the projected cost of a project that was discontinued in 2022. However, we are currently in the process of finalising two new contracts for similar work. The projected costs associated with the earlier project remain commercially sensitive, as their disclosure could reveal our cost expectations, financial assumptions, or budget thresholds for this type of work. Disclosure of this information at this stage would be likely to prejudice our commercial interests by weakening our negotiating position while contractual arrangements are still being concluded and by reducing our ability to secure best value for money.

Section 43(2) is a qualified exemption, and the public interest has been carefully considered. Factors in favour of disclosure are:

- Transparency and accountability: Disclosure would demonstrate openness around how public funds were projected and managed, particularly where a project was discontinued**
- Public understanding of decision making: Releasing the projected costs may assist the public in understanding the reasons for abandoning the project and how financial considerations informed that decision**
- Confidence in governance: Openness about historic project costs can help reassure the public that lessons have been learned and that there is appropriate scrutiny of expenditure**

Factors in favour of maintaining the exemption are:

- Live commercial sensitivity: We are currently finalising contracts for similar work, meaning its commercial position remains active rather than historic**
- Prejudice to negotiations: Disclosure could undermine our negotiating position by signalling acceptable cost levels or financial assumptions to contractors prior to contracts being concluded**
- Risk to value for money: Releasing this information could reduce our ability to secure best value by influencing pricing expectations or future discussions around scope and cost**



- **Timing:** The sensitivity of the information is heightened while contractual arrangements are not yet finalised

While there is a public interest in transparency, this is outweighed by the public interest in ensuring that we are not commercially disadvantaged while final contractual arrangements are being agreed. On balance, the public interest favours maintaining the exemption under section 43(2), and the information has therefore been withheld.

The exemption has been applied based on the circumstances at the time of this request. Once the current contractual processes for similar work have concluded, the commercial sensitivity of this information may reduce. Should you wish to submit a further request at that point, it would be considered on its own merits in light of the circumstances at that time.

- b. *The tendered cost for the refurbishment of Devizes Training Centre and the relocation from West Moors to Weymouth. If available, please include any final agreed contract values and any subsequent variations.*

The information requested is exempt from disclosure, under section 22 of the Freedom of Information Act 2000, at this time as it is intended for future publication. The Service is currently undertaking final checks to ensure the information is accurate, complete, and suitable for publication. Disclosure prior to this process being concluded would undermine the orderly release of information and risks the publication of material that is incomplete or potentially misleading.

Factors in favour of disclosure:

- Promoting transparency and accountability
- Contributing to public understanding of the issue

Factors in favour of maintaining the exemption:

- Ensuring the information is accurate and complete before publication
- Protecting the integrity of an established and well managed publication timetable
- Avoiding the release of draft, unverified, or potentially misleading material

On balance, we consider that the public interest in maintaining the exemption outweighs the public interest in disclosure at this time. The information will be published once final checks are complete (we anticipate that this will be within the next two weeks for the Devizes contract and around early June for the Weymouth contract), which will meet the public interest in transparency. Once it has been published it will be available via the following link:

<https://www.gov.uk/contracts-finder>



Senior Leadership Structure

- a. *The total number of senior leadership posts within Dorset & Wiltshire Fire and Rescue Service at the following levels (or equivalent): Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officer, Assistant Chief Officer, and Director.*

We consider that the information you have requested is exempt under section 21 of the Freedom of Information Act 2000, as it is reasonably accessible to you by other means.

The information is publicly available at the following location:

[Dorset & Wiltshire Fire and Rescue Service | Strategic Leadership Team](#)

- b. *For each post identified, please provide the job title, role description, and grade and/or pay band.*

Job titles and role descriptions are available using the above link. Pay information is published within our statement of accounts (see page 75):

[Dorset-and-Wiltshire-Fire-and-Rescue-Authority-Statement-of-Accounts-2024-25.pdf](#)

This information is published on an annual basis and is based on the full financial year costs.

Senior Leadership Costs

- a. *The total annual salary cost of the senior leadership team identified above, including basic salary, employer pension contributions, and employer National Insurance contributions. This should be based on pay grades as of 1st January 2026.*

£1,443,582.00

This figure is based on the total salary costs, employer pension contributions, and employer National Insurance contributions during January 2026, which has been projected forward for 12 months to give an estimated cost for the full calendar year. Please note this figure does not include DCFO payments because this role ceased to exist after 24 February 2026.

- b. *Details of any additional allowances, bonuses or honoraria payments paid to these roles within the last calendar year.*

The following allowances were paid to these staff between January 2025 and December 2025:

- **Four members of staff received a car allowance, totalling £17,000.16**



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- **Two members of staff received a telephone allowance totalling £285.18**

Information accurate on the date provided: 12 May 2026