



Freedom of Information Request FOI 23 43

HR Systems

Query and Response:

Organisation Name:
Dorset & Wiltshire Fire
and Rescue Service
(DWFRS)

	Core HR System	Payroll System	Learning Management System (LMS)	Recruitment / Application Tracking System	Employee Performance Management System	ER (HR Cases) Casework System
Current System provider (e.g. iTrent, Oracle EBIS, Oracle Fusion etc)	Lotus Notes - In House System	iTrent	Learning Pool	Talent Link/ Lumesse	Lotus Notes	Lotus Notes
System type: i.e. On Premise, SaaS or outsourced	On premise	Outsourced	Web based	Outsourced	On premise	On premise
What date does this contract expire?	N/A	30 June 2025	31 March 2024	31 March 2024	N/A	N/A
How did you procure this technology? (e.g via G-Cloud, Request for Quote etc)	N/A	Full procurement process	G-Cloud	Legacy agreement with partner agency.	N/A	N/A
What is the current annual licensing cost?	Redacted	Redacted	Redacted	Redacted	Redacted	Redacted
What is the current internal staffing cost to enable the support of this system	Not Held	Not Held	Not Held	Not Held	Not Held	Not Held
What are the total, annual 3rd party costs for this system	Redacted	Redacted	Redacted	Redacted	Redacted	Redacted
Who is the the 'product owner' for this system? (please provide the email address)	carol.swan@dwfire.org.uk Head of HR - These contact details are not to be used for the purposes of direct marketing, as per the UK GDPR Article 21, which affords individuals the right to object to such marketing.	carol.swan@dwfire.org.uk Head of HR - These contact details are not to be used for the purposes of direct marketing, as per the UK GDPR Article 21, which affords individuals the right to object to such marketing.	mark.bussell@dwfire.org.uk Learning & Development Manager - These contact details are not to be used for the purposes of direct marketing, as per the UK GDPR Article 21, which affords individuals the right to object to such marketing.	carol.swan@dwfire.org.uk Head of HR - These contact details are not to be used for the purposes of direct marketing, as per the UK GDPR Article 21, which affords individuals the right to object to such marketing.	carol.swan@dwfire.org.uk Head of HR - These contact details are not to be used for the purposes of direct marketing, as per the UK GDPR Article 21, which affords individuals the right to object to such marketing.	carol.swan@dwfire.org.uk Head of HR - These contact details are not to be used for the purposes of direct marketing, as per the UK GDPR Article 21, which affords individuals the right to object to such marketing.
Please tell us your total employee headcount?	1357 (06.04.23)	N/A	N/A	N/A	N/A	N/A

Unfortunately, we are unable to provide you with the annual licensing cost and the annual 3rd party costs. This is because it is covered by exemption section 43(2) of the Freedom of Information Act. This exempts information if its disclosure under this Act would or would be likely to; prejudice the commercial interests of any person (including the public authority holding it).

Section 43(2) is a qualified exemption and as such we are required to conduct a public interest test. This means that after it has been decided that the exemption is engaged, the public interest in releasing the information must be considered. If the public interest in disclosing the information outweighs the public interest in withholding it then the exemption does not apply and must be released.

Considerations in favour of the release of the information include our commitment to openness and transparency in our commercial activities, to allow public scrutiny and to demonstrate that public funds are being used in an efficient and effective way. Furthermore, private sector companies engaging in commercial activities with the public sector must expect some information about those activities to be disclosed.

Considerations against disclosure include the recognition that disclosure may cause damage to a supplier's reputation, affecting the supplier's competitive position in their respective market and confidence that its customers, suppliers or investors may have in its commercial operations. Disclosure would be likely to deter potential bidders for future contracts from competing and sharing commercially sensitive information with us, which would negatively impact upon the quality and quantity of Governments' supplier base. We must retain commercial confidence of third-party bidders when they choose to engage in commercial activities with us. The release of this information may jeopardise this commercial confidence.

In conclusion, we have determined that it is not in the public interest to prejudice the commercial interests of suppliers. As such this information has been deemed exempt from disclosure under section 43(2) of the Act.

We do however publish information about the total value of contracts which can be found within the following:

The information requested for iTrent can be found [here](#).

The information requested for Learning Pool can be found [here](#).

The information requested for Talent Link/Lumesse can be found [here](#).