

**Freedom of Information request reference number:** 8248.1

**Date of response:** 02/02/2024

**Request:**

According to news reports on the 5th December 2023, the commissioner of the LFB that 13 people had been 'exited' from the LFB since the publication of the report in November 2022 that found the organisation to be racist and sexist. Please could you, without identifying any individual, set out which months these individuals were 'exited' from the LFB, whether they were uniformed or non-uniformed and what the precise reason under employment law each individual was 'exited'. Please could you also set out if, and how many, Non Disclosure Agreements - or similar types of agreement - were agreed between the LFB and the individuals that were exited. And also how much in severance packages did the 13 individuals as a total (in order not to identify any individual) receive due to their dismissal.

**Response:**

Further to your request, 13 people have exited the LFB while under the disciplinary process since November 2022. I have received the information you requested from the department.

***Please could you, without identifying any individual, set out which months these individuals were 'exited' from the LFB***

The LFB does hold the data you have requested showing which dates the 13 staff left the LFB. However, this data is exempt from release under [section 40 of the FOIA – Personal Information](#) as it is less than 5 for each month and individuals could therefore be identifiable.

***Whether they were uniformed or non-uniformed and what the precise reason under employment law each individual was 'exited'***

According to our records, from the 13 members of staff, 10 were non-uniformed members of staff and 3 were uniformed who have exited the LFB.

The reasons under employment law for individuals leaving include:

- Failure of Drugs or Alcohol test/Breach of drugs and Alcohol procedure
- Assault, physical violence and/or threatening behaviour
- Criminal Charges or convictions
- Undertaking outside employment without permission
- Bringing the Authority into serious disrepute
- Inappropriate behaviour
- Unauthorised absence from duty
- Failure to notify the Brigade of criminal charges or convictions
- Fraud

- Breaches of confidentiality

***Please could you also set out if, and how many, Non Disclosure Agreements - or similar types of agreement - were agreed between the LFB and the individuals that were exited. And also how much in severance packages did the 13 individuals as a total (in order not to identify any individual) receive due to their dismissal.***

I have also received information with relation to non-disclosure agreements since November 2022. The total number of agreements are:

2022: >5

2023: >5

As the numbers provided show that the number of settlement agreements are less than 5, providing a further breakdown could lead to individuals being identified from the small numbers returned. However, as shown below, the total spent was £0.168m. Therefore, I consider a further breakdown exempt from disclosure under the FOIA [via Section 40 – Personal Information](#). We do not hold the information for 2023/24. The work to review the annual accounts for exit packages has not commenced. A similar note will be prepared potentially at the end of May when the 2023/24 accounts will be published. You may have seen that the Mayor's questions (18<sup>th</sup> January 2024) provided recent figures to the 13 that have exited LFB. At the time of processing your request, this information was valid and up to date.

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/>

## ACCOUNTING POLICY

Termination benefits are amounts payable as a result of a decision by the LFC to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy. They are charged on an accruals basis to the appropriate service in the Comprehensive Income and Expenditure Statement when the LFC is demonstrably committed either to the termination of the employment of an employee or group of employees, or to making an offer to encourage voluntary redundancy.

Where termination benefits involve the enhancement of pensions, statutory provisions require the General Fund balance to be charged with the amount payable by the LFC to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

The LFC terminated the contracts of 5 employees in 2022/23, incurring liabilities of £0.168m.

Exit package cost band	Number of compulsory redundancies		Number of other agreed departures		Total number of exit packages		Total cost of exit packages in each band	
	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
£'000	No.	No.	No.	No.	No.	No.	£'000	£'000
0 - 20	-	-					-	-
20 - 40	-	-					51	115
40 - 60	-	-					44	53
60 - 80	-	-					137	-
80 - 100	-	-					-	-
100 - 150	-	-					-	-
Over 150	-	-					-	-
<b>Total</b>	-	-	5	5	5	5	232	168