

**Freedom of Information request reference number:** 6317.1

**Date of response:** 22 February 2022

**Request and response:**

*How many cases of gross misconduct were found in the London Fire Brigade for each calendar year between 2016-2021 (inclusively)*

*The table below shows the number of all conduct hearings held by the London Fire Brigade between 2016 and 2021:*

Year	2016	2017	2018	2019	2020	2021	Total
<b>All Conduct Hearings Total</b>	50	58	62	64	46	25	305

*Please could you break down the cases into the following categories (for the same 5 years):*

- (a) theft or fraud
- (b) bribery or accepting a bribe;
- (c) physical violence or bullying
- (d) deliberate and serious damage to property
- (e) serious misuse of the Authority's property or name
- (f) deliberately accessing pornographic, offensive or obscene material
- (g) unlawful discrimination or harassment
- (h) bringing the Authority into serious disrepute
- (i) serious incapacity at work brought on by misuse of alcohol or illegal drugs
- (j) causing loss, damage or injury through serious negligence
- (k) a serious breach of health and safety rules
- (l) a serious breach of confidence.

The table below shows a breakdown of the reasons recorded for conduct hearings between 2016 and 2021. Those marked >5, mean there are more than one, but less than five hearings held for a particular reason in the year concerned. Providing a further breakdown could lead to individuals being identified from the small numbers returned. Therefore I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

Conduct Hearings by Reason	2016	2017	2018	2019	2020	2021
Accessing, displaying or distributing pornography	0	0	>5	>5	0	0
Assault, physical violence and/or threatening behaviour	6	>5	6	>5	>5	>5
Breach of health and safety regulations	>5	0	>5	0	0	>5
Breach of IT acceptable use policy	0	>5	>5	0	>5	0
Breaches of Authority policy/procedure	7	8	9	5	9	7
Bringing the Authority into serious disrepute	0	>5	0	>5	>5	0
Criminal Charges or Convictions	5	10	7	7	>5	>5
Damage or improper use of Authority equipment	0	0	>5	>5	0	0
Fail or refusal to carry out a legitimate line manager instruction	0	>5	>5	5	>5	0
Fail to notify Authority of Criminal Charges or Convictions	0	0	>5	>5	0	0

<b>Conduct Hearings by Reason</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Failure of Drugs or Alcohol test	0	0	>5	>5	0	0
Harassment, victimisation or bullying	>5	>5	0	>5	>5	>5
Inappropriate Behaviour	9	9	11	18	9	7
Lateness	>5	>5	>5	>5	0	0
Misuse of company facilities	>5	0	0	0	0	0
Negligence	0	>5	0	>5	0	0
Reason not recorded	>5	>5	>5	8	0	0
Theft or Fraud	>5	6	>5	0	0	>5
Unauthorised Absence from duty	8	7	6	>5	5	>5
Undertaking Outside Employment whilst absent due to sickness	>5	0	>5	>5	>5	>5
Undertaking Outside Employment without permission	>5	0	0	>5	>5	0
Unfit for work through the influence of alcohol or drugs	>5	>5	>5	0	>5	0

*How many cases of gross misconduct resulted in an employee losing their job in the London Fire Brigade for each calendar year between 2016-2021*

The table below shows the number of conduct dismissals recorded between 2016-2021. Those marked >5, mean there are more than one, but less than five dismissals recorded in the particular year concerned. Providing a further breakdown could lead to individuals being identified from the small numbers returned. Therefore I consider a further breakdown exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

<b>Year</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Conduct Dismissals Total</b>	13	>5	7	>5	6	>5

I hope you find the information we have been able to provide of use. If you have any further questions please contact [InformationAccess@london-fire.gov.uk](mailto:InformationAccess@london-fire.gov.uk).

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/>