

Freedom of Information request reference number: 6054.1

Date of response: 20 October 2021

Request:

May I request information in regards to how many internal employees has been disciplined, the procedure that was followed and the outcome for plagiarisim with the external course provider 'XACT'.

Response:

Our People Services department have confirmed that the LFB do have a specific category of '*plagiarism*' within the LFB disciplinary system.

We can break down cases into certain categories for reporting purposes. Categories on the disciplinary system include:

*Assault, etc.
Breach Auth Pol/Proc
Breach of CoPUC
Breach of H&S regs
Bring Auth. Disreput
Criminal Charge/Conv
Damage Auth Equip
F Drug/Alc Test/Proc
Fail Notify Crim.
Fail/refuse LMI
Financial irregular.
Fraud
Harrassment, etc.
Inap. Behaviour
Lateness
Misuse Auth Facil's
Negligence
Outside Emp w/o perm
Outside Emp wl. Sick
Pornography, etc
Theft
Unauth. Absence
Unfit work alc/drugs
Unspecified*

The outcome of all discipline (conduct or performance) cases are published online via the London Datastore. This information can be accessed via the following link to the LFB HR Statistical Abstract:
<https://data.london.gov.uk/dataset/hr-statistical-abstract?q=hr>

Further information about the discipline cases may be held in the discipline record for each case. You will see from the HR Abstract that the LFB have a record of 450 discipline cases between 2014 and 2021.

Should every case in the discipline categories need to be reviewed to gather the information you have requested (e.g. *plagiarism*), 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. For each case, the detail we need to respond to your request would be held in individual record files. As such we would have to manually review some 450 discipline records as we do not hold the information you asked for in a database.

The only way to identify each case where *plagiarism* was the subject of the discipline 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 10 minutes for each discipline record (450 cases), it will take 75 hours (10 minutes times 450 grievance/discipline cases, divided by 60 minutes equals 75 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 £1,875 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. If the cost exceeds the appropriate limit to comply with a request, a public authority is not obliged to comply with it.

I am sorry we have not been able to provide you with the information you have requested. If you are able to further refine your request, please get in touch. Bear in mind, of course, that little of the data you are seeking is held in a structured way (e.g. in a single database) so a manual search of relevant records is likely to be required.

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/>