

**Freedom of Information request reference number:** 6879.1

**Date of response:** 24 October 2022

**Request:**

*A record of every disciplinary proceeding and outcome, of breach of seatbelt policy against London fire brigade personnel on fire appliances.*

**Response:**

The LFB do not have a specific category of '*breach of seatbelt policy*' recorded 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*  
*Harassment, etc.*  
*Inap. Behaviour*  
*Lateness*  
*Misuse Auth Facil's*  
*Negligence*

The categories are chosen by the individual HR Adviser dealing with the case. It is possible that breaches of seatbelt police could be recorded under '*Breach Auth Pol/Proc*', '*Breach of H&S regs*', '*Misuse Auth Facil's*' or one of the other categories depending on the nature of the complaint. The only way to confirm would be to check each individual record and review the allegations.

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>

The details of each particular case, needed to respond to your request, are held in individual personnel record files. To gather the information you have requested, every file held for a discipline and grievance categories would need to be reviewed and searched individually. 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 some time to complete.

As you can see from the [HR Statistical Abstract figures published online](#), there are 476 discipline cases (conduct and performance) recorded since 2014.

As such we would have to manually review these 476 personnel records to locate, retrieve and extract the information you have requested as we do not hold the information you asked for in the disciplinary system database.

Therefore, the only way to identify the cases where a of breach of seatbelt policy was the subject of the discipline/grievance 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/grievance record (476 records), it will take 79+ hours (10 x 476 discipline records, divided by 60 minutes equals 79 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 £1,983 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 – 'Exemption where cost of compliance exceeds appropriate limit'](#). If the cost exceeds the appropriate limit to comply with a request, a public authority is not obliged to comply with it.

If you are able to further refine your request, please get in touch. However, please 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/>