



LONDON FIRE BRIGADE

London Fire Brigade Headquarters
169 Union Street London SE1 0LL
T 020 8555 1200 F 020 7960 3602
Textphone 020 7960 3629
london-fire.gov.uk

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Request:

For EACH of the previous three fiscal years (i.e. 2019/20, 2020/21, 2021/22) and 2022/23 - up to December 31 - please can you tell me:

- 1. The TOTAL number of complaints brought by fire and rescue service employees, against other fire and rescue employees, under the relevant Complaints Procedure; ideally, I wish the data to be broken down by type of grievance/s (e.g. bullying and discrimination, sexual harassment and assault, etc.).*
- 2. The TOTAL number of complaints that were upheld.*
- 3. The TOTAL number of upheld complaints that resulted in disciplinary action*

Response:

The LFB publish details of the number of all disciplinary/grievance cases online (via the London Datastore). This information can be accessed using the following link:

<https://data.london.gov.uk/dataset/hr-statistical-abstract>

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*

However, our People Services department recently did a review of the disciplinary cases and produced data with a more specific breakdown of the reason behind each case. The review began on cases since the end of 2019 up to November 2022 (more detail on cases raised after November 2022 can be found further down this response).

I have taken out any cases that relate to external complaints (as these would not fit in scope of your request 'complaints brought by fire and rescue service employees, against other fire and rescue employees, under the relevant Complaints Procedure').

There were 155 cases in total between 26/10/2019 and 22/11/2022.

The table below shows a breakdown of the reasons recorded for the complaints. Those marked <5, mean there are more than one, but less than five complaints held for a particular reason in the financial 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](#).

Financial Year	Reason recorded for disciplinary/grievance case	Number of cases
2019/20	Arrested	<5
	Breach of LFB policy	5
	Criminal conviction	<5
	Failed to respond (pager/recall test)	8
	Inappropriate behaviour	5
	Outside Employment without permission	<5
	Performance	<5
	Unauthorised absence	5
2020/21	Altercation with another LFB staff member	<5
	Arrested	<5
	Attending court	<5
	Breach of LFB policy	16
	Criminal conviction	<5
	Damage or improper use of LFB equipment	<5
	Failed to respond (pager/recall test)	<5
	Inappropriate behaviour	11
	Interview with police	<5
	Outside Employment without permission	8
	Performance	5
	Positive alcohol or drug test	<5
	Theft	<5
	Unauthorised absence	<5
2021/22	Altercation with another LFB staff member	<5
	Arrested	<5
	Attending court	<5
	Breach of LFB policy	10
	Criminal conviction	5
	Fraud	<5
	Inappropriate behaviour	10
	Internal complaint	<5
	Outside Employment without permission	<5
	Performance	5
	Positive alcohol or drug test	<5

	Unauthorised absence	<5
2022/23	Altercation with another LFB staff member	<5
	Arrested	<5
	Breach of LFB policy	<5
	Criminal conviction	<5
	Damage or improper use of LFB equipment	<5
	Failure to declare previous employment	<5
	Fraud	<5
	Inappropriate behaviour	<5
	Interview with police	<5
	Outside Employment without permission	<5
	Performance	<5
	Positive alcohol or drug test	<5
Total		155

Of the 155 cases, 11 are still ongoing investigations. Of the 144 completed cases, 75 were upheld with the following disciplinary actions:

Outcome	Number of cases
Final Written Warning 12 months	15
Final Written Warning 15 months	1
Final Written Warning 18 months	11
Final Written Warning 18 months & demotion or transfer	6
Final Written Warning 6 months	1
Final Written Warning 9 months	1
Stage 1 Letter	13
Summary Dismissal	8
Written Warning 6 months	19
Total	75

The remaining 69 cases were resolved as follows:

Outcome	Number of cases
Local action up to a stage 1 letter	28
No further action	27
Resigned or retired before hearing took place.	14
Total	69

After November 2022, the LFB engaged an external complaints service to look into grievances. At the end of December 2022, the LFB had eight live cases under review with the external complaints service that are listed as '*Discrimination, bullying and harassment*'. No outcomes or conclusions are available for these cases as they are still live.

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](#).