



LONDON FIRE BRIGADE

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**Freedom of Information request reference number:** 7196.1

**Date of response:** 01 March 2023

**Request:**

- A *How many fire officers were investigated for offensive communications (such as whats app) in 2022?  
How many fire officers had disciplinary action taken against them for offensive communications (such as whats app) in 2022?  
Please break down this disciplinary action (eg warning, suspension, according to criteria that you store)*
- B *How many fire officers were investigated for offensive communications (such as whats app) in 2021?  
How many fire officers had disciplinary action taken against them for offensive communications (such as whats app) in 2021?  
Please break down this disciplinary action (eg warning, suspension, according to criteria that you store)*
- C *How many fire officers were investigated for offensive communications (such as whats app) in 2020?  
How many fire officers had disciplinary action taken against them for offensive communications (such as whats app) in 2020?  
Please break down this disciplinary action (eg warning, suspension, according to criteria that you store)*

**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

We do not have a specific category to record "*offensive communications*".

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.

There were 163 cases in total between 26/10/2019 and 22/11/2022.

Of these cases, 11 involved an allegation of inappropriate language (such as verbal, written or misuse of social media).

Although there were 11 cases in total, this breaks down to less than five complaints recorded in each of the years you are interested in (2020, 2021 and 2022).

Providing a further breakdown could lead to individuals being identified from the small numbers returned. Therefore, I consider a further breakdown of numbers exempt from disclosure under the FOIA via [Section 40 – Personal Information](#).

We can, however, provide a breakdown of the disciplinary action taken for the 11 cases in total. Of the 11 cases, one is still an ongoing investigation. Of the 10 completed cases, eight were upheld with the following disciplinary actions:

| Outcome                         | Number of cases |
|---------------------------------|-----------------|
| Final Written Warning 12 months | 2               |
| Stage 1 Letter                  | 2               |
| Written Warning 6 months        | 4               |
| <b>Total</b>                    | <b>8</b>        |

The remaining two cases were resolved as follows:

| Outcome                             | Number of cases |
|-------------------------------------|-----------------|
| Local action up to a stage 1 letter | 2               |

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](#).