

Freedom of Information request reference number: 8405.1

Date of response: 07/03/2024

Request:

On 5th December at a London Assembly committee, the commissioner of the LFB said: - "From those 300-plus contacts, 84 investigations undertaken, numerous discipline processes enacted, 13 people so far exited from the organisation, multiple sanctions at other levels from demotion to final written warning..." Please can you set out for each of the last five years for which figures are available the total number of i) uniformed and ii) non-uniformed staff that have received a) final written warnings, b) demotion c) other sanction measure and if you could set out (without identifying any individual) what the causes were for these final written warnings and demotion and other sanctions for each of those 5 years.

Response:

Further to your request above, please see the below table confirming staff groups, FRS (non operational), Operational and Control.

Sanction	Staff group	2018	2019	2020	2021	2022	2023	2024	Total
Dismissal	FRS (non-operational)	0	Under 5	Under5	Under 5	Under 5	Under 5	0	28
	Operational	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	Under5	
Final Written Warning	Control Room	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	132
	FRS (non-operational)	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	
	Operational	37	25	20	11	10	12	Under 5	
Written Warning	Control Room	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	Under5	39
	FRS	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	Under 5	

	(non-operational)							
	Operational	Under 5	Under 5	6	Under 5	Under 5	6	Under 5

Please see the below list of allegations from the above list of 199 cases:

Accessing, displaying or distributing pornographic, offensive or obscene material
Assault, physical violence and/or threatening behaviour
Breach of Authority policy/procedure
Breach of code of practice on the use of computers
Breach of health and safety regulations
Breaches of confidentiality
Bringing the Authority into serious disrepute
Criminal charges or convictions
Damage or improper use of, Authority property/information/equipment
Failure of Drugs or Alcohol test/Breach of Drugs & Alcohol Procedure
Failure to notify Authority of criminal charges, conviction or caution
Failure/refusal to carry out legitimate management instructions.
Fraud
Harassment, victimisation, bullying, or discrimination
Inappropriate behaviour
Lateness
Negligence
Theft
Unauthorised absence from duty
Undertaking outside employment whilst absent from work due to sickness
Undertaking outside employment without permission
Unfit for work through the influence of alcohol or illegal drugs

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/>