

Freedom of Information request reference number: 8931.1

Date of response: 11/09/2024

Request:

How many staff does your organisation employ, with a split of operational (front line) versus non-operational? Between 1st July 2019 and 30th June 2024, how many staff have died by suicide? What percentage were on shift at the time or within the 12 hours prior? What is the breakdown for operational versus non-operational staff? Between 1st July 2019 and 30th June 2024, how many staff who have left your service (and not moved to another front-line service) have died by suicide? Between 1st July 2019 and 30th June 2024, how many grievances have been submitted? What percentage were associated with workplace bullying?

Response:

How many staff does your organisation employ, with a split of operational (front line) versus non-operational?

We publish this information on the London data store and this can be found here <https://data.london.gov.uk/dataset/hr-statistical-abstract>

Between 1st July 2019 and 30th June 2024, how many staff have died by suicide? What percentage were on shift at the time or within the 12 hours prior? What is the breakdown for operational versus non-operational staff? Between 1st July 2019 and 30th June 2024, how many staff who have left your service (and not moved to another front-line service) have died by suicide?

Our HR department advise that before August 2021, London Fire Brigade (LFB) did not record the cause of death for employees who died in service. From August 2021 the LFB started to record the cause of death as detailed on the death certificate (when provided).

Death certificates rarely state "suicide" as a cause, even when self-harm is involved. That being the case, we hold no records where suicide is the cause of death on the records we hold.

Between 1st July 2019 and 30th June 2024, how many grievances have been submitted? What percentage were associated with workplace bullying?

Our HR department have confirmed that between the dates 1st July 2019 and 30th June 2024 there has been 330 grievance cases submitted.

The current LFB Case Management system has a variety of options for recording a disciplinary case and the recording will depend on the individual case for example this could be 'inappropriate behaviour,' 'assault,' 'harassment, etc' or one of several of the other categories, depending on the nature of the complaint there is no singular option to select 'bullying'. The categories are selected by the individual HR Adviser who is dealing with the case. To find out more details of the case including confirmation of the category type you would need to undertake a manual check of each individual record and review the allegations.

Every case in the discipline and grievance categories would need to be reviewed to gather the specific

information you have requested. Due to the way our systems are set up and the data is held, our HR 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. This would mean we would need to manually review the 330 cases that were submitted.

The only way to identify each case where bullying 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 (330 cases), it will take 55 hours (10 minutes times 330 discipline/grievance cases, divided by 60 minutes equals 55 hours) to review all the relevant records. I therefore confirm that the cost of providing the information you have requested for this part of your request is in the cost range of £1,375 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.

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/>