



LONDON FIRE BRIGADE

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Freedom of Information request reference number: 8395.1

Date of response: 23 April 2024

Request:

Gross misconduct / stage 3 disciplinary data

Please could you supply statistical information on gross misconduct stage 3 disciplinary hearings scheduled over the past 5 calendar years, and 2024 to date?

Year	Exited prior to disciplinary	No further action	Action short of dismissal	Dismissal	Total
2024					
2023					
2022					
2021					
2020					
2019					
Total					

- Exited prior to disciplinary could include resignation, retirement, or death in service, etc prior to hearing being heard.
- No further action includes where no sanction was applied following the hearing, with case not proven etc.
- Action short of dismissal could include written warnings, compulsory change of posting, or demotions etc.
- Dismissal could include dismissal with or without notice etc.

Gross misconduct stage 3 disciplinary data

Please can you provide the below information on stage 3 gross misconduct disciplinarys for operational staff by rank and year, for the last 5 years.

This includes whether a stage 3 hearing was held or not (due to resignation etc), and regardless of whether the outcome was proven or not proven.

Year	FF	LFF	SubO	StnO	SC	GC	DAC	BM	Total
2024									
2023									
2022									
2021									
2020									
2019									
Total									

Is a person in a temporary rank is recorded as their substantive or temporary rank?

Response:

The LFB publish detailed information online in relation to LFB disciplinary cases. The information can be accessed via the following link and provides a breakdown by rank/role, gender, ethnicity and outcome (by dismissal, formal action or informal action):

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

The information up to 2022 is included in the "Discipline – Conduct" sheet of the following spreadsheet:

[Human Resources \(HR\) Statistical Abstract](#)

Information for the years following 2022 can be found on the quarterly '*People Services Bi-Annual Performance Report*' PDFs (in Appendix 2) that can be downloaded via this link: <https://data.london.gov.uk/dataset/hr-statistical-abstract>

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](#).