



Grievances

West Midlands Fire and Rescue Service



Scrutiny Panel

10 October 2018

Report of: The Chief Fire Officer

Audience: Scrutiny Panel

Content: Grievance, Disciplinary, Employment Tribunal activity & Other dispute resolution.

Dates covered: 1 January 2018 – 30 June 2018



Tribunals Service

Purpose of this report:

To inform the Scrutiny Panel about the number, type and outcomes of discipline and grievance hearings and other dispute resolution including Employment Tribunal activity which have occurred during the period of 1 January 2018 to 30 June 2018.



9 Protected Characteristics



5 Grievances lodged from January – June 2018



5 Grievance outcomes were appealed and not upheld

GRIEVANCES

AGE

Under 30 = 0 employee
31-45 = 4 employees
46 – 55 = 1 employees

Religion

1 Christian
2 prefer not to say
1 = none
1= not stated



0 employees



Gender Re-assignment

0 employees



Sexual Orientation

Heterosexual = 2 employees
Transgender = 1 employee
None = 1 employee
Prefer not to state = 1 employee

Male employees 5



1 employee has
declared a disability



4 employees married
1 employee is single



4 employees British white
1 employee is black/british



0 female employees

DISCIPLINARY

14 Cases under Discipline

11 Cases investigated under Gross
Misconduct

=

9 went to a formal hearing
2 did not go to hearing

3 Case investigated under Misconduct

Outcomes of the **9** Hearings

0 – No formal action

1 – Written Warning

6 – Final Written Warning

2 – **DISMISSAL**

2 – Appealed and decision was not overturned

1 – appealed, the award was lowered to Written warning

DISCIPLINARY

AGE

-30 – **1 employee**
31 - 40 – **3 employee**
41-50 - **10 employees**

Religion

1 = Catholic
6 = Prefer not to state
5 = Christian
2 = None



0 employees



Gender Re-assignment

0 employees



Sexual Orientation

7 employees – Heterosexual
1 employees – prefer not to state
6 employees - none

9 British White
1 British black
1 White Irish
1 other

2 Mixed white & black

0 disability



8 employees married
1 legally seperated
5 employee is single



13 male employees



1 female employees



DISMISSED

**There has been 2 employee dismissed
within this reporting period:**



Tribunals Service



The Service has received **3**
Employment Tribunal Claims.

1 was a collective claim (85 employees)
2 relating to Grievances

| Dispute Resolution Summary | | | | | | | | | | | | | | | |
|----------------------------|----------------|------------------|--------------------|----------------------|------------|-------|---------------------------------|------------------|------------|-------|---------------------------|-----------|-----------------------|-----------------|-----------|
| | | | Types of Grievance | | | | | Level | | | | Outcomes | | | |
| Report No. | Date of Report | No of Grievances | Work Practice | Bullying/ Harassment | Org Change | Other | No of Discipline Investigations | Gross Misconduct | Misconduct | Other | No of Discipline Hearings | Dismissal | Final Written Warning | Written Warning | No Formal |
| 4 | Sep-12 | 9 | 2 | 4 | 3 | na | 5 | 4 | 1 | 0 | 5 | 2 | 2 | 0 | 1 |
| 5 | Apr-13 | 17 | 2 | 4 | 6 | 5 | 12 | 8 | 1 | 3 | 4 | 2 | 2 | 0 | 0 |
| 6 | Sep-13 | 7 | 2 | 2 | 3 | 0 | 8 | 5 | 2 | 1 | 8 | 5 | 1 | 0 | 1 |
| 7 | Apr-14 | 7 | 0 | 0 | 6 | 1 | 15 | 14 | 1 | 0 | 4 | 1 | 2 | 1 | 0 |
| 8 | Sep-14 | 13 | 0 | 9 | 4 | 0 | 21 | 20 | 1 | 0 | 9 | 2 | 5 | 2 | 0 |
| 9 | Mar 15 | 8 | 0 | 3 | 5 | 0 | 13 | 13 | 0 | 0 | 15 | 4 | 4 | 3 | 4 |
| 10 | Oct 15 | 3 | 0 | 1 | 2 | 0 | 4 | 4 | 0 | 0 | 2 | 2 | 0 | 0 | 0 |
| 11 | Mar 16 | 8 | 2 | 4 | 1 | 1 | 4 | 4 | 0 | 0 | 2 | 0 | 1 | 1 | 0 |
| 12 | Aug 16 | 11 | 7 | 3 | 1 | 0 | 30 | 22 | 8 | 0 | 8 | 1 | 1 | 2 | 16 |
| 13 | Mar 17 | 4 | 0 | 3 | 1 | 0 | 9 | 8 | 1 | 0 | 7 | 4 | 1 | 2 | 2 |
| 14 | Sept 17 | 2 | 1 | 0 | 1 | 0 | 13 | 13 | 0 | 0 | 3 | 0 | 0 | 2 | 1 |
| 15 | Mar 18 | 6 | 4 | 2 | 0 | 0 | 8 | 7 | 1 | 0 | 5 | 1 | 0 | 4 | 0 |
| 16 | Oct 18 | 5 | 5 | 0 | 0 | 0 | 14 | 11 | 3 | 0 | 9 | 2 | 6 | 1 | 0 |