



Grievances

# West Midlands Fire and Rescue Service



## Scrutiny Committee

27<sup>th</sup> March 2019

Report of: The Chief Fire Officer

Audience: Scrutiny Committee

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

Dates covered: 1 July 2018 – 31 Dec 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 July 2018 to 31 December 2018.



# 9 Protected Characteristics



## 9 Grievances lodged from July – December 2018



**GRIEVANCES**

9

0

Accept

Reject



# GRIEVANCES

## AGE

Under 30 = 1 employee  
30-39 = 3 employees  
40 – 49 = 5 employees

0 employees



## Gender Re-assignment

1 employees



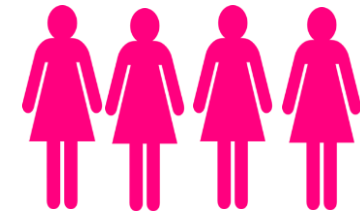
Male employees 5



0 employee has  
declared a disability



6 employees British white  
2 employees Asian/Asian British  
1 employee is black/british



4 female employees



### **21 Cases under Discipline**

16 Gross Misconduct

5 Misconduct

#### **14 related to one incident:**

10 resulted in Gross misconduct

4 Misconduct

#### **Remaining 7 cases out of the 21 cases:**

6 Gross misconduct

1 misconduct

#### **Outcome from the 21 cases:**

18 month final written warning: 4

6 month written warning: 5

No case to answer: 2

Pending an outcome: 1

Resignation pending hearing: 1

Development plans: 8

**DISCIPLINARY**

### AGE

-29 – 1 employee  
30-39 – 9 employee  
40 - 49 – 9 employee  
50-59 - 2 employees

0 employees



### Gender Re-assignment

0 employees



16 British White  
2 Asian British  
1 White/other  
1 Black/British  
1 Black/white

0 disability



18 male employees



3 female employees



**DISMISSED**

**There has been 1 employee dismissed  
within this reporting period:**





Tribunals Service



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

1 has withdrawn  
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
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
17	Mar 19	9	5	4	0	0	21	16	5	0	12	0	4	5	3