



Grievances

# West Midlands Fire and Rescue Service



## Scrutiny Committee

3<sup>rd</sup> September 2019

Report of: The Chief Fire Officer

Audience: Scrutiny Committee

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

Dates covered: 1 January 2019 – 30 June 2019



Tribunals Service

## Purpose of this report:

To inform the Scrutiny Committee 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 2019 to 30 June 2019.



# 9 Protected Characteristics





## **5 Grievances lodged from January – June 2019**

**5 Grievances related to Working Practices**

**4 went to a formal hearing**

# GRIEVANCES

## AGE

30-39 = 0 employees  
40-49 = 4 employees  
50-59 = 1 employee

## Religion

1 Christian  
0 prefer not to say  
4 = none  
0 = not stated



0 employees



## Gender Re-assignment

0 employees



## Sexual Orientation

Heterosexual = 4 employees  
Gay/Lesbian = 1 employee

Male employees 3



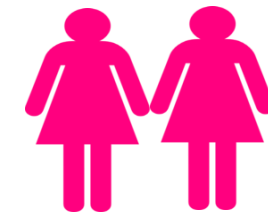
0 employee has  
declared a disability



5 employees married



5 employees British white



2 female employees

**DISCIPLINARY**

## 10 Cases under Discipline

**5** Cases investigated under  
Gross Misconduct

=

**3** went to a formal hearing  
**2** are still ongoing

**5** Case investigated under Misconduct

=

**1** went to a formal hearing  
**1** outcome was to manage through local performance  
**3** are still ongoing

### Outcomes of the **4** Hearings

**0** – No formal action

**0** – Written Warning

**4** – Final Written Warning

**0** –

**DISMISSAL**

**0** – Appeals received

**DISCIPLINARY**

### AGE

30-39 **2 employees**  
40-49 – **6 employees**  
50-59 - **2 employees**

### Religion

2 = Prefer not to state  
6 = Christian  
2 = None



**0 employees**



### Gender Re-assignment

**0 employees**



### Sexual Orientation

**8 employees** – Heterosexual  
**2 employees** – prefer not to state

**7 British white**

**2 British black**

**1 Mixed white & black**

**0 disability**



**6 employees married**  
**1 Living together**  
**3 Single**



**7 male employees**



**3 female employees**



**DISMISSED**

**There has been ZERO employees  
dismissed within this reporting period:**





Tribunals Service



The Service has received **0**  
Employment Tribunal Claims.

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 Mis-conduct	Mis-conduct	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	Aug 19	5	5	0	0	0	10	5	5	0	4	0	4	0	0