



# West Midlands Fire and Rescue Service



## Scrutiny Committee

26 March 2018

Report of: The Chief Fire Officer

Audience: Scrutiny Committee

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

Dates covered: 1 July 2017 – 31 December 2017



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 July 2017 to 31 December 2017.



# 9 Protected Characteristics



6 Grievances lodged from July – December 2017



**4 Grievance outcomes were appealed and not upheld**



AGE

Under 30 = 1 employee  
31-45 = 2 employees  
46 – 55 = 3 employees

0 employees



Gender Re-assignment

0 employees



Sexual Orientation

Heterosexual = 5 employees  
Prefer not to state = 1 employee

Male employees 6



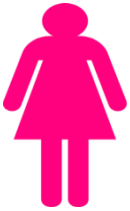
1 employee has declared a disability



4 employees married  
1 employee living with partner  
1 employee is single



5 employees British white  
1 employee is Asian



0 female employees

**DISCIPLINARY**

## 8 Cases under Discipline

7 Cases investigated under Gross  
Misconduct

=

5 went to a formal hearing  
2 resulted in resignation

1 Case investigated under Misconduct

### Outcomes of the 5 Hearings

0 – No formal action

4 – Written Warning

0 – Final Written Warning

1 -

**DISMISSAL**

1 – 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 - 4 employees

3 British Asian employees  
4 British white  
1 BME

0 employees



Gender Re-assignment

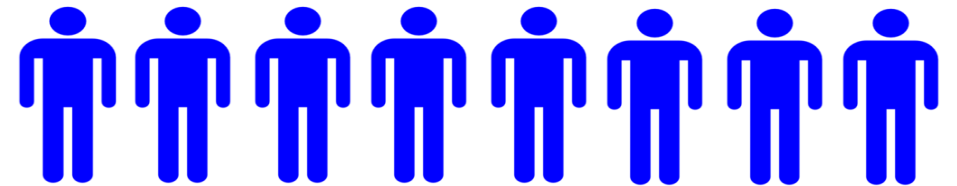
0 employees



Sexual Orientation

5 employees – Heterosexual  
3 employees – prefer not to state

8 male employees



1 disability



3 employees married  
1 employee living with partner  
4 employee is single



0 female employees

**DISMISSED**

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

**Final written warning was breached which resulted in the dismissal.**





Tribunals Service



There is **1** outstanding claim against WMFS lodged with the Employment Tribunals Service which is due to the non payment of Continued professional development. Date for the hearing is 13<sup>th</sup> July 2018

## 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
1	Mar-11	4	na	na	na	na	na	na	na		12	3	3	4	2
2	Oct-11	14	6	3	5	na	11	6	5	0	10	2	4	3	1
3	Mar-12	6	na	1	na	5	14	8	6	0	5	1	3	0	1
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	30	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	Marc 18	6	4	2	0	0	8	7	1	0	5	1	0	4	0