





Scrutiny Committee

4th September 2017

Report of: The Chief Fire Officer

Audience: Scrutiny Committee

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

Dates covered: 1st January 2017 – 30th June 2017





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 1st January 2017 to 30th June 2017.









9 Protected Characteristics



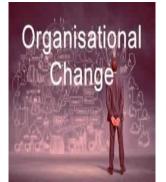


1 individual Grievance Lodged during this reporting period which was Grey Book employees.



ZERO employment tribunals being filed

1 collective grievance was lodged following from a station investigation that involved all 4 watches. This collective grievance did not go to a hearing. This resulted in no formal action and all individuals were met and spoken to.



X 1 Case



1 individual Grievance that was lodged went to an appeal and not upheld

1 collective grievances received resulted in no further action



Religion & Belief

Not stated

AGE

50-59 None

0 employees



Gender Re-assignment



0 disabilities



Sexual Orientation

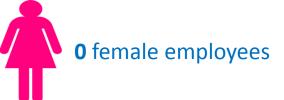
Heterosexual

Black/British employees

Married

Male employees







13 Cases under Discipline

13 Cases investigated under Gross Misconduct

=

3 went to a formal hearing

10 resulted in no formal action

0 Case investigated under Misconduct

Outcomes of the **3** Hearings

- **1** No formal action
- 2 Written Warning
- **0** Final Written Warning



0 – Appealed and none overturned



Religion & Belief

3 Other
1 Not stated
6 No religion
3 Christian

AGE

20-29 – **1** employee 30-39 – **3** employee 40-49 - **7** employees 50-59 – **2** employees 60+ none

0 employees



Gender Re-assignment



0 disability



Sexual Orientation

9 employees – Heterosexual 4 employees – prefer not to state

12 White British employees
1 Black or Black British

4 Married3 Single2 Living together4 not disclosed

12 male employees





1 female employees



There has been no employees dismissed within this reporting period





There are 0 outstanding claims against WMFS lodged with the Employment Tribunals Service

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 Investigat- ions	Gross Mis- conduct	Mis- conduct	Other	No of Discipline Hearings	Dismis- sal	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