



Grievances

West Midlands Fire and Rescue Service



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



Dispute RESOLUTION



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 1st January 2017 to 30th June 2017.



9 Protected Characteristics





GRIEVANCES

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.



Organisational
Change

X 1 Case

0

1

Accept

Reject

**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 employees



Sexual Orientation

Heterosexual

Male employees



0 disabilities



Black/British employees

Married



0 female employees

DISCIPLINARY

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 – **DISMISSAL**

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 employees



Sexual Orientation

9 employees – Heterosexual
4 employees – prefer not to state

0 disability



12 White British employees
1 Black or Black British

4 Married
3 Single
2 Living together
4 not disclosed

12 male employees



1 female employees

DISMISSED

**There has been no employees
dismissed within this reporting period**



Tribunals Service



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 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