



DATE:	13 September 2017	FOI REQUEST NO:	141_1718
FOI REQUEST			
<p>Please can you supply me with the following:-</p> <p>Since the 1st of July 2014 How many of your staff firefighters have faced disciplinary action for any form of Misconduct or Gross Misconduct</p> <p>Please where possible provide month and year and where possible brief details of the misconduct or gross misconduct and if possible the disposal in each case.</p> <p>Please see the attached tables.</p>			

Month / Year	Offence	Outcome
August 2014	Gross Negligence	Dismissed
August 2014	Making Threats to Kill	Dismissed
September 2014	Time Keeping Issues	Dismissed - on Appeal Reduction in Rank
November 2014	Criminal Offence – Fraud	Final Written Warning
November 2014	Criminal Offence – Assault / Damage / Assault Police	Dismissed
November 2014	Falsification of Documents	Final Written Warning / Loss of Pay
January 2015	Assault on Member of Staff	Final Written Warning / Loss of Pay
February 2015	Unauthorised Absence	Written Warning
May 2015	Serious Criminal Offence	Dismissed
May 2015	Assault	Verbal Warning
June 2015	Criminal Offence – Drink Drive	Final Written Warning
September 2015	Inappropriate Comments During Speech	Final Written Warning
September 2015	Criminal Conduct – Assault	Final Written Warning / Reduction in Rank
September 2015	Breach of Confidentiality	Final Written Warning
September 2015	(3 members of staff) Time Keeping Issues	All Dismissed
November 2015	Criminal Conduct – Drink Drive	Dismissed

November 2015	Criminal Conduct – Assault / Harassment	Final Written Warning
November 2015	Traffic Offences	Final Written Warning
December 2015	Criminal Conduct – Assault	Written Warning
December 2015	Discreditable Conduct	Written Warning
January 2016	Criminal Conduct – Public Order	Written Warning
March 2016	Criminal Conduct – Drink Drive	Dismissed
March 2016	Fraud	Dismissed
May 2016	Criminal Conduct – Theft	Dismissed
July 2016	Unauthorised Absence	Final Written Warning
July 2016	Inappropriate Comments on Facebook	Dismissed
July 2016	Unauthorised Absence	Final Written Warning
October 2016	Inappropriate Use of Vehicle	Written Warning
December 2016	Inappropriate Behaviour / Fraudulent Sick Leave	Dismissed – Reinstated on Appeal
December 2016	Inappropriate Post on Facebook	Written Warning
January 2017	Fail to Respond	Final Written Warning
March 2017	Inappropriate Comments	Written Warning
March 2017	Inappropriate Use of Vehicle	Written Warning
May 2017	Unauthorised Absence	Final Written Warning

Does not include members of staff dealt with informally by way of management action.