



**Gofynner am/  
Please ask for:** Information Governance  
and Compliance

**Tel:** 01443232000

**E-bost/E-mail:** DataProtection@southwales-fire.gov.uk

**Our ref:** IG000976

**Dyddiad/Date:** 08.07.2021

## RE: Request for Information held by SWFRS

Your request ref: IG000976 has been dealt with under the Freedom of Information Act 2000.

You asked us:

I am currently undertaking a piece of work, looking at the number of employee relation cases e.g. disciplinary, grievance along with Dignity at Work, within the Trust and specifically the differential in case numbers within the different geographical areas within Wales.

I am looking to contact NHS Wales colleagues as comparators but also thought it would be good to gain an understanding of ER case numbers from our blue light emergency partners.

If you are able to provide any data on employee relation cases for the last 12 month period, it would be appreciated.

Our Response:

### Employee Relation Matters (Discipline) 1<sup>st</sup> July 2020 to 30<sup>th</sup> June 2021

17 cases of which:-

- 3 resulted in formal disciplinary action
- 3 resulted in management action
- 5 resulted in no further action
- 1 employee under investigation resigned prior to formal discipline action
- 5 cases are still on-going

### Employee Relation Matters (Grievance) 1<sup>st</sup> July 2020 to 30<sup>th</sup> June 2021

5 grievances were raised

Pencadlys Gwasanaeth Tân ac Achub De Cymru,  
Parc Busnes Forest View, Llantrisant, Pont-y-clun, CF72 8LX.

Ffôn 01443 232000 • Ffacs 01443 232180  
www.decymru-tan.gov.uk

Rydym yn croesawu gohebiaeth yn y gymraeg a'r saesneg - byddwn yn  
ymateb yn gyfartal i'r ddau ac yn ateb yn eich dewis iaith heb oedi.

**CODI YMWHYBYDDIAETH - LLEIHAU PERYGL**

South Wales Fire and Rescue Service Headquarters,  
Forest View Business Park, Llantrisant, Pontyclun, CF72 8LX.

Telephone 01443 232000 • Fax 01443 232180  
www.southwales-fire.gov.uk

We welcome correspondence in Welsh and English - we will respond  
equally to both and will reply in your language of choice without delay.

**RAISING AWARENESS - REDUCING RISK**



If you have any queries regarding your Freedom of Information request, please contact us at [Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk) quoting the reference number above in any future communication. If you are dissatisfied with the way that your information request has been handled, you can request an internal review by emailing [Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk)

If you remain dissatisfied with the handling of your request, you have the right to appeal to the Information Commissioner at:

Information Commissioner's Office-Wales,  
2nd Floor,  
Churchill House,  
Churchill Way,  
Cardiff,  
CF10 2HH.

There is no charge for making an appeal.

Yours Faithfully

**Information Governance and Compliance**

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