



## Freedom of Information Request FOI 23 26

### Suspensions and dismissals of members of staff

#### Query:

How many people in DWFRS have been suspended and fired in the past five years? What were their rank/position/role?

What was the reason for them being fired? What were the reasons for suspension (for those not fired)?

Are you able to give names of people fired? Please could I have them if so?

#### Response:

**16 members of staff were suspended and nine members of staff were subsequently dismissed between April 2017 and March 2022. This includes three members of corporate staff and 13 members of operational staff.**

The reasons for suspensions were:

- **Breach of procedure**
- **Bringing the Service into disrepute**
- **Failure to comply with reasonable work instructions**
- **Capability, conduct and competence**
- **Misuse of alcohol or drugs**

The reasons for dismissals were:

- **Breach of substance misuse procedure**
- **Criminal proceedings/convictions**
- **Failure to comply with reasonable work instructions**
- **Gross insubordination**
- **Behaviour of an offensive nature**
- **Sexual misconduct**
- **Conduct that is likely to bring the Service into disrepute**

We are unable to provide the names of the members of staff concerned. We are applying the exemption afforded by Section 40(2) Personal Information of the Freedom of Information Act 2000, which deems that a request for information is exempt from disclosure if the information requested constitutes personal data about a third party. In particular we choose to rely upon section 40(3)(a)(i), which provides an absolute exemption if disclosure of the personal data would contravene any of the data protection principles as defined in the Data Protection Act 2018. To disclose this information would directly identify individuals, which would be unfair and contrary to the first data protection principle.

Information/Detail accurate on the date provided: 08, March 2023