



Freedom of Information Request FOI 23 164

Misconduct Outcomes

Query and Response:

1. Can you please send me full, unredacted misconduct outcomes of Dorset and Wiltshire Fire and Rescue Service in the financial years of 2020/21, 2021/22 and 2022/23, and the 2023/24 financial year up until December 01.

We can confirm that we hold this information but we are applying the exemption afforded by section 40(2) Personal information, of the Freedom of Information Act 2000, which provides 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. We are of the opinion that to disclose unredacted outcomes of misconduct hearings would identify individuals and this would be unfair and contrary to the first data protection principle.

However we can provide some statistics for the time period you requested and these can be found attached.

2. Why are Dorset and Wiltshire Fire and Rescue Service misconduct hearings and outcomes not published online?

Anonymised data is currently reported to our Fire Authority on an annual basis regarding numbers of disciplinary cases and outcomes. These reports are available on our website, 5 days prior to each meeting.

However, unlike the Police and Prison Service, fire and rescue employees are not currently deemed as 'Crown Servants' and in this regard are not subject to the same levels of public disclosure in so far as publicising such outcomes on an individual basis. Both the Police and Prison Services have 'barred lists' whereby individuals who have been dismissed for gross misconduct are included.

There is greater scrutiny of misconduct outcomes at a national level, and we understand this includes consideration of whether fire and rescue service employees should be subject to similar arrangements and scrutiny. DWFRS would welcome such a change, but this is a national decision. At a local level we are looking at increasing levels of transparency and, where appropriate, informing our staff when individuals have been dismissed for gross misconduct.

Information/Detail accurate on the date provided: 05, January 2024