



Rt Hon Dame Diana Johnson DBE MP
Minister of State for Policing, Fire
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TO ALL:

Chief Fire Officers in England
Chairs of Fire and Rescue Authorities

Via Email Only

3rd September 2024

Dear Chief Fire Officers and Chairs of Fire and Rescue Authorities,

You will have seen the recent publication from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services on their Thematic Inspection into the handling of misconduct.

The findings from the Inspectorate make for concerning reading, and each of you has a role in considering the findings from this powerful report and ensuring action is prioritised within Services.

The thematic report outlines the need for authority members who hear appeals to receive appropriate training. As the senior leaders of your organisations, your employees will rightly be looking to you to drive change. I hope this report acts as a reminder of your respective responsibilities and legal duties to ensure that all of your staff can operate in a safe and secure environment.

In my previous role as Chair of the Home Affairs Select Committee, I heard first-hand from victims and the professionals in the sector on the awful consequences and impact when misconduct is not appropriately addressed. Misconduct must be swiftly addressed, there is simply no place for it in public service. No one should have to endure bullying, discrimination or harassment within the workplace.

My priority now as Fire Minister is to drive meaningful culture change across the fire and rescue sector. Your leadership will be vital to our shared success. This government will not leave the fire and rescue service behind. We will work hand-in-hand with the workforce, with you and with other sector partners to ensure we see the highest levels of integrity. I look forward to working with you to achieve this.

Yours Sincerely,

Rt Hon Dame Diana Johnson DBE MP

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