



**Gwasanaeth Tân ac Achub**  
De Cymru  
South Wales  
**Fire and Rescue Service**

22 May 2024

Jenny Rathbone MS  
Chair of the Equality and Social Justice Committee  
Welsh Parliament  
Cardiff Bay  
Cardiff  
CF99 1SN

Sent via email: [SeneddEquality@Senedd.Wales](mailto:SeneddEquality@Senedd.Wales)

Dear Chair

## **South Wales Fire and Rescue Service – clarifications and actions**

Thank you for your invitation to consider whether Commissioners have any clarification or context to offer further to our letter to the Committee, dated 18 April 2024. We apologise that we were not able to reply within the four-day timeframe you requested.

While we are aware of the existence of the independent investigator's report to which you refer, we have not received a copy nor been made aware of the detail contained therein because it relates to a grievance that had been closed by North Wales FRS.

We were therefore content to trust the information provided in good faith by CFO Docx, DCFO Forshaw, and the Monitoring Officer, that the matter was closed as "not meeting the threshold for disciplinary action" and that both parties had been advised of "learning opportunities".

Comisiynwyr ar gyfer Gwasanaeth Tân ac Achub De Cymru  
Pencadlys Gwasanaeth Tân ac Achub De Cymru,  
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*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.*

Commissioners for South Wales Fire and Rescue Service  
South Wales Fire and Rescue Service Headquarters,  
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*We welcome correspondence in Welsh and English - we will respond equally to both and will reply in your language of choice without delay.*

Like yourself, it is not appropriate for us to comment on the ongoing Employment Tribunal, but please contact us again if you have any further questions.

Yours sincerely

A handwritten signature in black ink, consisting of a stylized 'V' followed by a horizontal line that tapers to the right.

**Vij Randeniya**  
**Commissioner for South Wales Fire and Rescue Service**

cc Lady Wilcox  
Kirsty Williams  
Carl Foulkes  
John Wilkinson