

Vij Randeniya

CC:

Carl Foulkes

Baroness Wilcox of Newport

Kirsty Williams

15 May 2024

Dear Vij and fellow Commissioners,

Fire and Rescue Services in Wales – clarifications and actions

We are grateful to you for your involvement in our work on the governance of fire and rescue services so far. Since our meeting on 4 March and your [correspondence dated 18 March from all four Commissioners](#), new information has entered the public domain in relation to the allegations concerning Mr Stuart Millington as part of an ongoing industrial tribunal. Whilst it is not our place to comment on active proceedings, the tribunal papers include the findings of the Independent Investigator's report by Alison Brophy completed in October 2023. In her report the Independent Investigator found: "evidence of a prima facie case" that Mr Millington's actions "may amount to bullying and harassment and/or discrimination/harassment on the ground of Trade Union activity under the Discipline Policy".

This would appear at odds with some of the evidence we have received and therefore we invite you to consider whether any clarification or context would be beneficial in light of this new information.

As you conducted the initial sift of suitable candidates to replace Huw Jakeway with an Interim Chief Fire Officer we would also be grateful if you could confirm whether you were aware of the specific detail of the Brophy report findings prior to the appointment. If so what information did you share with your fellow Commissioners before your decision to make Mr Millington the preferred candidate?

A response to our letter would be appreciated at your earliest convenience and no later than by **17.00 on Monday, 20 May 2024**.

Yours sincerely,

A handwritten signature in black ink, reading "Jenny Rathbone". The signature is written in a cursive style with a large, prominent initial 'J'.

Jenny Rathbone MS

Chair of the Equality and Social Justice Committee

