

Clr Dylan Rees
Chair
North Wales Fire and Rescue Authority

Dawn Docx
Chief Fire and Rescue Officer
North Wales Fire and Rescue Authority

14 May 2024

Dear Clr Rees and CFO Docx,

Fire and Rescue Services in Wales – clarifications and actions

We are grateful to you for your involvement in our work so far on the governance of fire and rescue services. Since the hearing on 11 March, 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. During the hearing you both confirmed that you had read the Brophy report, which was received in November 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. 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,



Jenny Rathbone MS
Chair of the Equality and Social Justice Committee