

Request title:
Disciplinary Proceedings

Reference Number: F1333
Date of Response: 06th August 2018

Further to your Freedom of Information Act request, please find the Trust's response, in **blue bold text** below:

**Request and Royal Devon and Exeter NHS Foundation Trust
Response**

I am writing with a request under the Freedom of Information Act. I would like this information for the calendar year to date, 2017, 2016, 2015, 2014 and 2013.

Please can you tell me:

*How many people working at the trust have been subject to disciplinary proceedings for their use of instant messaging apps (e.g. WhatsApp, Facebook Messenger, Snapchat)?

2013 - ≤5

2014 - ≤5

2015 - 0

2016 - ≤5

2017 - 0

2018 - 0

In accordance with the Data Protection Act 2018 we are unable to provide figures where the number of subjects is less than or equal to five and could risk the identification of those subjects and breach Caldicott principles.

In these cases ≤5 is used to indicate that a figure between 1 and 5 is being suppressed. Also note that if only one cell required suppression, at least one other number has been suppressed to avoid calculation of suppressed values from the totals.

This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, CCG's providers and Trusts may allow identification of subjects and should not be published.

*How many people working at the trust have been subject to disciplinary proceedings for their use of social media (e.g. Facebook, Twitter, Instagram)?

Our system used for recording this information does not differentiate between instant messaging and social media.

*Please tell me, for each case, the job title of the staff member concerned (e.g. junior doctor, consultant, nurse, administrative staff) and which sanctions were applied (e.g. dismissal, formal warning, referral to professional regulator).

Due to the small number of cases we cannot provide any information which could potentially lead to the revelation of the identity of an individual.