

Trust Headquarters
Russells Hall Hospital
Dudley
West Midlands
DY1 2HQ

Date: 27/04/2018

Email: request-476522-a595371x@xxxxxxxxxxxxxx.xxx

Dear Kat Lay,

FREEDOM OF INFORMATION REQUEST - Ref: FOI/014058

With reference to your FOI request that was received on 09/04/2018 in connection with 'Disciplinary proceedings over NHS staff using social media or instant messaging apps'.

Please find response below and/or attached.

If you have any queries or concerns then please do not hesitate to contact the FOI office. Please remember to quote the reference number '**FOI/014058**' in any future communications related to this FOI request.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint, you should write to the FOI office (post/email) using the contact information shown below.

If you are not content with the outcome of your complaint or review, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by The Dudley Group NHS Foundation Trust.

Further information about your rights is also available from the Information Commissioner at:

Information Commissioner

Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF
Tel: 0303 123 1113
Fax: 01625 524510
www.ico.gov.uk

Freedom of Information Office
2nd Floor, South Block, Russells Hall Hospital, Dudley, West Midlands, DY1 2HQ
Email: xxxx.xxx@xxx.xxx

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)?

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

In response to the questions above:- unable to respond from 2013- July 2016 as this information was not centrally recorded and only held on personal files.

Since August 2016 to 31/12/16 there have been cases where disciplinary procedure has been invoked but due to the low numbers and to avoid harm or distress to the persons potentially being identified if the information is made public the Trust is not releasing the numbers.

0 cases in 2017

0 cases to date in 2018

*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 low numbers and the possibility of the persons being identified the Trust is not releasing the positions held and is using exemption 40(2) of the Freedom of Information Act.

I would prefer to receive the information electronically, and in either Excel or CSV format