

Thank you for your request for Information under the FOIA:

Please find below the Trust's response marked in **BOLD**:

I would like the following information for the calendar year to date, 2017, 2016, 2015, 2014 and 2013:

- 1) 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	2014	2015	2016	2017
0	0	0	0	0

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

2013	2014	2015	2016	2017
6	*	*	5	*

- 3) 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).

Job Title	Sanction
Nurse	4 x Informal Outcome
	Informal Counselling
	Verbal Warning
	Final Written Warning
Catering Assistant	FOIA s.40 Personal Information
Staff Nurse	Case Not Proven
	No Case to Answer
	No Further Action
Service Assistant	Informal Action
	No Case to Answer
Administrative Staff	Informal Outcome
	Verbal Warning
Health Care Assistant	Summary Dismissal
	Informal Outcome
Health Professional	FOIA s.40 Personal Information

Please note - These cases relate to inappropriate content being placed onto social media, not to conduct issues related to use of social media during working hours.

Complaints:

If you are dissatisfied with our response, you do have the right to complain and to ask for an internal review. The complaint has to be addressed to the Trust in the first instance, where it will be investigated within the timescales set out in the FOIA 2000; we do attempt to turn reviews around within 20 working days however, sometimes it can take us longer and we will advise you of that at the time. If you are unhappy with the outcome of our Internal Review, then you do have the right to appeal to the Information Commissioners Office: <https://ico.org.uk/>

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