



26 June 2018

Information Rights & Compliance Team
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Our Ref: FOI 2879

Thank you for your request concerning disciplinary proceedings due to social media or instant messaging breaches.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

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

- 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 and Snapchat)?**

None

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

For years 2013, 2014, 2015 and 2017 there have been no disciplinary proceedings.

	Number of Employees	Position	Why they were investigated	Outcome of Investigations
2016	1	Team Leader	Posted an inappropriate comment about a colleague on Facebook	Written Warning

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sharon Farrell

**Sharon Farrell
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

