



9 November 2018

Information Rights & Compliance Team  
99 Waverley Road  
St Albans  
Hertfordshire  
AL3 5TL

Tel: 01727 804954  
Email: [Hpft.foi@nhs.net](mailto:Hpft.foi@nhs.net)

Our Ref: FOI 03006

Thank you for your request concerning incidents of Trust staff or contractors improperly using messaging platforms.

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

**For each of the last five years (2014 to 2018 inclusive), please tell me:**

- 1. How many staff or contractors at your trust have been investigated for improper use of messaging platforms?**

Information for 2014 to 2016 regarding improper use of messaging platforms is already available in the public domain<sup>1</sup>. Please follow this [link](#) to a previously published response.

There have not been any investigations in 2017-2018 for improper use of messaging platforms.

- 2. How many staff or contractors were sanctioned / disciplined for doing so. For each sanction, please say what it was: for example, if it was a monetary fine, please give the value; if it was a suspension, please give the duration.**

For 2014 to 2016, please follow the link provided under question 1.

For 2017 and 2018; not applicable

- 3. For each incident of a staff member or contractor being investigated and / or sanctioned, please say:**

- a) What messaging platform was involved?**

**2014 – 2016**

Due to low number(s) being identified we have given full consideration to your request for the platform used and feel that the potential to identify this individual and constitute a breach of the Data Protection Act (2018) to be high. All Trust employees have a reasonable expectation that their information will not be disclosed without their consent<sup>2</sup>.

<sup>1</sup> Section 21 – Information is accessible through other means has been applied

<sup>2</sup> Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

**b) The individual's broad role, for example doctor (junior/consultant), nurse, management?**

2014 – 2016

Please follow the link provided under question 1.

For 2017-18; not applicable

**4. For each incident of a staff member or contractor being investigated and / or sanctioned, please say whether the patient or patients concerned were informed that a possible misuse of their data had taken place?**

2014 -2018; not applicable

**5. Does your trust have explicit rules against such use? If so, please point to them.**

Please see attached our Social Media Policy; this policy is currently under review.

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

*Sue Smith*

**Sue Smith  
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](#).

