

Trust Headquarters  
Russells Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

Date: 15/10/2013

**FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/011589**

With reference to your FOI request that was received on 04/09/2013 in connection with 'Daily Telegraph - Improper use of Twitter or Facebook'.

Your request for information has now been considered and the information requested is enclosed.

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](http://www.ico.gov.uk)

Yours sincerely

Information Governance Manager  
Room 34a, First Floor, Esk House, Russells Hall Hospital, Dudley, DY1 2HQ  
Email: [FOI@dgh.nhs.uk](mailto:FOI@dgh.nhs.uk)

Please find the responses to your request, in turn, below:

1. How many staff have received

- a) warnings
  - b) referral to the GMC/NMC/appropriate regulatory body
  - c) been dismissed
- for improper use of Twitter and Facebook in the financial years 2010-11; 2011-12 and 2012-13 respectively?

Please can this be broken down by financial year as above, and job role be given - nurse, doctor, consultant, manager etc.

2. Of these staff, how many were subject to a,b or c for posting of patient information? (Please indicate year, job role, and whether a,b,c)

3. Of the staff given in answer to question 1, how many of these incidents involved posting pictures of patients (Please indicate year, job role, and whether a,b,c)

4. Of the staff given in answer to question 1, how many have been subject to 1 or more warning, and what is the highest amount of warnings given to a staff member for improper use of Twitter and Facebook (please indicate year, job role) ?

The Trust is unable to provide figures for the type of information requested as is not held centrally, or in an electronic format, but would, if it existed, be held within an individual's Personnel File.  
Information held in Personnel Files is captured under the Data Protection Act, via subject access requests.  
I am unable to clarify whether or not any of the information you have requested exists as I would be required to review every personnel file for every member of staff at the Trust, which I am unable to do for this request under section 40 of the Freedom of Information Act (Personal Information).  
Please note that Trust systems restrict access to Twitter and Facebook to its Communications Department only, all other staff do not have access.