

Ref: FOIA Reference 2019/20-247

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 7th August 2019

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 1st August 2019 requesting information under the Freedom of Information Act (2000) regarding violations of patient privacy.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 How many (a) medical staff and (b) non-medical staff were disciplined in the last two calendar years (2017 and 2018) for improper/illegal or inappropriate use of patient records?

A1 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act. However as the Trust is committed to openness and transparency we can band the numbers of disciplinary cases for the past 2 years as per the table below (A2)

Notes:

- 1) The data reflects the number of cases raised **formally** via the Trust's Disciplinary Policy. Cases may have been raised and dealt with informally at a local level and any such case would not be recorded centrally
- 2) Data includes only those cases where it is clear that the allegations were in relation to patient records

Q2 Please provide for the five most recent incidents a brief description, which should include:

- (i) The nature of the offence or breach of Trust policy (e.g. looked at health records of neighbour/celebrity/family member without professional purpose)
- (ii) The person's job title (e.g. nurse, admin staff, physio, consultant)
- (iii) How the matter was resolved, i.e. written warning, sacked etc.

A2 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act. However as the Trust is committed to openness and transparency we can band the five most recent incidents as:

	2017		2018	
	Medical	Non-Medical	Medical	Non-Medical
Number of cases (Q1)	0	<5	0	<5
Nature of the offence or breach				
Improper/illegal or inappropriate use of patient records	0	<5	0	<5
Job Title				
Admin & Clerical		<5		<5
Allied Health Professionals		<5		<5
Nursing & Midwifery Registered		<5		<5
How the matter was resolved				
Written Warning		<5		<5
Final Written Warning		<5		<5
Dismissal with notice		<5		<5

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

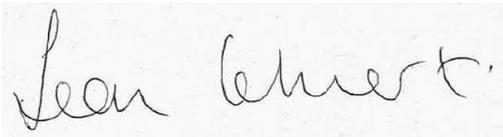
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Jean Lehnert
Information Governance Manager