



**Kent and Medway**  
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Sent via email

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Dear [REDACTED]

### Request for Information

I write further to your request FOI ID 44702 under the Freedom of Information Act 2000 regarding: -

Your request is set out below:

2008 Recruitment

Your request is set out below:

1. What actual action was taken by the Trust following this crime in respect of how this occurred and what has been done to prevent future 'Incidents of any kind'?

**We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that releasing information relating to a specific case would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged. The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.**

**The Trust introduced a specific policy called the Professional Personal Boundaries Policy. I have attached version 1 which was introduced in 2008, and the current version that is in place.**

2. Please provide details of the Trust/Hospital Management -
  - a) Investigating how the position/these positions, this person applied for was advertised?  
**The Trust are required to retain recruitment records for no longer than 12 months as per the Chartered Institute of Personnel and Development (CIPD) guidelines. The Trust is therefore unable to provide a response to this question as we no longer hold the information.**
  - b) How many people applied for the position/s?  
**The Trust are required to retain recruitment records for no longer than 12 months as per the Chartered Institute of Personnel and Development (CIPD) guidelines. The**

**We are proud to be smoke free**

Trust Chair – Dr Jackie Craissati  
Chief Executive – Sheila Stenson

**Trust is therefore unable to provide a response to this question as we no longer hold the information.**

- c) Did this person have the NECESSARY QUALIFICATIONS required for the position?

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- d) Did the Hospital management/Trust have knowledge of his wife being an existing employee?

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- e) Was 'having a relation' already employed with the Trust/Hospital a 'factor' in the decision to employ him?

**We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that releasing information relating to a specific case would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged. The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.**

3. Has the Trust shared this 'EXPERIENCE' with other TRUSTS for future reference/beneficial preventative action?

**The Trust do not hold records that date back to this time period so are unable to confirm if any learning was shared with other NHS Trust's.**

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

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Yours Sincerely

On Behalf of  
The Information Governance Department