

# POLICY & RESOURCES SCRUTINY COMMITTEE

## 9<sup>th</sup> JUNE 2016

### Amendments to the Email Usage & Monitoring Policy

#### To consider and comment on the following issues:

- That the Committee considers and comments on the amended policy.

#### Reasons:

- The amendments are proposed in order to strengthen the policy enabling it to meet statutory obligations.
- At its meeting in March 2014, the Policy & Resources Scrutiny suggested that the amended policy clearly define email filtering and access authorisation to email.
- To formulate views for submission to Executive Board for consideration.

**To be referred to the Executive Board / Council for decision: YES**

**Executive Board Member Portfolio Holder:** Cllr. David Jenkins (Resources)

<b>Directorate:</b> Chief Executive's	<b>Designations:</b>	<b>Tel Nos. / E-Mail Addresses:</b>
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## EXECUTIVE SUMMARY

# POLICY & RESOURCES SCRUTINY COMMITTEE

## 9<sup>th</sup> JUNE 2016

### Amendments to the Email Usage & Monitoring Policy

A review of the policy has been undertaken to ensure it meets all current legislative requirements. Following a suggestion made by the Policy & Resources Scrutiny, additional information has been provided on email filtering & monitoring. Certain sections of the policy have been amended, and an additional section added.

The amendments being proposed are:

Amendment to **Section 3.1** to include reference to the Regulation of Investigatory Powers Act 2000.

Amendment to **Section 5.7** following advice from Human Resources from:

*'No employee, elected member, consultant or contractor will send, forward or receive emails that in any way may be interpreted as insulting, disruptive or offensive by any other person, or company, or which may be harmful to staff morale. Examples of prohibited material include but are not limited to'*

To:

*'No employee, elected member, consultant or contractor will send, forward or receive emails that in any way may be interpreted as insulting, disruptive or offensive by any other person, or company, or which contravene the **Authority's Behavioural Standards in the Workplace policy**'.*

Amendment to **Section 7** heading from 'Monitoring principles' to 'Automated monitoring and filtering'. This is to define that email filtering is an automated process.

**Section 8:** *'Requests for information, investigations and tracking'* has been added to clarify who has authorisation to access staff and members email for the purpose of information, investigation and tracking of emails.

DETAILED REPORT ATTACHED?

YES – Policy attached

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed:            Noelwyn Daniel            Interim ICT Manager

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	YES	YES	NONE

## 1. Policy, Crime & Disorder and Equalities

This policy governs the Council's approach to managing its email facilities, ensuring the best interests of both staff and the Council are upheld.

## 2. Legal

Certain breaches of the Data Protection Act are criminal offences (e.g. selling personal data) for which an individual can be prosecuted. Other breaches of the DPA can involve civil penalties against the authority. Breaches of FOIA and RIPA could give rise to civil claims against the authority.

## 5. Risk Management Issues

There is a risk that Council emails could purposely or inadvertently be accessed by unauthorised users if this policy is not adhered too.

## 6. Staffing Implications

Staff and Members will be expected to comply with the amendments to the policy. Employee consultation has taken place.

# CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Noelwyn Daniel Interim ICT Manager

1. Local Member(s) – N/A

2. Community / Town Council – N/A

3. Relevant Partners – N/A

4. Staff Side Representatives and other Organisations – Yes, employee consultation with trade unions on 22<sup>nd</sup> October 2015.

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW:**

Title of Document	File Ref No. / Locations that the papers are available for public inspection
Regulation of Investigatory Powers Act 2000	<a href="http://www.legislation.gov.uk/ukpga/2000/23/contents">http://www.legislation.gov.uk/ukpga/2000/23/contents</a>
Review of Email Usage and Monitoring Policy (Policy & Resources Scrutiny Committee – 24th March 2014)	<b>Agenda</b> <a href="http://online.carmarthenshire.gov.uk/agendas/eng/POLI20140324/index.asp">http://online.carmarthenshire.gov.uk/agendas/eng/POLI20140324/index.asp</a> <b>Minutes</b> <a href="http://online.carmarthenshire.gov.uk/agendas/eng/POLI20140324/MINUTES.HTM">http://online.carmarthenshire.gov.uk/agendas/eng/POLI20140324/MINUTES.HTM</a>