Consequences
Consequences

- If an employee writes anything vaguely negative about their employer, including saying something as anodyne as ‘I had a bad day at work’, bosses are well within their legal rights, to sack the staff member.

- “Employees think they are bullet-proof when they post anything on Facebook or Twitter. But if they bring their employer into disrepute, the boss of that firm is well within their legal right to sack them,”
Consequences
Consequences

• A human resources executive was forced out of his job after angering his employer by putting his CV online and advertising that he was interested in other “career opportunities”

• John Flexman, 34, is thought to be the first person in the country to bring a case for constructive dismissal after a dispute with bosses over his profile on the professional networking site LinkedIn
Consequences

- But he was contacted by his manager while on holiday in the United States and ordered to remove his CV.

- On his return he was accused of “inappropriate use of social media” and called to attend an internal disciplinary hearing.

- An interior designer who used a social networking site to try to connect with potential customers for his out-of-hours business has been sacked by his day job.
Consequences
Consequences

Bradford Pedley's main employer, Canberra design firm peckvonhartel, sacked Mr Pedley hours after hearing about the LinkedIn email, which pledged to expand his fledgling business "to a full-time design practice".

- He was dismissed the day after he sent the email - despite peckvonhartel having previously authorised him to work in his private capacity on smaller jobs.
Consequences
Consequences

- A DVLA employee was fired for using Facebook during office hours.

- A civil servant at the DVLA was fired after being caught using Facebook on his mobile phone during office hours, it has emerged.

- The employee, who has not been named, was dismissed for breaking the call centre’s ‘draconian’ ban on accessing social media sites while at work.
Consequences

- Bosses previously dismissed three members of staff for making ‘inappropriate comments’ about the agency, a colleague or customers on Facebook.

- Seven employees at the Driver and Vehicle Licensing Agency in Swansea were also suspended earlier this year for posting ‘inappropriate’ comments or jokes on the site.
Consequences
Consequences

- Eleven work and pensions civil servants sacked for using Twitter or Facebook.
- Eleven civil servants at the Department for Work and Pensions have been sacked for using Twitter or Facebook.
- The 11 sacked officials are among 116 DWP employees to have faced disciplinary action for blogging and social networking since January 2009.
Consequences

- The news that Kent youth PCC Paris Brown has resigned after a Twitter row
- And
- Two police employees resigned in 2012 for misuse of Facebook (on the BBC website) suggests that employers are still having issues with employees’ social media activities.
- We round up ten employment cases involving Facebook.
Consequences
Clifford Chance trainee lawyer faces sack after describing his work as ‘****** people over for money’

Having perhaps realised his error, the Clifford Chance trainee seems to think better of his remarks and states to the Cherwell interviewer: “I refuse my consent for this to go on the internet and I will sue you if it goes on.”
Consequences

- After being notified that one of their trainees had made the appearance, a spokesperson for Clifford Chance said:

  - “The comments made are inappropriate and they are at odds with our principles and the professional standards we espouse as a firm.

- One of our trainee lawyers is the subject of our formal disciplinary procedures which may result in termination of the training contract with the firm”.
Consequences

YOU ARE FIRED
Consequences

- Stephanie Bon HR Assistant 37 years old from the UK

- Stephanie worked as an assistant for Lloyds Banking Group and was paid £7 an hour.

- She was at a friend’s house when she heard on the TV News about the salary of the new boss of Lloyds Bank.

- He was to get a wage package that totaled £13.5million.
Consequences

- Stephanie worked it out that he would be paid £4,000 an hour.
- She was not happy and made a comment on Facebook which said,
  `‘LBGs new CEO gets £4,000 an hour, I get £7. That's fair.'`
- The bank saw the comment and she was told by her manager that she should not be writing comments like that about the bank.
- Then she was fired because of her comments.
Consequences
Consequences

• Carl Boulter Police Officer. 47 years old from UK

• Carl Boulter worked as a Police officer and was stationed in Fillongley village in Warwickshire UK.

• He was working as a Community Support Officer in the village. He was not happy with some of the rules of the job and wrote about it on his Facebook page.
Consequences

- When the comments were seen by his bosses Carl Boulter was sacked.
- The reason given was that he had been making inappropriate postings about his job with Warwickshire Police.
- Some of his comments he posted on Facebook were:
  - ‘I wish I could find another job.’
  - 'I hate wearing this stupid stab proof vest out in the countryside where there's no need for it.'
Consequences

- Six members of the Metropolitan Police Service (MPS), including three serving officers, have been sacked for posting "offensive" and "intimidating" content on social media sites, according to data gathered by

- 38 police officers being disciplined. Of these 38 incidents, six led to ‘management action’, defined as providing feedback to officers over why their conduct fell short
Consequences

- The remaining 25 complaints resulted in formal actions against officers. Of these, three led to dismissals, five were management actions, and 17 led to written warnings.

- The other three dismissals were taken against regular members of back office staff, while one resigned pending an investigation.
Consequences

- Section 1 and 2 protection from Harassment Act 1997
- 6 months in Prison

- Section 1.1 Malicious Communications Act 1988
- (Send an electronic communication....causing distress or anxiety)
- 6 months in Prison
Consequences

- Section 1.1 a Malicious Communications Act 1988
  (Send an indecent / offensive message ....causing distress or anxiety)
  6 months in Prison

- Section 160 CJA 1 2a and 3
  Possess or send an indecent image of a Child
  5 years in Prison
Consequences

• There is No such thing as Delete

• Funeral of a person you know because

• You sent the message

• Court Case

• You are now the News Story
Consequences

- Banned from the Internet for 5 Years

Prison

What Plays on the Internet

Stays

On the Internet
Consequences

- “Nearly half of employers say on average it takes them more than two months to fill an open full-time position,” said Roy. “Employers are increasingly exploring new ways to connect with potential candidates.”
- Roy recommends the following tips to favorably position yourself on social networking sites:
Consequences

1. **Clean up digital dirt.** Make sure to remove pictures, content and links that can send the wrong message to a potential employer *before* you start your job search.

2. **Update your profile regularly.** Make sure to include specific accomplishments, inside and outside of work.

3. **Monitor comments.** Since you can’t control what other people say on your site, you may want to use the “block comments” feature.
Consequences

4. **Join groups selectively.** While joining a group with a fun or silly name may seem harmless, it may not give the best impression to a hiring manager. Also be selective about who you accept as “friends.”

5. **Go private.** Consider setting your profile to “private,” so only designated friends can view it.