


Chapter 15

From Unresolved to Resolved: Strengthening Data Protection for Privacy of Employee in Digital Health

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ABSTRACT

Health data digitalisation poses privacy and security concerns. Employee data, which we have never been able to access before, is rising with digital health. The strongest laws for the protection of employee data and privacy are actual. Consent, data collection, and third-party use agreements are mandatory for sensitive medical records. This chapter evaluates the state of data privacy due to existing legislative and regulatory measures that control the digital delivery of healthcare. The chapter

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initially addresses data protection laws and how they measure up against those of other countries. Assessing the results of present measures is best done by comparing them with judicial override and infringement. The findings suggest a need for improved data privacy knowledge and compliance, particularly within digital health.

1. INTRODUCTION

India's fast-growing digital health sector needs rigid data protection rules. The Indian healthcare sector is in the middle of a massive transformation thanks to the rapid adoption of digital technologies. Among the many advances that have been part of this so-called “digital health revolution”, telemedicine platforms, Electronic Health Records (EHRs), and Health Information Exchanges (HIE) are some examples. These technologies can significantly improve healthcare accessibility, efficiency, and employee engagement. However, with all those exciting opportunities comes a significant challenge - ensuring strong data security and employee privacy in this fast-evolving digital world. It is a fact that digital health is on the rise in India. Telemedicine systems allow doctors to connect to distant locations and have remote consultations. (Maraju et al., 2023). This identified potential liability vulnerabilities in digital repositories that generate, store, and manipulate health data. Sharing information safely can help make healthcare systems more resilient. It means an umbrella approach that harmonises statutes, policy, and technology change to leave no seam or shortfall until delivery. This chapter calls for electronic health record privacy and national protocol security.

EHRs have been transforming medical records management, streamlined treatment coordination, and data-driven decision-making. Healthcare necessitates mobile health apps that empower employees to self-monitor their health and access information adapted to his or her well-being (Stephen & Frank, 2024a). Powered by data and digital technology, transform the way we deliver healthcare, focusing on prevention as well as giving individuals control over their health (Braghin & Cremonini, 2017a). We are also seeing a similarly quick adoption of digital health applications, which has stoked hesitations about security and privacy. Personal Health Information (PHI), which includes an individual's medical history, diagnosis, treatment plans, and genetic information, is being increasingly collected, maintained, and communicated electronically (Kassam et al., 2023). Strong legal and regulatory protections are needed to prevent unauthorised access, misuse, or disclosure of this precious trove of personally identifiable information.

Cyberattacks on healthcare facilities are experiencing a global rise in frequency. Global cybersecurity company Sophos tells us that nearly 60% of healthcare organisations worldwide have fallen victim to a cyberattack over the last year (SOPHOS,

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