

## EMPLOYEE AND APPLICANT PRIVACY NOTICE

<b>Purpose of this Privacy Notice</b>	<p>This Privacy Notice tells you what to expect us to do with your personal information when you work for us or apply for a job with us.</p>
<b>Our Contact Details</b>	<p>           Positive Futures            2b Park Drive, Bangor, County Down BT20 4JZ            +44 (0) 28 9147 5720  <a href="mailto:dataprotection@positive-futures.net">dataprotection@positive-futures.net</a> </p>
<b>What information we collect and use and why</b>	<p>We collect or use the following personal information as part of <b>staff recruitment, administration and management</b>:</p> <ul style="list-style-type: none"> <li>• Contact Details (e.g name, address, telephone number, personal email address)</li> <li>• Date of Birth</li> <li>• Personal Public Service Number</li> <li>• National Insurance Number</li> <li>• Gender</li> <li>• Copies of passport or other photo ID</li> <li>• Copies of proof of address documents (e.g bank statements or bills)</li> <li>• Marital Status</li> <li>• Next of kin or emergency contact details</li> <li>• Employment history (e.g job application, employment references or secondary employment)</li> <li>• Eligibility to work information</li> <li>• Details of any criminal convictions</li> <li>• Security clearance checks (e.g Garda Vetting)</li> <li>• Performance Records (e.g reviews, disciplinary records, complaints)</li> <li>• Training history and development needs</li> </ul> <p>We also collect the following special category information for staff recruitment, administration and management:</p> <ul style="list-style-type: none"> <li>• Health Information</li> </ul>

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Our lawful bases for collecting or using personal information as part of staff recruitment, administration and management are:

- Consent
- Contract
- Legal Obligation
- Legitimate Interest

Positive Futures has a legitimate interest in processing personal information it collects in order to recruit, manage and develop suitable staff.

We collect or use the following information as part of managing **salaries and pensions**:

- Job Role and employment contract (e.g start and leave dates, salary changes to employment contract or working patterns)
- Timesheets
- Expenses, overtime or other payments claimed
- Details of absence (e.g annual leave, sickness absence, special leave)
- Maternity, paternity, shared parental and adoption leave
- Pension details
- Bank account details
- Payroll records
- Tax status

Our lawful bases for collecting or using personal information as part of managing salaries and pensions are:

- Legal obligation
- Legitimate interest

Positive Futures has a legitimate interest in processing information to manage salaries and pensions to ensure that our staff receive the

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	<p>correct salary, pay the correct contributions and receive benefits related to specific absences</p> <p>We collect or use the following personal information for managing <b>staff health and wellbeing</b>:</p> <ul style="list-style-type: none"> <li>• Occupational health referrals and reports</li> <li>• Sickness absence forms or fit notes (e.g statement of fitness to work from GP/hospital)</li> <li>• Accident at work records</li> <li>• Access needs or reasonable adjustments</li> </ul> <p>We also collect the following special category information for managing staff health and wellbeing:</p> <ul style="list-style-type: none"> <li>• Health information</li> </ul> <p>Our lawful bases for collecting or using personal information as part of managing staff health and wellbeing is:</p> <ul style="list-style-type: none"> <li>• Legal obligation</li> <li>• Legitimate interest</li> </ul> <p>Positive Futures has a legitimate interest in processing information to manage staff health and wellbeing to ensure that staff are fit enough to be employed in their role and to allow us to make reasonable adjustments where needed to support them.</p>
<p><b>Where we get your personal information from</b></p>	<p>We collect your personal information from the following places:</p> <ul style="list-style-type: none"> <li>• From employees directly</li> <li>• Employment Agencies</li> <li>• Referees (external or internal)</li> <li>• Security clearance providers</li> <li>• Occupational Health and other health providers</li> <li>• Pension administrators or government departments</li> </ul>

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	<ul style="list-style-type: none"> <li>• Staff benefit providers</li> </ul>
<b>How long we keep information</b>	<p>We will hold records that contain your information for no longer than is necessary, as per the retention periods specified in our Records Retention and Disposal Schedule.</p>
<b>Who we share information with</b>	<p>Our sister company in Northern Ireland provides us with back office support services so your information will be shared securely with staff in relevant departments such as Human Resources and Finance.</p> <p>At the application stage your information is shared with the HR Department, recruitment panel and the relevant line manager for the position to which you are applying.</p> <p>We may be required to share your information with other members of staff or external agencies for the purpose of fulfilling our legal, regulatory and contractual obligation or for the defence of or response to litigation.</p> <p>We may be required to provide upon request employment references. We have a duty to the recipient to provide information that is true, accurate, fair and non discriminatory.</p> <p>Arrangements under Section 65 of the Health Act 2007 determines that we have a legal requirement to share your information with the Health Information and Quality Authority (HIQA) for their audit purposes.</p> <p>Positive Futures use data processors who are responsible for processing your information on its behalf such as our HR system providers and pension providers.</p>

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<p><b>Data protection rights</b></p>	<p>Under data protection law, you have rights including:</p> <ul style="list-style-type: none"> <li>• <b>Right of access</b> – you have the right to ask us for copies of your personal data</li> <li>• <b>Right to rectification</b> – you have the right to ask us to rectify personal data you think is inaccurate. You also have the right to ask us to complete information you think is incomplete</li> <li>• <b>Right to erasure</b> – you have the right to ask us to erase your personal data in certain circumstances</li> <li>• <b>Right to restrict processing</b> – you have the right to ask us to restrict the processing of your personal data in certain circumstances</li> <li>• <b>Right to object to processing</b> – you have the right to object to the processing of your personal data in certain circumstances</li> <li>• <b>Right to data portability</b> – you have the right to ask that we transfer the personal data you gave us to another organisation or to you in certain circumstances</li> <li>• <b>Right to withdraw consent</b> – when we use consent as our lawful basis you have the right to withdraw your consent</li> </ul> <p>You don't usually need to pay a fee to exercise your rights. If you make a request we have one calendar month to respond to you.</p> <p>To make a data protection request please contact us using the contact details at the top of this privacy notice.</p>
<p><b>Transfers of personal data to any third countries or international organisations</b></p>	<p>Your data is not transferred to any third countries or international organisations.</p>

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	<p>A noted in the section titled “<b>who we share information with</b>” Positive Futures Northern Ireland provide back office support in relevant departments. On 28.06.21 the European Commission approved the flow of data from the EU (and EEA) to the UK. This is known as an Adequacy Decision and confirms that the EU has determined that UK data protection laws are robust enough to ensure the safe transfer of data.</p>
<p><b>How to complain</b></p>	<p>If you have any concerns about the use of your personal information you can make a complaint to us using the contact details at the top of this privacy notice.</p> <p>If you remain unhappy with how we have used your information after raising a complaint with us you can also complain to the Data Protection Commission (DPC)</p> <p>The DPC’s address:</p> <p>21 Fitzwilliam Square South        Dublin 2        DO2 RD28</p> <p>Helpline number: (01) 765 0100        Website:  <a href="http://www.dataprotection.ie/en/individuals/exercising-your-rights/raising-concern-commission">www.dataprotection.ie/en/individuals/exercising-your-rights/raising-concern-commission</a></p>