

Staff Privacy Notice

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Author/Owner (name and job title)	Steven Johnston, Team Manager, Information Management
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Staff Privacy Notice

As an employer the Information Commissioners Office (ICO) must meet its contractual, statutory and administrative obligations. We are committed to ensuring that the personal data of our employees is handled in accordance with the principles set out in the Commissioner's [Guide to Data Protection](#).

This privacy notice tells you what to expect when the ICO collects personal information about you. It applies to all employees, ex-employees, agency staff, contractors, secondees and non-executive directors. However the information we will process about you will vary depending on your specific role and personal circumstances.

The ICO is the controller for this information unless this notice specifically states otherwise. [Details of our Data Protection Officer can be found here](#).

This notice should be read in conjunction with our [global privacy notice](#) and our other corporate [policies and procedures](#). When appropriate we will provide a 'just in time' notice to cover any additional processing activities not mentioned in this document.

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How do we get your information

We get information about you from the following sources:

- Directly from you.
- From an employment agency.
- From your employer if you are a secondee.
- From referees, either external or internal.
- From security clearance providers.

- From Occupational Health and other health providers.
- From Pension administrators and other government departments, for example tax details from HMRC.
- From your Trade Union.
- From the [Car Parking Scheme](#).
- From providers of staff benefits.
- CCTV images from our landlords or taken using our own CCTV systems.

What personal data we process and why

We process the following categories of personal data:

Information related to your employment

We use the following information to carry out the contract we have with you, provide you access to business services required for your role and manage our human resources processes. We will also use it for our regulatory purposes in our role as a supervisory authority and to fulfil our role of promoting openness by public bodies and data privacy for individuals.

- Personal contact details such as your name, address, contact telephone numbers (landline and mobile) and personal email addresses.
- Your date of birth, gender and NI number.
- A copy of your passport or similar photographic identification and / or proof of address documents.
- Marital status.
- Next of kin, emergency contacts and their contact information.
- Employment and education history including your qualifications, job application, employment references, right to work information and details of any criminal convictions that you declare.
- Location of employment (eg Wilmslow or regional offices).
- Details of any secondary employment, political declarations, conflict of interest declarations or gift declarations.
- [Security clearance](#) details including basic checks and higher security clearance details according to your job.
- Any criminal convictions that you declare to us.
- Your responses to [staff surveys](#) if this data is not anonymised.

- Your political declaration form in line with our policy and procedure regarding party political activities.
- Any content featuring you produced for use on our website or social media such as videos, authored articles, blog posts and speech transcripts.

Information related to your salary, pension and loans

We process this information for the payment of your salary, pension and other employment related benefits. We also process it for the administration of statutory and contractual leave entitlements such as holiday or maternity leave.

- Information about your job role and your employment contract including; your start and leave dates, salary (including grade and salary band), any changes to your employment contract, working pattern (including any requests for flexible working).
- Details of your time spent working and any overtime, expenses or other payments claimed, including details of any [loans](#) such as for travel season tickets.
- Details of any leave including sick leave, holidays, special leave etc.
- Pension details including membership of both state and occupational pension schemes (current and previous).
- Your bank account details, payroll records and tax status information.
- [Trade Union membership](#) for the purpose of the deduction of subscriptions directly from salary.
- Details relating to Maternity, Paternity, Shared Parental and Adoption leave and pay. This includes forms applying for the relevant leave, copies of MATB1 forms/matching certificates and any other relevant documentation relating to the nature of the leave you will be taking.

Information relating to your performance and training

We use this information to assess your performance, to conduct pay and grading reviews and to deal with any employer / employee related disputes. We also use it to meet the training and development needs required for your role.

- Information relating to your performance at work eg probation reviews, PDRs, promotions.

- Grievance and dignity at work matters and investigations to which you may be a party or witness.
- Disciplinary records and documentation related to any investigations, hearings and warnings/penalties issued.
- [Whistleblowing](#) concerns raised by you, or to which you may be a party or witness.
- Information related to your training history and [development needs](#).
- Audio and video from any training sessions you attend that are being recorded.

Information relating to monitoring

We use this information to assess your compliance with corporate policies and procedures and to ensure the security of our premises, IT systems and employees.

- Information about your access to data held by us for the purposes of [criminal enforcement](#) if you are involved with this work.
- Information derived from [monitoring](#) IT acceptable use standards.
- [Photos](#) and [CCTV](#) images.

Information relating to your health and wellbeing and other special category data

We use the following information to comply with our legal obligations and for equal opportunities monitoring. We also use it to ensure the health, safety and wellbeing of our employees.

- Health and wellbeing information either declared by you or obtained from health checks, eye examinations, [occupational health](#) referrals and reports, sick leave forms, health management questionnaires or fit notes i.e. Statement of Fitness for Work from your GP or hospital.
- Accident records if you have an accident at work.
- Details of any desk audits, access needs or reasonable adjustments.
- Information you have provided regarding Protected Characteristics as defined by the Equality Act and s.75 of the Northern Ireland Act for the purpose of [equal opportunities monitoring](#). This includes racial or ethnic origin, religious beliefs, disability status, and gender identification and may be extended to include other protected characteristics.
- Any information you provide to any of our equality and diversity networks; Women and Allies, Pride, REACH, Healthy Minds and Access Inclusion.

Lawful basis for processing your personal data

Depending on the processing activity, we rely on the following lawful basis for processing your personal data under the GDPR:

- Article 6(1)(b) which relates to processing necessary for the performance of a contract.
- Article 6(1)(c) so we can comply with our legal obligations as your employer.
- Article 6(1)(d) in order to protect your vital interests or those of another person.
- Article 6(1)(e) for the performance of our public task.
- Article 6(1)(f) for the purposes of our legitimate interest.

Special category data

Where the information we process is special category data, for example your health data, the additional bases for processing that we rely on are:

- Article 9(2)(b) which relates to carrying out our obligations and exercising our rights in employment and the safeguarding of your fundamental rights.
- Article 9(2)(c) to protect your vital interests or those of another person where you are incapable of giving your consent.
- Article 9(2)(f) for the establishment, exercise or defense of legal claims.
- Article 9(2)(j) for archiving purposes in the public interest.

In addition we rely on the processing condition at Schedule 1 part 1 paragraph 1 of the DPA 2018. This relates to the processing of special category data for employment purposes. Our [Safeguards Policy](#) provides further information about this processing.

Criminal convictions and offences

We process information about staff criminal convictions and offences. The lawful basis we rely to process this data are:

- Article 6(1)(e) for the performance of our public task. In addition we rely on the processing condition at Schedule 1 part 2 paragraph 6(2)(a).
- Article 6(1)(b) for the performance of a contract. In addition we rely on the processing condition at Schedule 1 part 1 paragraph 1.

Our [Safeguards Policy](#) provides further information about this processing.

How long we keep your personal data

For information about how long we hold your personal data, see our [retention schedule](#).

Data Sharing

In some circumstances, such as under a court order, we are legally obliged to share information. We may also share information about you with third parties including our data processors, government agencies and external auditors. For example, we may share information about you with HMRC for the purpose of collecting tax and national insurance contributions.

Additionally we are required under the Public Records Act 1958 (as amended) to transfer records to the National Archives (TNA) for permanent preservation. Some of these records may include the personal data of our current and former employees. Full consideration will be given to Data Protection and Freedom of Information legislation when making decisions about whether such records should be open to the public.

Do we use any data processors?

Yes - a list of our current data processors can be found at [Annex A](#).

Your rights in relation to this processing

As an individual you have certain rights regarding our processing of your personal data, including a right to lodge a complaint with the Information Commissioner as the relevant supervisory authority.

For more information on your rights, please see '[Your rights as an individual](#)'.

Transfers of personal data

We don't routinely transfer staff personal data overseas but when this is necessary we ensure that we have appropriate safeguards in place.

Further information

Personnel files

Physical and electronic records are held for each member of staff. Data is held securely on ICO systems and at our premises. Some data is held securely with our off site storage contractor Restore PLC. A link to their privacy notice can be found in [Annex A](#).

You can request your personnel file by emailing the HRteam or by submitting an access request to accessicoinformation@ico.org.uk. You can also make a verbal request for your information. You will not be able to take away your physical file. Your request will be handled outside the case management area with restricted access. We will consult internally with members of staff who might hold personal data about you.

Car park scheme

The car park scheme is operated by staff, though the ICO does process some of the personal information of scheme members in order to make deductions from your salary. Our facilities department also hold vehicle licence plate details linked to you. These details are deleted when members leave the scheme.

Staff surveys

We conduct most staff surveys via the cloud based platform Snap Surveys. Any data collected by Snap Surveys for us is stored on UK servers. A link to their privacy notice can be found in [Annex A](#). Staff at Snap Surveys cannot gain access to this data. The data is only available to a small number of ICO staff who are responsible for running or administering the particular survey.

Most survey questions require quantitative responses, however some free text boxes are included. We would advise you not to share identifiable information about yourself in these boxes if you wish to remain

anonymous. When appropriate we will also provide 'just in time' privacy information regarding specific surveys.

We also use an independent research company, BMG Research, who conduct our Health and Wellbeing surveys. We will provide them with your ICO email address to send you the survey invitation. Your completed survey will go directly to BMG, it will not be seen by anyone at the ICO. Before being shared with the ICO the survey results will be broken down into reports by BMG, e.g. for teams but not for teams with fewer than 10 people so that anonymity is protected. A link to the privacy notice of BMG research is available in [Annex A](#).

Whistleblowers

The ICO has a policy and procedure in place to enable its current staff and ex-employees to have an avenue for raising concerns about malpractice. If you wish to raise a concern please refer to ['Speak up' - The ICO's whistleblowing policy and procedure](#). Information in this context is processed by us because it is necessary for our compliance with our legal obligations under the [Public Interest Disclosure Act 1998](#) and [The Public Interest Disclosure \(Northern Ireland\) Order 1998](#).

Although every effort will be taken to restrict the processing of your personal data and maintain confidentiality whether this is possible will be dependent on the nature of the concern and any resulting investigation.

Equal opportunities monitoring

Equal opportunities information provided by job applicants is attached to the relevant application on our applicant tracking system Vacancy Filler when you apply for a role at the ICO. A link to their privacy notice can be found in [Annex A](#).

This information is not made available to any staff outside our recruitment team (including hiring managers) in a way which can identify you. This information is anonymised after six months and retained for reporting purposes only.

Equality and diversity networks

Our equality and diversity networks; Women and Allies, Pride, REACH, Healthy Minds and Access Inclusion help to raise awareness of equality

and diversity issues across the ICO and contribute to the development of our internal policies, procedures and practices.

Any information you share with the networks will be treated by them in confidence. Network representatives may signpost you to other ICO staff, for example HR colleagues, or appropriate third party services. Your information will only be shared by the networks with a third party if you agree to this or it is necessary to protect your vital interests or those of another person.

Workforce Development and Planning

Our Workforce and Development and Planning department use online learning platforms such as Civil Service Learning for the facilitation of its work related courses. We also use Learning Pool. Links to their privacy notices can be found in [Annex A](#). We will share some information about you with these providers both prior to you joining the ICO and during your employment to ensure you have the necessary access to complete training required for your role.

We will also share information about you with our training providers. For example this will include information such as your name, contact details and job role. When necessary we will also share information about any dietary or access requirements that you might have when you attend training events.

Resources to help with your work

We provide access to memberships to professional bodies and journal subscriptions for the use as a resource to help you with your work. Any personal information shared with these organisations will be used to allow you to use those resources. The use of the resources should only be within the suppliers' terms and conditions and in line with our [code of conduct](#).

Our memberships and subscriptions privacy notices can be accessed via the following links:

[BSI](#), [BSOL](#) and [Standards development portal](#)

[Police Professional](#)

[IAPP](#)

[Health Service Journal](#)

[MLEX](#)

[Biometrics Institute](#)

Occupational health

During your employment you may be referred to occupational health following a request to HR by you or your line manager. This may result in a face-to-face consultation, a telephone appointment with an occupational healthcare professional and/or a medical report from a GP or specialist.

We use Health Management Limited (HML) to provide our occupational health service. The information you provide will be held by HML, who will give us a fit to work certificate or a report with recommendations. A link to their privacy notice can be found in [Annex A](#).

HML act as our data processor in respect of our historic records that have not been used in relation to new referrals. In respect of new referrals which require HML to determine the means and purposes of processing HML is the data controller and the ICO is the controller for the information it generates and receives from HML in relation to referrals.

BUPA Occupational Health Ltd also provides health checks and screening service and eye tests. A link to their privacy notice can be found in [Annex A](#).

Clare and Illingworth provide eye tests for our employees and will share information with us about your eye examinations.

Trade Union Membership

The recognised unions at the ICO (the PCS and the FDA) are controllers for the personal information connected to your union membership. The ICO holds some PCS union subscription details in order to process salary deductions for union membership for which you will have given your consent.

Monitoring of staff

All of our ICT systems, EDRM system and the swipe access system for the entry and exit of our premises are auditable and can be monitored, though we don't do so routinely.

We are committed to respecting individual users' reasonable expectations of privacy concerning the use of our ICT systems and equipment. However, we reserve the right to log and monitor such use in line with our Acceptable Use Standard.

Any targeted monitoring of staff will take place within the context of our disciplinary procedures.

Staff involved in criminal enforcement

If you are involved with the process of criminal enforcement - some staff in Legal, Intelligence or the Financial Recovery Unit - we monitor and log your access to the information being processed.

Part 3 of the Data Protection Act 2018, which concerns law enforcement processing requires us to keep logs. Section 62 states that these logs that make it possible to establish the identity of the person who consulted the data, the date and time it was consulted and the justification for doing so. Beyond this, the logs must make it possible to establish the identity of the person disclosing the data, the date and time it occurred and the identity of the recipients. These logs will be kept to assist with self-monitoring by the ICO, including internal disciplinary proceedings, verifying the lawfulness of the processing, ensuring the integrity and security of personal data, and for the purposes of criminal or regulatory proceedings.

Financial monitoring

We use a financial accounting system (Microsoft Dynamics GP) to log every financial transaction. This includes any transactions or loans made by or to staff. If an outstanding debt by a member of staff is highlighted via this process, the ICO will use this information to take steps to recover the outstanding amount.

Security clearance

Basic security checks and / or advanced checks based on your role in line with the [Baseline Personnel Security Standards](#) and the government [Security Policy Framework](#) are carried out by HMRC on our behalf.

The ICO's security clearance applications are processed by HMRC. Scottish applicants are required to complete a Basic Disclosure check via Disclosure Scotland.

In addition some staff are required to get Security Clearance, Developed Vetting (DV) or a Counter Terrorist Check (CTC) which is also carried out by HMRC. The outcome of these checks are stored on our systems.

Security passes

All staff are all issued with a security pass that displays their name, department, staff reference number and photograph. Staff pass details (names, numbers and photographs) are held on a standalone machine controlled by Facilities and can only be accessed by a restricted number of people. Photographs are uploaded to Minfo by HR staff. Should you lose

your pass you will need to complete a lost security pass form and return it to Facilities. When you leave the ICO your details are deleted as soon as possible from this system.

CCTV

We operate CCTV inside our Wilmslow premises to monitor access to certain areas of the office. Further information is available in our CCTV policy.

Additionally staff working in Wilmslow, regional and London offices may be filmed by CCTV which is owned and operated by the landlords or owners of the buildings in which our offices are situated. The ICO is not the data controller for this information.

Disclosures under the Freedom of Information Act

As a public authority we receive information requests under the Freedom of Information Act (2000) about our staff and we must consider whether to disclose staff information (including agency and temporary staff) in response to these requests.

We will normally disclose work-related information about staff in a public-facing role. We may also disclose information about staff members whose work is purely administrative if their names are routinely sent out externally.

It is less likely that information about those who do not deal directly with the public in an operational capacity will be disclosed. The Executive Team and the Senior Leadership Team will have more information disclosed about them, such as photographs and biographical detail, due to their position at the ICO.

We will consider withholding information if we think that it will prejudice our regulatory role or the rights and safety of our staff, irrespective of grade or position.

The type of information you can expect we will disclose is as follows:

- Name and work contact details.
- Pay bands (not your exact salary).
- How long you have worked at the ICO, your current role, any previous roles or secondments and what your role involves.
- Your position in the corporate structure.
- Business related entries in your diary/calendar.
- Summaries of expense claims without details of where you stayed, where you ate or your itinerary.
- Any work related training at the ICO.

- Any work related opinions, for example case notes containing your opinion about an investigation or a complainant

The list above does not include every area where we might disclose information about you. The type of information provided will only concern your professional life at the ICO. We will not disclose non-work related personal or special category data.

When we are asked to disclose diary or calendar information due consideration will be given to the safety of our staff. Where this information is requested outside of an FOI request our staff are advised to consult with their manager before sharing information about a staff member, especially when it concerns movements or whereabouts.

We will consult with you prior to deciding whether to disclose any information that we consider would not be within your reasonable expectations.

Before you begin working at the ICO, contact HR if you need to make us aware of a specific reason why your information cannot be provided as part of a disclosure. At any later point, if you have any concerns about information being released you need to inform us of this fact.

Requests for references

If you leave, or are thinking of leaving, we may be asked by your new or prospective employers to provide a reference. For example we may be asked to confirm the dates of your employment or your job role. If you are still employed by us at the time the request for a reference is received we will discuss this with you before providing this.

Annex A – Data Processors

Data processors are third parties who provide certain parts of our staff services for us. We have contracts in place with them and they cannot do anything with your personal information unless we have instructed them to do so. Our current data processors are listed below.

Data Processor	Purpose	Privacy Notice
Capita Business Services Ltd	Provider of payroll services	Capita
Vacancy	Applicant	Vacancy Filler

Filler Ltd.	tracking system for recruitment	
Littlefish	Provider of our managed IT service for our IT infrastructure	Littlefish
MyCSP	For administering Civil Service Pensions	Civil Service Pension Scheme
Condeco	Meeting Room bookings	Condeco
CEB	Provider of online tests	CEB
Hays Specialist Recruitment Ltd (t/a Hays Executive)	Recruitment agency used for senior vacancies	Hays Recruitment
Health Management Ltd	Occupational Health provider	Health Management
BHSF Employee Benefits Ltd	Staff cash health plan	BHSF
Legal and General	Partnership pension provider	Legal and General
Bupa	Private medical care	Bupa
CVS	Childcare voucher provider	CVS
Salary Extras	Cycle to work scheme	Salary Extras
HMRC	Security clearance applications	HMRC
Forbes	Legal services provider	Forbes Solicitors
CIPHR	HR records and database system	CIPHR
Civil Service Learning	Training provider	Civil Service Learning
Learning Pool	Training provider	Learning Pool

Brightwave	Training provider	Brightwave
Restore Plc	Document Storage	Restore
Snap Surveys	Staff Surveys	Snap Surveys
Wiley	DiSC assessments	Wiley
Canon	Printing services	Canon
BMG Research	Staff Surveys	BMG Research