

Privacy notice – Human Resources and Organisational Development

Who are we?

Derby City Council is the local government unitary authority for Derby City. Our address is The Council House, Corporation Street, Derby, DE1 2FS. You can contact our Data Protection Officer on 01332 640763 or by email at data.protection@derby.gov.uk

How do we collect information from you?

We collect information from you when you visit www.derby.gov.uk; also when you contact us in writing, speak to us on the phone, by email or any other type of electronic communication, or talk to us face to face.

What types of information do we collect from you?

We collect different categories of information about you, depending on the service you want from us and/or the reason why we need to process information relating to you. This could be personal information (for example your name and address), or other more sensitive data that we would only collect and use in very particular circumstances that are set out in law.

Details of information obtained from third parties?

- Tax codes, student loan notifications and such like from H M Revenue and Customs.
- Court orders from H M Court Service and other courts
- Details of voluntary deduction information from pension providers, union bodies, benefit providers and such like
- Sickness information from Firstcare EU

How is your information used?

We may use your information to:

- to pay you accurately
- to produce pay statements
- to manage your employment under our relevant employment policies
- to provide you with access to your information through self-service portals
- to respond to statutory returns including equality returns
- to process your employee benefits
- to process any voluntary deductions you request
- to process statutory deductions
- to allow the administration of your personal pension
- to allow for the transfer of budget information
- to allow independent auditors to ensure that we are complying with our internal policies and processes



- to support the administration of our processes in relation to mail merges, printing and mailing services
- to allow you to access the relevant external training linked to your personal development or apprenticeship
- to determine your suitability for roles (for job applicants)
- to undertake pre-employment checks should your employment application be successful (for job applicants)
- to transfer data into payroll for successful applicants (for job applicants)
- to complete anonymised equalities statutory returns and to target future recruitment campaigns
- To support employment claims

We may share your information with other authorities or statutory agencies, to prevent or detect fraud or protect public funds.

Employee monitoring

In accordance with the schedule 1 (1), (2) & schedule 2 of the Data Protection Act 2018, & Article 6 (b), (c) & (f) of the General Data Protection Regulations 2016; we may monitor the use of council assets, staff conduct & records of time keeping for purposes such as preventing and detecting criminal acts, investigating unauthorised use, making sure that policies are being followed and for training and quality control.

Examples of such monitoring may include but is not limited to: CCTV, surveillance, swipe card data, system audits, remote working, IT usage, conduct, performance and the use & management of financial assets.

Please note that all staff are not routinely monitored in a blanket manner – all monitoring will be proportionate and justified.

Research and statistics

Anonymised and pseudonymised data may be used for research and statistical purposes. Any data collected may be used for research and statistical purposes that are relevant and compatible with the purpose that the data was collected for.

Who has access to your information?

We may share your information with:

- Other Council Departments, Managers, Headteachers/School Business Managers, Time Administrators, Internal Audit, DMC/Business Support and Parking Services to ensure we meet our statutory and contractual duties.
- Both internal & external customers, and services users, will have access to information relating to you acting in your professional capacity. We will of course balance disclosures with our duty of confidence to you and your expectation of privacy.



- External organisations such as; H M Revenue & Customs, Disclosure and Barring Service, H M Court Service, Police Authority, Department for Education, Department of Work and Pensions, Pensions Administrators (Derbyshire Pension Fund for Local Government Pension Scheme, Teachers Pension, Prudential, Standard Life, NHS Pension and NEST), voluntary payroll deductions, Employee Benefits Provider, external auditors, Payroll/HR software providers, external organisation linked to TUPE legislation. This is for the purposes allowed by law as well as provision of information to pension administrators and other third parties' payroll deduction where you are a member. These third parties include Government Departments, other Local Authorities and private sector companies, as allowed by law. This would include sharing relevant information with external training providers supporting your personal development or apprenticeship.

We may share information in accordance with the National Fraud Initiative. For more information please refer to <https://www.gov.uk/government/collections/national-fraud-initiative> and <https://www.derby.gov.uk/council-and-democracy/data-protection/nfi/>.

We will not sell or rent your information to third parties. We will not share your information with third parties for marketing purposes.

What are your rights in relation the personal data we process?

Access – you can request copies of any of your personal information that is held by the Council.

Rectification – you can ask us to correct any incorrect information.

Deletion – you can ask us to delete your personal information. The Council can refuse to delete information if we have a lawful reason to keep this.

Portability – you can ask us to transfer your personal data to different services or to you.

Right to object or restrict processing – you have the right to object to how your data is being used and how it is going to be used in the future.

Right to prevent automatic decisions – you have the right to challenge a decision that affects you that has been made automatically without human intervention, for example an online form with an instant decision.

How long will we keep your information for?

We keep and dispose of all records in line with our record retention schedule; information about this is at <https://www.derby.gov.uk/retention-schedule/>. We will comply with Data Protection legislation.

What security precautions in place to protect the loss, misuse or alteration of your information?

We are strongly committed to data security and will take reasonable and appropriate steps to protect your personal information from unauthorised access, loss, misuse, alteration or corruption. We have put in place physical, electronic, and managerial procedures to safeguard the information you provide to us. However, we cannot guarantee the security of any information you transmit to us. We recommend that you take every precaution to protect your personal information.

Keeping your data up to date



We want to ensure any information we hold is accurate. You can help us by promptly informing us of any changes to the information we hold about you.

Cookies

What are Cookies and why are they used?

Cookies are small text files which identify your computer to our servers. They are used to improve the user experience. View what cookies we use and how you can manage them at

<https://www.derby.gov.uk/site-info/about-cookies/>.

Complaints

If you would like to make a complaint regarding the use of your personal data you can contact our Data Protection Officer;

By Post: Information Governance

The Council House,
Corporation Street,
Derby, DE1 2FS

By phone: 01332 640763

By email: data.protection@derby.gov.uk

For independent advice about data protection, privacy and data sharing issues, you can contact the Information Commissioner's Office (ICO):

By Post: Information Commissioner's Office

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

By phone: 0303 123 1113 (local rate) or 01625 545 745 if you prefer to use a national rate number

Alternatively, visit ico.org.uk or email casework@ico.org.uk.

