

## Data Protection Notice for Staff

This privacy notice explains how Technological University Dublin (TU Dublin) collects, stores, uses and shares your personal data. It also explains your rights in relation to the personal data we hold. TU Dublin is the Data Controller of your personal data and is subject to the Data Protection Acts 1988 to 2018 and the General Data Protection Regulation 2016/679. For further information on the University's Data Protection Policies and Procedures, please see our website <https://www.tudublin.ie/explore/gdpr> For information on your rights as a Data Subject, please see the website of the Data Protection Commission <https://www.dataprotection.ie/>

As a staff member, retiree or former staff member some of your personal data will be processed by the University. During the recruitment process, throughout your employment with us, and when your employment ceases, TU Dublin collects uses and stores (i.e. processes) your personal data. This data is collected from a variety of sources, mainly from yourself, but may also come from other sources e.g. your former employer(s) or your manager. During the course of your employment, additional information may be added to your record.

The University may share information between different internal departments for operational reasons only as is necessary and proportionate for the purposes intended.

### What information do we collect about you?

The types of personal data collected by TU Dublin include:

- Name, date of birth, nationality and telephone numbers
- Addresses (current and past)
- Staff ID Number
- PPS Number
- Email Address
- Gender
- Next of kin/emergency contact details
- Marital/Civil Partnership status
- Details of previous employers
- Previous salary
- Previous pension details
- Educational History and Qualifications
- Job application details
- Citizenship
- Work Permit number
- Financial information, including bank details (BIC, IBAN, Name & Address of Bank/Building Society), PRSI class, tax details
- Training Records
- Access Control Records
- PMDS
- Leave records

- Disability information
- Health information, including medical certificates
- Details of criminal convictions (incl. as provided through Garda Vetting/Criminal Conviction Declaration Form)
- Image in CCTV footage/photography/filming/Staff ID Card
- Disciplinary/grievance records
- Details of new employer for leavers who enter another Public Service employment
- CV
- IP address and the type of device you are using when visiting the TU Dublin website on a mobile device
- Car registration number (for travel expense claims or if you apply for a 'Synergy' parking permit on the Tallaght Campus)
- Call logs from work extension numbers

Some of the information about you that the University holds, such as health/medical details, is classified as Special Category Personal Data or sensitive personal data.

In addition to the normal standards of confidentiality, we also carefully control access to sensitive data within the University so that it is only available to those staff who require it to perform their duties.

### **How do we use the information about you?**

The University processes your personal data for normal employment purposes. The information we hold and process is used for our management & administrative duties. We keep and use it to enable us to fulfil our obligations as an employer, and manage our relationship with you effectively, lawfully and appropriately, during the recruitment process, while you are employed by us and after your employment ends in line with our Data Retention Policy.

Under data protection law, we are required to ensure that there is an appropriate **Legal Basis** for the processing of your personal data, and we are required to let you know what that legal basis is. The primary bases that we use are:

- processing that is necessary for the performance of our contract with you;
- processing that is required under applicable law;
- processing that is necessary in the public interest; and
- processing where we have your consent.

Where the processing of your personal data is based on your providing consent, you have the right to withdraw consent at any time by contacting the department or service who obtained that consent, or the University's Data Protection Office (contact details below).

### **The purposes for which TU Dublin may process your personal information include:**

- Staff administration, including recruitment, appointment, training, promotion, progression, disciplinary matters, health, pension purposes and other employment related matters
- To administer Trade Union subscriptions
- Accounting & financial purposes, including pay, workforce planning & other strategic planning activities and to facilitate participation in schemes including Tax Incentive, Income Continuance, etc.
- Provision of wellbeing and support services
- To administer voluntary surveys of staff opinion about your experience of the University
- To include photos and video in print and electronic materials (e.g. prospectus, brochures, website, etc.) for promotional, press, documentation and archival purposes.
- Internal & external auditing purposes

- To meet health & safety obligations and equality of opportunity monitoring obligations
- To comply with statutory reporting requirements
- To produce reports and aggregated statistics for management and research purposes in order to plan and improve services
- To maintain a proportionate CCTV system for the specific purposes outlined in the CCTV Policy
- To assist with law enforcement where required or authorised by law
- To respond to requests for information made under Data Protection legislation or Freedom of Information legislation.

### **Does TU Dublin share your data with any third parties?**

Below are some examples of when the University will release data about you to third parties (i.e. outside TU Dublin) where we have a legitimate reason in connection with your employment/potential employment/former employment to do so or with your consent.

TU Dublin may share your relevant personal data with bodies including the following:

- Data Processors (sub-contractors used by TU Dublin in order to carry out a function for the University, e.g. cloud services provider Microsoft, Occupational Health Service)
- Former employers for the purposes of obtaining references
- Department of Social Protection
- Revenue Commissioners
- Interview Board members
- Department of Public Expenditure & Reform
- Higher Education Authority (HEA)
- Comptroller & Auditor General
- Pension Authority
- Accounting firms for actuarial advice regarding pensions
- Internal and External Auditors
- Research funding bodies
- Garda Vetting Unit
- Central Statistics Office (CSO)
- Trade Unions (if applicable)
- Schemes including Tax Incentive, Income Continuance, etc.
- CCTV redaction service providers

This is not an exhaustive list and any other disclosures to third parties not listed here are made only where there is legitimate reason to do so and in accordance with the law.

## What are your rights under Data Protection Law?

You have the following rights, subject to certain exemptions, in relation to your personal data:

Right	Explanation
Information	The right to be informed about the data processing the University does.
Access	The right to receive a copy of and/or access the personal data that the University holds about you.
Portability	You have the right to request that the University provides some elements of your personal data in a commonly used machine readable format in order to provide it to other organisations.
Erasure	The right to erasure of personal data where there is no legitimate reason for the University to continue to process your personal data.
Rectification	The right to request that any inaccurate or incomplete data that is held about you is corrected.
Object to processing	You can object to the processing of your personal data by the University in certain circumstances, including direct marketing material.
Restriction of processing concerning the data subject	You can request the restriction of processing of personal data in specific situations where: <ul style="list-style-type: none"><li>(i) You contest the accuracy of the personal data;</li><li>(ii) You oppose the erasure of the personal data and request restriction instead;</li><li>(iii) Where the University no longer needs the data but are required by you for the establishment, exercise or defence of legal claims.</li></ul>
Withdraw Consent	If you have provided consent for the processing of any of your data, you have the right (in certain circumstances) to withdraw that consent at any time which will not affect the lawfulness of the processing before your consent was withdrawn. This can be done by contacting the Department who obtained that consent or the University's Data Protection Office (contact details below).
The right to complain to the Data Protection Commissioner	You have the right to make a complaint in respect of our compliance with Data Protection Law to the Office of the Data Protection Commissioner.

In order to exercise any of the above rights please contact us using the contact details set out below.

### Data Retention

The University will retain your personal data in accordance with our Data Retention Policy. The policy operates on the principle that we keep personal data for no longer than is necessary for the purpose for which we collected it. It is also kept in accordance with any legal requirements that are imposed on us. This means that the retention period for your personal data varies depending on the type of personal data.

## Security – How we Protect your Personal Data

The University is committed to ensuring that your personal data is secure and with the Data Processors who act on our behalf. We are continuously taking technical and organisational steps to better protect your personal data.

## Responsibilities of University Employees

As an employee of the University, you have a responsibility for any personal data relating to other people that you may access while employed by the University. This responsibility is in addition to any obligations arising from professional ethics or the Code of Conduct for Staff.

Staff who knowingly and recklessly disclose personal data to anyone who is not entitled to receive it or to seek to obtain data to which they are not entitled are in breach of Data Protection legislation and may be subject to the University's Disciplinary Procedures.

## Website Privacy Policy

The [TU Dublin Cookies & Website Privacy Statement](#) explains how data may be gathered about users of the University's website.

## How TU Dublin will contact you

We may contact you by telephone, email or post. In order for us to have accurate information on record for you, it is important that you keep your contact details up to date. Please notify us if you change address or contact details.

## Questions & Complaints

If you are unhappy with the University's handling of your personal data, or believe that the requirements of data protection legislation may not be fully complied with, you should contact the University's Data Protection Office in the first instance. You also have the right to submit a complaint to the Data Protection Commissioner.

## How to contact us

### Data Controller:

Please contact us if you have any questions about the information we hold about you or to request a copy of that information.

Data Protection Office, TU Dublin –

- By email: [dataprotection@tudublin.ie](mailto:dataprotection@tudublin.ie)
- In writing: The Data Protection Office, TU Dublin, Park House Grangegorman, 191 North Circular Road, Dublin 7, D07 EWW4
- Tel: Blanchardstown +353 1 8851503 City +353 1 2205264 Tallaght +353 4042530

### Office of the Data Protection Commissioner:

- [www.dataprotection.ie](http://www.dataprotection.ie)
- By email: [info@dataprotection.ie](mailto:info@dataprotection.ie)
- In writing: Data Protection Commission, 21 Fitzwilliam Square South, Dublin 2, D02 RD28
- Tel: +353 57 868 4800 or +353 761 104 800