

Data controller: PRMA Consulting Ltd

Data protection officer: Jayne Sykes

As part of any recruitment process, PRMA Consulting Ltd collects and processes personal data relating to job applicants. PRMA Consulting Ltd is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does PRMA Consulting Ltd collect?

PRMA Consulting Ltd collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which PRMA Consulting Ltd needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

PRMA Consulting Ltd may collect this information in a variety of ways. For example, data might be contained in CVs, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

PRMA Consulting Ltd may also collect personal data about you from third parties, such as references supplied by former employers. Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does PRMA Consulting Ltd process personal data?

PRMA Consulting Ltd needs to process data to take steps at your request prior to entering into a contract with you. It may also need to process your data to enter into a contract with you.

In some cases, PRMA Consulting Ltd needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

PRMA Consulting Ltd has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows PRMA Consulting Ltd to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. PRMA Consulting Ltd may also need to process data from job applicants to respond to and defend against legal claims.

PRMA Consulting Ltd may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. It may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. PRMA Consulting Ltd processes such information to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, PRMA Consulting Ltd may keep your personal data on file in case there are future employment opportunities for which you may be suited. PRMA Consulting Ltd will ask for your consent before it keeps your data for this purpose and you are free to withdraw your consent at any time.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business and IT staff only if access to the data is necessary for the performance of their roles.

PRMA Consulting Ltd will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. PRMA Consulting Ltd will then share your data with former employers to obtain references for you.

PRMA Consulting Ltd will not transfer your data outside the European Economic Area.

How does PRMA Consulting Ltd protect data?

PRMA Consulting Ltd takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does PRMA Consulting Ltd keep data?

If your application for employment is unsuccessful, PRMA Consulting Ltd will hold your data on file for 24 months after the end of the relevant recruitment process. At the end of that period, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require PRMA Consulting Ltd to change incorrect or incomplete data;
- require PRMA Consulting Ltd to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where PRMA Consulting Ltd is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact Jayne Sykes, email: jsykes@prmaconsulting.com.

If you believe that PRMA Consulting Ltd has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to PRMA Consulting Ltd during the recruitment process. However, if you do not provide the information, PRMA Consulting Ltd may not be able to process your application properly or at all.

Automated decision-making

Recruitment processes are not based solely on automated decision-making.