

Privacy Notice - for staff & candidates

This privacy notice tells you what to expect us to do with your personal information when you work for us.

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Contact details

Email

dpo@kilco.net

What information we collect and use, and why

Staff recruitment, administration and management

We collect or use the following personal information as part of **staff recruitment, administration and management**:

- Contact details (eg name, address, telephone number or personal email address)
- Date of birth
- National Insurance number
- Copies of passports or other photo ID
- Copies of proof of address documents (eg bank statements or bills)

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- Next of kin or emergency contact details
- Employment history (eg job application, employment references or secondary employment)
- Education history (eg qualifications)
- Right to work information
- Details of any criminal convictions (eg DBS checks)
- Security clearance details (eg basic checks and higher security clearance)
- Performance records (eg reviews, disciplinary records, complaints or disciplinary action)
- Training history and development needs
- Monitoring employees' IT use
- CCTV footage or other recordings

We also collect the following information for **staff recruitment, administration and management**:

- Health information

Salaries and pensions

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

- Job role and employment contract (eg start and leave dates, salary, changes to employment contract or working patterns)
- Expense, overtime or other payments claimed
- Leave (eg sick leave, holidays or special leave)
- Maternity, paternity, shared parental and adoption leave and pay
- Pension details
- Bank account details
- Payroll records

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- Tax status

Staff health and wellbeing

We collect or use the following personal information for **managing staff health and wellbeing**:

- Sick leave forms or fit notes (eg Statement of Fitness for Work from a GP or hospital)
- Absence records
- Accident at work records
- Access needs or reasonable adjustments

We also collect the following information for **managing staff health and wellbeing**:

- Health information (including health reasons for absence)

Lawful bases and data protection rights

Under UK data protection law, we must have a “lawful basis” for collecting and using your personal information. There is a list of possible lawful bases in the UK GDPR. You can find out more about lawful bases on the ICO’s website.

Which lawful basis we rely on may affect your data protection rights which are in brief set out below. You can find out more about your data protection rights and the exemptions which may apply on the ICO’s website:

- **Your right of access** - You have the right to ask us for copies of your personal information. You can request other information such as details about where we get personal information from and who we share personal information with. There are some exemptions which means you may not receive all the information you ask for. [You can read more about this right here.](#)
- **Your right to rectification** - You have the right to ask us to correct or delete personal information you think is inaccurate or incomplete. [You can read more about this right here.](#)
- **Your right to erasure** - You have the right to ask us to delete your personal information. [You can read more about this right here.](#)
- **Your right to restriction of processing** - You have the right to ask us to limit how we can use your personal information. [You can read more about this right here.](#)

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- **Your right to object to processing** - You have the right to object to the processing of your personal data. [You can read more about this right here.](#)
- **Your right to data portability** - You have the right to ask that we transfer the personal information you gave us to another organisation, or to you. [You can read more about this right here.](#)
- **Your right to withdraw consent** – When we use consent as our lawful basis you have the right to withdraw your consent at any time. [You can read more about this right here.](#)

If you make a request, we must respond to you without undue delay and in any event within one month.

To make a data protection rights request, please contact us using the contact details at the top of this privacy notice.

Our lawful bases for the collection and use of your data

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

- **Contract** – we have to collect or use the information so we can enter into or carry out a contract with you. All of your data protection rights may apply except the right to object.
- **Legal obligation** – we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.

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

- **Legal obligation** – we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.

Our lawful bases for collecting or using personal information as part of **managing staff health and wellbeing** are:

- **Legal obligation** – we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.

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Where we get personal information from

We collect your information from the following places:

- Directly from you
- Employment agency
- Schools, colleges, universities or other education organisations
- Referees (external or internal)
- Security clearance providers
- Public sources (eg LinkedIn or other websites)

How long we keep information

Unsuccessful or Withdrawn Candidates – Deleted when a decision is reached not to progress your application or, if you withdraw your application

Successful Candidates (Employees) – 6 years after employment with the company ceases

Who we share information with

In some circumstances, we may share information with the following organisations:

- Training suppliers
- Health and benefit suppliers
- External auditors
- Professional consultants
- Vetting Providers

Data processors

We use the following data processors for the following reasons:

Accountants

This data processor does the following activities for us: Process our payroll information

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Hosting Providers

This data processor does the following activities for us: Store the data within cloud services which Kilco use (e.g. DropBox, Microsoft Azure)

Insurers & Insurance Brokers

This data processor does the following activities for us: Provide insurance for employees such as Private Medical Insurance

Training Providers

This data processor does the following activities for us: Provide training to employees & generate certificates for the training courses delivered

Auditors & Professional Consultants

This data processor does the following activities for us: Ensure the business is operating in compliance with legal and contractual requirements

Vetting Providers

This data processor does the following activities for us: Completes pre-employment screening checks (e.g. DBS checks) and post employment vetting checks (e.g. for government security clearance).

[Sharing information outside of the UK](#)

Where necessary, we may transfer personal information outside of the UK. When doing so, we comply with the UK GDPR, making sure appropriate safeguards are in place.

For further information or to obtain a copy of the appropriate safeguard for any of the transfers below, please contact us using the contact information provided above.

Organisation name: Microsoft

Category of recipient: Cloud Service Provider (Storage & Email)

Country the personal information is sent to: European Union

How the transfer complies with UK data protection law: Covered by UK adequacy regulations

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How to complain

If you have any concerns about our use of your personal data, you can make a complaint to us using the contact details at the top of this privacy notice.

If you remain unhappy with how we've used your data after raising a complaint with us, you can also complain to the ICO.

The ICO's address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Helpline number: 0303 123 1113

Website: <https://www.ico.org.uk/make-a-complaint>

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