

Employee data & GDPR

Annual Nordic GDPR summit May 25 2021

Data Protection is essential
for Specsavers as the:

“Licence To Operate”



Specsavers in numbers



£2.78 billion
group revenue



6%
increase on
2018/19 revenue



400,000
group revenue



530 million+
contact lenses sold



21.6 million+
frames sold



3,000+
partners



37,000+
employees



2,111
optical stores and
audiology centres



1.6 million+
customer feedback
responses



816,000+
followers on
Facebook



1.4 million+
visitors to our
website every day

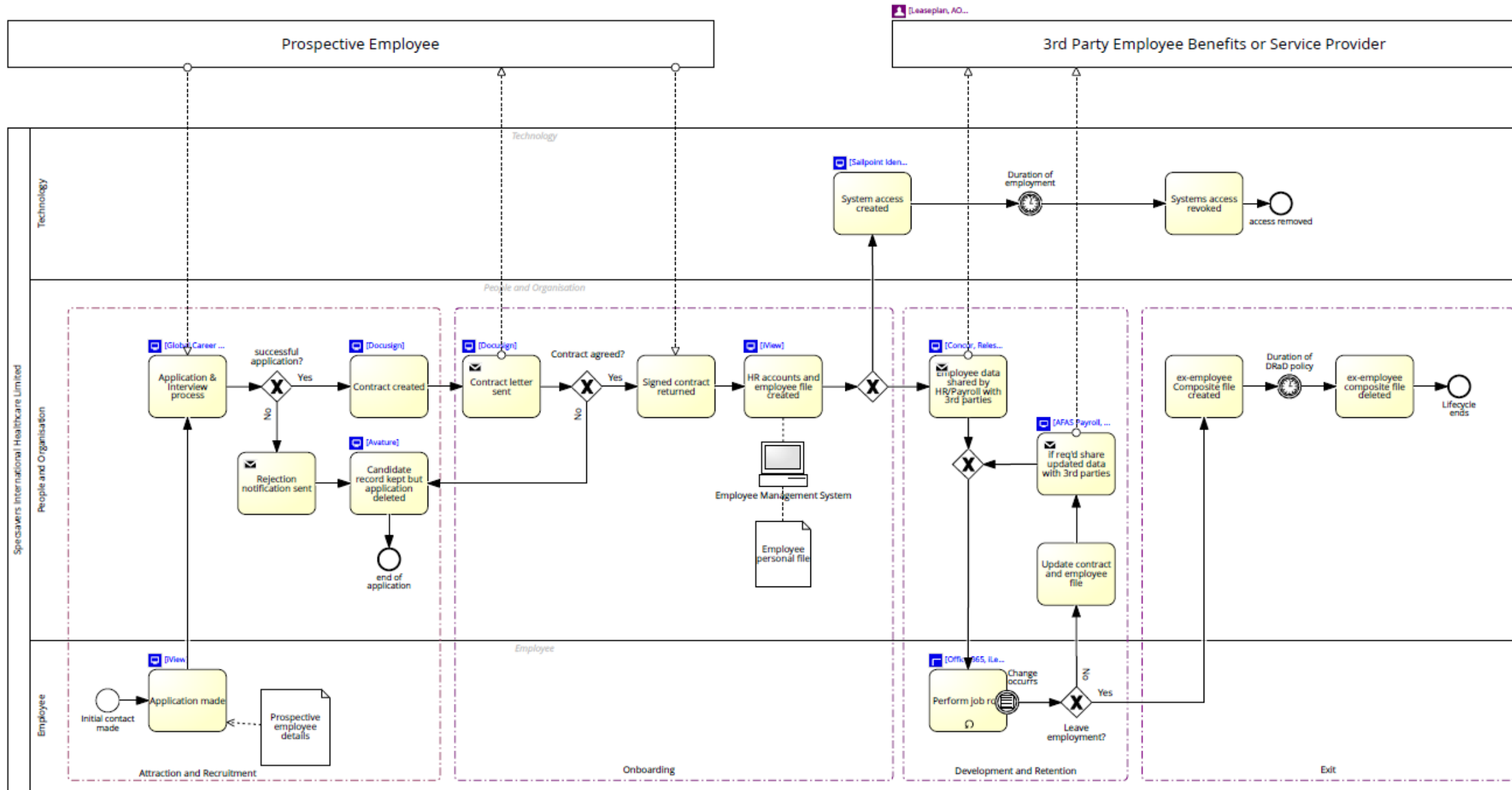
Please consider the highest risk areas and why?

customer data

Employee/candidate
data

b2b data

60.0.1 Employee Personal information life-cycle - NL



How long can you store Candidate data ?

The Carlsberg case

Carlsberg's process for automated deletion after 6 months (option for candidates to delete their data themselves at any time) is approved based on potential legal claim (art 6,1 f)

Their process of keeping candidates in the job bank based on consent is equally approved (art 6,1 a)

What data are you allowed to collect?

The H&M case

H&M has been fined €35.3m (£32.1m) for the illegal surveillance of several hundred employees.

The company earned the GDPR fine by recording personal information gleaned from one-on-one conversations: religious beliefs, medical conditions and procedures, family issues and details about trips that they took while on vacation among other items. Supervisors at the company's Nuremberg service center would take note of these details while conversing with employees and then log them in a database that up to 50 other managers had access to.

H&M has accepted full responsibility and plans to compensate employees.

It is the second-largest fine a single company has faced under EU GDPR rules.

Take care **not** to :

- | <ul style="list-style-type: none">• Write subjective language in candidate/employee comments• Share candidate and employee data in emails especially out side HR and externally• Include sensitive data in external mails(requires secure sending if you have to send such info)• Have messy files | <ul style="list-style-type: none">• Send excel sheets files with numerous candidate data without password protection• Leave hard copies in the printer or in your car or at your desk• Throw away recruitment files without shredding• Send long email threds with candidate/employee information |
|---|--|

Design your audit process for the main systems

Relevant systems	Types of data	Deletion criteria (based on legal and commercial requirements)
System 1 – Avature		
System 2 – Hogan		

Describe Work processes and controls

System	How to delete	Who is responsible for deletion	How often	Controls methods	Control frequency	Reporting method
System 1 – Avature						
System 2 – Hogan						

Thank you for your
attention

Any Q's feel free to
contact me

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