

PRIVACY NOTICE

Passing welfare information to RBFRS colleagues

Your privacy is important to us. This privacy statement explains what personal data Royal Berkshire Fire and Rescue Service collects about you and how we store and use that data.

What information we collect about you

Your contact details (name, address, telephone number, email address), medical information, funeral details

Why we need it

To advise the organisation of the welfare situation of colleagues and ex-colleagues as agreed with the next of kin.

Our legal basis for processing

Under the General Data Protection Regulation (GDPR), we are able to process your personal data under article 6(1)(a) consent of the data subject, 6(1)(b) necessary for the performance of a contract with the data subject or to take steps preparatory to such a contract, and 6(1)(d) necessary to protect the vital interests of a data subject or another person where the data subject is incapable of giving consent.

And where we are provided with special category data (such as health, religious or ethnic information), the legal basis to process this is under article 9(2)(a) explicit consent of the data subject, unless reliance on consent is prohibited by EU or Member State law, 9(2)(b) necessary for the carrying out of obligations under employment, social security or social protection law, or a collective agreement, and 9(2)(c) necessary to protect the vital interests of a data subject who is physically or legally incapable of giving consent.

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What we do with it

We only use the information collected to update the organisation (with consent from next of kin).

The details will be logged by the Business Support Team and will also be passed to other relevant departments to process (for example Human Resources).

Sharing your information

We will possibly share your details with our Chaplains and RBFRS Association, and also a florist to order flowers.

There are a number of reasons why we may share your information outside of our Service. This can be due to:

- Our obligations to comply with current legislation
- Our duty to comply with a Court Order
- You have consented to the sharing / disclosure

We may disclose information to other agencies without consent where it is necessary, either to comply with a legal obligation, or where permitted under the General Data Protection Regulation, e.g. where the disclosure is necessary for the purposes of the prevention and/or detection of crime.

We work closely with other agencies, such as councils, health services, adult and children's services and may, for the purpose of preventing risk of harm to yourself or another an individual , share your personal information.

As a public authority, we are also subject to information rights legislation (Freedom of Information Act 2000, Environmental Information Regulations 2004 and Data Protection legislation. We do receive requests for information, however, unless there is a legal obligation to provide your personal data, information will be released in a redacted form. This means your personal data will be removed before publication so that you cannot be identified.

Your personal information will not be transferred outside of the European Union (EU).

How long we keep it and how it is stored

We will only retain information for as long as necessary. Records are maintained in line with our retention schedule, which determines the length of time records should be kept. Consequently, personal information relating to passing welfare information of RBFRS colleagues and ex-colleagues to the organisation will be retained for 3 months.

We take our duty to protect your personal information and confidentiality seriously. We are committed to taking all reasonable measures to ensure the confidentiality and security of personal data for which we are responsible, whether computerised or on paper. This means that your information will be kept

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in a secure environment and access to it will be restricted according to the 'need to know' principle. Personal details will then be destroyed/deleted.

We do compile and publish statistics showing certain information, but not in a form which identifies anyone.

Your rights

Under the General Data Protection Regulation you are entitled to exercise your right to object to us processing your data and obtain information that is held about you.

If at any point you believe the information we process on you is incorrect, you can request to have it corrected or deleted. Where possible we will seek to comply with your request but we may be required to hold or process information to comply with a legal requirement.

If you wish to discuss the information we hold about you, make a complaint about how we have handled your personal data or object to us processing it, you can contact our Data Protection Officer (DPO) who will investigate the matter.

Who to contact

Our Data Protection Officer is Becca Chapman and you can contact her at:

Royal Berkshire Fire and Rescue Service Headquarters
Newsham Court
Pincents Kiln
Calcot
Reading
Berkshire
RG31 7SD

(0118) 945 2888

DataProtection@rbfrs.co.uk

If you are not satisfied with our response or the way we handle your information, you can complain to the Information Commissioner's Office (ICO):

<https://ico.org.uk/>

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