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Information from Prospect and Bectu data protection officer Tracey Hunt.

Coronavirus and Data Protection

To protect the safety of the workforce, production companies and studios are introducing new health and safety measures. This could include symptom checking, COVID-19 testing, tracking measures and temperature checks. These measures may involve the collection of personal data, including health data.

In order to protect your personal data you should be aware of the following.

Data Protection Impact Assessment

- In order to undertake these measures and meet the requirements of data protection legislation, organisations should carry out a data protection impact assessment (DPIA), before the data is collected.
- A DPIA assesses how and why the data will be processed and the risks and mitigations needed to collect and use the data.
- Health data is defined as “special category” and a DPIA may be required in these circumstances.
- If you are being asked to implement some of these measures you should be aware that you may need to undertake a DPIA assessment.

Privacy Notice

Before you commence employment you should be provided with a Privacy notice. This sets out how an organisation will use your personal data. It should state:

- What data is being collected.
- Why the company wants your personal data.
- What is the legal basis to collect the data.
- How will they use this information.
- Will the data be shared with another organisation.
- How long it will be kept.

Know your Rights

- You should be informed of your rights, and the company should inform you of the procedures so you can exercise your rights, including contact details.
- Right to object to the processing of the personal data.
- Right to erasure in certain circumstances.
- Right to correct inaccurate personal data.
- Right to access your personal data.

For further information the ICO has a coronavirus information hub:

<https://ico.org.uk/global/data-protection-and-coronavirus-information-hub/>

