



	West Limerick Independent Living CLG Policies				
Title:	DATA PROTECTION POLICY				
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Category: Operational Policies

Subject: Data Protection Policy

Responsible for Review of this Policy: West Limerick Independent Living CLG Board

Introduction

West Limerick Independent Living CLG needs to gather and use certain information about individuals. These can include service users, funders, business contacts, employees and other people the organisation has a relationship with or may need to contact. This policy describes how this personal data must be collected, handled and stored to meet the company's data protection standards — and to comply with the law.

The regulation of data is necessary in order to balance the protection of individual's privacy rights with the rights of organisations and governments to collect and use data for business and administrative purposes.

Background to the General Data Protection Regulation ('GDPR')

The General Data Protection Regulation 2016 replaces the EU Data Protection Directive of 1995 and supersedes the laws of individual Member States that were developed in compliance with the Data Protection Directive 95/46/EC. Its purpose is to protect the "rights and freedoms" of natural persons (i.e. living individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent.

Definitions used by the organisation (drawn from the GDPR)

Material scope (Article 2) – the GDPR applies to the processing of personal data wholly or partly by automated means (i.e. by computer) and to the processing other than by automated means of personal data (i.e. paper records) that form part of a filing system or are intended to form part of a filing system.

Territorial scope (Article 3) – the GDPR will apply to all controllers that are established in the EU (European Union) who process the personal data of data subjects, in the context of that establishment. It will also apply to controllers outside of the EU that process personal data in order to offer goods and services, or monitor the behaviour of data subjects who are resident in the EU.

Why this policy exists

This data protection policy ensures West Limerick Independent Living CLG:

- Complies with data protection law and follow good practice
- Protects the rights of staff, service users and partners
- Is open about how it stores and processes individuals' data
- Protects itself from the risks of a data breach



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GDPR Article 4 definitions

Establishment – the main establishment of the controller in the EU will be the place in which the controller makes the main decisions as to the purpose and means of its data processing activities. The main establishment of a processor in the EU will be its administrative centre. If a controller is based outside the EU, it will have to appoint a representative in the jurisdiction in which the controller operates to act on behalf of the controller and deal with supervisory authorities.

Personal data – any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

Special categories of personal data – personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade-union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

Data controller – the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data; where the purposes and means of such processing are determined by Union or Member State law, the controller or the specific criteria for its nomination may be provided for by Union or Member State law.

Data subject – any living individual who is the subject of personal data held by an organisation.

Processing – any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

Profiling – is any form of automated processing of personal data intended to evaluate certain personal aspects relating to a natural person, or to analyse or predict that person's performance at work, economic situation, location, health, personal preferences, reliability, or behaviour. This definition is linked to the right of the data subject to object to profiling and a right to be informed about the existence of profiling, of measures based on profiling and the envisaged effects of profiling on the individual.

Personal data breach – a breach of security leading to the accidental, or unlawful, destruction, loss, alteration, unauthorised disclosure of, or access to, personal data transmitted, stored or otherwise processed. There is an obligation on the controller to report personal data breaches to the supervisory authority and where the breach is likely to adversely affect the personal data or privacy of the data subject.



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Data subject consent - means any freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data.

The GDPR defines a child as being under 16, but member states may consider lowering to 13. The processing of personal data of a child is only lawful if parental or custodian consent has been obtained. The controller shall make reasonable efforts to verify in such cases that consent is given or authorised by the holder of parental responsibility over the child

Third party – a natural or legal person, public authority, agency or body other than the data subject, controller, processor and persons who, under the direct authority of the controller or processor, are authorised to process personal data.

Filing system – any structured set of personal data which are accessible according to specific criteria, whether centralised, decentralised or dispersed on a functional or geographical basis.

Policy Statement

The General Data Protection Regulation (GDPR) describes how organisations — including West Limerick Independent Living CLG — must collect, handle and store personal information.

These rules apply regardless of whether data is stored electronically, on paper or on other materials.

To comply with the law, personal information must be collected and used fairly, stored safely and not disclosed unlawfully.

The GDPR underpinned by six important principles. These say that personal data must:

1. Be processed lawfully, fairly and in a transparent manner
2. Be collected for specified, explicit and legitimate purpose
3. Be adequate, relevant and limited to what is necessary
4. Be accurate and where necessary, kept up to date
5. Retained for only as long as necessary
6. Processed in an appropriate manner to maintain security

The Board of Directors of West Limerick Independent Living CLG, located at Sheehan's Road, Newcastle West, Co. Limerick, Ireland are committed to compliance with all relevant EU and Member State laws in respect of personal data, and the protection of the "rights and freedoms" of individuals whose information West Limerick Independent Living CLG collects and processes in accordance with the General Data Protection Regulation (GDPR).



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The GDPR and this policy apply to all of West Limerick Independent Living CLG's personal data processing functions, including those performed on service users', employees', suppliers' and partners' personal data, and any other personal data the organisation processes from any source.

The GDPR Owner/Data Protection Officer is responsible for reviewing the register of processing annually in the light of any changes to West Limerick Independent Living CLG's activities (as determined by changes to the **data inventory register** and the management review) and to any additional requirements identified by means of data protection impact assessments.

Partners and any third parties working with or for West Limerick Independent Living CLG and who have or may have access to personal data, will be expected to have read, understood and to comply with this policy.

No third party may access personal data held by West Limerick Independent Living CLG without having first entered into a data confidentiality agreement [Service Level Agreement], which imposes on the third party obligations no less onerous than those to which West Limerick Independent Living CLG is committed, and which gives West Limerick Independent Living CLG the right to audit compliance with the agreement.

Privacy Policy – Data protection principles

1. Be processed lawfully, fairly and in a transparent manner

- the identity and the contact details of the controller and, if any, of the controller's representative;
- the contact details of the Data Protection Officer;
- the purposes of the processing for which the personal data are intended as well as the legal basis for the processing;
- the period for which the personal data will be stored;
- the existence of the rights to request access, rectification, erasure or to object to the processing, and the conditions (or lack of) relating to exercising these rights, such as whether the lawfulness of previous processing will be affected;
- the categories of personal data concerned;
- the recipients or categories of recipients of the personal data, where applicable;
- where applicable, that the controller intends to transfer personal data to a recipient in a third country and the level of protection afforded to the data;
- any further information necessary to guarantee fair processing.

The GDPR has increased requirements about what information should be available to data subjects, which is covered in the 'Transparency' requirement.

Transparently – the GDPR includes rules on giving privacy information to data subjects in Articles 12, 13 and 14. These are detailed and specific, placing an emphasis on making privacy notices understandable and accessible. Information must be communicated to the data subject in an intelligible form using clear and plain language.

The specific information that must be provided to the data subject must, as a minimum, include:



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2. Personal data can only be collected for specific, explicit and legitimate purposes

Data obtained for specified purposes must not be used for a purpose that differs from those formally collected for and not further processed in a manner that is incompatible with those specified purposes. As a not-for-profit organisation, West Limerick Independent Living CLG only uses personal data to provide personal support services. The organisation is exempt from registration with the Data Protection Commissioner, and the purpose for which it processes the information is contained in a “privacy notice” given to individuals at the time their personal data is collected.

3. Personal Data must be adequate, relevant and limited to what is necessary

The Data Protection Officer/GDPR Owner is responsible for ensuring that West Limerick Independent Living CLG does not collect information that is not strictly necessary for the purpose for which it is obtained

All data collection forms (electronic or paper-based), including data collection requirements in new information systems, must include a fair processing statement or link to privacy statement and approved by the Data Protection Officer / GDPR Owner.

The Data Protection Officer / GDPR Owner will ensure that, on an **annual** basis all data collection methods are reviewed by **internal audit** to ensure that collected data continues to be adequate, relevant and not excessive.

4. Personal data must be accurate and kept up to date with every effort to erase or rectify without delay

Data that is stored by the data controller must be reviewed and updated as necessary. No data should be kept unless it is reasonable to assume that it is accurate.

The Data Protection Officer is responsible for ensuring that all staff are trained in the importance of collecting accurate data and maintaining it.

It is also the responsibility of the data subject to ensure that data held by West Limerick Independent Living CLG is accurate and up to date. Completion of a service agreement or application form by a data subject will include a statement that the data contained therein is accurate at the date of submission.

The Data Protection Officer is responsible for ensuring that appropriate procedures and policies are in place to keep personal data accurate and up to date, taking into account the volume of data collected, the speed with which it might change and any other relevant factors.

On at least an annual basis, the Data Protection Officer will review the retention dates of all the personal data processed by West Limerick Independent Living CLG, by reference to the **data inventory**, and will identify any data that is no longer required in the context of the registered purpose.



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5. Personal data must be kept in a form such that the data subject can be identified only as long as is necessary for processing.

Where personal data is retained beyond the processing date, it will be minimised, encrypted/pseudonymised in order to protect the identity of the data subject in the event of a data breach.

Personal data will be retained in line with the **DATA RETENTION RECTIFICATION ERASE POLICY** and, once its retention date is passed, it must be securely destroyed as set out in this procedure.

The Data Protection Officer must specifically approve any data retention that exceeds the retention periods defined in Retention of Records Procedure and must ensure that the justification is clearly identified and in line with the requirements of the data protection legislation. This approval must be written.

6. Processed in an appropriate manner to maintain security

In determining appropriateness, the Data Protection Officer should also consider the extent of possible damage or loss that might be caused to individuals (e.g. staff or service users) if a security breach occurs, the effect of any security breach on West Limerick Independent Living CLG itself, and any likely reputational damage including the possible loss of customer trust.

When assessing appropriate technical measures, the Data Protection Officer will consider the following:

- Password protection
- Automatic locking of idle terminals;
- Removal of access rights for USB and other memory media
- Virus checking software and firewalls
- Role-based access rights including those assigned to temporary staff
- Encryption of devices that leave the organisations premises such as laptops
- Security of local and wide area networks
- Privacy enhancing technologies such as pseudonymisation and anonymisation;
- Identifying appropriate international security standards relevant to West Limerick Independent Living CLG.

When assessing appropriate organisational measures the Data Protection Officer will consider the following:

- The appropriate training levels throughout West Limerick Independent Living CLG;
- Measures that consider the reliability of employees (such as references etc.);
- The inclusion of data protection in employment contracts;
- Identification of disciplinary action measures for data breaches;
- Monitoring of staff for compliance with relevant security standards;
- Physical access controls to electronic and paper based records;



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- Adoption of a clear desk policy;
- Storing of paper based data in lockable fire-proof cabinets;
- Restricting the use of portable electronic devices outside of the workplace;
- Restricting the use of employees own personal devices being used in the workplace
- Adopting clear rules about passwords;
- Making regular backups of personal data and storing the media off-site;
- The imposition of contractual obligations on the importing organisations to take appropriate security measures when transferring data outside the EEA.

These controls have been selected on the basis of identified risks to personal data, and the potential for damage or distress to individuals whose data is being processed.

Responsibilities and roles under the GDPR

West Limerick Independent Living CLG is a data controller and a data processor under the GDPR. Management and all those in managerial or supervisory roles throughout West Limerick Independent Living CLG are responsible for developing and encouraging good information handling practices within West Limerick Independent Living CLG; responsibilities are set out in individual job descriptions.

Data Protection Officer (DPO) Job Description a role specified in the GDPR, should be a member of the senior management team, is accountable to Board of Directors of West Limerick Independent Living CLG for the management of personal data within West Limerick Independent Living CLG and for ensuring that compliance with data protection legislation and good practice can be demonstrated.

This accountability includes:

- development and implementation of the GDPR as required by this policy; and
- security and risk management in relation to compliance with the policy.

Data Protection Officer, who Board of Directors considers to be suitably qualified and experienced, has been appointed to take responsibility for West Limerick Independent Living CLG's compliance with this policy on a day-to-day basis and, in particular, has direct responsibility for ensuring that West Limerick Independent Living CLG complies with the GDPR, as do Service Manager and line manager's in respect of data processing that takes place within their area of responsibility.

The Data Protection Officer have specific responsibilities in respect of procedures such as the Subject Access Request Procedure and are the first point of call for Employees/Staff seeking clarification on any aspect of data protection compliance.

Compliance with data protection legislation is the responsibility of all Employees/Staff of West Limerick Independent Living CLG who process personal data.



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West Limerick Independent Living CLG's generally sets out specific training and awareness requirements in relation to specific roles of employees.

Employees/Staff of West Limerick Independent Living CLG are responsible for ensuring that any personal data about them and supplied by them to West Limerick Independent Living CLG is accurate and up-to-date.

Everyone who works for or with West Limerick Independent Living CLG has some responsibility for ensuring data is collected, stored and handled appropriately.

Each team that handles personal data must ensure that it is handled and processed in line with this policy and data protection principles.

However, these people have key areas of responsibility:

- The board of directors is ultimately responsible for ensuring that West Limerick Independent Living CLG meets its legal obligations.
- The Data Protection Officer, Gerard O'Connor, is responsible for:
 - Keeping the board updated about data protection responsibilities, risks and issues.
 - Reviewing all data protection procedures and related policies, in line with an agreed schedule.
 - Arranging data protection training and advice for the people covered by this policy.
 - Handling data protection questions from staff and anyone else covered by this policy.
 - Dealing with requests from individuals to see the data West Limerick Independent Living CLG holds about them (also called 'subject access requests').
 - Checking and approving any contracts or agreements with third parties that may handle the company's sensitive data.

The organisation must demonstrate compliance with GDPR's other principles (Accountability)

The GDPR includes provisions that promote accountability and governance. These complement the GDPR's transparency requirements. The accountability principle in Article 5(2) requires you to demonstrate that you comply with the principles and states explicitly that this is your responsibility.

Data subjects' rights

Data subjects have the following rights regarding data processing, and the data that is recorded about them:

- To make subject access requests regarding the nature of information held and to whom it has been disclosed.
- To prevent processing likely to cause damage or distress.
- To prevent processing for purposes of direct marketing.
- To be informed about the mechanics of automated decision-taking process that will significantly affect them.



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- To not have significant decisions that will affect them taken solely by automated process.
- To sue for compensation if they suffer damage by any contravention of the GDPR.
- To take action to rectify, block, erased, including the right to be forgotten, or destroy inaccurate data.
- To request the supervisory authority to assess whether any provision of the GDPR has been contravened.
- To have personal data provided to them in a structured, commonly used and machine-readable format, and the right to have that data transmitted to another controller.
- To object to any automated profiling that is occurring without consent

Subject access requests

All individuals who are the subject of personal data held by West Limerick Independent Living CLG are entitled to:

- Ask what information the company holds about them and why.
- Ask how to gain access to it.
- Be informed how to keep it up to date.
- Be informed how the company is meeting its data protection obligations.

If an individual contacts the company requesting this information, this is called a subject access request.

Subject access requests from individuals should be made by email, addressed to the data controller at info@limerickcil.com. The data controller can supply a standard request form, although individuals do not have to use this.

The data controller will aim to provide the relevant data within 30 days.

The data controller will always verify the identity of anyone making a subject access request before handing over any information.

Consent

West Limerick Independent Living CLG understands 'consent' to mean that it has been explicitly and freely given, and a specific, informed and unambiguous indication of the data subject's wishes that, by statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her. The data subject can withdraw their consent at any time.

West Limerick Independent Living CLG understands 'consent' to mean that the data subject has been fully informed of the intended processing and has signified their agreement, while in a fit state of mind to do so and without pressure being exerted upon them. Consent obtained under duress or on the basis of misleading information will not be a valid basis for processing.



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There must be some active communication between the parties to demonstrated active consent. Consent cannot be inferred from non-response to a communications. The controller must be able to demonstrate that consent was obtained for the processing operation.

For sensitive data, explicit consent from data subjects must be obtained unless an alternative legitimate basis for processing exists.

Security of Data

All Employees/Staff are responsible for ensuring that any personal data that West Limerick Independent Living CLG holds and for which they are responsible, is kept securely and is not under any conditions disclosed to any third party unless that third party has been specifically authorised by West Limerick Independent Living CLG to receive that information and has entered into a confidentiality agreement.

All personal data should be accessible only to those who need to use it, and access may only be granted in line with the **Information Systems Access Policy**. All personal data should be treated with the highest security and must be kept:

- in a lockable office with controlled access; and/or
- in a locked drawer or filing cabinet; and/or
- if computerised, password protected in line with corporate requirements in the **Information Systems Access Policy**; and/or
- stored on (removable) computer media which are encrypted in line with Secure Disposal of Storage Media

Care must be taken to ensure that PC screens and terminals are not visible except to authorised Employees/Staff of West Limerick Independent Living CLG. All Employees/Staff are required to comply with **Information Systems Access Policy**, before they are given access to organisational information of any sort, which details rules on screen time-outs.

Manual records may not be left where they can be accessed by unauthorised personnel and may not be removed from business premises without explicit **written** authorisation. As soon as manual records are no longer required for day-to-day client support, they must be removed from secure archiving in line with policies.

Personal data may only be deleted or disposed of in line with the **DATA RETENTION RECTIFICATION ERASE POLICY** records that have reached their retention date are to be shredded and disposed of as 'confidential waste'. Hard drives of redundant PCs are to be removed and immediately destroyed as required before disposal.

1.1 Processing of personal data 'off-site' presents a potentially greater risk of loss, theft or damage to personal data. Staff must be specifically authorised to process data off-site.



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Disclosure of data

- 1.2 West Limerick Independent Living CLG must ensure that personal data is not disclosed to unauthorised third parties which includes family members, friends, government bodies, and in certain circumstances, the Police. All Employees/Staff should exercise caution when asked to disclose personal data held on another individual to a third party. It is important to bear in mind whether or not disclosure of the information is relevant to, and necessary for, the conduct of West Limerick Independent Living CLG's business.
- 1.3 All requests to provide data for one of these reasons must be supported by appropriate paperwork and all such disclosures must be specifically authorised by the Data Protection Officer.

Retention and disposal of data

- 1.4 West Limerick Independent Living CLG shall not keep personal data in a form that permits identification of data subjects for longer a period than is necessary, in relation to the purpose(s) for which the data was originally collected.
- 1.5 West Limerick Independent Living CLG may store data for longer periods if the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, subject to the implementation of appropriate technical and organisational measures to safeguard the rights and freedoms of the data subject.
- 1.6 The retention period for each category of personal data will be set out in the Retention of Records Procedure along with the criteria used to determine this period including any statutory obligations West Limerick Independent Living CLG has to retain the data.
- 1.7 West Limerick Independent Living CLG's data retention and data disposal procedures (Storage Removal Procedure) will apply in all cases.
- 1.8 Personal data must be disposed of securely in accordance with the sixth principle of the GDPR – processed in an appropriate manner to maintain security, they are by protecting the “rights and freedoms” of data subjects. Any disposal of data will be done in accordance with the secure disposal procedure.

Data transfers

- 1.9 All exports of data from within the EEA non-European Economic Area countries (referred to in the GDPR as ‘third countries’) are unlawful unless there is an appropriate “level of protection for the fundamental rights of the data subjects”.

The transfer of personal data outside of the EEA is prohibited unless one or more of the specified safeguards, or exceptions, apply:

1.9.1 An adequacy decision

The European Commission can and does assess third countries, a territory and/or specific sectors within third countries to assess whether there is an appropriate level of protection for the rights and freedoms of natural persons. In these instances, no authorisation is required.



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Countries that are members of the European Economic Area (EEA) but not of the EU are accepted as having met the conditions for an adequacy decision.

A list of countries that currently satisfy the adequacy requirements of the Commission are published in the *Official Journal of the European Union*. http://ec.europa.eu/justice/data-protection/international-transfers/adequacy/index_en.htm

1.9.2 Privacy Shield

If West Limerick Independent Living CLG wishes to transfer personal data from the EU to an organisation in the United States, it should check that the organisation is signed up with the Privacy Shield framework at the U.S. Department of Commerce. The obligation applying to companies under the Privacy Shield are contained in the “Privacy Principles”. The US DOC is responsible for managing and administering the Privacy Shield and ensuring that companies live up to their commitments. In order to be able to certify, companies must have a privacy policy in line with the Privacy Principles e.g. use, store and further transfer the personal data according to a strong set of data protection rules and safeguards. The protection given to the personal data applies regardless of whether the personal data is related to an EU resident or not. Organisations must renew their “membership” to the Privacy Shield on an annual basis. If they do not, they can no longer receive and use personal data from the EU under that framework.

Assessment of adequacy by the data controller

In making an assessment of adequacy, the exporting controller should take account of the following factors:

- the nature of the information being transferred;
- the country or territory of the origin, and final destination, of the information;
- how the information will be used and for how long;
- the laws and practices of the country of the transferee, including relevant codes of practice and international obligations; and

1.9.3 Binding corporate rules

West Limerick Independent Living CLG may adopt approved binding corporate rules for the transfer of data outside the EU. This requires submission to the relevant supervisory authority for approval of the rules that West Limerick Independent Living CLG is seeking to rely upon.

1.9.4 Model contract clauses

West Limerick Independent Living CLG may adopt approved model contract clauses for the transfer of data outside of the EEA. If West Limerick Independent Living CLG adopts the *[model contract clauses approved by the relevant supervisory authority]* there is an automatic recognition of adequacy.



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1.9.5 Exceptions

In the absence of an adequacy decision, Privacy Shield membership, binding corporate rules and/or model contract clauses, a transfer of personal data to a third country or international organisation shall only take place on one of the following conditions:

- the data subject has explicitly consented to the proposed transfer, after having been informed of the possible risks of such transfers for the data subject due to the absence of an adequacy decision and appropriate safeguards;
- the transfer is necessary for the performance of a contract between the data subject and the controller or the implementation of pre-contractual measures taken at the data subject's request;
- the transfer is necessary for the conclusion or performance of a contract concluded in the interest of the data subject between the controller and another natural or legal person;
- the transfer is necessary for important reasons of public interest;
- the transfer is necessary for the establishment, exercise or defence of legal claims; and/or
- the transfer is necessary in order to protect the vital interests of the data subject or of other persons, where the data subject is physically or legally incapable of giving consent.

2. Data flow diagram

2.1 West Limerick Independent Living CLG has established a data inventory and data flow process as part of its approach to address risks and opportunities throughout its GDPR compliance project.

- business processes that use personal data;
- source of personal data;
- volume of data subjects;
- description of each item of personal data;
- processing activity;
- maintains the inventory of data categories of personal data processed;
- documents the purpose(s) for which each category of personal data is used;
- recipients, and potential recipients, of the personal data;
- the role of the West Limerick Independent Living CLG throughout the data flow;
- key systems and repositories;
- any data transfers
- all retention and disposal requirements.

2.2 West Limerick Independent Living CLG is aware of any risks associated with the processing of particular types of personal data.

2.2.1 West Limerick Independent Living CLG assesses the level of risk to individuals associated with the processing of their personal data. **Data protection impact assessments (DPIAs)** are carried out in relation to the processing of personal data by West Limerick Independent Living CLG, and in relation to processing undertaken by other organisations on behalf of West Limerick Independent Living CLG.



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2.2.2 West Limerick Independent Living CLG shall manage any risks identified by the risk assessment in order to reduce the likelihood of a non-conformance with this policy.

2.2.3 Where a type of processing, in particular using new technologies and taking into account the nature, scope, context and purposes of the processing is likely to result in a high risk to the rights and freedoms of natural persons, West Limerick Independent Living CLG shall, prior to the processing, carry out a DPIA of the impact of the envisaged processing operations on the protection of personal data. A single DPIA may address a set of similar processing operations that present similar high risks.

2.2.4 Where, as a result of a DPIA it is clear that West Limerick Independent Living CLG is about to commence processing of personal data that could cause damage and/or distress to the data subjects, the decision as to whether or not West Limerick Independent Living CLG may proceed must be escalated for review to the Data Protection Officer.

2.2.5 The Data Protection Officer shall, if there are significant concerns, either as to the potential damage or distress, or the quantity of data concerned, escalate the matter to the supervisory authority.

Data protection risks

This policy helps to protect West Limerick Independent Living CLG from some very real data security risks, including:

- **Breaches of confidentiality.** For instance, information being given out inappropriately.
- **Reputational damage.** For instance, the company could suffer if hackers successfully gained access to sensitive data.

General staff guidelines

- The only people able to access data covered by this policy should be those who **need it for their work**.
- Data **should not be shared informally**. When access to confidential information is required, employees can request it from their line managers.
- **West Limerick Independent Living CLG will provide training** to all employees to help them understand their responsibilities when handling data.
- Employees should **keep all data secure**, by taking sensible precautions and following the guidelines below.
- In particular, **strong passwords must be used** and they should never be shared.
- Personal data **should not be disclosed** to unauthorised people, either within the company or externally.
- Data should be **regularly reviewed and updated** if it is found to be out of date. If no longer required, it should be deleted and disposed of.
- Employees **should request help** from their line manager or the data protection officer if they are unsure about any aspect of data protection.



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Data storage

These rules describe how and where data should be safely stored. Questions about storing data safely can be directed to the IT manager or data controller.

When data is **stored on paper**, it should be kept in a secure place where unauthorised people cannot see it.

These guidelines also apply to data that is usually stored electronically but has been printed out for some reason:

- When not required, the paper or files should be kept **in a locked drawer or filing cabinet**.
- Employees should make sure paper and printouts are **not left where unauthorised people could see them**, like on a printer.
- **Data printouts should be shredded** and disposed of securely when no longer required.

When data is **stored electronically**, it must be protected from unauthorised access, accidental deletion and malicious hacking attempts:

- Data should be **protected by strong passwords** that are changed regularly and never shared between employees.
- If data is **stored on removable media** (like a CD or DVD), these should be kept locked away securely when not being used.
- Data should only be stored on **designated drives and servers**, and should only be uploaded to an **approved cloud computing services**.
- Servers containing personal data should be **sited in a secure location**, away from general office space.
- Data should be **backed up frequently**. Those backups should be tested regularly, in line with the company's standard backup procedures.
- Data should **never be saved directly** to laptops or other mobile devices like tablets or smart phones.
- All servers and computers containing data should be protected by **approved security software and a firewall**.

Data use

Personal data is of no value to West Limerick Independent Living CLG unless the organisation can make use of it. However, it is when personal data is accessed and used that it can be at the greatest risk of loss, corruption or theft:

- When working with personal data, employees should ensure **the screens of their computers are always locked** when left unattended.
- Personal data **should not be shared informally**. In particular, it should never be sent by email, as this form of communication is not secure.
- Data must be **encrypted before being transferred electronically**. The IT manager can explain how to send data to authorised external contacts.



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- Personal data should **never be transferred outside of the European Economic Area**.
- Employees **should not save copies of personal data to their own computers**. Always access and update the central copy of any data.

Data accuracy

The law requires West Limerick Independent Living CLG to take reasonable steps to ensure data is kept accurate and up to date.

The more important it is that the personal data is accurate, the greater the effort West Limerick Independent Living CLG should put into ensuring its accuracy.

It is the responsibility of all employees who work with data to take reasonable steps to ensure it is kept as accurate and up to date as possible.

- Data will be held in **as few places as necessary**. Staff should not create any unnecessary additional data sets.
- Staff should **take every opportunity to ensure data is updated**. For instance, by confirming a service users details when they call.
- West Limerick Independent Living CLG will make it **easy for data subjects to update the information** West Limerick Independent Living CLG holds about them. For instance, via a telephone call.
- Data should be **updated as inaccuracies are discovered**. For instance, if a service user can no longer be reached on their stored telephone number, it should be removed from the database.
- It is the line manager's responsibility to ensure **databases are checked** every six months.

Disclosing data for other reasons

In certain circumstances, GDPR allows personal data to be disclosed to law enforcement agencies without the consent of the data subject.

Under these circumstances, West Limerick Independent Living CLG will disclose requested data. However, the data controller will ensure the request is legitimate, seeking assistance from the board and from the company's legal advisers where necessary.

Providing information

West Limerick Independent Living CLG aims to ensure that individuals are aware that their data is being processed, and that they understand **how the data is being used** and **how to exercise their rights**. Appendix 2 and 3.

To these ends, the company has a privacy statement, setting out how data relating to individuals is used by the company.

This is available on request. A version of this statement is also available on the company's website www.limerickcil.com



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APPENDIX 1. PERSONAL DATA SECURITY BREACH REPORT FORM

If you discover a personal data security breach, please notify your Manager immediately. Please complete this form and return it to the Service Manager at lynda@limerickcil.com as soon as possible.

Notification of Data Security Breach	
Date(s) of Breach:	
Date Incident was discovered:	
Name of Person Reporting Incident:	
Contact Details of Person Reporting Incident:	
Brief Description of Personal Data Security Breach:	
Number of Data Subjects affected – if known:	
Brief Description of any action since breach was discovered:	
Was incident report to the Office of the Data Protection Commissioner?	
For Information Compliance Office Use Only Report received by:	
Date:	
Action:	
Date:	



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APPENDIX 2. Employee Data Privacy Notice

The identity and contact details of the controller:

West Limerick Independent Living CLG. Sheehan's Road, Newcastle West, Co. Limerick, Eir Code V42 EE38 Tel: 069 77320 or 069 78020 Email: info@limerickcil.com Website: www.limerickcil.com

The contact details of the Data Protection Officer (DPO), if applicable:

Contact Data Protection Officer at Tel: 069 77320 and ask for Gerard O'Connor Manager at info@limerickcil.com or Lynda McElligott Service Manager at lynda@limerickcil.com or you can write to these individuals using the address of Sheehan's Rd, Newcastle West, Co. Limerick.

The purposes and legal basis for the processing:

As your employer, West Limerick Independent Living needs to keep and process information about you for normal employment purposes. The information we hold and process will be used for our management and administrative use only. We will keep and use it to enable us to run the organisation and manage our relationship with you effectively, lawfully and appropriately, during the recruitment process, whilst you are working for us, at the time when your employment ends and after you have left. This includes using information to enable us to comply with the employment contract, to comply with any legal requirements, pursue the legitimate interests of the organisation and protect our legal position in the event of legal proceedings. If you do not provide this data, we may be unable in some circumstances to comply with our obligations and we will tell you about the implications of that decision.

The sort of information we hold includes your application form and references, your contract of employment and any amendments to it; correspondence with or about you, for example letters to you about pay or, at your request, a letter to your mortgage company confirming your salary; information needed for payroll, benefits and expenses purposes; contact and emergency contact details; records of holiday, sickness and other absence; and records relating to your career history, such as training records, appraisals, other performance measures and, where appropriate, disciplinary and grievance records, your curriculum vitae, your vehicle insurance policy, proof of identification, photo ID, your Garda Vetting to carrying out relevant work with children or vulnerable persons.

You will, of course, inevitably be referred to in many company documents and records that are produced by you and your colleagues in the course of carrying out your duties and the business of the organisation. You should refer to the Data Protection Policy which is available at www.limerickcil.com or in paper format from our offices, Sheehan's Rd, Newcastle West.

Where necessary, we may keep information relating to your health, which could include reasons for absence and GP reports and notes. This information will be used in order to comply with our health and safety and occupational health obligations – to consider how your health affects your ability to do your job and whether any adjustments to your job might be appropriate. We will also need this data to administer and manage statutory and company sick pay.

Much of the information we hold will have been provided by you, but some may come from other internal sources, such as your line manager, or in some cases, external sources, such as referees.

In addition, we monitor computer, CCTV and telephone/mobile telephone use, as detailed in our company employee handbook available at office or www.limerickcil.com. We also keep records of your hours of work by way of our clocking on and off mobile app system, as detailed in the company employee handbook.



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Where the processing is based on legitimate interest, details of what these interests are:

As an organisation that delivers social care services, we may sometimes need to process your data to pursue our legitimate business interests, for example to prevent fraud, accident reporting, administrative purposes or reporting potential crimes. The nature of our legitimate interests are; where the processing enables us to deliver, enhance, modify, personalise or otherwise improve our services for the benefit of our service users. Whenever we process data for these purposes we will ensure that we always keep your personal data rights in high regard and take account of these rights. You have the right to object to this processing if you wish.

The recipients or categories of recipients of the personal data, if any i.e. to whom the data will be disclosed:

We will only disclose information about you to third parties if we are legally obliged to do so or where we need to comply with our contractual duties to you, for instance we may need to pass on certain information to our company auditors, pension or insurance schemes.

Details of any transfer to a third country and in relation to any transfers outside of the EU, reference to the safeguards in place and the means by which to obtain a copy of them:

We do not have any arrangements or requirements to transferring your personal data to third countries outside of the EU.

The retention periods or the criteria used to determine that period:

We only retained personal data for as long as necessary. The retention periods can differ based on the type of data processed, whether any legal requirements apply for the retention of any particular data, e.g. tax law; employment law etc. The criteria used for determining how long your personal data will be stored for is detailed in WLILP27 - Data Retention. Rectification Erase Policy available at office or www.limerickcil.com.

Details on right to request access to and rectification/deletion of personal data. Rights to object to processing and the right to data portability:

On request all Data Subjects have a right to obtain a copy of any information relating to them. You have the right to request from us access to and rectification or erasure of your personal data, the right to restrict processing, object to processing as well as in certain circumstances the right to data portability. If a Data Subject seeks to have any of his or her personal data rectified or erased, this will be done within 30 days of the request being made provided there is reasonable evidence in support of the need for rectification or erasure. A Data Subject can download a personal data request form from our website or available at office.

If processing is based on consent, the right to withdraw consent:

If you have provided consent for the processing of your data, you have the right in certain circumstances to withdraw that consent at any time which will not affect the lawfulness of the processing before your consent was withdrawn.



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Whether the provision of personal data is a statutory or contractual requirement, as well as details on whether the data subject is obliged to provide the personal data and the consequences of failure to provide it:

As your employer, West Limerick Independent Living has statutory requirements to process information about you for normal employment purposes. We will keep and use it to enable us to run the organisation and manage our relationship with you effectively, lawfully and appropriately. If you do not provide this data, we may be unable in some circumstances to comply with our obligations and we will tell you about the implications of that decision.

Details of any automated decision making, including details of the logic used and consequences for the individual:

West Limerick Independent Living CLG do not operate a system of automated individual decision-making (making a decision solely by automated means without any human involvement); and profiling (automated processing of personal data to evaluate certain things about an individual). Profiling can be part of an automated decision-making process.

Changes of Personal Data Purpose:

If in the future, we intend to process your personal data for a purpose other than that which it was collected we will provide you with information on that purpose and any other relevant information. Your rights

The right to lodge a complaint with a supervisory authority:

Every Data Subject has the right to make a complaint if their legal rights are not fully upheld. The Data Protection Commissioner will help you in ensuring that your legal rights under the General Data Protection Regulation (GDPR) are upheld.

Data Protection Commissioner

Telephone +353 57 8684800 or +353 (0)761 104 800 Lo Call Number 1890 252 231

Fax +353 57 868 4757 E-mail info@dataprotection.ie

Postal Address

Data Protection Commissioner. Canal House, Station Road, Portarlinton, R32 AP23 Co. Laois

Changes to this Privacy Policy

We may periodically modify the provisions of this Privacy Policy and encourage you to review it from time to time in order to stay up to date with the most recent developments in the area of the protection of your personal data. In the event of significant changes, we may also choose to notify you via email should we have your email address in our records. Updated versions of this Privacy Policy will be published on our website.



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APPENDIX 3. Client Data Privacy Notice

The identity and contact details of the controller:

West Limerick Independent Living CLG. Sheehan's Road, Newcastle West, Co. Limerick, Eir Code V42 EE38 Tel: 069 77320 or 069 78020 Email: info@limerickcil.com Website: www.limerickcil.com

The contact details of the Data Protection Officer (DPO), if applicable:

Contact Data Protection Officer at Tel: 069 77320 and ask for Gerard O'Connor Manager at info@limerickcil.com or Lynda McElligott Service Manager at lynda@limerickcil.com or you can write to these individuals using the address of Sheehan's Rd, Newcastle West, Co. Limerick.

The purposes and legal basis for the processing:

As your personal support service provider, West Limerick Independent Living needs to keep and process information about you for normal service delivery purposes. The information we hold and process will be used for our management and administrative use only. We will keep and use it to enable us to run the organisation and manage our relationship with you effectively, lawfully and appropriately, during the assessment process, whilst you are providing a service to you, at the time when your service ends and after your service ends. If you do not provide this data, we may be unable in some circumstances to comply with our obligations and we will tell you about the implications of that decision.

The sort of information we hold includes your Referral form, Care Plan, Risk Assessments and your Client Service Agreement and any amendments to it; correspondence with or about you, for example letters or emails to HSE about your service or, at your request, correspondence to OT's regarding equipment; contact and emergency contact details; records of respite, sickness or hospitalisation; and records relating to your medical history; and where necessary your vehicle insurance policy and proof of identification.

You will, of course, inevitably be referred to in many service documents and records that are produced by your PA's and your service coordinators in the course of carrying out your duties. You should refer to the Data Protection Policy which is available at www.limerickcil.com or in paper format from our offices, Sheehan's Rd, Newcastle West.

Much of the information we hold will have been provided by you, but some may come from other internal sources, such as your line manager, or in some cases, external sources, such as HSE.

In addition, we monitor computer, CCTV and telephone/mobile telephone use, as detailed in the policy section available at office or www.limerickcil.com. We also keep records of your hours of service by way of our PA's clocking on and off mobile app system.

Where the processing is based on legitimate interest, details of what these interests are:

As an organisation that delivers social care services, we may sometimes need to process your data to pursue our legitimate business interests, for example to prevent fraud, accident reporting, administrative purposes or reporting potential crimes. The nature of our legitimate interests are; where the processing enables us to deliver, enhance, modify, personalise or otherwise improve our services for the benefit of our service users. Whenever we process data for these purposes we will ensure that we always keep your personal data rights in high regard and take account of these rights. You have the right to object to this processing if you wish.



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The recipients or categories of recipients of the personal data, if any i.e. to whom the data will be disclosed:

We will only disclose information about you to third parties if we are legally obliged to do so or where we need to comply with our contractual duties to you, for instance we may need to pass on certain information to the HSE.

Details of any transfer to a third country and in relation to any transfers outside of the EU, reference to the safeguards in place and the means by which to obtain a copy of them:

We do not have any arrangements or requirements to transferring your personal data to third countries outside of the EU.

The retention periods or the criteria used to determine that period:

We only retained personal data for as long as necessary. The retention periods can differ based on the type of data processed, whether any legal requirements apply for the retention of any particular data, e.g. tax law; employment law etc. The criteria used for determining how long your personal data will be stored for is detailed in Data Retention, Rectification Erase Policy available at office or www.limerickcil.com.

Details on right to request access to and rectification/deletion of personal data. Rights to object to processing and the right to data portability:

On request all Data Subjects have a right to obtain a copy of any information relating to them. You have the right to request from us access to and rectification or erasure of your personal data, the right to restrict processing, object to processing as well as in certain circumstances the right to data portability. If a Data Subject seeks to have any of his or her personal data rectified or erased, this will be done within 30 days of the request being made provided there is reasonable evidence in support of the need for rectification or erasure. A Data Subject can download a personal data request form from our website or available at office.

If processing is based on consent, the right to withdraw consent:

If you have provided consent for the processing of your data, you have the right in certain circumstances to withdraw that consent at any time which will not affect the lawfulness of the processing before your consent was withdrawn.

Whether the provision of personal data is a statutory or contractual requirement, as well as details on whether the data subject is obliged to provide the personal data and the consequences of failure to provide it:

As your personal support service provider, West Limerick Independent Living needs to keep and process information about you for normal service delivery purposes. We will keep and use it to enable us to deliver a personal support service to you and manage our relationship with you effectively, lawfully and appropriately. If you do not provide this data, we may be unable in some circumstances to comply with our obligations and we will tell you about the implications of that decision.



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Details of any automated decision making, including details of the logic used and consequences for the individual:

West Limerick Independent Living CLG do not operate a system of automated individual decision-making (making a decision solely by automated means without any human involvement); and profiling (automated processing of personal data to evaluate certain things about an individual). Profiling can be part of an automated decision-making process.

The right to lodge a complaint with a supervisory authority:

Every Data Subject has the right to make a complaint if their legal rights are not fully upheld. The Data Protection Commissioner will help you in ensuring that your legal rights under the General Data Protection Regulation (GDPR) are upheld.

Data Protection Commissioner
Telephone +353 57 8684800 or +353 (0)761 104 800
Lo Call Number 1890 252 231
Fax +353 57 868 4757
E-mail info@dataprotection.ie
Postal Address
Data Protection Commissioner
Canal House, Station Road, Portarlington, R32 AP23 Co. Laois

Changes to this Privacy Policy

We may periodically modify the provisions of this Privacy Policy and encourage you to review it from time to time in order to stay up to date with the most recent developments in the area of the protection of your personal data. In the event of significant changes, we may also choose to notify you via email should we have your email address in our records.

Updated versions of this Privacy Policy will be published on our website.



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APPENDIX 4. Data Inventory for GDPR

Process	Format	Volume	Source	Classification	Sensitive data	Location	Security	Type of data	Who can access	Retention Period
HR Personnel files	Hard copy	150 records	Staff & management	Restricted	yes	HR filing cabinet. Group drive, secure payroll software & folder structure	Locked and restricted access. Payroll password protected	Contracts, sick records, disciplinary, medical records, Garda Vetting etc.	Manager, Service Manager, Administraor and Service Coordinators	as per policy
PA Service Client files	Electronic & Hardcopy	130 records	HSE & Applicants /Clients	Restricted	yes	HR filing cabinet. Group drive, Careplus software & folder structure	Locked and restricted access. Careplus password protected	Name, DOB, medical, care plan, contact, next of ken	Manager, Service Manager, Administraor and Service Coordinators	12 years from share issue
Irish Life staff scheme	Electronic & hardcopy (application form)	10 staff	Staff	Restricted	yes	Irish Life and Payroll	Locked and restricted access. Irish Life password protected	Financial	Manager, Service Manager, Administraor and Service Coordinators	Irish Life
Transport Service Client files	Electronic & Hardcopy	30 per month	Clients / passengers	Restricted	No	Group drive, Careplus and folder structure	Locked and restricted access. Careplus password protected	Name, DOB, share save amount	Manager, Service Manager, Administraor and Service Coordinators	12 years from share issue



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How disposed	Who is responsible	Third party involved	Third party compliant	How is data transferred	Legal basis to process	Proof	Date	Controller	Processor	Third Party
Secure shredded	Manager and Service Manager	no	n/a	n/a	Contract/legitimate interests	Contract of employment	start of employment	us	us	n/a
Hard delete and secure shredding	Manager and Service Manager	Yes	Yes	Monthly encrypted file uploaded (within borders)	Contract/legitimate interests	Contract of employment	Date of application	us	WLIL	n/a
Hard delete and secure shredding	Irish Life	Yes	Yes	post- staff post their application form directly	Contract/legitimate interests		start of scheme	Irish Life	Irish Life	n/a
Hard delete and secure shredding	Manager and Service Manager	Yes	Yes	Monthly encrypted file uploaded (within borders)	Contract/legitimate interests	Contract of employment	Date of application	us	WLIL	n/a



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APPENDIX 5. Data Flow Process

