

# **Humberside Fire and Rescue Service Privacy Notice – Occupational Health**

## **1. Scope**

This Privacy Notice describes how Humberside Fire and Rescue Service (“the Service”) collects and uses personal information relating to the occupational health and wellbeing services provided to its staff.

## **2. Aim**

Under data protection law, individuals have a right to be informed about how we as a Service use any personal data that we hold about you, why we need it and what protections are in place to keep it secure.

## **3. Personal Information we collect and/or process**

Whilst the majority of personal information you provide to us is mandatory, some of it is requested on a voluntary basis. In order to comply with data protection laws, we will inform you at the point of collection, whether you are required to provide certain information to us or if you have a choice in this. We will tell you what you need to do if you do not want to share this information with us. The collection of personal information is essential to enable the Service to provide an effective occupational health service.

We collect and process the following information:

- Personal information (such as name, address, telephone numbers, email address, work restrictions)
- Characteristics information (such as gender, marital status, nationality)
- Medical information (such as medical conditions, medical history, details of any disabilities, medications, current symptoms, treatment and medical investigations)
- Health Surveillance information
- Fitness testing information
- Job role and responsibilities
- Correspondents between wellbeing manager/OH professionals and employees and retired members
- Referral information and reports from 3<sup>rd</sup> party organisations and employees such as physiotherapists and counselling.

## **4. Reasons we collect and use your personal information**

We need to collect and use your personal information for a number of purposes, including:

- To provide an effective occupational health service to our employees
- To provide health assessments in regard to fitness to work or,

fitness for role.

- To provide advice on preventative and occupational medicine.
- To provide statutory health surveillance to identify any potential effect of equipment and/or environment, such as hearing tests, sight tests.
- Gather data to analyse trends across the service to guide future practice.

The legal basis for us processing this personal information is:

- Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the Service.

In addition, the legal basis for processing any special categories information is:

- Processing is necessary for the purposes of preventive or occupational medicine, for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or the management of health or social care systems and services on the basis of Union or Member State law or pursuant to contract with a health professional.
- The data subject has given explicit consent to the processing of those personal data for one or more specified purposes.

## **5. Sharing and disclosing your personal information**

We do not share information without consent, unless the law and our policies allow us to do so.

We routinely share information with:

- Senior management
- Complex Case Meetings
- Occupational health physicians
- Physiotherapist services to enable employee access
- Counselling services to enable employee access
- Ophthalmic services to enable employee access
- Public Health England or local health services, where that is required by law.
- Civica OPAS G2 (solution provider)
- IBM (cloud storage)
- Pro Health Analytics (solution provider)

## **6. Protecting your personal information**

We have security arrangements in place to guard against unauthorised access, improper use, alteration, destruction or accidental loss of your personal information.

We take appropriate organisational and technical security measures and have rules and procedures in place to ensure that any personal information we hold on

computer systems is not accessed by anyone not required and authorised to do so. Information about the IT security standards we use to protect your personal information can be obtained from the Service's Digital Services Team.

When we use third party organisations to process information on our behalf, we ask them to demonstrate their compliance with our security requirements, and any instructions we may give them and their compliance with relevant data protection legislation throughout the time they work for the Service. These organisations take their instructions from us and their obligations with regard to what information they process and what they can do with it are agreed in the contracts we have with them. The Services does not transfer your personal information outside the UK.

## 7. How long we will keep your data

The Service will hold your personal data securely for the set amount of time shown in our data retention schedule. For more information on our data retention schedule and how we keep your data safe, please visit the intranet or contact Corporate Assurance, whose details can be found in Section 10 of this notice.

## 8. Requesting access to your details

If you have any questions about the personal information that we hold about you please contact Corporate Assurance, whose details can be found in Section 10 of this notice.

## 9. Your rights as a data subject

The rights that you have depend upon the grounds upon which we collected your information.

- **Right of access** – you have the right to request a copy of the information that we hold about you.
- **Right of rectification** – you have a right to correct information that we hold about you that is inaccurate or incomplete.
- **Right to restrict processing** – where certain conditions apply, you have the right to request a restriction in the way we use your data.
- **Right to object** – you have the right to object to certain types of processing such as direct marketing.
- **Right to judicial review:** in the event that the Service refuses your request under rights of access, we will provide you with a reason why the request has been refused. You have the right to complain.

## 10. Contact Details

If you wish to speak to the Service about how it handles your personal information, you can speak to:

Humberside Fire and Rescue Service Headquarters,  
Corporate Assurance Section,

Summergroves Way,  
Hull.  
HU4 7BB

Phone:(01482) 565333

Email: [dataprotection@humbersidefire.gov.uk](mailto:dataprotection@humbersidefire.gov.uk)

In the event that you wish to make a complaint about how your personal data is being processed by the Service (or third parties under contract) or, how your complaint has been handled, please contact the above in the first instance. If you are not satisfied with our response or the way we handle your information, you have the right to lodge a complaint directly with the Information Commissioner.

Information Commissioners Office,  
Wycliffe House,  
Water Lane,  
Wilmslow  
Cheshire  
SK9 5AF