GDPR

What is GDPR?

The General Data Protection Regulation (GDPR) is the toughest, privacy and security law in the world, it increases restrictions on what organisations can do with personal data, and it extends the rights of individuals to access and control data about them. Though it was drafted, and passed by the European Union (EU), it imposes obligations onto organisations anywhere, so long as they target or collect data related to people in the EU. The GDPR will levy harsh fines against those who violate its privacy and security standards, with penalties reaching into the tens of millions of euros. With GDPR, Europe is signalling its firm stance on data privacy and security at a time when more people are entrusting businesses with their personal data.

How is it used in practice?

When initially applying/registering information with your organisation, the candidate can agree to your GDPR policy around how their information will be stored. All candidates are contacted via email, and/or SMS 30 days prior to their data retention period, requesting consent for their details to be held within the Recruitive ATS. This email will give the candidate the option to 'Opt-In' or 'Opt-Out'. A follow-up email, and/or SMS text message can also be sent seven days before the data retention period to all candidates who have not responded to the original correspondence. If there is no response, the candidate will be automatically deleted from the system. For reporting purposes, the Recruitive ATS can replace personal data with reference numbers for candidates who do not consent to their data being held within the Recruitive ATS. Placed candidate data will not be deleted they will be permanently archived, with all relevant data, including documents for review and reporting purposes.

What are the benefits of using it?

Integrating GDPR Compliance into your recruitment process has multiple benefits, including but not limited to:

- Complete protection and assurance of your obligation towards complying with the GDPR.
- Candidates are reassured on how you will manage and use their data.
- Increased alignment with evolving technology.
- Reduced data maintenance costs.
- A better perception of your brand.
- Improved data security.

What are the extras?

There are different GDPR options, you can have:

- Completely branded to your organisation.
- Effectively manage Subject Access Requests (SAR).
- The GDPR Privacy Policy is customised to requirements.
- Effectively monitor, assess, analyse, & report on GDPR data.
- Access anywhere on a smartphone, tablet, PC, or Mac, online GDPR Privacy Policy are fully mobile compatible.