

General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) is a set of data compliance regulations that will be introduced in May 2018 to replace the Data Protection Act, which is currently used as guideline for businesses when handling personal data. The main idea with GDPR is to give individuals more control over their personal data

GDPR is creating higher standards for data processing across the board. Permission to store, process, use and share candidate data with third parties can now only be lawful if they either actively opt in for it or are fully aware of the legitimate interest to do so. Candidates also need to be informed that they have the right to request their details be removed – otherwise known as the ‘right to be forgotten’ – at any time if they’re unhappy with how their data is being used or handled.

GHL Recruitment Limited are a Recruitment Agency based at 13 Lr Baggot St, Dublin 2. We advertise a variety of roles on an ongoing basis on behalf of clients requesting to fill positions in a Temporary, Contract or Permanent Basis.

GHL Recruitment advertise on various portals i.e. irishjobs.ie, recruitireland.com, monster.ie, and on the GHL Recruitment Company website

GHL Recruitment Limited have thirty days to get explicit consent from candidates for their personal data to be collected, or demonstrate that they have a legitimate interest to store that candidate’s data, in order to legally do so. Candidates will also need to be informed about how and where their information will be used, and have the right to object to the processing of their data for profiling purposes (or ask that their personal data be deleted) at any time.

By sending in your CV in response to roles advertised by GHL Recruitment and /or uploading your CV to the GHL Email portal, you are agreeing to allow GHL Recruitment to call you and to save your information on the company Database.

Candidate Privacy Agreement - GHL Recruitment Limited

When you send your CV to GHL Recruitment for any role advertised on any of the above mentioned sites, or upload it onto the GHL Recruitment email portal, one of the consultants will contact you to let you know the CV has been received and has been viewed for the specific role.

- Your original CV will be stored by GHL Recruitment Limited on the Company Database. A copy of the original CV will be edited to remove all personal information i.e. address, email address, tel number, linkedin profile, facebook profile.
- The original and edited version will be available at any time for a candidate to view.
- The information of the CV will be discussed with the client and only forwarded to the client once permission from the candidate has been obtained. This is generally completed after the interview stage, either telephone or face-to-face interview.
- All interview notes will be available to view after the candidate has been contacted and interviewed by GHL Recruitment Limited.
- The candidate may view the edited version sent to the Client at any time
- The Client will view the edited version of the CV and will ascertain the suitability of the CV for the role in question.
- The candidate may access all information given by the client regarding suitability of the CV for the role at any time
- if the specific client deems the CV unsuitable for the role in question, GHL Recruitment may contact the candidate for any other role they may be working on behalf of other Clients of GHL Recruitment. The information of the CV will be discussed with clients and only forwarded to the client once permission from the candidate has been obtained
- The candidate has the right to unsubscribe, to be forgotten, to edit their preferences, to opt in and out of marketing, to receive job alerts, at any time
- GHL Recruitment will store your CV and any other relevant information collected either by interview or Reference Checks for a maximum of 2 years.

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GDPR COMPLIANCE – GHL Recruitment Limited

GHL Recruitment Recruiters are Compliant in GDPR

GHL Recruitment Limited have updated all internal policy documents – all Employees within GHL Recruitment understand and play their part in the GDPR Requirements. All Recruiters within GHL Recruitment have been retrained on how to handle data. Completed on March 26th 2018.

GDPR – Data Protection Officer DPO GHL Recruitment Limited

Ursula Higgins has been given the responsibility of DPO in GHL Recruitment Limited

The GDPR states that businesses must appoint a Data Protection Officer (DPO) if their core activity involves “carry[ing] out large scale processing of special categories of data”.