



Short Privacy Notice:

As an employer the Company collects and processes your personal data for employment and application for employment purposes. We will process your personal data in accordance with the Data Protection Act and other relevant legislation, and not disclose your personal data to any other third party, unless allowed or required to do so under the Data Protection Act. For further details about the processing of your personal data please see the Full Privacy Notice available below.

Full Privacy Notice:

This Privacy Notice tells you what to expect when GCE Hire Fleet Ltd collects and uses your personal data for employment and application for employment purposes in accordance with the Data Protection Act/General Data Protection Regulation.

	Complete the following fields:
Data Controller	GCE Hire Fleet
Our contact details:	Mark Wilson, 37 Aaron Road Industrial Estate, Whittlesey, PE7 2EX
The purpose we are processing your personal data for is	Administration and maintenance of employee records and the activities required for the support and management of our current and former workers and applicants including: <ol style="list-style-type: none">1. Recruitment, Selection & Termination,2. Pay, Allowances, Pensions, Deductions and Benefits,3. Working Arrangements and Leave,4. Managing Performance and Conduct,5. Managing Attendance and Employee Support,6. Managing Change, and7. Appraisals, Supervisions and Training.



Using your personal information for other purposes	We will not process your personal data for any other purpose than that for which it was collected, without first providing you with information on that other purpose and seeking your consent if applicable; except were we are required to disclose your personal data in accordance with legislation for example in relation to the prevention and detection of crime, counter terrorism, safeguarding, legal proceedings or to protect interests of you or another.
Organisations acting on our behalf to process your personal data	Payroll Provider: TC Group Pensions Provider: NEST/TC Group
The fair and lawful basis we are processing your personal data on is	<p>Processing basis 1: Processing is necessary in order to meet our duties as an employer (Article 6 1 c compliance with a legal obligation and Article 9 2 b carrying out obligations and exercising specific rights in relation to employment).</p> <p>Processing basis 2: Processing necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract (Article 6 1 b re contract of employment or for the provision of a service to commercial client.)</p> <p>Processing basis 3: the data subject has given consent to the processing of his or her personal data for one or more specific purposes (Article 6 1 a and 9 2 a).</p> <p>Processing basis 4: the processing of the data is necessary for a legitimate interest of the company.</p>
Am I required to provide the Company with my personal data	You are required to provide the minimum personal data necessary for us to manage your employment application and if successful your employment with us. Failure to provide the minimum necessary personal data we require could prevent us offering you employment or impact on your pay and conditions.



Does the Company's processing of my personal data involve automated decision-making, including profiling?	No
Can I withdraw my consent for processing	You can withdraw your consent for the processing of your personal data at any time if that processing is on the sole basis of your consent (Processing basis 3).
Who we will share your personal data with	<ol style="list-style-type: none"> 1. HM Revenue and Customs; 2. Pension Schemes; 3. 3rd party consultancy 4. Healthcare, social and welfare professionals and organisations; 5. Central Government Departments; 6. Financial organisations; 7. Educators and Examining bodies; 8. Professional Bodies; 9. Law enforcement agencies and bodies; 10. Courts and Tribunals; 11. Legal representatives; 12. Ombudsman and Regulatory bodies; 13. Service providers; 14. Debt collection and tracing agencies; 15. Trade Unions;



	<p>16. Licensing authorities;</p> <p>With your explicit consent:</p> <p>17. Credit Reference Agencies;</p> <p>18. Mortgage Providers, Housing Associations and landlords.</p> <p>To support TUPE arrangements the minimum necessary personal data and special categories of personal data will be passed to the new employer transferee.</p>
Transfers of personal data to a third country	Not routinely disclosed or transferred to recipients outside of the UK.
How long we will retain your personal data for	Your personal data is retained in accordance with our legal obligations, which are set out the Human Resources section of our retention schedule.
What are my rights in relation to my personal data?	<p>You have the right to access the personal data we hold about you; to request we rectify or erase your personal data; to object to or restrict processing in certain circumstances; and a right of data portability in certain circumstances.</p> <p>More information on your rights can be found in the Companies Data Protection Policy, available upon request from Mark Wilson, 37 Aaron Road Industrial Estate, Whittlesey, PE7 2EX</p>
Who can I complain to?	If you are dissatisfied with how we have processed your personal data you can contact the Data Protection Contact to request an internal review.



	If you are dissatisfied with the outcome of the internal review, they have the right to appeal directly to the Information Commissioner for an independent review. https://ico.org.uk/concerns/
Contact details for our Data Protection Contact	Mark Wilson, 37 Aaron Road Industrial Estate, Whittlesey, PE7 2EX

Signed:

C. T. Golborne.

Chris Golborne, Managing Director
September 2024