

GDPR- the countdown begins

4 little words with a big impact

GDPR - 4 little words yet a hefty 4% of your organisations' global annual turnover fine if you are found not to be compliant. The General Data Protection Regulation (GDPR) will drive the largest shift in European data protection legislation since the Data Protection Directive of the late 1990's. With just five months to go since it comes into force and big consequences if you get it wrong, it's clear why many organisations are urgently reviewing how they can stay compliant whilst continuing to deliver their business objectives.

As one of the largest data-driven functions in businesses today and the one that holds the most confidential information on file, the spotlight is falling on HR to ensure they are collecting and processing data about employees and candidates in a way that doesn't put them in breach of the GDPR requirements. This doesn't just apply to the data of existing and potential employees but also to those employees that are leaving or have left the company either through choice or as a result of redundancy.

Ensuring the business is fully compliant with all legislation at what can already be a challenging and sensitive time is one of the reasons why many HR professionals are looking in as much detail at how their outplacement partners are processing and storing the data of the departing employees they're supporting as they are their recruitment and development policies, partners and procedures.

Taking it seriously

At Lee Hecht Harrison we take looking after your employees very seriously. It's what we've been doing for more than 50 years and why we're the leading provider of workforce transformation support in Europe and indeed globally. We support more than 300,000 people every year with their careers, whether it be through redundancy support, leadership development, coaching or assessment. Regardless of the specific support we're providing, our clients can rest assured we are fully compliant with The GDPR regulation and are taking the protection and privacy of your employee information as seriously as we take the job of supporting them with their careers.

GDPR
COMPLIANCE

"Get data protection right, leverage it to your advantage and the business benefits could pay dividends"

Elizabeth Denham, UK
Information
Commissioner

Resourced and ready

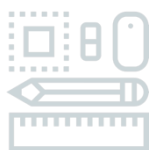
As part of the Adecco Group, the world's largest staffing company with an annual turnover of more than €22 billion, we bring an unrivalled level of expertise and resources to all aspects of our operation to ensure we are leading the way when it comes to GDPR compliance. This includes:



A GDPR Working Group that has been running for several years, tasked with developing a robust GDPR compliance programme. This GDPR Working Group includes stakeholders from across our key functions including IT, Information Security, Legal and Compliance teams.



The completion of a comprehensive review of our current systems, applications and processes we use in order to identify and make any required updates or changes to ensure GDPR compliance



Investing in new tools and technologies [eg. OneTrust] to help ensure we are compliant with the requirements of GDPR



Engaging with a number of external privacy and data protection legal experts and practitioners so our clients can be sure of complete GDPR compliance



Developing and delivering targeted privacy training, including GDPR training, for all levels and functions within our organisation



Monitoring the latest GDPR guidance published by the various EU data protection authorities including Art 29 Working Party and continuing to follow the very latest guidance issued between now and GDPR Go Live Date on 25th May 2018

An ongoing commitment

We know that the work doesn't stop on 25th May 2018. Our team of experts will continue to work across the organisation to ensure that we are not only compliant with The GDPR but that we are ready and able to adapt to any future legislation that may arise in 2018 and beyond.

To find out more about any specific aspect of our GDPR programme, please contact your Client Partner or email us at datasecurity@lhh.com