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# GDPR – Health and safety for data

- GDPR – key principles
- Lawful processing
- What is consent?
- Practical issues
- Accountability





# GDPR – key principles

Article 5(1) - personal data shall be:

- **processed lawfully**, fairly and in a transparent manner
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes
- adequate, relevant and **limited to what is necessary**
- **accurate and kept up to date**; every reasonable step must be taken to ensure that personal data that are inaccurate... are erased or rectified without delay
- kept in a form which permits identification of data subjects for no longer than is necessary
- processed in a manner that ensures **appropriate security** of the personal data



# Lawful processing

- To perform a contract
- To comply with a legal obligation
- To protect data subject's vital interests
- Necessary for performing a task in the public interest
- Legitimate interest of data controller/third party
- With data subject's consent



# What is consent?

- Consent must be freely given, specific, informed and unambiguous
- Should put individual in control



# Practical issues

- New obligations for data processors
- Assess current position – data protection audit
- New retention and destruction policies?
- Will current IT system support new policies?
- Employee data
- If relying on consent, consider whether it needs to be refreshed
- Review IT security
- Data exporting





# Accountability



- Records (including consent records) should be accurate and up to date
- Staff training
- Privacy policy
- More information: [www.ico.org.uk](http://www.ico.org.uk)



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