

GDPR Product Statement

Introduction

GDPR is a challenge, in many ways, and needs to be taken seriously by all organisations who operate within the EU. FMP Global has a number of HR & Payroll products, all of which can be used to assist you in meeting your statutory GDPR requirements.

FMP Global (incorporating Eurowage Ltd, FMP Payroll Services Ltd, FMP HR & Payroll Software Ltd, MCN Associates Ltd) are registered with the Data Protection Register (ZA290393/ZA290366/Z1115288/ZA024069), and also are ISO certified (9001/27001/14001/22301)

Product Details

Our flagship products of Amity and Payrite will have these features automatically added, with guidance being issued regarding Teamspirit, Workforce and Professional detailing how best to use these products in line with your GDPR requirements.

Sensitive Data & Personal Identifiable Information

The GDPR states that so called **sensitive data** and **Personal Identifiable Information** should be handled differently to normal data. To that end, these special data items will be tagged in our products to make them easily identifiable. Furthermore, this field grouping would be able to have special processing & security rules attached to them.

Auditing

Our products currently maintain an audit trail of data changes. These will be made more visible and have additional GDPR friendly queries to allow you to assess and track changes. Special exposure will also be given to **sensitive data** .

Information requests

Employees will have the right to request details of what data you are holding about them. You will not be able to charge for this request, so being able to service this request quickly and effectively will be paramount. We will be adding an Employee GDPR Information request export/report to our products. You will just need to provide the employee code and the data will be presented in a form that can be immediately passed onto the employee.

Data Handling

With the new focus on data security and traceability, we will no longer be accepting data via email or any non-secure method. New Data Portals will be created where we will be able to exchange data safely and securely. This portal will detail who has access and will have automatic rules that will enforce a data retention policy.

Third party products

We work with a number of third party products, and differing levels of integration and data contact. We would encourage you to contact all the third party products that you use to verify their GDPR approach.

Data Protection Officer

If you have any further queries, please contact our Data Protection Officer at dpo@fmpglobal.com