



Privacy Notice

Data Controller Name: Department for the Economy
Business Area: Miscarriage Leave and Pay Consultation Team
Address: Adelaide House, Adelaide Street, Belfast, BT2 8FD
Telephone: 02890416728
Email: MLPconsultation@economy-ni.gov.uk

Why are you processing my personal information?

The Department is required by the Parental Bereavement (Leave and Pay) Act (Northern Ireland) 2022 to incorporate miscarriage into the existing Parental Bereavement Leave and Pay rights and entitlements that are available to employees and workers that meet the qualification criteria. The Department is therefore initiating a consultation to inform and further develop this policy. The results and feedback gained through this consultation will inform a series of amendments to the existing legislative framework for Parental Bereavement Leave and Pay to ensure that the incorporation of a miscarriage entitlement for Parental Bereavement Leave and Pay is fit for purpose and supports those employees and workers that meet the new criteria.

The information we collect from you will inform and further develop this policy.

The lawful basis for processing your personal data is that of legal obligation and public task in accordance with:

- Section 8 and Paragraph 6 of Part 2 of Schedule 1 to the Data Protection Act 2018;
- Article 6(1)(c) of the UK GDPR (the processing is necessary for you to comply with the law); and
- Article 6(1)(e) of the UK GDPR (the processing is necessary for you to perform a task in the public interest or for your official functions, and the task or function has a clear basis in law
- Article 9(2)(g) of the UK GDPR (processing is necessary for reasons of substantial public interest)

What categories of personal data are you processing?

Your name, your e-mail address, employment status.

As part of the consultation response, you will be asked if you are responding as an individual or on behalf of an organisation. This includes trade unions, but we will not ask you if you are a member of a trade union.



The consultation will also enable you to provide additional information in support or clarification of your response, this may include special category data e.g. personal health information, religious or philosophical beliefs, or political opinions etc., however, please note this information is not a requirement.

Where do you get my personal data from?

You will provide us with your personal data when responding to the public consultation.

Do you share my personal data with anyone else?

DfE is using the following data processor to help it deliver this consultation: Digital Transformation Services (DTS) within Department of Finance. We have contracts in place with them which means that they cannot do anything with your personal information unless we have instructed them to do it.

We may choose to take excerpts and examples from comments that are made in the additional comments text box which will be provided in the consultation, you are not required to provide further information in this box or any personal information. If you choose to make additional comments, including personal information, where it is possible to anonymise this information for publication in the Departmental Response, we will do so.

Where you have stated that you do not wish for your information to be shared, In some circumstances, DfE is legally obliged to share information, for example with the Police Service of Northern Ireland. We might also share information with regulatory bodies, for example, NI Audit Office, in order to further their, or our, objectives. In any scenario, DfE will satisfy itself that it has a lawful basis on which to share the information and document its decision-making.

If you are responding on behalf of an organisation, unless you request otherwise, we will include the name of the organisation in an annex to the Departmental response to the consultation – we will not share your name.

In any event if we need to share outside of the above it will only be after a thorough data protection assessment to ensure that this is fully compliant with data protection law.

Do you transfer my personal data to other countries?

No. Your personal data will not be transferred to other countries.

How long do you keep my personal data?

We will retain your data for a period of 5 years in line with the Department for the Economy Retention and Disposal Schedule after which time it will be destroyed securely.



What rights do I have?

- You have the right to obtain confirmation that your data is being processed, and [access to your personal data](#)
- You are entitled to have personal data [rectified if it is inaccurate or incomplete](#)
- You have the right to [‘block’ or suppress processing](#) of personal data, in specific circumstances
- You have the right to [object to the processing](#), in specific circumstances
- You have rights in relation to [automated decision making and profiling](#)

If these rights are applicable and you wish to exercise these please email DPO@economy-ni.gov.uk

How do I complain if I am not happy?

If you are unhappy with how any aspect of this privacy notice, or how your personal information is being processed, please contact the Department’s Data Protection Officer at DPO@economy-ni.gov.uk

If you are still not happy, you have the right to lodge a complaint with the Information Commissioner’s Office (ICO).

Contact details of the ICO are available at <https://ico.org.uk/global/contact-us/>