

Information on the processing of personal data of jobseekers

For Information Systems: IS personnel management and wages

Information on the processing of personal data of the persons concerned pursuant to Articles § 19 and § 20 of Act No. 18/2018 Coll. on Personal Data Protection and on the amendment of certain other Acts, as amended (hereinafter referred to as the "Act") and to the Art. 13 and 14 of Regulation (EC) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter referred to as "Regulation")

The purpose of this information is to provide you with information about what personal data we process, how we handle it, for which purposes we use it, to whom we can provide it, where you can obtain information about your personal data and exercise your rights in the processing of personal data.

Identification and contact details:

The Controller of processing of your personal data is Hriňovské Strojárne, a.s., Partizánska cesta 1465 962 05 Hriňová, Reg. No.: 36025526, hs@hs.sk.

1. Purpose of processing of personal data, legal basis of processing and period of storage

The purpose of the processing of personal data is to include the applicant in the register of jobseekers for assessment of suitability for the given job position, pursuant to §13 par. (1) b) of the Art. 6 par. (1) b) Regulation and Art. 11 of the Labour Code. Personal data is processed and retained by the Controller for the time necessary to assess the suitability of the candidate for the job.

In the case of voluntary consent of the person concerned, pursuant to §13 par.(1) a) of The Act and Art. 6 par. (1) a) Regulation, the Controller keeps a record of the jobseeker in the register of jobseekers for a longer period of time, in order to participate in future selection procedures, according to the consent given.

Legitimate interests of the Controller or of the third party

The processing of personal data for the legitimate interests of the Controller, or of a third party, is not exercised.

2. Identification of the processed personal data of the persons concerned

Personal data of jobseekers in the context of an application for employment, submission of a curriculum vitae, documents and certificates relating to the education or qualification of the jobseeker, or other materials provided in connection with an application for employment.

3. Identification of the recipients, categories of recipients

The Controller may provide personal data to:

Authorized entities (institutions/organizations) under a separate legal regulation. e.g.

- health insurance companies
- Social security
- tax administrator
- Central Office of Labour, Social Affairs and Family
- supplementary pension savings bank
- pension management companies

- government and public authorities to perform control and supervision (e.g. labour inspectorate)
- court and authorities involved in criminal proceedings
- executor or other authorised entity

4. Transfer of personal data to a third country/an international organization

Transfer to third countries, or to international organizations, is not carried out.

5. Identification of the source from which personal data was collected

Directly from the person concerned or his/her legal representative.

6. Profiling

The Controller does not process personal data by profiling or similar analysis based on automated individual decision making.

7. Rights of the person concerned

The person concerned has the right to request from the Controller access to the data processed, the right to rectification of erroneous personal data, the right to request erasure or restriction of processing of personal data, right to object the processing of personal data, the right to inaction of automated individual decision-making, including profiling, the right to the portability of personal data, as well as the right to file a complaint for the opening of proceedings to the supervisory authority. In the case when the Controller processes personal data with the consent of the person concerned, the person concerned has the right at any time to withdraw his/her consent to the processing of personal data. Withdrawal of the consent does not affect the legality of the processing of personal data based on consent prior to its withdrawal. The person concerned can exercise his/her rights by sending an email to hs@hs.sk or in writing to the address of the Controller.

8. Obligation to provide personal data

The provision of personal data is optional where processing of personal data by consent for the purpose of conducting a jobseeker application for purposes of participation in future selection procedures of the person concerned; in the absence of consent, the operator will not process the personal data longer than is necessary to assess the suitability of the jobseeker for a job position.

The provision of personal data proceeded according to the Labour Code and certain Acts, is a legal requirement/contractual requirement, or any requirement that is needed to conclude the contract of employment. The person concerned is under an obligation to provide personal data, and in the event of failure to provide it, the Controller will not ensure the conclusion of the employment contract for the person concerned.