



**PRIVACY NOTICE ON PERSONAL DATA PROTECTION REGARDING**  
**Pre-employment medical examination**

The objective of this Notice is to inform you about the collection and processing of your personal data in line with the applicable Data Protection Regulation 2018/1725<sup>1</sup>.

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**1. [Why does F4E process my personal data? Whose data is processed?](#)**

The data processing concerns candidates who receive a recruitment offer (temporary agents, contract agents and officials).

The purpose of the pre-employment medical examination is to determine, before recruitment, whether the candidate is physically fit to perform his/her duties, needs certain accommodations at the workplace and to determine whether s/he should be admitted to guaranteed benefit in respect of invalidity or death during the first 5 years of service, as set out in the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union.

**2. [What is the justification for the processing?](#)**

Processing of your data is necessary for the performance of F4E tasks on the basis of the F4E founding instrument and/or other legal instrument adopted on the basis thereof or for compliance with a specific legal obligation F4E is subject to.

It is based on:

[Council Decision of 27 March 2007 “establishing the European Joint Undertaking for ITER and the Development of Fusion Energy and conferring advantages upon it” - 2007/198/Euratom, as last amended by Council Decision of 10 February 2015 \(2015/224 Euratom\), O.J. L 37, 13.2.2015, p.8, in particular Article 6 thereof;](#)

Statutes annexed to the Council Decision (Euratom) No 198/2007 “establishing the European Joint Undertaking

for ITER and the Development of Fusion Energy and conferring advantages upon it”, as last amended on 10 February 2015, in particular Article 10 thereof;

[Staff Regulations of Officials \(SR\) and the Conditions of Employment of Other Servants of the European Communities \(CEOS\), in particular](#)

- Article 1d (4) of the Staff Regulations Articles 28(e) and 33 of the Staff Regulations
- Articles 12(2)(d), 13, 82(3)(d) and 83 of the Conditions of Employment of Other Servants (CEOS) Article 1 of Annex VIII of the Staff Regulations
- Article 28, second paragraph, Articles 32, 95 and 100 of the CEOS, read in conjunction with Article 6 of Council Decision 198/2007/Euratom and Article 10(2) of the Statutes annexed thereto;

[Framework service contract with Centro de Exámenes Medicos S.A. \(Creu Blanca\), for the provision of Medical Services for Fusion for Energy, Lot 1: ref: F4E-AFC-0613.O1](#)

[Framework contract with Gabinete SME, for the provision of Medical Services for Fusion for Energy, Lot 2: Medical Advisor referenced F4E-AFC-091 8.02, signed on 12.11.2018](#)

### 3. [Which data is F4E processing?](#)

(a) General personal data:

Administrative data:

ID or passport number, surname, forename, personnel number, date and place of birth, nationality, sex, height, civil status, children, family history, postal address, e-mail address, Skype ID for the remote interviews, telephone numbers, post requested, type of contract.

(b) Sensitive personal data (Article 10)

Medical data:

Medical history, objective examination, results of laboratory tests (blood and urine tests), x-rays, ECGs, results of other medical examinations (ophthalmic, audiometry, etc.).

Processing of other personal data and/or sensitive data is not foreseen or expected. However, it is not excluded that during the skype interview such data may be disclosed. The latter are not recorded or stored.

### 4. [Who has access to my data?](#)

Personal data:

-Administrative

Result of the pre-employment medical examination (aptitude, non-aptitude, reservation and administrative data):

- F4E Medical Advisor (see [GABINETE SME Privacy Notice](#)) – external service provider Centro de Exámenes Medicos S.A. ([Creu Blanca Privacy Notice](#)) - external service provider
- The Nurse (GABINETE SME) who belongs to F4E medical service and provides support to the Medical Advisor
- CSU staff members in charge of the mail processing
- Human Resources officer in charge of recruitment
- Process Owner: Head of Human Resources Unit
- Head of Administration Department and Assistant and Assistant to the Director
- F4E Director - as this document is part of the supporting documents provided for the signature of the contract of employment
- Another person internally may be consulted regarding a specified case if deemed necessary by the Appointing Authority .
- IDM Manager, if necessary for support,
- ICT Officer responsible for the dedicated database, if necessary for technical support.

- (b) Sensitive personal data

Medical data:

- F4E Medical Advisor (GABINETE SME) – external service provider
- Centro de Exámenes Medicos S.A. (Creu Blanca) – external service provider
- The Nurse belonging to F4E medical service and providing support to the Medical Advisor
- Medical center performing the medical tests

All data: (except medical data) only if appropriate and necessary for monitoring or inspection tasks, access may be given to: e.g. DPO and Anti-Fraud & Ethics Officer, Head and/or responsible officer of LSU, IAC, IDOC.

### 5. [How long does F4E store my data?](#)

The medical aptitude form is kept for 10 years following the last pension payment.

Personal Data related to the administrative payments, such as invoices and reimbursements (administrative expenditure) shall be retained for seven years after the discharge of the financial year to which they are linked, in accordance with the retention period established for administrative contract management files in the F4E Specific Retention List (IDM ref: F4E\_D\_24BUD4) and the [record on Contract Implementation](#) (F4E\_D\_2GBTAX).

Personal Data processed and stored by Creu Blanca are kept for 5 years as established in Creu Blanca Privacy Notice.

Fusion for Energy may continue to store Personal Data for a longer period, as may be necessary for internal auditing and for the establishment, exercise or defense of legal claims until such claims are finally resolved.

#### 6. [Does F4E intend to transfer my data to third countries or International Organizations?](#)

F4E does not intend to transfer the personal data to third countries or International Organisations.

#### 7. [What are my rights in relation to my data and how can I exercise them?](#)

You have the right to access your personal data, to correct any inaccurate or incomplete data, to request restriction or erasure, or to object to the processing, pursuant to Articles 14(3) and 17-23 of Regulation 2018/1725.

Any request to exercise one of those rights should be directed to the Controller ([HR-DataProtection@f4e.europa.eu](mailto:HR-DataProtection@f4e.europa.eu)). Where you wish to exercise your rights in the context of one or several specific processing operations or files, please provide their description and reference(s) in your request.

Exceptions based on Article 25 of Regulation 2018/1725 may apply [See Governing Board Decision of 9 December 2019<sup>2</sup>]. In that case, the data subject shall be informed of the principal reasons for applying such restrictions.

#### 8. [Contact details of the Data Protection Officer](#)

You may contact the Data Protection Officer (DPO) of F4E ([DataProtectionOfficer@f4e.europa.eu](mailto:DataProtectionOfficer@f4e.europa.eu)) with regard to issues related to the processing of your personal data under Regulation 2018/1725.

#### 9. [Right of recourse](#)

You have the right of recourse to the European Data Protection Supervisor ([EDPS@edps.europa.eu](mailto:EDPS@edps.europa.eu)), if you consider that your rights under Regulation (EU) 2018/1725 have been infringed as a result of the processing of your personal data by F4E.

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<sup>1</sup> Regulation 2018/1725 of 23 October 2018 “on the protection of individuals with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data”. O.J 21.11.2018, L295/39.  
This Privacy Notice is in line with Article 14 and 15 of that Regulation (Principle of Transparency).

<sup>2</sup> [O.J., 10.02.2020, L 37/18.](#)