



**PRIVACY NOTICE ON PERSONAL DATA PROTECTION REGARDING  
 PROCESSING OF PERSONAL DATA IN THE MANAGEMENT OF STAFF VULNERABLE TO COVID-19  
 (GROUP C)**

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 objective of the processing of personal data is to identify those staff members who are vulnerable to COVID-19 and provide them with improved working conditions by reinforcing H&S measures.

Staff members with one of the conditions defined in the guidelines for Group C staff members (F4E\_D\_2KYLD5) are requested to communicate with the F4E Medical Advisor for their inclusion in the Group C. The Medical Advisor will then provide the concerned staff members with a series of H&S recommendations and rules that high-risk staff must follow.

The list of Group C staff members and their conditions is only accessible by the F4E Medical Advisor. However, staff members in Group C are requested to inform their line manager of their inclusion in such

group without disclosing any medical data. The line manager will take into account the vulnerability of the concerned staff member when establishing working arrangements within their units / teams.

Staff members in Group C will need a medical assessment with the F4E Medical Advisor before working on-site or going on mission. In the event the Medical Advisor advises **against working on-site** but the concerned staff member still wishes to access the premises or go on mission, the F4E Medical Advisor will inform of such situation to the line manager, the H&S Coordinator and the Head of Site, who will liaise to provide the concerned staff member with reinforced H&S measures and working arrangements.

The general principles of necessity and proportionality still apply when F4E exercises its duty of care for staff. F4E is accountable for necessity and proportionality and limits its processing to what is necessary.

## 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 1e(2) of the Staff Regulations regarding the obligation to ensure working conditions complying with appropriate health and safety standards.

Group C Staff Members guidelines (F4E\_D\_2KYLD5)

## 3. Which data is F4E processing?

### (a) **General personal data:**

Name of the staff member, age, unit / team, place of employment.

### (b) **Sensitive personal data** (Article 10)

Health condition or pathology of the staff member in Group C, inclusion to Group C.

## 4. Who has access to my data?

### **Medical data:**

- F4E Medical Advisor (Gabinete SME; see their privacy policy <https://www.gsmep.com/es/aviso-legal/>)
- F4E Nurse (Gabinete SME) who belongs to F4E's medical service and provides support to the Medical Advisor

### **Administrative data:**

- F4E Medical Advisor
- F4E Nurse
- Line Manager of the staff member in Group C, as the responsible to implement the working arrangements within its unit / team
- H&S Coordinator, in the event of a staff member in Group C willing to work on-site against the medical advice, as the responsible to implement additional H&S measures and adapt the risk assessment
- Head of Site, in the event of a staff member in Group C willing to work on-site against the medical advice, as the main H&S responsible of the site
- IDM Manager, if necessary for support
- ICT Officer responsible, if necessary for technical support
- IDM Manager, if necessary for support
- ICT Officer responsible for the dedicated database, if necessary for technical support

Also, only if appropriate and necessary, for monitoring or inspection tasks, access may be granted to:

- Director of F4E
- Head of Admin
- Head of the Legal Service Unit, and/or responsible Legal Officer
- F4E Data Protection Officer and Anti-Fraud & Ethics Officer
- IAC / IDOC

## 5. How long does F4E store my data?

F4E will keep the personal data processed for no longer than for what the purposes described in section 1 require. F4E will delete the data once no longer necessary and when the situation of the COVID-19 pandemic allows so, unless it is required to keep the data further for reasons of public health protection.

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

F4E does not intend to transfer the personal data to any third country or International Organization.

## 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 ([h&sdataprotection@f4e.europa.eu](mailto:h&sdataprotection@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 to lodge a complaint](#)

You have the right to lodge a complaint 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](#).