

Sirenum for GDPR Compliance

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Workforce Management with GDPR in Mind

GDPR compliance is at the top of every European compliance officer's list for 2018. At Sirenum, we are dedicated to helping our clients meet compliance challenges so it's at the top of ours, too. Sirenum makes it easy to meet your GDPR goals by simplifying management of worker data. And because Sirenum is built on Salesforce, you can be confident that worker data is handled properly all the way through. We're proud to work closely with partners like Salesforce and Bullhorn on this and other data compliance initiatives.

GDPR: What You Need to Know

The General Data Protection Regulation (GDPR) is a new set of data protection regulations applied as of 25 May 2018 across participating European nations. Under GDPR, employees as data subjects will have greater rights. Many of these rights are similar to those under the current UK Data Protection Act (DPA). However, GDPR expands the rights somewhat and imposes larger penalties for breaches. At its core, GDPR is a change in focus from high-risk matters to more routine ones. In summary, under GDPR, employees as data subjects have the following rights:

- To be informed;
- To access, encompassing the subject access request*;
- To rectification of data that is inaccurate or incomplete*;
- To be forgotten under certain circumstances
- To block or suppress processing of personal data*; and
- To data portability, which allows employees to obtain and reuse their personal data for their own purposes across different services under certain circumstances.

*Similar to the DPA

Furthermore, employers of more than 250 workers must maintain records on data processed regarding their employees. In addition, it is recommended that employers that carry out large-scale worker monitoring appoint a data protection officer (DPO) to ensure compliance with GDPR guidelines.

GDPR: How Sirenum Can Help

Sirenum's Human Resources module, specifically built for the challenges of managing hourly worker data, makes meeting the most demanding aspects of GDPR a breeze. Try doing that with a spreadsheet or an off-the-shelf scheduling tool. But the real power of Sirenum is in our architecture.

The Salesforce Platform and GDPR

Sirenum is built on the Salesforce Platform. This lets Sirenum deliver world-class security, scalability, and more for our clients every day. Being built on Salesforce brings benefits across all key areas of GDPR requirements.

Right to Be Forgotten

You may need to delete employee data in order to comply with data protection and privacy regulations. The Salesforce Platform offers a rich set of features to help you meet your obligations under GDPR. Salesforce allows customers to delete personal data at both an organizational level and an individual level. Deletions of Salesforce instances are synced regularly.

Data Portability

You can use the Salesforce Platform to help you honor employee requests to export their data. Data can be extracted via both UI-driven as well as API-driven methods, including reports and report/dashboard APIs, data loader, Apex, SOAP and REST APIs, and third-party ETL tools. Export formats include CSV, JSON, and XML.

Consent

Salesforce Platform helps you comply with data protection and privacy regulations with out-of-the-box support for indicating do not call, email opt-out, and fax opt-out preferences. The Salesforce Platform also now includes an Individual Object for tracking privacy preferences across multiple roles in your organization which can relate to one or many Contacts, Leads, Person Accounts, and custom object records.

Restriction of Processing

On the Salesforce Platform, records can be identified, exported, and deleted upon receiving a verified request to restrict processing. If the restriction is lifted at a later date, the records can be re-imported.

Accountability/Transparency

Salesforce offers a robust data processing addendum containing strong privacy commitments that few software companies can match. This addendum contains data transfer frameworks ensuring that Salesforce customers can lawfully transfer personal data to Salesforce outside of the European Economic Area by relying depending on the service on Binding Corporate Rules, Salesforce Privacy Shield certification, or the Standard Contractual Clauses. This addendum also contains specific provisions to assist customers in their compliance with GDPR.

Security

Salesforce has security built into every layer of the Platform. The infrastructure layer comes with replication, backup, and disaster recovery planning. Network services has encryption in transit and advanced threat detection. Salesforce application services implement identity, authentication, and user permissions. Salesforce also offers an additional layer of trust with Salesforce Shield, including Platform Encryption, Event Monitoring, and Field Audit Trail.

Learn More

To learn more about how we can help you with GDPR, please contact us today at GDPR@sirenum.com or visit www.sirenum.com/compliance.