

# GDPR & HR

GDPR harmonises different EU country data privacy regulations into a **single set of regulations**



**GDPR comes into effect on 25th May 2018**

## GDPR by (some of) the numbers

**€20M or 4%**  
global turnover (whichever is higher) max fine for non-compliance

**72 hours**  
time to report a data breach once confirmed

**1 month**  
to respond to an employee's subject access request

**50%**  
the proportion of companies that Gartner predicts will not be GDPR compliant by the end of 2018\*



Does GDPR apply to you?

**YES** if you have employees resident in the EU



## Some implications of GDPR



## The importance of HR systems to GDPR

HR systems can either help or hinder GDPR compliance.

Organisations face a choice between...

### ...a mix of different HR systems

- Employee data spread across multiple systems, difficult to track where the data is
- Multiple security models controlling access to employee data that are difficult to keep in sync and up to date
- Difficult to audit/track who has done what in which system
- Multiple, disjointed business processes



Such a complex, disjointed HR system landscape will make GDPR compliance more difficult

### ...or a single system for HR



A single source of the truth (repository for employee data)

Full tracking and auditing built into the solution

A single security model

We're offering a contrast between HR system complexity and simplicity...  
**And complexity is the enemy of GDPR compliance**

## GDPR will bring benefits to your organisation

- ✓ An opportunity to modernise HR systems - the business case is clear
- ✓ Better defined, more efficient processes for the handling of employee data
- ✓ More transparency and trust with employees
- ✓ Data minimisation leads to better opportunities for insight
- ✓ Enhanced employer brand - employees genuinely care that you secure and protect their data

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