



THE LABOUR COURT

An Chúirt Oibreachais

Personal Data Collected by the Labour Court

To fulfil our statutory obligations and perform duties as outlined in this Privacy Statement, we will collect and process various types of personal data.

While the type of personal data may change occasionally, we believe it is important you are aware of the types of personal data we gather and use. The following table is a non-exhaustive list and provides an indication of the categories and types of personal data we use to perform our duties.

| Category | Type of Data |
|---------------------------|---|
| Appellate and IR function | <p>The name, home address, work address, telephone number, email address, PPS number, employer PAYE number if known, salary or wages, details of representative for a complainant where applicable (again name, address, email, telephone number).</p> <p>Need for special facilities, either in terms of interpreters or disability accommodation.</p> <p>In relation to claims under the Employment Equality and Equal Status Acts: identification of gender, civil status, family status, age, race, sexual orientation, religion, disability or membership of the Travelling community depending on nature of complaint.</p> <p>Name, address, PPS number if available, business sector, CRO status, contact person name for respondent.</p> <p>Additional evidence as submitted by the parties during an appeal and which is pertinent to an appeal, such as pay slips, leave sheets, medical reports, emailed correspondence, outcomes of internal investigations etc. These can be either voluntarily submitted by the parties or be requested by the Court.</p> |

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|-----------------|---|
| Corporate | <p>CCTV The buildings are monitored by CCTV. There are cameras for security purposes externally and internally throughout the building.</p> <p>Visitor Information The visitor's name, company, car registration, date visited, who visiting, badge number, time in, time out.</p> <p>Administration Contact details of persons for processing of invoices etc. Staff names and contact details</p> |
| General Queries | <p>Personal data may occasionally be gathered from unsolicited or general queries and can include name, work address, business sector, telephone number, email address and the details of the enquiry. This information is kept for the purposes of the enquiry only.</p> |
| Web Browsing | <p>The Labour Court website uses [Google Analytics], a web analytics service provided by Google Inc. ('Google'). Google Analytics uses 'cookies', which are text files placed on your computer, to help the website analyse how users use the site. If you consent to the use of cookies on this website, the information generated by the Google Analytics cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the US. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google.</p> |