

Local Government Pension Scheme

Privacy Notice

Dorset Council is the administering authority of the Dorset County Pension Fund, a fund of the Local Government Pension Scheme (the "Scheme").

The Administering Authority is sending you this notice because you:

- have applied to join the Scheme or;
- are a member of the Scheme; or
- are (or might be) eligible to receive benefits following the death of a member of the Scheme.

As the Administering Authority, we process 'personal data' about you in order to run the Scheme and pay benefits. We also share your personal data with some other people. Personal data is any information that could be used to identify you as a living individual.

This privacy notice describes what personal data we collect about you and other people (for example, your spouse, civil partner, partner or dependants).

It also describes how we process (i.e. handle) your personal data, the basis upon which we process it, with whom it is shared, how it is stored, how it is protected and what rights you have in relation to it (including a right to object to processing in certain circumstances).

Please read this privacy notice carefully as it contains important information.

1. What personal data do we collect about you and how?

We collect personal data from you in a number of different ways:

- you may share information with us;
- we may collect certain personal data from third parties (please see below);
- we may also generate certain personal data in our running of the Scheme (for

example, information relating to your contributions and benefits).

If you are a member, we collect personal data from the following third parties:

- your current or former employer;
- any financial or other adviser or representative acting on your behalf and, if you want to transfer benefits, the trustees or managers of other pension schemes of which you are or have been a member;
- providers of services that allow us to verify the accuracy of your personal data (for example, to trace your current address or to verify your continuing existence); and
- public databases (for example, the register of births, deaths and marriages), government agencies (for example, Her Majesty's Revenue or Customs (HMRC) or the National Insurance Contributions Offices (NICO).

If you are (or might be) eligible to receive benefits following the death of a member, we may need to collect personal data from the following third parties:

- public records (for example, the register of Births, Deaths and Marriages);
- any adviser or representative acting on your behalf;
- other people who know or are related to, or were dependent upon the member, and anyone representing them;
- the executors of the member's will or the member's personal representatives and anyone representing them.

The types of data we may collect and use are set out in section 11 below.

In certain circumstances, we may ask you for personal information which is more sensitive.

Examples would be where we ask for information that may reveal your racial or ethnic

origin, religious beliefs, sex life or sexual orientation, or information relating to your health (for example, if you cannot work any longer due to incapacity and you want to take your pension benefits early).

When we ask for sensitive information, we will only ask for as much information as we need. We will also explain to you why we need that information and how we intend to use it. We may also need to handle information about criminal convictions relevant to you.

When we need to, we will ask for your consent for us to use your sensitive information or information about criminal convictions and offences. However, there are some cases in which we do not need your consent.

You may also need to provide us with personal data relating to other people (for example, your spouse, civil partner, partner or dependants). When you do so, you will need to check with them that they are happy for you to share their personal data with us and for us to use it in accordance with this privacy notice.

2. How do we use your personal data?

We primarily use your personal data for the purposes of operating the Scheme. This includes processing any application to join the Scheme, making decisions about you and your options and entitlements, and calculating your benefits and communicating with you.

It also includes matters to do with the wider operation of the Scheme. For example, we use personal data to calculate the Scheme's liabilities and the sums that the employer(s) need to pay to the Scheme. We may also use personal data if you choose to transfer your benefits to another scheme or arrangement.

We will also use your personal data for the purposes of complying with any laws, and procedures which apply to us, answering questions, dealing with complaints and in order to exercise or defend our legal rights.

Finally, we will occasionally use your personal data for the purposes of statistical analysis or to respond to government surveys (for example, questionnaires sent to us by the Pensions Regulator or the Office of National

Statistics or Government departments), but this is usually completed on an anonymous basis.

If we or the other Data Controllers involved with the Scheme wish to use your personal data for any additional purposes, we will update this privacy notice.

3. What is our lawful basis or ground for using your personal data?

Under laws which are designed to protect your personal data, we need to have what is called a lawful basis or ground each time we use, share or otherwise process your personal data.

As an administering authority of this Scheme, we have certain duties and powers which are conferred on us by law and by the Scheme's governing regulations. In most cases, our processing of your personal data is necessary for the performance of those duties and exercise of those powers.

In certain circumstances, we will need your consent to collect and use your personal data; this is most likely where we are collecting and using information relating to your health, or where we obtain information that may reveal your racial or ethnic origin, religious or similar beliefs, sex life or sexual orientation. If we have asked for your consent, you may withdraw your consent at any time.

You may withdraw your consent, or object to our processing of your personal data in a certain way (where you have the right to do so), by contacting the Pensions Manager at Dorset County Pension Fund.

However, if you withdraw your consent or object to our processing of your personal data, this may impact our ability to consider whether you are eligible to receive benefits, put your benefits into payment, and or continue to pay benefits to you.

4. In what circumstances do we share your personal data?

We will share your personal data with the following categories of third parties:

- your current or former employer - for the purposes of operating the Scheme, or the future operation of the Scheme;

- the Scheme actuary – this is an actuary that is personally appointed to the Scheme to provide us with advice on the funding of the Scheme. The actuary will be supported by an actuarial team who will also have access to your personal data;
- our investment managers and AVC providers – they invest the Scheme assets on our behalf;
- our auditors – they prepare the Scheme's annual accounts and audit them for us;
- our lawyers – they advise us on all legal issues affecting the Scheme;
- covenant advisers who we may engage to advise us on the financial support that your current or former employer may be able to provide to the Scheme;
- any staff we employ and other companies that provide services to us, such as communications consultants, printers, suppliers of data cleansing, verification and tracing services and information technology systems suppliers and support, including providers of data storage, email archiving, back-up and disaster recovery and cyber security services;
- any financial adviser you appoint in relation to transferring your benefits to another pension scheme (and the trustees or managers of the pension schemes you transfer, or your benefits are transferred to); and
- statutory bodies (for example, the Pensions Regulator), or government agencies in connection with contracted-out benefits (for example, Her Majesty's Revenue or Customs (HMRC) and the National Insurance Contributions Offices (NICO)).

The names and contact details of the third parties that we share your personal data with are available from us on request from the Pensions Manager at Dorset County Pension Fund

Some of these third parties process your personal data in countries which are outside of the European Economic Area ("EEA"). Please see below.

We will also disclose your personal data to third parties:

- if we are under a duty to disclose or share your personal data in order to comply with any legal obligation, or any lawful request from any legal or regulatory authority; or
- to respond to any claims, and to establish, exercise or defend our legal rights.

As Administering Authority of the Scheme, we are a 'data controller' of your personal data. This means we are responsible for keeping your personal data safe and secure.

Some of the third parties with whom we share your personal data are limited (by law and by contract) in their ability to use your personal data for the specific purposes identified by us. They are known as 'data processors'.

However, certain third parties (most notably, the Scheme actuary, insurers, auditors, lawyers and other professional advisers) are subject to certain legal or regulatory obligations, including professional codes of practice. They will be 'data controllers' (and so directly responsible to you for their own processing of your personal data) to the extent that processing is subject to, or relates to, those obligations.

Some of these data controllers have their own, separate, privacy notice which applies to their use of your personal data instead of this notice.

5. Do we transfer your personal data outside the UK and the EEA?

As far as we are aware none of your personal data is processed outside of the UK and the EEA;

If we (or our service providers) were to process personal data outside of the UK and the EEA, we will take appropriate measures to ensure that your personal data is adequately protected in a manner which is consistent with this privacy

notice, and in accordance with applicable laws. Those measures include:

- in the case of US based service providers, entering into European Commission approved standard contractual arrangements with them, or ensuring they have signed up to the EU-US Privacy Shield (see further <https://www.privacyshield.gov/welcome>); or
- in the case of service providers based in other countries outside the UK or EEA, ensuring that they are based in countries which have been deemed, by the European Commission, to be adequate, or entering into European Commission approved standard contractual arrangements with them.

Further details on the steps we take to protect your personal data in these cases are available from us on request by contacting us at pensionshelpline@dorsetcouncil.gov.uk or by post at Dorset County Pension Fund, County Hall, Dorchester, DT1 1XJ.

6. How long do we retain your personal data?

We keep your personal data for no longer than we need to for the purposes for which we use it, as set out in section 2 of this notice.

We will need to keep your personal data for as long as you are a member of, or receiving benefits from, the Scheme. If you die, we will continue to hold your personal data to pay any benefits due to your spouse, civil partner, partner or dependants.

We will also keep your personal data for as long as necessary to answer any questions about the administration of the Scheme, deal with any complaints or claims, exercising or defending our legal rights, or complying with any legal or regulatory requirements. We will keep your personal data even if you have no spouse, civil partner or dependants, or if your spouse, civil partner or dependants die, or if you transfer out of the Scheme.

We need to keep your personal data this long because of the long term nature of pension schemes, and the fact that questions can arise

many years after someone has died or left the Scheme.

7. What are your rights in relation to your personal data?

You have the following rights in relation to your personal data. You can ask us for more information about any of these rights by contacting us using the details in section 10:

- (a) **Right of access.** You have a right of access to any personal data we hold about you, including asking us for a copy of your personal data;
- (b) **Right to update your information.** You have a right to request an update to any of your personal data which is out of date or incorrect;
- (c) **Right to delete your information.** You have a right to ask us to delete any personal data which we are holding about you in certain specific circumstances;
- (d) **Right to restrict use of your information:** You have a right to ask us to restrict the way we process your personal data in certain circumstances;
- (e) **Right to data portability:** You have a right to ask us to provide your personal data to a third party provider of services in certain circumstances;
- (f) **Right to object.** You would usually have a right to object to the use of your data where the reason is it is being processed on the basis of our, or another person's, legitimate interest. However, the Administering Authority is a public body and is not permitted to process personal data on the basis of our, or another person's, legitimate interest. Instead, we process your data as a result of a legal obligation to operate the scheme in accordance with statutory regulations and you do not have the right to object in those circumstances.

We will consider all requests from you to exercise your rights (including whether they

apply in a particular case) and provide our response within a reasonable period. In any event we will provide a response within one month of your request, unless we tell you we are entitled to a longer period.

Please note that certain personal data may be exempt from such requests, for example if we need to keep using the information to comply with our own legal obligations. If an exception applies, we will tell you this. When you make a request, we may ask you to provide us with some further information to allow us to confirm your identity.

8. How do we keep your personal data secure?

The main risk of our processing your personal data is if it is lost, stolen or misused. For these reasons we are committed to protecting personal data from loss, misuse, disclosure, alteration, unauthorised access and destruction and to take all reasonable precautions to safeguard the confidentiality of personal data.

Although we make every effort to protect the personal data you provide, the transmission of information over the internet is not completely secure. As such, you acknowledge that we cannot guarantee the security of personal data transmitted in this way, and that any such transmission is at your own risk.

Once we have received your personal data, we will use strict procedures and security features to prevent unauthorised access, and take steps to ensure that any third parties with whom we share data do the same.

Where we have given you (or where you have chosen) a password which enables you to access an account relating to your membership of the Scheme, you are responsible for keeping this password confidential. We ask you not to share a password with anyone.

9. Changes to this privacy notice

We may amend this privacy notice from time to time. Any changes we make will be notified to you in the next communication from us, such as the annual summary funding statement, your annual benefit statement (if sent), member

newsletter, or an updated version of the explanatory booklet.

10. Further questions or complaints

We have a Data Protection Officer to assist with all queries regarding our processing of personal data, who may be contacted if you wish to exercise any of your rights they can be contacted at data.protection@dorsetcouncil.gov.uk or by post at Data Protection, Dorset County Council, Dorchester DT1 1XJ

We will investigate and attempt to resolve any such complaint or dispute regarding the use or disclosure of your personal data.

You may also make a complaint to the UK Information Commissioner's Office (<https://ico.org.uk/>), the UK's data protection regulator, or a different data protection regulator in the country where you usually live or work, or where an alleged infringement has taken place. Alternatively, you may seek a remedy through the courts if you believe your rights have been breached.

11. Personal data we process

We may collect and use the following types of personal data about you and, in some cases, your spouse, civil partner, partner or dependants:

- name(s);
- gender;
- national insurance number;
- employee and membership number;
- date of birth;
- home address and telephone number;
- personal e-mail address;
- marital status and family / dependants (e.g. benefits payable on death);
- your current or former employer;
- the date you joined and left employment and employment status (e.g. full time or part time);

- dates on which you joined and left pensionable service;
- your salary information;
- your normal or anticipated retirement date;
- your status as a member of the Scheme;
- circumstances of retirement or leaving service;
- information relating to your health (e.g. in relation to incapacity benefits);
- information on criminal convictions;
- information relating to your benefits (including any contracted-out benefits);
- information relating to any money purchase benefits in the Scheme (including how these are invested);
- information relating to any pension sharing or earmarking order);
- tax information, your income tax band, and any protections you have in relation to your benefits; and
- your bank account details.

12. Defined terms

In this privacy notice, the following terms have the following meanings:

Scheme means Dorset County Pension Fund and the Local Government Pension Scheme

Administering Authority, us, we or our means the administering authority of the Scheme being Dorset Council.

The Administering Authority may be contacted via email at pensionshelpline@dorsetcouncil.gov.uk or by post at Dorset County Pension Fund, County Hall, Dorchester, DT1 1XJ.

This privacy notice was last reviewed and updated on 01/04/2019.