Consultation:

**Employment practices and data protection –** information about workers’ health

Start date: 27 October 2022

End date: 26 January 2023

Introduction

The Information Commissioner’s Office (ICO) is producing an online resource with topic-specific guidance on employment practices and data protection. We are releasing our drafts of the different topic areas in stages and adding to the resource over time. A draft of the guidance on handling information about workers’ health is now out for public consultation.

The draft guidance aims to provide practical guidance about handling the health information of workers in accordance with data protection legislation and to promote good practice.

The public consultation on the draft guidance will remain open until **5pm** on **26 January 2023**. The ICO welcomes feedback on the specific questions set out below.

You can email your response to: [employmentguidance@ico.org.uk](mailto:employmentguidance@ico.org.uk)

Or you can print and post to:

Employment Practices Guidance Team

Information Commissioner’s Office

Wycliffe House

Water Lane

Wilmslow

Cheshire SK9 5AF

If you would like further information on the consultation, please email the team at [employmentguidance@ico.org.uk](mailto:employmentguidance@ico.org.uk)

**Privacy statement**

For this consultation we may publish the responses received from organisations or a summary of the responses. We will not publish responses from individuals acting in a private capacity. If we do publish any responses, we will remove email addresses and telephone numbers from these responses but apart from this we will publish them in full.

Please be mindful not to share any information in your response which you would not be happy for us to make publicly available.

Should we receive an FOI request for your response we will always seek to consult with you for your views on the disclosure of this information before any decision is made.

For more information about what we do with personal data please see our [privacy notice](https://ico.org.uk/global/privacy-notice/responding-to-our-consultation-requests-and-surveys/).

Q1: How far do you agree or disagree that the draft guidance clear and easy to understand?

1 – Strongly agree

2 – Agree

3 – Disagree

4 – Strongly disagree

5 – Unsure/don’t know

Please explain the reasoning for your choice:

Q2: Does the draft guidance cover the right issues about employment practices and information about workers’ health?

1 – Strongly agree

2 – Agree

3 – Disagree

4 – Strongly disagree

5 – Unsure/don’t know

Please explain your choice. If you disagree, strongly disagree, or are unsure, please outline what additional areas you would like to see covered:

Q3: Does the draft guidance contain the right level of detail? (When answering please remember that the guidance does not seek to duplicate all our existing data protection guidance).

1 – Strongly agree

2 – Agree

3 – Disagree

4 – Strongly disagree

5 – Unsure/don’t know

Please explain your choice. What, if any, changes or improvements would you like to see:

Q4: How easy or difficult is it to find information in the draft guidance?

1 – Very easy

2 – Easy

3 – Difficult

4 – Very difficult

5 – Unsure/don’t know

If your answer is difficult, very difficult or unsure, please provide your suggestions on how we can improve the structure or how we could make it easier to find information:

Q5: Please provide details of any cases, examples, scenarios or online resources involving information about workers’ health that it would be useful for us to include in the guidance.

Q6: Do you have any other suggestions for the draft employment practices and information about workers’ health guidance?

Yes

No

If your answer is yes please explain:

About you

Q7: Are you answering as:

an organisation or person employing workers

a representative of a professional, industry or trade association

an organisation representing the interests of employees, workers, self-employed (eg charity, employment advocacy organisation)

an employment rights professional body or advice service

a trade union

a recruitment agency

an academic

a supplier of employment technology solutions (eg monitoring software, HR systems)

an individual acting in a private capacity (eg someone providing their views as a member of the public)

an ICO employee

Other

If other please specify:

Q8: Please specify the name of your organisation:

Q9: How would you describe your organisation?

Micro-organisation (less than 10 members of staff)

Small and medium organisation (10-249 members of staff)

Large organisation (250 members of staff or above)

Not applicable or not sure

Q10: How did you find out about this consultation?

ICO website

ICO Twitter account

ICO Facebook account

ICO LinkedIn account

ICO staff member

ICO newsletter

Colleague from your organisation

Person outside of your organisation

Other

Q11: We may want to contact you about our employment practices guidance and some of the points you have raised. If you are happy for us to do this, please provide an email address:

Thank you for taking the time to complete this survey.