

MPS Enterprises has revised its contractual role in processing of personal data

MPS Enterprises is committed to protecting the rights of individuals in connection to personal data processing. We regularly assess compliance with the General Data Protection Regulation in our operations.

To ensure a high level of data protection, we have reassessed our role under the Data Protection Regulation with regards to processing of personal data. In our interpretation, MPS Enterprises is considered as a joint controller together with the companies that have ordered our services in instances where we process personal data to perform the services (e.g. recruitments or personal assessments).

According to Article 26 of the Data Protection Regulation, parties engaging in processing activities are deemed as joint controllers in a situation where the parties together determine the purposes and means of the processing of personal data. In our view, the role of a joint controller better corresponds to the factual nature of our operations and the requirements set out in the Data Protection Regulation. Furthermore, we comply in our operations with the guidelines of the European Data Protection Board on the concepts of controller and processor (7/2020), which stipulates that an organization providing headhunter services is to be considered as a joint controller together with its client company with respect to personal data processed for the purposes of performing the service. Nevertheless, MPS Enterprises remains the sole controller of the processing necessary to manage its own database, whereas the client company remains the sole controller with respect to the processes subsequent to the recruitment, such as its different HR functions.

In the contract concerning joint controllership, MPS Enterprises determines together with its client companies the areas of responsibility related to data processing and ensures on its part that personal data is processed in accordance with the Data Protection Regulation and other applicable national legislation.

This revision does not affect the data security concerning personal data processing, instead it clarifies the responsibilities of the joint controllers with respect to data subjects and ensures smooth cooperation with authorities.

Questions?

Contact mps@mps.fi.

