

Candidate Monitoring System

*A tool to enable employers to
effectively support the
Armed Forces community*

Delivered in partnership between military organisations and the NHS

Today's webinar

- Chair: Olivia Desmond – Senior Programme Officer, NHS Employers
- Stephen McCarroll – Account Manager, Cite
- Rob Stead – Data Protection Project Manager, NHS Confederation
- Q&A





Past, present, future



- Concept by Walking with the Wounded and the Royal Foundation
- Pilot supported by Health Education England with 5 sites
- January 2018 national launch with 50 NHS organisations from England
- September 2019 – 85 NHS organisations from across the UK and rising



- Individually reported via template
 - Employment/apprenticeships
 - Events
 - Interactions
- NHS organisations keeping own records
- 2019 – NHS Jobs Armed Forces indicator
- No way to record pre-employment interventions



- Website engagement
 - 2017 – 3552 hits per month
 - 2018 – 6438 hits per month
- Employment
 - 2017 – 9 per quarter
 - 2018 – 25 per quarter



- Allow employers to build their pipeline for this community
- Referral pathway smoother between NHS organisations
- Demonstrate the impact of Step into Health
 - Local employers
 - Programme team/Assurance Board
- Experience for the Armed Forces community member
- Allow Armed Forces community to feel part of something



Tender process

- Established employer development group
 - Northumbria Healthcare
 - Sheffield Teaching Hospitals
 - Newcastle Hospitals
 - South, Central & West CSU
- Tender process
 - Shortlisting
 - Interview day/demonstrations
- Cite appointed to develop the tool
- Further sessions with employer and Armed Forces community input





Stephen McCarroll

Account Manager

Cite

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Rob Stead

*Data Protection Project Manager
NHS Confederation*

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Project Inception; Personal Data Impact Assessment (DPIA)

- The data being processed does not represent a high risk to the rights and freedoms of individuals.
- Privacy notice should be clear and accessible.
- Subjects may request processing to cease and have personal data deleted.
- Appropriate security measures should be built into the tool.
- **Good Practice** to have a data sharing agreement with each employer.
- Lawful basis of processing will be legitimate business interests.

Data Sharing Agreement

Sets out the purpose of the data sharing, covers what is to happen to the data at each stage, sets standards and helps all the parties to be clear about their respective roles.

It helps you to demonstrate your accountability under the GDPR.

Lawful basis for processing

- NHS Confed is not a public authority
- Public Task, vital interest, contract, legal obligation are not appropriate
- Consent: avoid making consent to processing a precondition of a service
- Legitimate business interests – must perform a 3 part test

Lawful basis for processing continued...

- Purpose of Processing: The NHS Confederation has a legitimate interest to process personal data relating to the Armed Forces community who have submitted their details via the Step into Health website.
- Necessity: The processing is necessary to enable individuals to receive information related to their career search and gather data to assess the effectiveness of campaigns to attract candidates from the Armed Forces into the NHS.
- Balance - Reasonable Expectation: The data subjects have expressed interest in finding a role with the NHS and can reasonably expect their data to be shared amongst NHS employers who have vacancies.
- **Location of Data EEA/UK – Brexit!**

Questions...





More information



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militarystepintohealth.nhs.uk



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