

Award in Occupational Psychology

Lecture Title: Data Privacy or Data Protection

Lecturer: Mr Angelito Sciberras

Date: 30 November 2023



Data vs Personal Data



45sec



Data vs Personal Data


facts and statistics collected together for reference or analysis

VS

any information relating to an identified or identifiable individual



Pregnancy and Power of Data



Why the hell are you sending these maternity coupons to my daughter?

Legislation

- GDPR - The General Data Protection Regulation 2016/679 is a regulation in EU law on data protection and privacy in the European Union and the European Economic Area. It also addresses the transfer of personal data outside the EU and EEA areas.
- Data Protection Act - Formerly CAP 440 Data Protection Act, repealed by Act XX of 2018 the applicable laws in Malta regulating Data processing procedures have been updated and are now found under CAP 586. Intended to implement the GDPR plus.



The Data Protection Act

- Processing of ID Documents
- Administrative Fines and Penalties
- Damages - including Moral Damages
- No Special Rules on processing in the context of employment
- Subsidiary Legislation - 586.01 - 586.11





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Buy Fake ID Card of Malta

\$350.00

Buy Malta counterfeit ID Card Online, European We are a real office to get a phony Malta ID card.

- 1 + [ADD TO CART](#)

Category: Fake ID Cards

Tags: Fake, ID Card, Malta



Nru. ta-Certifikat:
Certificate No.:



PULIZIJA TA' MALTA
MALTA POLICE

FORMULA A
FORM A

CERTIFIKAT TAL-KONDOTTA
CERTIFICATE OF CONDUCT

Jien niddikjara illi, skond l-Ordinanza dwar j-Certifikati tal-Kondotta (Kap. 77),
I declare that, in terms of the Conduct Certificates Ordinance (Chap. 77),

isem u kunjom,
name and surname

Nru. tal-Karta tal-Identita'
Identity Card No.

bin/bint
son of/daughter of

imwieled/imwiela fi
born on the

u joqghod/toqghod
and residing at

huwa/hija persuna ta' kondotta tajba
is a person of good conduct

Kwartieri Generali tal-Pulizija
Police H.Q.
Malta

data
date

Dritt im'hallas - E 2.50
Fee paid

(Data u inizjal)
(Date and initials)

Kommissarju tal-Pulizija
Commissioner of Police



MALTA POLICE

CERTIFICATE OF CONDUCT

This is to certify that from the Registers of the Police Criminal Record Office, it

appears that the convictions/convictions recordable in terms of Ordinance No. 11 of 1954

as specified on the back of this certificate has/have been passed on

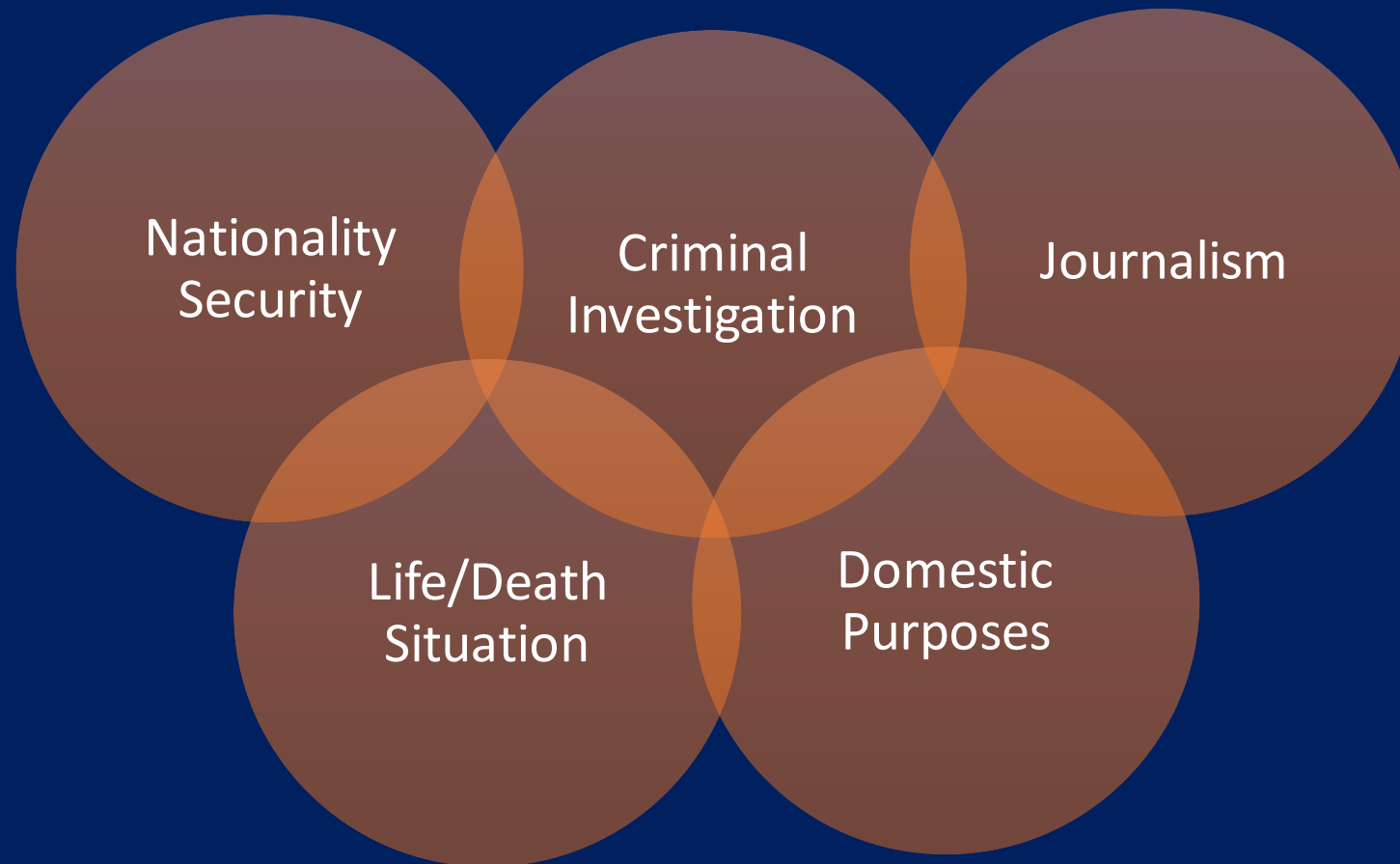
Murison

aged 25 years, born in

188



Exemptions



Personal Data

It means information or data that relates to a living person who can be identified from that data.

For example info such as names, addresses, warnings, employment details.

What does Processing of Personal Data mean?



Your turn...

Give us some examples of why an employer processes personal data.

60sec



Some examples...

- For payroll
- For benefits
- For insurance
- For background checks
- For training
- For legal reasons
- For disciplinary matters
- For performance reviews



Your turn...

Give us some examples of personal data an employer processes.

60sec



Some examples...

- Contact Details
- Financial
- Health
- CCTV
- Files notes
- Criminal?



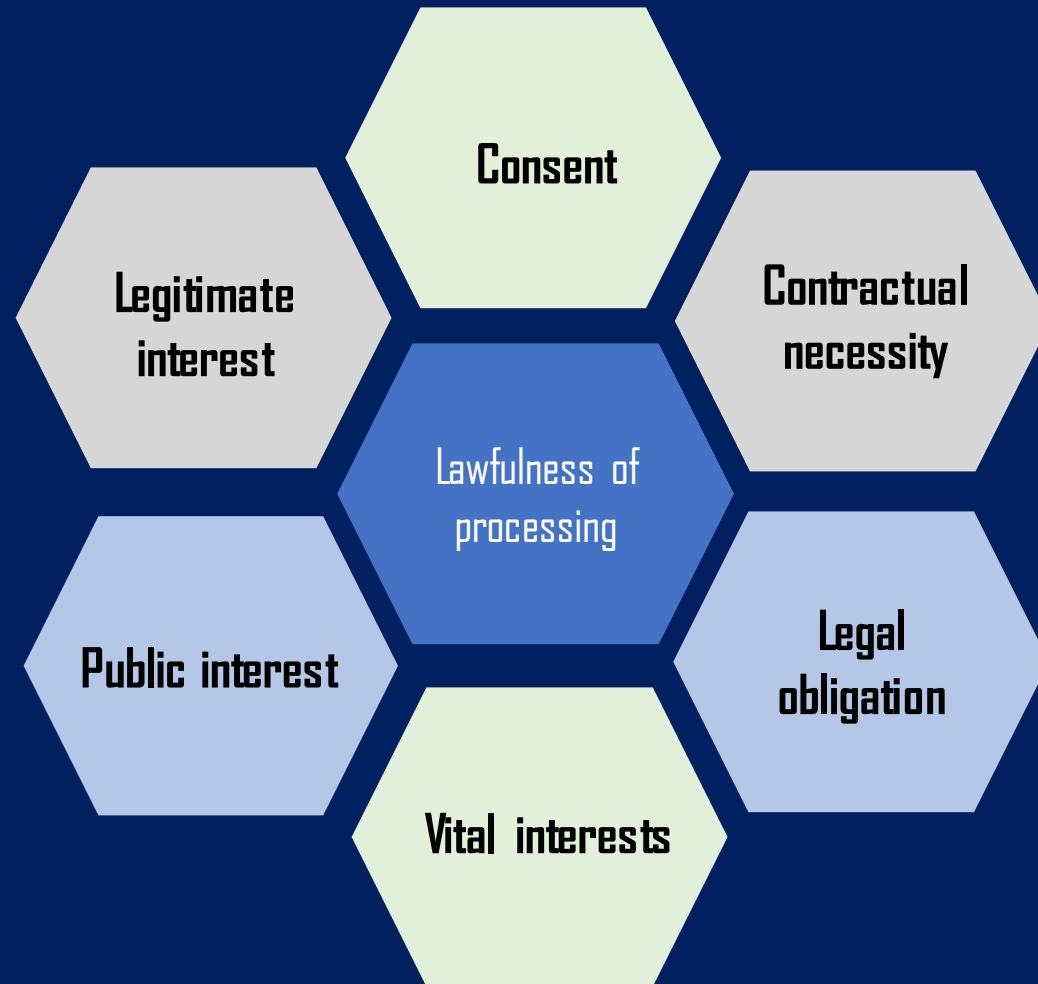
Data Privacy - Principles

1	lawful, fair and transparent
2	specific, explicit and legitimate purpose
3	adequate, relevant and limited to what is necessary
4	accurate & up to date
5	storage limitation
6	integrity and confidentiality



Accountable

Data Privacy - Legal Grounds



Data Privacy - Data Subjects' Rights

1 Right to information

2 Right of access

3 Right to rectify

7 Right to object

5 Right to restrict

8 Data portability

4 Right to be forgotten

6 Automated processing

Information to be given to employee

- The identity of the data controller (employer) and any DPO
- The purpose of the processing and the lawful basis you are relying on.
- If a legitimate interest is being relied upon you need to specify that interest.
- The source and category of the data (unless it has come from the employee themselves).
- Who will receive the personal data – does not need to be the names of people, for example the payroll department.
- The period the data will be stored for.



Information to be given to employee

- You need to inform them of their data subject rights
- You must tell the employee that they have the right to withdraw consent, if consent is being relied upon as a legal basis for processing.
- You must also inform the employee of the right to complain to IDPC
- If the data is going to be transferred outside the EU, you must tell the employee the legal basis for this transfer and the safeguards in place.
- You must also tell them about any automated decision making or profiling.





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