

Electric Vehicle Salary Sacrifice Scheme Privacy Notice

Why do we process this personal data?

NES processes personal data of eligible employees for the purposes of providing an Electric Vehicle Salary Sacrifice Scheme. Those individuals who are interested in applying for the scheme will have their employee number provided to the supplier, Tusker, so that Tusker know that the individual is an employee of NES, and this will allow them access to the Tusker application web portal.

What personal data does the Electric Vehicle Salary Sacrifice scheme use?

NES will send to Tusker, the employee numbers of those interested in the scheme in order for them to provide access to their web portal.

Tusker will provide back to NES the following data for verification purposes:

- Name
- Employee number
- Date of Birth
- Address (incl postcode)
- Home and work contact telephone numbers
- Salary
- Country of Residence (for tax purposes)
- Employment type (full or part time)
- Member or not of pension scheme
- Any additional salary sacrifice comments (e.g. childcare vouchers etc)

If long term sickness takes an individuals' salary below the eligible minimum, NES will provide Tusker with the evidence of that individuals' long term sickness dates.

Legal Basis

The legal basis NES uses for processing your personal data for the salary sacrifice scheme can be found under UK GDPR Article 6(1)(b) in that it is necessary for the performance of a contract between the data subject and Tusker, or to take steps prior to entering into that contract.

The legal basis for processing your special category data is Article 9(2)(b) in that it is necessary for the purposes of carrying out obligations and exercising specific rights of NES or the of the data subject in the field of employment, social security and social protection law. This relates to the requirement of individuals to be paid the National Living Wage under the National Minimum Wage Act 1998 as amended.

Data transfers outside the UK

All data is stored within the UK for the Electric Vehicle Salary Sacrifice Scheme. This is acceptable under the current legislative framework.

Automated Decision making

Individuals will not be subject to automated decision making within the Electric Vehicle Salary Sacrifice Scheme.

Retention

Data will be processed by Tusker for the length of the contract with NES (4 years). Data provided to enter the salary sacrifice scheme will be held for the length of time of the agreement, plus 6 years.

More information:

Information about your rights, how to make a complaint, and how to contact the NES Data Protection Officer can be found in the [NES Staff Privacy Notice](#).

Processing of personal data by Tusker is managed by them as a separate data controller, and you can find information about how they do this in the [Tusker Privacy Notice](#).