

Record of processing activity

Staff Engagement Survey

Record of EBA activities processing personal data, based on Article 31 of Regulation (EU) 2018/1725 (EUDPR)

Nr	Item	Description
Part 1 - Article 31 Record (publicly available)		
1	Last update of this record	22/11/2023
2	Reference number	EBA/DPR/2022/2
3	Name and contact details of controller	Controller: European Banking Authority, Tour Europlaza, 20 avenue André Prothin, CS 30154, 92927 Paris La Défense CEDEX, France Contact: EBA-DPC-HR@eba.europa.eu
4	Name and contact details of DPO	dpo@eba.europa.eu or you can send a letter to the postal address of the EBA (above address) marked for the attention of the DPO of the EBA
5	Name and contact details of joint controller (where applicable)	Not applicable
6	Name and contact details of processor (where applicable)	The 2024 EBA Staff Engagement Survey service is provided by PricewaterhouseCoopers EU Services EESV (“PwC”) and Intellera Consulting Srl (“Intellera”) (jointly referred to as the “Service Provider” under Framework contract ref. EEA/ADS/21/014) to all staff using the secure platform. More information on Qualtrics can be found on their website, here . PwC EU Services EESV , European Economic Interest Grouping, Culliganlaan 5 , 1831 Machelen, Belgium Intellera Consulting S.r.l., Piazza Tre Torri, 2, 20145 Milan - Contact point at the Service provider: Giuseppe Fontana, giuseppe.fontana@pwc.com
7	Short description and purpose of the processing	The EBA provides the names and email addresses of the EBA staff to the Service Provider for the purpose of enabling Service provider to contact those persons to invite and facilitate them in participating the EBA staff engagement survey.

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		<p>The participation in the survey is voluntary. Based on the responses, Service Provider will provide the EBA with anonymous aggregated report on the staff members' engagement and wellbeing. Results of the survey will not enable individual respondents to any questions to be identified. Breakdowns of responses will never be disclosed where less than 5 respondents will reply. Survey answers and results will be anonymous, and it will not be possible for the Service Provider and for the EBA to link answers provided to the identity of respondents.</p> <p>This purpose of the processing is to assist the EBA in refining future policies, enhancing ongoing initiatives, and addressing any potential challenges identified through the survey.</p>
8	Description of categories of persons whose data the EBA processes and list of data categories	<p>Categories of data subjects: The processing will concern the following categories of data subjects: Temporary Agents (TAs), Contract agents (CAs) and Seconded National Experts (SNEs) that have worked in the EBA for at least three months on the day of the launch of the survey will be invited to participate in the survey.</p> <p>Categories of personal data: The processor will receive the email addresses of all EBA staff (TAs, CAs and SNEs) who will be invited to respond to the survey and take part in the post-survey activities.</p> <p>The EBA HR will also provide aggregated demographic data to the Service Provider such as: number of staff by following categories: gender, level (manager/non-manager), type of contract, length of service, expat status, and Department and Unit.</p> <p>As part of the survey, the data subjects will be asked to provide information on gender, managerial role, type of contract, length of service, expatriate status, unit/division/of department, personal view on a list of questions via tick boxes and open text.</p>
9	Time limit for keeping the data	The EBA will also delete the compilation of the personal data sent to the Service Provider following completion of the survey. The set of personal data processed for the purpose of the survey will be deleted by the Service Provider on conclusion of the survey.
10	Recipients of the data	<p>The EBA staff members preparing the list of personal data to the Service Provider.</p> <p>The Service Provider staff responsible for the management of the staff engagement survey.</p>
11	Are there any transfers of personal data to third countries or international organisations? If so, to	n/a

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	which ones and with which safeguards?	
12	General description of security measures, where possible	The Service Provider undertakes to ensure the anonymity of survey participants and has implemented appropriate security measures for this purpose. On the EBA's side, the EBA employs security measures to ensure the secure and confidential transfer of personal data to the Service Provider.
13	For more information, including how to exercise your rights to access, rectification, object and data portability (where applicable), see the data protection notice:	The link to the data protection notice will be provided with the invitation to participate in the survey.