Frequently Asked Questions

GENERAL

How is data submitted to Fluxible?

1) Member to member verification - Historic records

A member can request the verification of employment history from another member. A member inputs the data it wishes to be verified and the request is sent over the network. Once the data requested has been verified by the other member, the verified data is submitted to Fluxible so it can be viewed instantly at any point in the future by any other member (as long as the viewer has the relevant consent from the data subject).

2)
   a) Secure upload

Once they are a member of Fluxible, any organisation can then upload new leaver records using a secure, encrypted import tool.

So if someone were to leave, their employment record could be uploaded to the Fluxible database, so it could be viewed instantly at any point in the future, without needing to be verified again.

   b) Direct through API

Once they are a member of Fluxible, any organisation can connect to our API to submit the records of any individual that finishes employment with them in the future.

So if someone were to leave, their employment record would be automatically sent using our API straight to our database, so it could be viewed instantly at any point in the future, without needing to be verified again.

Who can submit data to Fluxible?

Data can only be requested and verified by members of Fluxible, and therefore only submitted by members.

A member can be any organisation or recruitment supplier that directly employs or supplies permanent, contract and temporary personnel.

When can data be submitted to Fluxible?

Employment history records can be immediately submitted to Fluxible once someone has left that organisation either through secure upload or API. Any employment history data verified over the network can only be for ex-personnel.

DATA PROTECTION OF EMPLOYMENT HISTORY DATA

Definition of Employment History Data

The data of your ex-personnel. Personnel means any of your ex employees, temporary/contract workers and/or any current or ex temporary/contract workers providing services on behalf of your company.

Personal Data Involved

Employment History Data is classed as Personal Data under GDPR and includes the following: First Name, Last Name, Date of Birth, Business Unit/Company Supplied Services To, Job Title, Dates Employed to and from.

Processing Employment History Data - GDPR

We process this data based on the consent of the data subject that is required before any information is requested and subsequently verified through the Fluxible network.

This consent requires an update to an organisation's new joiner policy where the data subject agrees that data verified as part of employment history verification will be shared with Fluxible so it does not need to be verified again.

As part of this same consent, the data subject agrees that if they leave the organisation, the organisation will share the employment history record with Fluxible so that their employment history with that organisation does not need to be completed at any point again in the future.

Rights of the Data Subject - GDPR & DPA 2018

Under the GDPR, data subjects have the rights to access their personal data and the information of those parties that are controllers of their personal data. However, under Article 23, Member State laws may restrict the scope of obligations in Articles 12 - 22, 34 and 5.

In the case of UK Data Protection Act 2018, schedule 2, part 4 states the following:

Confidential References

The articles 13, 14, 15 and 5 of GDPR do not apply to personal data consisting of a reference given (or to be given) in confidence for the purposes of—

(a) the education, training or employment (or prospective education, training or employment) of the data subject.
(b) the placement (or prospective placement) of the data subject as a volunteer,
(c) the appointment (or prospective appointment) of the data subject to any office, or
(d) the provision (or prospective provision) by the data subject of any service.

This means that the data subjects of the personal data above, do not have the rights to access their data or the rights to request rectification or erasure of their data. It also means they do not have the right to find out the recipients of this data (eg. potential employer).

However, if you as an organisation would like to disclose this information with the data subjects for transparency purposes, then you are able to access this and do so but this would be a business decision rather than a legal requirement.

Where is the data stored?

The data is stored in a cryptographically secured, distributed ledger on cloud-based infrastructure. We use cloud services located within the EEA.

The UK regulator is making contingencies for the UK dropping out of the EU with no deal. The plan is for the UK to have third party processing status for all EU countries and whilst Fluxible information is stored in the EEA area, we have contingency plans to bring that data into the UK if necessary.

Who can access the data on Fluxible?

Data can only be accessed by members of Fluxible and their users.

Do I need consent from an individual to access their data already on Fluxible?

Yes, as you are accessing data held on Fluxible for the purpose of conducting pre-employment checks, you should have consent from the individual before you do so. This is standard practice and how you obtain that consent is up to you as an organisation and Fluxible is not responsible.

What information do I need to search a record on Fluxible?

First name, Last name, Unique Identifier (e.g. national insurance number) and Date of Birth.

What if the individual whose data I am searching for changes their name?

Fluxible uses a complex algorithm to conduct "fuzzy" matching logic when searching for candidate details. This means Fluxible is able to handle simple changes such as last name changes or first name variations. In the event, someone changed their first and last name the system would not match these. In this case, the candidate would need to contact Fluxible to supply details of the name change.

How is information presented on Fluxible?

Once a search is conducted, any records held for an individual will be displayed in a table format, in chronological order. There is an option to download or print the record as a PDF file. If a record is downloaded or printed, it is presented in pre-populated, letter PDF format with a digital signature that allows it to be linked to the exact search to prove authenticity if needed at a later date.