



EUROPEAN MEDICINES AGENCY  
SCIENCE MEDICINES HEALTH

12 June 2026  
EMA/138729/2026

## Record of data processing activity relating to the psychosocial risk survey (public)

| 1.                            | Last update of this record, version number:                                                                  | 12 June 2026, First version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
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| 2.                            | Reference number:                                                                                            | A-43                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
| 3.                            | Name and contact details of controller:                                                                      | European Medicines Agency<br>Internally: Head of Administration and Corporate Management Division<br><a href="mailto:datacontroller.administration@ema.europa.eu">datacontroller.administration@ema.europa.eu</a><br>Snap Surveys Limited (for residual personal data re HSE survey)<br><a href="mailto:DPO@hse.gov.uk">DPO@hse.gov.uk</a>                                                                                                                                                                                                                                             |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
| 4.                            | Name and contact details of DPO:                                                                             | <a href="mailto:dataprotection@ema.europa.eu">dataprotection@ema.europa.eu</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
| 5.                            | Name and contact details of joint controller (where applicable)                                              | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
| 6.                            | Name and contact details of processor (where applicable)                                                     | <table><tr><td colspan="3">HSE:</td></tr><tr><th>Processor</th><th>Activity</th><th>Contact Details</th></tr><tr><td>Health and Safety Executive</td><td>• HSE Stress Indicator Tool subscription to gather data anonymously from employees taking part in the survey</td><td>Redgrave Court, Merton Rd, Bootle L20 7HS-England<br/><a href="mailto:DPO@hse.gov.uk">DPO@hse.gov.uk</a></td></tr><tr><td>The Stationary Office Limited</td><td>• Provision of Software as a Service on</td><td>18 Central Avenue, St. Andrews Business Park, Norwich, NR7 0HR-England</td></tr></table> |  |  | HSE: |  |  | Processor | Activity | Contact Details | Health and Safety Executive | • HSE Stress Indicator Tool subscription to gather data anonymously from employees taking part in the survey | Redgrave Court, Merton Rd, Bootle L20 7HS-England<br><a href="mailto:DPO@hse.gov.uk">DPO@hse.gov.uk</a> | The Stationary Office Limited | • Provision of Software as a Service on | 18 Central Avenue, St. Andrews Business Park, Norwich, NR7 0HR-England |
| HSE:                          |                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
| Processor                     | Activity                                                                                                     | Contact Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |
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| The Stationary Office Limited | • Provision of Software as a Service on                                                                      | 18 Central Avenue, St. Andrews Business Park, Norwich, NR7 0HR-England                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |  |      |  |  |           |          |                 |                             |                                                                                                              |                                                                                                         |                               |                                         |                                                                        |



|                                                                     |                                                                                                                                                                            | <table><tr><td></td><td>behalf of<br/>Health and<br/>Safety<br/>Executive</td><td><a href="mailto:global.privacy@williamslea.com">global.privacy@williamslea.com</a></td></tr><tr><td>Snap Surveys Limited</td><td><ul style="list-style-type: none"><li>Conduct of psychosocial risk survey</li><li>Produce summaries and statistics on the responses from the survey participants</li></ul></td><td>5 Mead Court, Cooper Road, Thornbury, Bristol BS35 3UW- United Kingdom<br/><br/><a href="mailto:dpo@snapsurveys.com">dpo@snapsurveys.com</a></td></tr></table> |           | behalf of<br>Health and<br>Safety<br>Executive | <a href="mailto:global.privacy@williamslea.com">global.privacy@williamslea.com</a> | Snap Surveys Limited                                                | <ul style="list-style-type: none"><li>Conduct of psychosocial risk survey</li><li>Produce summaries and statistics on the responses from the survey participants</li></ul> | 5 Mead Court, Cooper Road, Thornbury, Bristol BS35 3UW- United Kingdom<br><br><a href="mailto:dpo@snapsurveys.com">dpo@snapsurveys.com</a>                                                                 |
|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                     | behalf of<br>Health and<br>Safety<br>Executive                                                                                                                             | <a href="mailto:global.privacy@williamslea.com">global.privacy@williamslea.com</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |           |                                                |                                                                                    |                                                                     |                                                                                                                                                                            |                                                                                                                                                                                                            |
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|                                                                     |                                                                                                                                                                            | EUSurvey: <table><tr><th>Processor</th><th>Activity</th><th>Contact Details</th></tr><tr><td>European Commission, Directorate General for Informatics (DG-DIGIT)</td><td>Provider of web-based interface of EUSurvey and the hosting of survey data and any submitted responses</td><td>Directorate-General for Digital Services, European Commission<br/>1049 Bruxelles/Brussel-Belgium<br/><br/><a href="https://ec.europa.eu/eusurvey/home/support">https://ec.europa.eu/eusurvey/home/support</a></td></tr></table>                                              | Processor | Activity                                       | Contact Details                                                                    | European Commission, Directorate General for Informatics (DG-DIGIT) | Provider of web-based interface of EUSurvey and the hosting of survey data and any submitted responses                                                                     | Directorate-General for Digital Services, European Commission<br>1049 Bruxelles/Brussel-Belgium<br><br><a href="https://ec.europa.eu/eusurvey/home/support">https://ec.europa.eu/eusurvey/home/support</a> |
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| 7.                                                                  | Purpose of the processing                                                                                                                                                  | Help EMA’s commitment to staff wellbeing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |                                                |                                                                                    |                                                                     |                                                                                                                                                                            |                                                                                                                                                                                                            |
| 8.                                                                  | Description of categories of persons whose data EMA processes and list of data categories                                                                                  | Temporary Agents, Contract Agents, Seconded National Experts<br>HSE survey: <ul style="list-style-type: none"><li>your gender;</li><li>your approximate age (within a 5-year range);</li><li>whether you hold a managerial role (yes or no);</li><li>your type of contract (TA, CA or SNE);</li><li>length of service (under 1 year, between 1 and 5 years, between 5 and 10 years, more than 10 years);</li><li>your Division/Task Force and Department.</li></ul> EUSurvey: <ul style="list-style-type: none"><li>gender;</li></ul>                                |           |                                                |                                                                                    |                                                                     |                                                                                                                                                                            |                                                                                                                                                                                                            |

|     |                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• whether you hold a managerial role (yes or no);</li> <li>• your type of contract (TA, CA or SNE);</li> <li>• length of service;</li> <li>• Division/Task Force and Department;</li> <li>• your view on the topics concerned.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 9.  | Time limit for keeping the data                                                                                                                                  | <p>The anonymous survey data for HSE will be securely stored for up to 24 months by the Health &amp; Safety Executive, and also with the research team at the University of Hull, if you choose to answer their additional, non-mandatory questions at the end of the questionnaire.</p> <p>The data submitted to EUSurvey will be kept until the end of the response period. After this, the replies to the survey will be securely stored in the Agency's record management system the results have been completely analysed and utilised. Your personal data will be deleted at the latest 24 months after the questionnaire was submitted.</p>                                                                                                                                                                                                                                                                                                                                                                |
| 10. | Recipients of the data                                                                                                                                           | Authorised staff within the Administration and Corporate Division.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 11. | Are there any transfers of personal data to third countries or international organisations? If so, to which ones and with which safeguards?                      | <p>HSE survey's processing activities will take place in the United Kingdom, where also the data from the anonymous survey will be stored.</p> <p>For these processing activities, the European Commission Implementing Decision on the adequate protection of personal data by the United Kingdom, adopted pursuant to Regulation (EU) 2016/679 and/or EUDPR, applies, ensuring an adequate level of protection for personal data transferred to the United Kingdom, in accordance with Article 47 EUDPR.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 12. | General description of security measures, where possible.                                                                                                        | <ul style="list-style-type: none"> <li>• The Agency has appropriate technical and organisational measures in place, including organisational policies, to safeguard the security of personal data and ensure the confidentiality, integrity and availability of the relevant systems, services and the personal data processed within them. In particular,</li> <li>• In order to safeguard personal data against any possible misuse or unauthorised access, electronic information is accessible with a restricted access only and only to people having a need to know, using a user ID and a password.</li> <li>• The information and data collected in the Agency central financial system and / or in the dedicated email inbox can be accessed by designated Agency officials.</li> <li>• Anonymity is ensured through receiving only aggregate results of the survey of a minimum group of ten participants. Further, where necessary, reports covering an identifiable team will be withheld.</li> </ul> |
| 13. | For more information, including how to exercise your rights to access, rectification, object and data portability (where applicable), see the privacy statement: | <p>Details concerning the processing of your personal data are available on the Agency's website at:</p> <p><a href="#">Data protection and privacy at EMA   European Medicines Agency (EMA)</a></p> <p>The relevant data protection notice regarding this specific data processing operation is published in the EMA Intranet.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |