

(To be filled out in the EDPS' office)

REGISTER NUMBER: 1050

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NOTIFICATION FOR PRIOR CHECKING

DATE OF SUBMISSION: 27/06/2013

CASE NUMBER: 2013-0735

INSTITUTION: EFCA

LEGAL BASIS: ARTICLE 27-5 OF THE REGULATION CE N° 45/2001⁽¹⁾

INFORMATION TO BE GIVEN²

1/ NAME AND ADDRESS OF THE CONTROLLER

European Fisheries Control Agency, Avda. Garcia Barbon, 4, E-36201 Vigo

2/ ORGANISATIONAL PARTS OF THE INSTITUTION OR BODY ENTRUSTED WITH THE PROCESSING OF PERSONAL DATA

Unit - A, Resources, HR Section
Contact person: Wilhelm Scherzer, HR Officer

3/ NAME OF THE PROCESSING

Recruitment procedure: Temporary Agents, Contract Agents and Seconded National Experts (hereafter referred to as "SNE")

4/ PURPOSE OR PURPOSES OF THE PROCESSING

To recruit Temporary Agents, Contract Agents and SNEs to work at EFCA

¹ OJ L 8, 12.01.2001.

² **Please attach all necessary backup documents**

5/ DESCRIPTION OF THE CATEGORY OR CATEGORIES OF DATA SUBJECTS

(A) Data Subjects Category 1 – applicants and candidates for recruitment of temporary (TA) and contract agents (CA)

Persons that have sent to EFCA an application for a post published by the EFCA in a vacancy notice as part of selection procedures for the recruitment of temporary agents and contract agents.

(B) Data Subjects Category 2 – candidates for SNE

Persons that have been presented to EFCA by their Member State authority (employer) or the EU Permanent Representation of their country for a secondment to EFCA (see also Art. 1(1) of Annex I).

6/ DESCRIPTION OF THE DATA OR CATEGORIES OF DATA (*including, if applicable, special categories of data (Article 10) and/or origin of data*).

- Data Category A 1: Certificates: certificates supporting evidence on applicant's/candidate's personnel data, work experience and specific status related to the person such as work certificates, diploma, police certificate.
- Copy of certificates and employment transcripts (only for the candidates participating in interviews).
- Extract of Criminal Record (only for candidates who have been offered a contract and who are about to be recruited) - This document is returned to the candidate (see point 9(15) for details). (TA, CA)
- Data Category A 2: Documents issued by the applicant: documents issued by the applicant/candidate which state or confirm personnel data work experience and a specific status (CV and solemn declaration of facts signed by the person)
- European CV: surname, first name, telephone, fax, e-mail, address, nationality, date of birth, gender, work experience, education and training, mother tongue, knowledge of other languages, personal skills and competences, other skills and competences, driving licence. (TA, CA, SNE)
- Declaration of honour (TA, CA, SNE)
- Motivation Letter (TA, CA, SNE)
- Legal Entity and Financial Identity Forms (for those invited to the interview having the right to be reimbursed) (TA, CA, SNE)
- Data Category B: EFCA documents: documents issued by EFCA for processing selection and recruitment (stating status or information related to the applicant or candidate, e.g. letters, job offer, contract, classification sheet, evaluation sheets, selection documents, decisions, exchange of letters, call for expression of interest and minutes of selection for SNE if applicable, offer letter for SNE)

7/ INFORMATION TO BE GIVEN TO DATA SUBJECTS

Data Subjects Category 1: Information on the personal data protection is included to the general text for each vacancy published on EFCA website, <http://cfca.europa.eu/pages/docs/recruitment/DPO.pdf> (see Annex II).

Data Subjects Category 2: The aforementioned link to the information on the personal data protection published on EFCA website is provided in the offer letter.

In addition, recruited EFCA staff and SNEs are informed via the Global HR privacy statement (Annex III).

8/ PROCEDURES TO GRANT RIGHTS OF DATA SUBJECTS

The Applicant or candidate has the right of access to his/her personal data and the right to rectify data relating to the contact details contained in his/her application that is inaccurate or incomplete at any time during the selection procedure. However, the Applicant can rectify data relating to admissibility criteria only until the closing date of the submission of applications. The HR section introduces the admissible changes to the selection file. An example of an electronic recruitment file is attached in Annex IV.

In relation to any other requests, if the data subject requests the Controller orally, by email or by paper to exert his/her rights, the Controller will facilitate the applicant the exercise of the rights.

The EFCA grants access to the evaluation results of all stages of the selection procedure to the interested candidate concerning his or her candidature in the selection as far as no information on other applicants or candidates are being disclosed. To facilitate this, document templates foresee to work with candidate number instead of names for reference. EFCA commits to deliver information replying duly to individual requests of concerned candidates or applicants and based on the information in documents issued for the selection. This information can be as detailed as provided by the selection committee in the course of the uniformly performed assessment of the candidates for the respective stage of the selection (pre-selection and final selection), e.g. the individual scores that have been awarded to the candidate and anonymous references regarding maximum scores or highest or lowest scores achieved. This is done in order to provide to the individual score a meaning context which usually candidates are seeking. In any stage, the deliberations of the Selection Committee are to be kept confidential and comparative information given may not disclose evaluation information on other data subjects. If a candidate insists on additional information or raises doubts on a fair and equal treatment during the selection, the possibility of the right to appeal is reminded to the requester and it may be considered to ask the Chairperson of the selection committee for advice or to make a direct contact.

While EFCA announces in its vacancy notices the right to appeal, it does not explicitly announce procedures granting the right to access evaluation results its vacancy notices. It is considered that this would unnecessarily invite for multiple information requests from applicants which would exceed the capacities ensuring a due follow up.

(A) Recruitment of temporary and contract agents

(B) Engagement of Seconded National Experts

(A) Recruitment of temporary and contract agents follows the rules adopted by the Agency following the guidelines issued by the Commission, and the implementing rules of the EU Staff Regulations and conditions of employment of others servants. The selection procedure includes the following steps:

1) Each selection procedure is launched by the HR Section on instruction of the Management (after consideration of possible alternatives to a new selection). The required job profile is set up in a vacancy notice which has a standard structure and is composed of the following elements:
EFCA/Statute/Grade/Name of post/Code – i.e. EFCA/TA/AST1/Secretary/0000. The HR Section uses the recent templates for the publication of vacancies which are being developed and continuously improved in view of standards which set the more detailed references, criteria and practical details of the specific selection to be communicated to and to be respected by the applicants. These details are kept in line with the parent terms of references as laid down in the General Implementing Provisions to the Staff Regulations and the Staff Regulations. Further it includes specific terms as recommended by EDPS and DPO, the European Ombudsman, EPSO, IAS, and other relevant EU entities setting standard references for selection and recruitment. The vacancy notice is published for a minimum of 3 weeks as of date of publication at the EFCA website which indicates the status “ongoing” or “closed” of the selection procedure.

2) Publication: Once the draft of the vacancy is accepted by the Executive Director (ED), the vacancy must be published on:

- The Agency’s website (<http://EFCA.europa.eu/>) - following the procedure for publishing vacancies on the EFCA website and informing by email the EFCA IT Helpdesk.
- The EPSO website under "Non permanent posts" (http://europa.eu/epso/temp-staff_en.htm) – by sending an email to EPSO-WEBMASTER@ec.europa.eu copying relevant HR colleagues, with the following content for each vacancy:

"The European Fisheries Control Agency (EFCA) is seeking to set up reserve lists for:

Temporary agent (M/F)

"Job Title" (F/M)

Ref.: EFCA-TA-ASTX-XXXX

Grade: ASTX

Deadline for applications: 31 August XXXX

Location: Vigo, Spain

http://www.EFCA.europa.eu/recruitment_en.htm"

3) Setting up a Selection Committee, also called Selection Board for each selection procedure including representatives of the Agency and one representative of the staff . The HR Section prepares the ED Decision for the composition of the Selection Boards (1 decision for each recruitment procedure), indicating the names and job titles of the Selection Board members. After the Nomination decision, the HR section sends the “initial notification” to the members of the Selection Committee.

This **initial notification** includes all references necessary for the proper performance of the selection by the Selection Committee. The form statement of participant (Annex V) shall ensure the absence of conflict of interest and due treatment of the applicants’ data by the selection board members. The initial notification further includes practical arrangements and, if applicable, any specific points for the

attention of the Selection Board. It also proposes a timeline which can serve for the planning of the resources of HR Section and the Selection Board. More specifically, the initial notification includes:

- nomination decision
- form statement of participant
- vacancy notice
- implementing rules on engagement of temporary agents
- HR procedure on selections
- templates to use for minutes, pre-selection list and assessment sheet.

The form " statement of participant" has to be signed by each of the Selection Board members and returned to the HR section.

4) Reception of the applications

According to the vacancy notice, the applications must be sent within the mentioned deadline in the following mailboxes:

For temporary agent positions: EFCAVACANCIESTA@EFCA.europa.eu

For contractual agent positions: EFCAVACANCIESCA@EFCA.europa.eu

For seconded national experts positions: EFCAVACANCIESSNE@EFCA.europa.eu

An automatic acknowledgment of receipt is sent out to each candidate.

The mailboxes are checked each morning until the deadline date.

5) Treating of the applications

The HR section compiles the email of the applicants with all attachments, then fills in the list of applicants.

The documents requested in the vacancy notice are:

- CV in European Format
- Motivation letter
- Declaration of honour

The printed application should be classified in the following order:

- Email front page
- CV in European Format
- Motivation letter
- Declaration of honour

6) Compilation of the application files

Once the deadline date is reached and all the CVs are compiled and prepared for the selection, a list of applicants is set up. The Selection Committee prepares the assessment and sets up the first minutes. After receipt of the minutes of the preparatory meeting of the Selection Committee which have been set up in the meantime, the HR provides the members of the Selection Committee with the access to the applicant data. This may be done by instruction to the ICT section to allow access to the specific location on the p-drive where the data (Emails with attachment as sent by the applicants) is filed or by provision of a printed version of the applicant data.

The HR Section fosters the use identification by ID-Number for the setting up of selection documents (Data Category B) by the Selection Committee. Therefore, to every application which has been regularly received, an ascending ID number is attributed in the "List of applicants". This approach shall suppress the mentioning of names in a couple of selection documents and facilitate both transparency and confidentiality.

7) Pre-selection

The Selection Board performs the assessment of the applications for the pre-selection and sets up minutes of the pre-selection meeting defining the candidates proposed for interviews. The HR Section evaluates the CVs of the proposed candidates as to whether they fulfil the eligibility criteria and can be invited.

8) Inviting Candidates to the Interview

The HR Section prepares the interview agenda, the estimation of costs for the invitations which is to be approved by the Head of Unit Resources (HoU A) as responsible authorising officer, and the invitation letters signed by the HoU A. The HR Section coordinates the interviews and testing, follows up on eventual re-scheduling or other related tasks, certifications of supporting documents, receipt and attendance of candidates, clarifications of questions of the Selection Committee and of candidates, logistical and technical arrangements with cooperation of ICT and facilities and other related arrangements. The ICT Section and the Logistics section are informed on the timetable and on the names of the candidates. All further documents and data received by candidates at the day of the interviews are kept with the HR Section and may be disclosed by the HR Section to the Selection Board members and, in the ascending line of the circulation of the decision for adoption of the reserve list, to the HoU A and the Executive Director. For the sole purpose of clarifying specific questions related with selection, assessment, verification or recruitment, the necessary selection documents (Category A1 and A2) may be disclosed as well to other EFCA staff (e.g. Legal Officer or Head of Unit of the unit of the vacancy) and/or to persons who act as independent observers who may be called by the Selection Committee to attend or advise on the assessment.

According to the pre-selection conclusions and the signature of the authorisation of expenses for invitation to interviews by the HoU A, the HR Section prepares the invitation letters (copy the person responsible from the Finance section for the reimbursement of travel expenses for candidates coming from abroad).

Then, the HR Section proceeds in detail as follows:

- Prepares the Agenda of the interviews,
- Each candidate should have +/- one hour interview (HR section always checks the pre-selection report),
- Prepares the invitation letter for each candidate (Office of the Executive Director registers each letter),
- Sends the invitation letter to the selected candidates by e-mail.

The same subject name is given to the invitation e-mails: Interview - Name of the post + No

With the invitation letter, each candidate also gets attached documents to fill-in and bring with him/her the day of the interview to allow the reimbursement of his/her travel expenses (as indicated in the invitation letter):

- o Rules for reimbursement of Travel Expenses
- o Reimbursement of travel expenses claim form
- o Legal Entity form
- o Financial identification form

- Saves the e-mail invitations with the letters.
- Saves the confirmation or other answers as well.
- Sends the invitation letter and all necessary forms to the selected candidates by normal post.
- If no answer is received from the candidate within 2 days from the deadline to reply, the HR section calls him/her to check.

9) Interviews

The HR section:

- Prepares the file for the Members of the Selection Board

This should contain:

- o Interviews Planning
- o Interview questions
- o Candidates applications
- o Vacancy note
- o Screening Grid
- o Selection Board Check-list (saved under: P:\Agency\2 Unit A Common\1 Human Resources\RECRUITMENT\Recruitment files\Selection Board Check List.doc)

- Follow-up on the documents to be collected the day of the interview

Interview of the selected candidates, with where necessary, written tests on the area of expertise of advertised position. All steps, including the assessment by the members of the Selection Board, are recorded in writing and are subject of minutes. A short list of the most suitable candidates is proposed by the Selection Board to the Executive Director (Appointing Authority), who decides on the offer of employment and the reserve list.

Travel costs

- Reimbursement request form
- Legal entity form
- Photocopy of ID card or passport

- Financial identification dated and signed

=> This document should also have a stamp from the bank or a bank account statement.

- Travel tickets (plane, train, metro, taxi)

=> put a “Reçu le” stamp on each ticket and document; all tickets & boarding passes must be ORIGINALS

Diploma & work certificates

- Copies of diplomas giving access to the position (see vacancy)
- Copies of work certificates clearly mentioning the duration of employment.

Candidates must come to the interviews with the originals and the HR section makes copies and certifies them with the stamp + date + paraph

10) Report of the Selection Board

The HR section prepares the draft of the conclusions report following the interview sessions in advance and provides it to the Selection Board so that it can be completed and signed as soon as possible.

Once the final report is signed by the Selection Board and approved by the ED, the HR section prepares the offer letter(s), the reserve list letter(s) and negative letter(s).

The negative letters have two different templates: one for all the candidates for which the application was not retained and the other for the candidates invited but not selected. The letters are signed by the HoU A. When all letters are signed, the HR includes a scanned version in the electronic recruitment file and the routing slip into the paper file.

12) Offer letter

- Once signed by the ED and registered by the Office of the Executive Director, the HR section makes 2 copies of the letter, one for the recruitment file, another for the personnel file.
- Before the offer letter is sent out, the HR section checks if the candidate is eligible, prepares a draft grading grid based on the copies of diplomas and work certificates brought the day of the interview.
- If everything is in order then the HR section sends the offer by email and normal post. The successful candidate is called if he/she does not reply in 2-3 days in order to ensure that he/she received the letter.

13) Offer follow-up - confirmation of the candidate

When the candidate confirms his/her interest for the post, his/her personnel file is set up/ developed.

14) Medical visit

- HR section calls the candidate to ask him/her 2 or 3 dates convenient for him/her in order to come for the medical visit which starts at 08.00 AM.
- Then sends an email to ADMIN SERV. MEDICAL RENDEZ-V mailbox with the elements below for the appointment request
- The medical service usually replies the same day confirming one of the proposed dates in the appropriate line

Name

Statute

Nationality

Birth Date

Language

Proposed dates

Confirmed date

- Then the HR section sends the email invitation to the candidate copying the person in charge of travel costs reimbursements (including the access map to the Medical Service in Brussels).
- The HR section completes the Newcomers tab of "Staff table EFCA"
- Once the HR section receives the medical clearance from the medical service, the candidate is informed by phone or email as the HR section receives it before him/her most of the time.

15) Extract of criminal records

The HR section asks for this document, in order to be able to sign the contract with the newcomer (in accordance with Art. 28 of the Staff Regulations and 12(2) CEOS). This document is only requested to the successful candidate before the signature of the contract. EFCA has established an "Accreditation of criminal record" form which states that the newcomer is suitable for the performance of his/her duties and enjoys his/her full rights of citizen. This standard form is placed in the personal file (only hard copy). The criminal record is immediately returned to the successful candidate after completion of the "standard form".

16) Classification into grade and step

The grading file contains the following documents:

1. the vacancy notice
2. the grading implementing rules
3. the medical clearance
4. the CV
5. a certified true copy of the diploma giving access to the position
6. a certified true copy of work certificates mentioning the duration (from ... to or the employment contract + the last payslip)
7. the grading grid

The original grid is saved under the staff member's personnel file.

17) The contract

The HR section prepares the employment contract in accordance with the final grade

The contract is printed in duplicate, one original for the staff member, the other one for his/her personnel file.

Before the HR section gives the contract to the staff member, the HR section makes sure that all the necessary documents have been provided (for example the criminal record & last payslip).

B) The Engagement of Seconded National Experts follows the rules adopted by the Agency (see AB Decision in Annex I),

- 1) Either a call for expression of interest is published or the member state representations are called to propose candidates for Secondments
- 2) In case of a call for expression of interest, a selection procedure is organized following the principles for staff selection. In the course of this selection it must be clarified if the member state and the employing authority support the candidature (national authorities and the Permanent Representation of the Member State at the European Union)
- 3) In the case of a call to the member states, the proposals made by the member states are collected by the HR Section.
- 4) A secondment is established by the exchange of letters between EFCA and the sending Permanent Representation in accordance with AB Decision No 09-I-07 of 19 March 2009 concerning Revised Rules for SNEs (Annex I). The letters as well as the CVs and further supporting documents are kept with the HR Section in a personnel file for each SNE.
- 5) Documents of non-successful candidates are not retained.

10/ STORAGE MEDIA OF DATA

A) For recruitment of Temporary Agents and Contract Agents

Hard copies and electronic files: The HR section keeps the data in hard copies in the HR office room. The room is always locked when HR personnel is not in the office. The HR section also has a scanned version of all important documents as electronic recruitment files are kept for each procedure.

Please find below the index of the EFCA recruitment files

Recruitment file index

1. Vacancy notice and publication of the vacancy notice
2. List of applications (alphabet. + nb)
3. Screening table on (alphabet. + nb – idem 2)
4. Copy of all eligible applications
5. Copy of non-eligible applications
6. Composition of the Selection Board
7. Proposal of Board to the ED/Pre-selection report
8. Decision of the ED – short list
9. Agenda / CVs of pre-selected candidates / Invitation letter for interviews and confirmation of attendance
10. Tests/List of interview questions
11. Proposal of Board to the ED/Final report
12. Offer of post and reply
13. Letters for reserve list
14. Negative letters
15. Reimbursement of travel expenses

B) The files of SNE selection and of SNE contain:

- Letter exchange

- Call for expression and minutes of selection if applicable
- Offer letter
- CVs, motivation letter of the candidate and his or her declaration of honour (the same as used for staff)

All the above mentioned documents are stored as personnel data. More specifically, they are stored under the electronic files of the HR Sections with access exclusively by HR Section staff, the Head of Unit A – Resources and the Executive Director.

Paper copies are stored within the HR Office and are only accessible to HR Section staff or may be made accessible to the Head of Unit A – Resources and the Executive Director.

11/ LEGAL BASIS AND LAWFULNESS OF THE PROCESSING OPERATION

Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Communities (CEOS), laid down by Council Regulation (EEC, EURATOM, ECSC) No 259/68 last amended by Council Regulation (EC, EURATOM) No 31/2005 of 20 December 2004, and in particular Art. 27-34 SR and Arts. 12-15 and 82-84 CEOS

Council Regulation (EC) No 768/2005 establishing a Community Fisheries Control Agency, and in particular Art.19 thereof.

Decision No 09-II-06(2) of the Administrative Board of EFCA of 15 October 2009 concerning the procedures governing the engagement and the use of temporary agents at the EFCA (Annex VI)

Decision No 11-W-02 of the Administrative Board of EFCA of 23 June 2011 on the criteria applicable to classification in grade and step (Annex VII)

Decision of the Administrative Board of EFCA of 19 March 2009 concerning the revised rules for Seconded National Experts (AB Decision No 09-I-07)

Article 5(a) of Regulation 45/2001: Clearly covered by mandate of EFCA as laid down in EC Regulation 768/2005;

The operation is performed in the public interest, as the EFCA needs to be able to recruit staff in order to fulfil its mandate.

Article 5(d) of Regulation 45/2001: The data subject has unambiguously given his or her consent;

The operation is performed after the data subject has unambiguously given his/her consent, as participation in the recruitment procedure is not mandatory.

12/ THE RECIPIENTS OR CATEGORIES OF RECIPIENT TO WHOM THE DATA MIGHT BE DISCLOSED

- Human Resources (HR) Section (Administrator and Administrative Assistants in the HR Section, currently 3 agents) and Head of Unit Resources.

- Members of the Selection Board (normally 3 persons), and in case, advisors called by the Selection Committee. In such a cases, the board defines participation and purpose . Also, the Selection Board may include external members (Non-EFCA staff), who are professionals (officials or agents) of the European Institutions or of other European Agencies which are nominated by ED decision and are subject to the same terms of references for the Selection Board members.
- Appointing Authority (Executive Director)
- For the sole purpose of clarifying specific questions related with selection, assessment, verification or recruitment, the necessary selection documents (Category A1 and A2) may be disclosed as well to other EFCA staff (Legal Officer or Head of Unit of the unit of the vacancy) and/or to persons who act as independent observers who may be called by the Selection Committee to attend or advise on the assessment.
- For the printing and technical processing, assistants to the HR Section (Interim staff or trainees) may be ordered to undertake printing and or other technical processing of the application files under the supervision of the HR Section.
- Should the applicant's name be put on a reserve list and should a similar vacancy arise in another Unit, the Head of Unit (and/or Project Officer in the Section) to which the vacancy belongs can have access to the CV and results of the evaluation of the applicant.
- Also, if appropriate, access will be given to the Internal Audit Capacity, the Internal Audit Service, the European Court of Auditors, the European Ombudsman, the Civil Service Tribunal and the European Data Protection Supervisor.
- The ICT Section in its function of technical control of data systems including emails and data storage may have access to the data and process for technical purposes only within the normal security framework applicable for ICT, as this is equally applicable to any IT data of the agency.

Whenever necessary the HoU A reminds all recipients of their obligation not to use the data received for any other purpose than the one for which they were transmitted.

13/ RETENTION POLICY OF (CATEGORIES OF) PERSONAL DATA

Recruited applicants/engaged SNE: Data retention period 10 years as of the termination of employment or as of the last pension payment, where applicable

Non-recruited applicants/engaged SNE: Data retention period +-2 years following the recruitment procedure (to allow possible review of decision taken in selection procedure and for budgetary and audit purposes- Art. 48 RAP of GFR)

Non-recruited applicants on the "reserve lists for appointment": +- 2 years following the termination of validity of the respective reserve list

Criminal record/police record/certificate of good conduct: is returned to the data subject immediately after the "Accreditation of criminal record" form is completed; Accreditation of criminal record" form : as long as the personnel file is kept

Other special categories of data (sensitive data such as disability): is deleted once no longer necessary for recruitment or reimbursement purposes or following the date when any follow-up procedure has been completed. However, in the case of successful applicants, such data can be forwarded to the personal file in case special arrangements are required throughout the whole period of employment.

13 A/ TIME LIMIT TO BLOCK/ERASE ON JUSTIFIED LEGITIMATE REQUEST FROM THE DATA SUBJECTS

The data may be blocked/ erased on request of the data subject concerned if it is not needed any more (neither for the purpose of administering the reserve list, potential appeals nor auditing purposes).

(Please, specify the time limits for every category, if applicable)

14/ HISTORICAL, STATISTICAL OR SCIENTIFIC PURPOSES

If you store data for longer periods than mentioned above, please specify, if applicable, why the data must be kept under a form which permits identification.

N/A

15/ PROPOSED TRANSFERS OF DATA TO THIRD COUNTRIES OR INTERNATIONAL ORGANISATIONS

N/A

16/ THE PROCESSING OPERATION PRESENTS SPECIFIC RISK WHICH JUSTIFIES PRIOR CHECKING *(Please describe):*

The applicants CV is evaluated in relation to the requirements set out in the vacancy notice. Before the contract is signed with the selected candidate, the candidate has to provide a criminal record and to pass a medical examination resulting in a medical aptitude certificate.

AS FORESEEN IN:

↑ Article 27.2.(a)

Processing of data relating to health and to suspected offences, offences, criminal convictions or security measures,

1 Article 27.2.(b)

Processing operations intended to evaluate personal aspects relating to the data subject,

1 Article 27.2.(d)

Processing operations for the purpose of excluding individuals from a right, benefit or contract,

17/ COMMENTS

PLACE AND DATE: Vigo, 27 June 2013

DATA PROTECTION OFFICER: Rieke ARNDT

INSTITUTION OR BODY: European Fisheries Control Agency (EFCA)