

This is a summary of the decision of the Commissioner.

IN THE MATTER OF:-

Complainant {An employee of a company}

VERSUS

Respondent {The company}

The Data Protection Office received a complaint from Complainant with regard to the use of fingerprint for attendance purposes. Complainant declared that fingerprint devices were installed at the company and employees were required to provide their fingerprints without seeking their consent. This office opened an enquiry and requested clarifications from Respondent in regard to the complaint made by Complainant. Respondent replied that it was not made compulsory for all employees to provide their fingerprint and only those employees who consented for the collection of their fingerprints, gave their fingerprints for attendance purposes. Respondent was reminded that where the consent of employees has not been obtained, an alternative method for attendance should be provided. Subsequently, this office received a reply from Respondent informing that for the time being, all existing employees before the implementation of the system were not forced to give their fingerprints. Managers/supervisors are responsible for managing their teams' attendances whatever happens, with or without the fingerprint system. This office emailed Complainant on several occasions to give a status on the progress of the complaint and to ask for his/her stand, but received no response from Complainant.

The Data Protection Commissioner has decided as follows:-

In view of the above and despite Complainant's silence concerning the various correspondences sent by this office to him/her, this enquiry has been successfully concluded and no breach of the provisions of the Data Protection Act has been found.