












# A GDPR-Safe Monitoring Solution for GDPR EU & UK, PIPEDA, POPIA, and more

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## GDPR-Safe Mode in WorkTime

**WorkTime offers a GDPR-safe mode** to support compliance with **GDPR (EU & UK), PIPEDA, and POPIA**.

### Monitoring Notice

As required by GDPR, employers must inform employees about monitoring. To support this requirement, WorkTime provides a downloadable PDF and an option to display a monitoring notice when monitoring begins.

### Data Encryption and Automatic Deletion

In accordance with GDPR, monitored data must be encrypted and automatically deleted after a defined retention period. WorkTime supports both of these requirements.

## IP Address Monitoring

To protect employee location privacy, WorkTime offers the option to disable monitoring of out-of-office IP addresses.

## Remote Device Name Monitoring

To protect employee privacy, WorkTime offers the option to disable monitoring of remote device names.

## PHI-Safe Mode for Extra Protection

**WorkTime provides a PHI-safe mode to better support GDPR compliance** by preventing the collection of any data that could potentially reveal sensitive personal information, such as health-related details.

Although the term “PHI” originates from HIPAA, GDPR also strictly protects health data as a special category of personal information.

To align with GDPR principles - such as data minimization and purpose limitation - WorkTime’s PHI-safe mode disables features like URL path tracking or remote device details that could indirectly expose protected data.

This ensures that employee privacy is fully respected and that monitoring remains ethical, transparent, and legally compliant.

PHI-safe mode is not only for **risk-averse customers**, but also for **global regulatory alignment** (e.g., GDPR or internal audits).

*PHI-safe mode is valuable for organizations that follow strict internal compliance standards or operate globally under multiple data protection laws.*

## WorkTime vs Other Monitoring Tools

Feature/Aspect	WorkTime (Green Monitoring)	Invasive Monitoring Tools
GDPR-safe Mode	● Yes - optional	● Rarely offered or unreliable
Monitoring Notice	● Yes - optional	● Rarely offered
Data Encryption and Automatic Deletion	● Yes - optional	● Rarely offered
IP Address Monitoring	✗ Partially disabled under GDPR-safe mode	✓ Often recorded
PHI-safe Mode	● Yes - optional for added protection	● Rarely offered or unreliable

Keystroke Logging	✗ Not recorded	✓ Often recorded
Screenshot Capturing	✗ Not recorded	✓ Often recorded
Privacy Protection	● 100% privacy-safe	● Privacy-compromising
Employee Transparency	● Fully transparent	● Often hidden or unclear
Content Recording (docs, emails)	✗ Not recorded	✓ May be captured
Focus on Productivity KPIs Only	● Attendance, active time, productivity	● Mixed with private or irrelevant data
Storage Use	● Minimal — no screenshots, no video	● Very high — up to 9.5 GB/month for 10 employees
Anti-virus Compatibility	● Fully compatible	● May trigger conflicts or be flagged as spyware
Impact on Team Trust	● Builds trust and engagement	● Reduces trust, can lead to higher turnover
Monitoring Customization	● Flexible and configurable	● Often rigid and overreaching




## What WorkTime Records (Performance KPIs Only)

✓ Monitored	Description
User login name	Used to identify users & seat count
Computer name & IP	Helps detect in-office vs remote work; <b>partially disabled in GDPR-safe mode</b>
System events	Login, logout, sleep, etc.
Keyboard/mouse activity	Tracks active vs idle time
Video/microphone usage	Detects online meeting time (no content recorded)
Application names	Optional; can be classified as productive/unproductive
Website domains/subdomains	Optional; <b>partially disabled in PHI-safe mode</b>

Window titles	Optional; <b>disabled in PHI-safe mode</b>
Duration of activity	How long apps/sites/devices are used
Screen area usage (%)	% of screen occupied by each app/site
Number of apps/sites	Helps measure distraction level

## What WorkTime Does NOT Record

 Not Monitored	Reason
Keystroke content	No typing content is recorded
Screenshots	No screen images are taken
Video & Audio	No recordings of webcam or mic
Document/chat/email content	All content is excluded
Passwords or webform data	Not recorded or accessed

## Non-Invasive by Design. Compliance-Safe by Default.

- **No spying:** No content, no screenshots, no keystrokes.
- **Focused on performance:** Attendance, active time, productivity.
- **HIPAA & GDPR-safe:** Both privacy standards fully supported.
- **Designed for transparency:** Employers are encouraged to share monitoring policies, goals, and reports with their teams.

**Non-invasiveness leads to transparency. Transparency builds trust. Trust drives productivity.**

## Resources & Support

- [Marketing materials](#)
- [Legal compliance: HIPAA, GDPR, PIPEDA, POPIA](#)
- [Green, non-invasive employee monitoring](#)
- [What's recorded & not recorded](#)
- [Blog:](#)

- [41 Questions on U.S. Monitoring Laws](#)
- [41 Questions on UK Laws](#)
- [23 Questions on South African Laws](#)
- [12 Questions on Australian Laws](#)
- [Announcement templates](#)
- [Employee monitoring policy samples](#)
- [Employee handbook](#)



## [Try WorkTime Now](#) – 14 Days Free on the Enterprise Plan

- Experience privacy-first, performance-focused monitoring.  
**Questions?** We're here to help - [info@worktime.com](mailto:info@worktime.com) [1-877-717-8463](tel:1-877-717-8463)