

Works Council Information Pack

AI-assisted candidate interviews with VoxNexus · As of 2026-08-05 · Version 1.0 · German version available

Important: This document is a template and an information aid. It does not constitute legal advice and does not replace review by your legal department, data protection officer or external counsel. The model works agreement in section 6 must be adapted to your organisation. The German original (Betriebsvereinbarung) is the authoritative working version for German works councils.

1. Purpose of this pack

This pack contains the information works councils typically request when assessing an AI-assisted interview system: a system description, the legal framework, a data-flow description, the logging and oversight mechanisms, and a draft works agreement. The goal is informed, timely co-determination before rollout.

2. System description

VoxNexus conducts structured first-round interviews with external job applicants — via a browser voice call or a text chat, at the candidate's choice. The system:

- asks every candidate **the same, pre-defined questions** (structured interview);
- produces a transcript and an evaluation in which **every sub-score cites verbatim quotes** from the candidate's answers as evidence — scores without a verifiable quote are technically withheld;
- performs **no video, facial, emotion or voice-characteristic analysis**; only the content of the answers is evaluated;
- makes **no rejection decisions**: rejecting a candidate without an accountable human is technically impossible in the system (no auto-reject);
- gives every candidate personal feedback and allows one retake of the interview;
- is hosted in the EU (Hetzner, Germany); every customer organisation gets its own isolated database.

Processing chain (voice interview)

FUNCTION	PROVIDER/COMPONENT
Call handling (web)	Vapi (WebRTC infrastructure)
Speech-to-text (STT)	Deepgram / Gladia (per language)
Text-to-speech (TTS)	ElevenLabs
Interview conduct & evaluation (LLM)	Anthropic Claude
Storage (transcripts, evaluations, logs)	VoxNexus, EU hosting (Hetzner, DE)

In text-chat mode, STT/TTS are not used; questions, evaluation and logging are identical.

3. Legal framework and co-determination

- **Sec. 87(1) no. 6 BetrVG (Germany):** To the extent the system is capable of monitoring the behaviour or performance of employees (e.g. recruiters, whose decisions are logged), co-determination applies. The model agreement in section 6 contains an explicit purpose-limitation and non-use clause.
- **Sec. 95 BetrVG:** Where selection guidelines (scoring rubrics, thresholds) are established, works council consent is required.
- **EU AI Act:** AI systems for recruitment are classified as **high-risk** (Annex III). Deployers have obligations including Art. 26 (human oversight, use per instructions, logging, informing workers' representatives). VoxNexus produces a per-interview "Compliance Pack" (see section 5).
- **GDPR Art. 22:** Candidates are not subject to solely automated decisions — the human final decision is technically enforced. Art. 13/14 transparency information is provided to candidates in the interview consent flow (DE/EN/HR/SL).
- **GDPR Art. 35:** A data protection impact assessment (DPIA) is recommended; sections 2 and 4 can be used as input.

4. Data-flow description

STEP	DATA	LOCATION / RESPONSIBLE	RETENTION
1. Invitation	Name, e-mail, role	Tenant database (EU)	until deletion / end of retention
2. Consent	Consent timestamp, notice texts	Tenant database (EU)	same as interview data
3. Interview	Audio (voice mode only, transient), transcript	Processing chain per section 2	transcript: configurable period
4. Evaluation	Scores with verbatim evidence, recommendation	Tenant database (EU)	configurable (default 90 days)
5. Decision	Status changes with person and timestamp	Decision log (EU)	same as interview data
6. Feedback	Personal feedback to candidate	Candidate page	same as interview data

- **Not processed:** video imagery, biometric data, emotion or personality profiles, social-media data.
- **Deletion:** candidates can request deletion; tenants can delete individual interviews or the entire tenant (including database drop).
- **Data location:** storage in the EU. LLM/STT/TTS processing is governed by the listed providers' data processing agreements (sub-processor list on request or on the security page).

5. Logging and human oversight

- **Evidence-linked scoring:** every sub-score must contain verbatim quotes from the transcript; the system verifies quotes automatically, word for word. Unverifiable scores are withheld and marked as such.
- **No automated rejection:** the status change "rejected" technically requires an authenticated human; every step is logged with person and timestamp.
- **Per-interview Compliance Pack (1 click):** consent record, AI-system disclosure, evidence-linked scores, human decision log, retention policy and full transcript as PDF; plus a CSV export for bias reviews.
- **Inspection rights:** the works council can inspect compliance packs and aggregate reports per the model agreement (§ 7).

6. Model works agreement (draft for adaptation)

Between [Company, address] — "Employer" — and the works council of [Company/site] — "Works Council" — the following works agreement on the use of the AI-assisted interview system VoxNexus is concluded:

- § 1 Subject.** This agreement governs the introduction and use of the "VoxNexus" system for structured first-round interviews with external applicants as per the system description (Annex 1, section 2 of this pack).
- § 2 Scope.** The agreement applies to all employees of the [site] establishment who use the system or whose work is affected by it, in particular recruiting staff.
- § 3 Purpose limitation.** The system is used exclusively for conducting and evaluating structured applicant interviews. Use for monitoring employee performance or behaviour is excluded. Log data on employees' system use must not be used for individual HR measures (non-use clause).
- § 4 Human final decision.** All selection decisions are made by authorised employees. Automated rejections are prohibited and technically impossible. The AI evaluation is advisory only.
- § 5 Selection guidelines.** The scoring rubrics stored in the system and material changes to them constitute selection guidelines within the meaning of Sec. 95 BetrVG and require works council consent. The current rubrics are attached as Annex 2.
- § 6 Data categories and retention.** The data categories listed in the data-flow description (Annex 1, section 4) are processed. Interview data is deleted after [e.g. 90] days unless statutory retention duties or ongoing proceedings require otherwise. No video, facial, emotion or voice-characteristic analysis takes place.
- § 7 Works council rights.** The works council receives (a) on request, compliance packs of individual interviews in anonymised or pseudonymised form, (b) a semi-annual aggregate report (number of interviews, completion rates, withheld scores), (c) a demonstration of system changes before their introduction.
- § 8 Training and information.** Employees using the system are trained before use, in particular on the advisory role of the AI recommendation, the duty to decide independently, and the decision log.
- § 9 Evaluation and bias review.** Employer and works council evaluate the deployment [6] months after introduction and annually thereafter, including a review of evaluation exports for indications of systematic disadvantage.
- § 10 Entry into force and termination.** This agreement enters into force on [date] and may be terminated with [3] months' notice. Upon termination, use of the system is suspended until a successor arrangement is concluded; § 3 survives termination.

7. Rollout checklist

?	STEP	OWNER
?	Inform the works council early; hand over this pack	HR / project lead
?	Conduct DPIA (Art. 35 GDPR); involve the DPO	Data protection officer
?	Adapt and conclude the works agreement (section 6)	HR + works council
?	Document scoring rubrics as Annex 2 (Sec. 95 BetrVG)	Recruiting
?	Review candidate transparency notices (multilingual, provided)	Data protection officer
?	Pilot run with test candidates; review a sample Compliance Pack	Recruiting + works council
?	Train recruiting staff (§ 8)	HR
?	Schedule the 6-month evaluation (§ 9)	HR + works council