

What your personal information is

Personal information is any information or an opinion (whether true or not) about you. It may range from the very sensitive (eg. medical history or condition) to the everyday (eg. Address and phone number). It would include the opinions of others about your work performance (whether true or not), your work experience and qualifications, aptitude, test results and other information obtained by us in connection with your possible work placements.

Personal information includes sensitive information.

What sensitive information is

Sensitive information is a special category of personal information. It is information or opinion about your:

racial or ethnic origin; political opinion; membership of a political association or religious beliefs; affiliations or philosophical beliefs; membership of a professional or trade association or membership of a trade union; sexual preferences or practices; criminal record; health or disability (at any time); expressed wishes about the future provision of health services. It includes personal information collected to provide a health service. Sensitive information can, in most cases, only be disclosed with your consent.

Who will be collecting your personal and sensitive information

Your personal and sensitive information will be collected by JHA for its own use and on behalf of other members of JHA who might require access to your personal and sensitive information in connection with your work placements.

How to contact us

If you wish to contact us about your personal or sensitive information you should contact the Privacy Officer on 1300 782 382 during normal office hours which are 8.30am – 5.30pm.

How your information will be collected

Personal and sensitive information will be collected from you directly when you fill out and submit one of our registration forms or any other information in connection with your application to us for registration. It will also be collected when:

- we receive any reference about you;
- we receive results of inquiries that we might make of your former employers, work colleagues, professional associations or registration body; we receive the results of any competency or medical test;
- we receive performance feedback (whether positive or negative);
- we receive any complaint from or about you in the workplace;
- we receive any information about a workplace accident in which you are involved;
- we receive any information about any insurance investigation, litigation registration or professional disciplinary matter, criminal matter, inquest or inquiry in which you are involved;
- you provide us with any additional information about you.

Your information will be used

Your personal and sensitive information may be used in connection with:

- your actual or possible work placement;
- your performance appraisals;
- our assessment of your ongoing performance and prospects
- any test or assessment (including medical tests and assessments) that you might be required to undergo;
- our identification of your training needs;
- any workplace rehabilitation;
- our management or any complaint, investigation or inquiry in which you are involved;
- any insurance claim or proposal that requires disclosure of your personal or sensitive information.

Your personal and sensitive information may be disclosed to

- potential and actual employers and clients of the Spinifex Australia;
- referees;
- other members of the Spinifex Group of Companies;
- our insurers;
- a professional association or registration body that has a proper interest in the disclosure of your personal and sensitive information;
- a workers compensation body;
- our contractors and suppliers – eg. Our IT contractors and database designers;
- Superannuation funds
- any person with a lawful entitlement to obtain the information.
- We do not collect personal or sensitive information unless it is necessary for the performance of our tasks or functions.

Your information will be kept

Your information will be kept by JHA Recruitment for the minimum period required under government statutory regulations.

If you do not give us the information we seek:

- we may be limited in our ability to locate suitable work for you;
- we may be limited in our ability to place you in work.

You can gain access to your information to correct it if it is wrong

- subject to some exceptions which are set out in the National Privacy Principles (Principle 6 – Access and Correction), you have a right to see and have a copy of personal and sensitive information about you that we hold
- if you are able to establish that personal or sensitive information that we hold about you is not accurate, complete and up-to-date, we will take reasonable steps to correct it so that it is accurate, complete and up-to-date

If we are unable to agree that personal or sensitive information that we hold about you is accurate, complete and up-to-date, you may ask us to place with the information a statement by you that claims that particular information is not accurate, complete and up-to-date. If you wish to exercise your rights of access and correction, you should contact our Privacy Co-ordinator, whose details are shown above. In some cases we may impose a moderate charge for providing access to personal or sensitive information ie. costs related to administration, time, photocopies, etc. We will not charge you simply because you lodge a request for access.

You should also anticipate that it may take a little time to process your application for access as there may be a need to retrieve information from storage and review information in order to determine what information may be provided.

Your Rights As A Candidate

that the employment placement service must not charge a job seeker a fee for the purpose of finding the job seeker employment

an employment placement service must not engage in misleading or deceptive conduct (such as advertising a position as being available when the agency knows no such position exists or knowingly giving misleading information to a job seeker about the nature of a position); and If a job seeker believes that an employment placement service has acted inappropriately, the job seeker may contact the Department of Fair Trading for information on possible action that may be taken