



Meeting Challenges – delivering people solutions

Challenge Consulting Collection Statement

As a part of the normal recruitment process, it is necessary for Challenge Consulting to collect certain pieces of personal information from you to enable us to find work for you.

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

Challenge Consulting for its own use in connection with your work placements will collect your personal and sensitive information.

How to contact us

If you wish to contact us about your personal or sensitive information you should contact

Nick Conti - Administrator

Phone: (02) 9221 6422 Email: nconti@chall.com.au Fax: (02) 9221 7630

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.

Personal and sensitive information will also be collected when:

- we receive any work or personal 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.

How your information will be used

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

- your actual or possible work placement – information collected during reference checking may be used as part of the decision-making process during any of your temporary or permanent work placement/s
- 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 of 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 Challenge Consulting
- referees;
- 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 I.T. contractors and database designers
- any person with a lawful entitlement to obtain the information.

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;
- we may not be able to transfer wages into your bank account via EFT

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 Kate Wright, whose details are shown above.

In some cases we may impose a moderate charge for providing access to personal or sensitive information. We will not charge you simply because you lodge a request for access.

Your files will be kept for the following time periods:

If you register with Challenge Consulting but are not placed in any permanent or temporary / contract roles, your files will be kept by Challenge Consulting for a period of one year, after which they will be permanently destroyed.

If you are placed in permanent or temporary / contract roles by Challenge Consulting, your data will be kept as part of our ongoing business records.

Please complete the following information in BLOCK LETTERS as confirmation of your consent to the collection, use and storage of your personal and sensitive information:

I (surname) _____ (given names)

(other names known as)

of (address) _____

have read and understood each of the statements in this Collection Statement and voluntarily consent to:

- personal and sensitive information about me being collected by you as indicated above;
- personal and sensitive information about me being used as indicated above;
- personal and sensitive information about me being disclosed as indicated above.

Date:

Signed:

Witness:

Print Witness name and address:

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 gives 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.

NSW Department of Fair Trading

1 Fitzwilliam Street
Parramatta NSW 2150 Australia
Tel: 61 2 9895 0111
Fax: 61 2 9895 0222
TTY: 61 2 9338 4943

Email: enquiry@fairtrading.nsw.gov.au

Web: www.fairtrading.nsw.gov.au/contactus.html