

QUEENSLAND HEALTH INFORMATION PRIVACY FOR POSITION APPLICANTS

Queensland Health Information Privacy Requirements

Information privacy requirements for Queensland Health are set out in 10 privacy principles contained in Queensland Government Information Standard 42A. The principles represent minimum standards for the collection, security, use and disclosure of all personal information held by Queensland Health, including personal information about position applicants.

All Queensland Health staff must comply with the privacy principles and supporting policies when dealing with your personal information.

Applicant information

Information you provide as an applicant (in a written application or at interview) is used primarily by the selection panel to assess merit for a position. Access by other Queensland Health staff is limited to what is necessary to undertake associated administrative requirements (eg. processing applications, scheduling interviews or processing appointments).

The application coversheet asks for your contact details as well as employment equity (EEO) information. Providing EEO information is optional. This information is de-identified and is used to monitor and further plan State Government EEO initiatives. It may be provided

to other State Government Departments for this purpose.

Identifying information about you is usually only disclosed with your consent. We may rely on your implied consent to contact referees or for pre-employment checks (discussed further below) but will seek specific consent for other purposes (eg. if we wish to share the information you have provided for similar vacancies). Disclosure of information without your consent will only occur where required by law (eg. under the *Freedom of Information Act 1992*).

Referee checks

The selection panel may seek information from your nominated referees for the purposes of assessing your claims against the selection criteria for the position. Referee information is limited to employment related information. In the event that unfavourable or adverse information is received, you will be given an opportunity to respond and this will be taken into account in the evaluation process.

In some circumstances, the selection panel may wish to seek further information from additional or other referees. The chair of the selection panel will discuss this with you before contacting referees other than those listed in your application.

In some circumstances you may wish to delay informing referees that you have applied for a position. If you wish to be advised prior to your referees being contacted, you need to say so clearly in your application.

Pre-employment checks

In some circumstances it may be necessary to verify information you have provided (eg. verifying your qualifications or previous

employment details). If we receive information that varies from what you have provided, we will seek clarification from you.

Due to the nature of some positions in Queensland Health, it may be necessary to undertake a pre-employment check (eg. criminal conviction check or security check). The job description will indicate if a pre-employment check may be undertaken in relation to the position for which you are applying. Pre-employment checks are conducted for the preferred applicant(s) only. If we receive information that may exclude you from further consideration, you will be given an opportunity to respond and this will be taken into account in the evaluation process.

Notification/Publication of appointments

You will be notified in writing of whether or not your application has been successful. The successful applicant's name may also be published in the Queensland Government Gazette and/or the Queensland Health Service Bulletin.

Access under the Freedom of Information Act

You have the right to request access to any information Queensland Health holds about you under the *Freedom of Information Act 1992* (FOI). If you wish to make an application to access your information, you should contact the delegated decision-maker within the relevant Health Service District or Corporate Office.