



Victorian Allied Health Professionals Association

Privacy Policy V1.2

This is the Privacy Policy of the Victorian Allied Health Professionals Association. This policy mirrors the Privacy Policy of the Health Services Union [adopted by the National Executive of the HSU on 24 January 2018]. This policy was adopted by the VAHPA Branch Committee of Management on 12 March 2019.

Introduction

The Victorian Allied Health Professionals Association (VAHPA) is a Branch of the Health Services Union—the Union representing members employed or usually employed in the health and human service industries. VAHPA collects personal information in order to conduct its business, as set out in the Rules of the HSU, at rule 4 – Objects and as set out in the VAHPA Branch Democracy Policy. VAHPA operates in the political, legal, industrial and social spheres.

VAHPA is committed to protecting your privacy and providing you with information and services relevant to you. VAHPA complies with the Privacy Act 1988 (Cth) (**Privacy Act**) and the Australian Privacy Principles (**APPs**). This Privacy Policy (**Policy**) should be read in conjunction with the Privacy Act and the APPs.

How this Policy applies

This Policy applies to personal information VAHPA collects from you:

- via our website;
- via social media;
- via telephone;
- via email;
- via fax;
- in person;
- in writing;
- via surveys;
- via banking and financial institutions

This Policy also applies to personal information VAHPA collects from the Australian Council of Trade Unions (**ACTU**) or any other third party, about you.

VAHPA website

The VAHPA website collects two types of information. The first type is anonymous information. The web server makes a record of your visit and logs the following information for statistical purposes:

- the user's server address;
- the user's top-level domain name (e.g. com, .gov, .net, .au, etc.);
- the date and time of the visit to the site;
- the pages accessed and documents downloaded;
- the previous site visited; and
- the type of browser used.

No attempt will be made to identify users or their browsing activities except, in the unlikely event of an investigation, where a law enforcement agency may exercise a warrant to inspect the internet service provider's logs.

Another way information may be collected is through the use of "cookies". A cookie is a small text file that the website may be placed on your computer. Cookies may be used, among other things, to track the pages you have visited, to remember your preferences and to store personal information about you. You can adjust your Internet browser to disable cookies or to warn you when cookies are being used. However, if you disable cookies, you may not be able to access certain areas of the Website or take advantage of the improved web site experience that cookies offer.

Our websites may contain links to other websites and social media pages including Facebook, Twitter and LinkedIn. We are not responsible for the privacy policies of the entities responsible for those websites and we recommend that you review the privacy policies applicable to any other websites you visit.

The kinds of information VAHPA may collect

From time to time you may voluntarily supply your personal information to VAHPA. VAHPA will record your e-mail address if you send us a message, subscribe to an email newsletter, or complete a form if this information is requested.

When you provide your personal information, it allows us, for example, to assist you with industrial relations and employment queries, inform you about industrial, social and political campaigns, and accept your application for membership. You may supply personal information to the VAHPA by, for example, responding to a survey, filling in a meeting attendance sheet, taking part in a competition, completing a membership form, discussing your issues with a delegate, or signing up to a campaign. The VAHPA only collects personal information that is necessary for the Union to perform its functions and/or activities.

Depending upon the circumstances you may provide to the VAHPA, and the VAHPA may collect, information such as, but not limited to:

- your name;
- your contact details;
- your social media details (e.g. blogs, twitter, Facebook, LinkedIn);
- your gender;
- your date of birth;
- your marital status;
- your employment details including occupation, classification, worksite;
- your educational qualifications;
- your inquiry or complaint details;
- your involvement in Union activities;
- your Bank account and/or credit card details;

- Languages you speak;
- Case notes for industrial inquiries made by you.

Some personal information is considered sensitive information and includes:

- your political opinions;
- your political party membership (if any);
- your voting electorate (State and Federal);
- any disabilities, illnesses or injuries you may have; and/or
- any other health information relevant to your industrial inquiry

The Privacy Act allows VAHPA to collect sensitive information that relates solely to VAHPA members or people who have regular contact with the VAHPA if the sensitive information relates to VAHPA's activities. We will only collect sensitive information where we have received your consent to your personal information being collected, used, disclosed and stored by the VAHPA in accordance with this Policy.

Where you provide information to VAHPA in relation to a job application the personal information you provide will only be collected, held, used and disclosed for the purposes of considering your potential employment with the VAHPA. Where you provide the details of referees, you confirm that you have informed the referees that you are providing their contact information to VAHPA and they have consented to VAHPA contacting them and discussing the personal information you have provided in relation to the job application.

We will collect personal information directly from you unless:

- you have consented to the Union's collection of your personal information from third parties - for example, from the ACTU, or your representatives;
- we are legally required to do otherwise;
- it is unreasonable or impractical to do so.

Where we have collected personal information about you either directly or by other means as set out above, we will notify you at the time, or as soon as practicable, to ensure that you are aware of such collection and its purpose.

You can choose to interact with us anonymously or by using a pseudonym where it is lawful and practicable. For example, you may wish to participate in a blog or enquire about a particular campaign anonymously or under a pseudonym. Your decision to interact anonymously or by using a pseudonym may affect the level of services we can offer you. For example, we may not be able to assist you with a specific industrial enquiry or investigate a privacy complaint on an anonymous or pseudonymous basis. We will inform you if this is the case and let you know the options available to you.

If we receive unsolicited personal information about or relating to you and we determine that such information could have been collected in the same manner if we had solicited the information, then we will treat it in the same way as solicited personal information and in

accordance with the APPs. Otherwise if we determine that such information could not have been collected in the same manner as solicited personal information, and that information is not contained in a Commonwealth record, we will, if it is lawful and reasonable to do so, destroy the information or de-identify the information.

The purposes for which personal information is collected, held, used and disclosed

VAHPA collects, holds, uses and discloses your personal information to:

- assist you with industrial relations and employment queries;
- inform you about industrial, social and political campaigns;
- inform you about your rights at work;
- inform you about changes to legislation;
- refer you to a legal practitioner, accountant or other professional;
- improve our service delivery;
- manage our relationship with you;
- conduct surveys and research;
- provide educational services and professional development;
- conduct VAHPA elections;
- to make payments to you by cheque or electronic funds transfer for the purposes of refunds or other payments; and
- to assist in recruitment and enabling union activism by providing names of current union members in your workplace or Workplace Organising Committee to local VAHPA delegates and representatives.

Using your information for direct marketing

You consent to our use and disclosure of your personal information for the purposes of direct marketing, which may include providing you with information about events, products or services that may be of interest to you;

If you do not want us to use your personal information for direct marketing purposes, you may elect not to receive direct marketing at the time of providing your personal information.

Unsubscribing and opting out

If you no longer wish to receive direct marketing or other communications, you may request at any time to cancel your consent to such communications as follows:

- If subscribing to an email newsletter you may "unsubscribe" at any time from the newsletter mailing list;

- The VAHPA may, from time to time, send you text messages about issues of importance such as events or campaigns. You may “opt out” by texting STOP in reply to a text message from VAHPA; or
- You may contact us at any time by mail or email directed to our Privacy Officer.

Disclosure of your personal information

VAHPA may disclose your personal information, in connection with or to further the purposes outlined above, to:

- the ACTU;
- other Australian trade unions;
- affiliated trades halls or labour councils;
- political parties;
- government bodies or agencies (including the Fair Work Commission, the Fair Work Ombudsman, the Australian Tax Office, an anti-discrimination body, a work/occupational health and safety regulator);
- organisations to whom we outsource functions (including information technology providers, print service providers, mail houses);
- Insurance companies where the Union holds a policy that covers you (e.g. Professional Indemnity Insurance, etc.);
- Law firms and solicitors or barristers where VAHPA engages these firms to act for a member or group of members;
- retail shopper services;
- web host provider;
- auditors appointed by the VAHPA to conduct audits in accordance with legal requirements;
- Australian Electoral Commission for the conduct of VAHPA elections;
- otherwise as you have consented; and/or
- otherwise as required by law.

VAHPA takes reasonable steps to ensure that each organisation that we disclose your personal information to is committed to protecting your privacy and complies with the Australian Privacy Principles or is subject to a law or scheme that is at least substantially similar to the way in which the Australian Privacy Principles protect information.

By providing your personal information to the VAHPA, you consent to us transferring your personal information to such other organisations.

How VAHPA holds personal information

Wherever reasonably practicable VAHPA holds electronic personal information on data servers that are owned and controlled by VAHPA within Australia. The data servers are

password protected and login secured. However, by providing personal information to VAHPA you consent to your information being stored and processed on a data server or data servers (e.g. cloud services) owned by a third party or third parties that may be located outside of Australia. VAHPA will take reasonable steps to ensure that any third-party providers comply with the APPs. If personal information is only routed through servers located outside of Australia – this is not regarded as a disclosure.

Wherever reasonably practicable VAHPA holds physical personal information in access-controlled premises.

When VAHPA no longer requires your personal information for a specific purpose and we are not required to keep it to comply with any laws, we will take such steps as are reasonable in the circumstances to destroy your personal information or to ensure that the information is de-identified.

Government Identifiers

We will not adopt as our own identifier a government related identifier of an individual, such as a tax file number or Medicare card number and will only use or disclose a government related identifier where the use or disclosure:

- is reasonably necessary for VAHPA to verify your identity for the purposes of our activities or functions;
- is reasonably necessary for VAHPA to fulfil its obligations to an agency or a State or Territory authority;
- is required or authorised by or under an Australian law; or
- is reasonably necessary for one or more enforcement related activities conducted by, or on behalf of, an enforcement body.

How you may seek access and/or correction to personal information held by the VAHPA

You have the right to request access to your personal information. You have the right to request that your personal information be updated or corrected where necessary. In most cases you will be able to gain access to your personal information that VAHPA holds.

To request access to your personal information as held by VAHPA, please write to the Privacy Officer at the following address:

The Privacy Officer
Victorian Allied Health Professionals Association
PO Box 13286
Law Courts
VIC 8010

Alternatively email the Privacy Officer at the following email address:

info@VAHPA.asn.au

General enquiries can be made via telephone by calling the following number:

1300 322 917

VAHPA requires that you provide proof of identity in order to seek access to your personal information. VAHPA may charge a reasonable fee where access is provided. VAHPA may refuse to provide access if permitted to do so by law or under the APPs.

VAHPA will seek to provide you with access to your personal information within 30 days of receipt of a valid request and may charge you a reasonable fee for doing so.

You should contact VAHPA when your personal information details change. It is important that we keep our membership details up to date. Please contact the Membership Officer or the Privacy Officer to update any personal information.

VAHPA may also take steps to update your personal information by contacting you directly by phone, letter, email, asking for Membership Update forms to be completed at meetings or by reference to publicly available sources such as telephone directories or electoral rolls.

The Membership officer can be contacted via info@VAHPA.asn.au

How you may complain about a breach of the APPs

To make a complaint about an alleged breach of the APPs please write to the Privacy Officer at one of the following addresses:

The Privacy Officer
Victorian Allied Health Professionals Association
PO Box 13286
Law Courts
VIC 8010

Alternatively email the Privacy Officer at the following email address:

info@VAHPA.asn.au

All complaints must be written. Please provide all details about your complaint as well as any supporting documentation to the Privacy Officer.

How VAHPA will deal with complaints

VAHPA will seek to deal with privacy complaints as follows:

- complaints will be treated seriously;
- complaints will be dealt with promptly;
- complaints will be dealt with confidentially;
- complaints will be investigated by the Privacy Officer.

The outcome of an investigation will be provided to the complainant where the complainant has provided proof of identity. VAHPA will seek to respond within 30 days of receipt of a valid complaint.

Variations to the Policy

This Policy may be varied from time to time and an updated version will be posted on VAHPA's websites or Member Portal. Please check our websites regularly to ensure that you have the most recent version of the Policy.

Policy version control

Date	Author/Department	Version number	Summary of changes
05 Mar 2014	Branch Committee	1.0	
08 Dec 2015	Branch Committee	1.1	Branding and reference update
12 Mar 2019	Branch Committee	1.2	Reference and other minor updates

Approved by resolution of the VAHPA Branch Committee of Management on 12 March 2019.

Signed:



Craig McGregor
VAHPA Secretary

END OF POLICY