



**College of Intensive Care Medicine  
of Australia and New Zealand**  
ABN: 16 134 292 103

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## PRIVACY POLICY

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### 1. INTRODUCTION

The College of Intensive Care Medicine of Australia and New Zealand (the College) is committed to ensuring the privacy of individuals. The purpose of this policy is to communicate clearly the personal information handling practices of the College, in accordance with relevant legislation.

The College complies with the following:

- National Privacy Principles - Australian *Privacy Act 1988, Privacy Amendment (Private Sector) Act 2001*.
- Information Privacy Principles - New Zealand *Privacy Act 1993*.

This policy outlines the way the College collects, uses, and discloses personal information, and the procedures that allow access to this information.

### 2. COLLECTION AND USE OF INFORMATION

All personal information that enters the College is dealt with in a consistent manner and every effort is made to maintain its security. The College collects and holds personal information about Fellows, Trainees, conference delegates, applicants, recipients of College services, hospitals, suppliers, and other individuals who interact with the College. This information typically includes name, gender, address, telephone and fax details, email address, and may also include other personal information (e.g. curriculum vitae) and financial information. This information facilitates the provision of College services such as education and training, enables the College to procure goods and services from suppliers, and allows the College to contact individuals and others.

Business needs may require the disclosure of personal information to related service providers. In appropriate cases we will endeavour to inform the individual of the type of personal information held, the reasons for disclosure, and the type of individuals and organisation to whom it is usually disclosed. Personal information where required by law will be disclosed.

#### 2.1 Collection of Information

The College will only collect information from individuals when it is reasonably necessary for the performance of its functions and activities, and all such collection will be subject to this policy. The information collected will depend on the individual's relationship with the College. Sensitive information will only be collected if the individual gives consent or if it is required by law.

Sensitive information refers to information about an individual's racial or ethnic origin, political opinions, membership of a political, professional or trade association, philosophical beliefs or affiliations, membership of trade union, sexual preferences or practices, or criminal record. It also includes health information.

When collecting information, the College may require individuals to consent to the collection of this information. A Collection Statement form may be required.

## **2.2 Use of Information**

The College uses personal information for the purpose for which it was collected. This information may be used for secondary purposes which directly relate to the primary purpose of collection. For example, an individual may be required to fill in a form to register for a scientific meeting or conference and the College may use these contact details to send a conference program or other conference information.

Contact information held by the College may also be used to inform individuals of special offers or additional services provided by the College. Where required or appropriate, the individual contacted will be provided with the option of not receiving further communication of this nature from the College.

The College uses information and may provide information to third parties to provide membership services and benefits, maintain membership and service/benefits records, provide information, assist continuing professional development and education and training, and to conduct research for purposes related to the College, anaesthesia and the above.

All specific requests for information from a third party (including a specialty society) will be documented.

## **2.3 Disclosure of Information**

The College does not sell any of the personal information it collects. The College will disclose personal information for the primary purpose for which it was collected or for a secondary purpose if it directly relates to the primary purpose. Individuals will be informed of this, and may have to sign a consent form at the point of collection. For example, aggregated membership and training information may be shared with Medical Boards, Health Authorities, Government, hospitals and other health institutions in connection with uses identified in this policy.

The College does engage third parties to perform certain business functions. Therefore, it is sometimes necessary to disclose personal information to those suppliers. Where disclosure takes place, the College seeks to ensure that personal information is handled in accordance with the Australian National Privacy Principles and the New Zealand Information Privacy Principles. The College requires third parties to sign a confidentiality agreement. Information will not be disclosed where to do so would breach other statutory or legal obligations.

## **2.4 Security of Information**

The College undertakes to protect personal information from unauthorised use, access, disclosure and alteration. Staff must comply with the College's policy on the handling of personal information. IT protection systems and internal procedures are also utilised to protect the personal information held by the College. Information will be held until there is no longer a business or legal need to retain it.

## **2.5 Correction of Information**

The College seeks to maintain the accuracy of personal information. Individuals are encouraged to contact the College if the information held is incorrect or to notify the College if personal information has changed. Changes to personal details can also be made by individuals through the College website or by email.

## **2.6 Period of Retention of Information**

The College shall not retain the personal information of any person for longer than necessary.

## **2.7 Access to Information**

The Chief Executive Officer may be contacted on +61 3 9514 2888 at any time by an individual to access their personal information. A request in writing from that individual will be required to access their information. Access will be provided unless the request is unreasonable or the Australian National Privacy Principles or New Zealand Information Privacy Principles permit or require the College to decline that access. As permitted by law, a fee may be requested to cover the cost of access. Any queries regarding an individual's personal on-line information should be checked by that individual prior to any such request.

## **3. PARTICULAR PROVISIONS AND USE OF INFORMATION**

In addition to the above, the following provisions apply:

### **3.1 International Medical Graduates**

The College is involved in the assessment of international medical graduates' qualifications and experience in intensive care training. The Australian Medical Council (AMC) and the Medical Council of New Zealand (MCNZ) disclose applicants' personal information to the College for this purpose and vice versa. Applicants for assessment for Area of Need intensive care positions in Australia disclose personal information to both the AMC and the College in parallel.

The College may need to clarify this information with external institutions or individuals, such as employers, recruitment agents, or health departments, and gather additional information in order to complete assessments. Information may also be sought from any area of the College including the New Zealand National Office. As part of the specialist assessment process, the College's recommendation(s) will be provided to the AMC or to the MCNZ and to any relevant State or Territory Medical Board or Council. The College may also disclose personal information where required to do so by law. The College will handle any personal information in accordance with the Privacy Acts of Australia and New Zealand and Australian National Privacy Principles or New Zealand Information Privacy Principles. Any information provided to the College for the purpose of assessment will be used and disclosed in the manner set out in this policy.

### **3.2 Fellows and Trainees**

The College holds personal information about Fellows and Trainees which is used to conduct College business, for the purpose of education, training and assessment and for continuing professional development and other purposes set out in this policy. It may be disclosed to College staff, Council and Committees, hospitals, external suppliers, and Societies and Associations of which the individual is an applicant or member. General information may be provided to members of the public if requests are made about a Fellow's or Trainee's status, or otherwise. Personal information may be disclosed where required by law.

Any information provided to the College will be used and disclosed in the manner set out in this policy. Failure to provide this information may prevent the College from adequately delivering its services. Further information regarding the use and disclosure of personal information may be provided at the point of collection.

### **3.3 External Suppliers**

The College discloses information to external suppliers, including examination and training supervisors, when entering into transactions for the purpose of College business. This information will be handled in accordance with the Australian National Privacy Principles or New Zealand Information Privacy Principles. It will not be utilised for any other purpose and only disclosed to suppliers for the contracted purpose. Failure by an external supplier to act in accordance with the College Privacy Policy may result in termination of the relationship with the College.

The College holds personal information about external suppliers which may be used and disclosed in the course of conducting College business. Personal information may be disclosed to other suppliers to the College or to College staff, Council and Committees where necessary in order to conduct this business. Failure to provide this information may impede the process of transacting business.

#### **4. COMPLAINTS AND CONCERNS**

If you have any concerns about the College's handling of personal information, please contact the Chief Executive Officer on +61 3 9514 2888. Requests must be in writing and resolution of concerns will be sought as promptly as possible.

#### **5. CHANGES TO CICM PRIVACY POLICY**

The College may modify or amend this policy at any time provided the policy still complies with the relevant privacy legislation. Information will be held and used in accordance with the Privacy Policy, as amended from time to time. Formal notice of amendments will not ordinarily be given, but the current Privacy Policy will be available via the College website.

#### **6. FAIRNESS, CUSTOMER SERVICE AND REFUNDS**

The College will always try to settle any issues or complaints quickly and fairly. General issues should be directed to:

The Chief Executive Officer  
CICM  
Suite 101, 168 Greville St  
PRAHRAN, VIC, 3183

Ph: +61 3 9514 2888

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*Policy documents are reviewed from time to time, and it is the responsibility of the practitioner to ensure the current version has been obtained. Policy Documents have been prepared according to the information available at the time of their preparation, and the practitioner should therefore have regard to any information, research or material which may have been published or become available subsequently.*

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