

## TRPP011 – Privacy Policy and Procedure

Mount Pleasant College (MPC) is a Registered Training Organisation (№ 52297) offering a number of nationally recognised VET-level courses. A condition of registration, according to Standard 8 of the *Standards for Registered Training Organisations 2015*,<sup>1</sup> is that MPC must observe the following:

“8.5 The RTO complies with Commonwealth, State and Territory legislation and regulatory requirements relevant to its operations.

8.6 The RTO ensures its staff and clients are informed of any changes to legislative and regulatory requirements that affect the services delivered.”

### General

MPC is committed to ensuring that its organisational and operational procedures are compliant with Australian Privacy Principles, which are contained within Schedule 1 of *The Privacy Act 1988*.

MPC is committed to maintaining the privacy and confidentiality of its RTO personnel and participant records. MPC complies with the Privacy Act 1988 including the 13 Australian Privacy Principles (APPs) as outlined in the Privacy Amendment (Enhancing Privacy Protection) Act 2012.

As a component of our risk management practices, MPC has conducted a Privacy Impact Assessment for all operations. Mitigation actions from this risk assessment have been implemented for the management of privacy risks at each stage of the information lifecycle, including collection, use, disclosure, storage, destruction and de-identification.

MPC has developed and implemented this Privacy Policy and Procedure as an overall framework to govern our administrative practices as they relate to matters of privacy.

It is the intention of MPC to manage the personal information of College personnel and clients in an open and transparent way. This is evident in the implementation of practices, procedures and system outlined in this policy, all of which were developed to ensure our compliance with the APPs and any binding registered APP code and provide suitable procedures for MPC personnel to be able to deal with related inquiries and complaints that may be received from time to time.

To facilitate the above objectives, and in order to meet the conditions of registration listed above, this Privacy Policy and Procedure details the manner in which MPC deals with personal information related to its clients.

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<sup>1</sup> The Standards for Registered Training Organisations 2015 are available at <https://www.legislation.gov.au/Details/F2019C00503> [accessed 18 Oct 2019].

## Policy Statement

- 1) MPC is bound by the Australian Privacy Principles contained within *The Privacy Act 1988*.
- 2) College Management and Staff will not disclose personal details or information (including photographic material) gathered about staff or clients to any third party without written permission from the individual or group to whom the request relates.
- 3) Information collected by MPC is solely for the use of the College and will only be used to assist record-keeping, monitoring and improving service delivery to our clients.
- 4) No information about the College, its staff or clients will be shared with any other organisation other than that which is required under State or Commonwealth Law.
- 5) Should a third party require information relating to the staff, students or clients of the college, written consent must be obtained from the relevant individual or group prior to release of any information.
- 6) Should a third party seek information relating to the College then the permission of the Head of College must be obtained in writing prior to the release of said information.
- 7) Should staff or a client of MPC seek access to their own personal information, then MPC procedure must be followed, including obtaining written approval from the Head of College, or Chief Executive Officer prior to the release of information. Further information about how a person may access information held by the College is provided in the MPC Privacy Procedure policy, TRPP011 Privacy Procedure.
- 8) Should it be discovered that information has inadvertently or accidentally been released to an outside party, then the individual or groups to whom this information relates must be informed of the situation at the earliest possible time.

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## **Policy and Procedure content**

The following sections of this policy and procedure outline how we manage personal information based on the mentioned APP.

### **Australian Privacy Principle 1 – Open and transparent management of personal information**

#### ***Purposes for information collection, retention, use and disclosure***

MPC retains a record of personal information about all individuals with whom we undertake any form of business activity. MPC must collect, hold, use and disclose information from our clients and stakeholders for a range of purposes, including but not limited to:

- Providing services to clients;
- Managing employee and contractor teams;
- Promoting products and services;
- Conducting internal business functions and activities; and
- Requirements of stakeholders.

As a government Registered Training Organisation, regulated by the Training Accreditation Council of Western Australia, MPC is required to collect, hold, use and disclose a wide range of personal and sensitive information of participants in nationally recognised training programs. This information requirement is outlined in the National Vocational Education and Training Regulator Act 2011 and associated legislative instruments. In particular, the legislative instruments:

- Standards for Registered Training Organisations 2015; and
- Data Provision Requirements 2012.

It is noted that MPC is also bound by various State Government Acts requiring similar information collection, use and disclosure (particularly Education Act(s), Vocational Education and Training Act(s) relevant to state jurisdictions of MPC operations).

It is further noted that, aligned with these legislative requirements, MPC may deliver services through a range of Commonwealth and State Government funding contract agreement arrangements, which also would include various information collection and disclosure requirements.

Individuals are advised that due to these legal requirements, MPC discloses information held on individuals for valid purposes to a range of entities including:

- Governments (Commonwealth, State or Local);
- Employers (and their representatives), Job Network Providers, Schools, Guardians; and
- Service providers such as credit agencies and background check providers.

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### ***Kinds of personal information collected and held***

The following types of personal information are generally collected, depending on the need for service delivery:

- Contact details;
- Employment details;
- Educational background;
- Demographic Information;
- Course progress and achievement information; and
- Financial billing information.

The following types of sensitive information may also be collected and held:

- Identity details, including photos;
- Employee details and HR information;
- Complaint or issue information;
- Disability status and other individual needs;
- Indigenous status; and
- Background checks (such as National Criminal Checks or Working with Children checks).

Where MPC collects personal information from persons of more vulnerable segments of the community (such as children), additional practices and procedures may need to be followed.

### ***How personal information is collected***

MPC's usual approach to collecting personal information is to collect any required information directly from the individuals concerned. This may include the use of forms (such as registration forms, enrolment forms or service delivery records) and the use of web-based systems (such as online enquiry forms, web portals or internal operating systems).

MPC does receive solicited and unsolicited information from third party sources in undertaking service delivery activities. This may include information from such entities as:

- Governments (Commonwealth, State or Local);
- Employers (and their representatives), Job Network Providers, Schools, Guardians; and
- Service providers such as credit agencies and background check providers.

### ***How personal information is held***

MPC's usual approach to holding personal information includes robust storage and security measures at all times. Information on collection is:

- As soon as practical converted to electronic means;
- Stored in secure, password protected systems, such as financial system, learning management system and student management system; and
- Monitored for appropriate authorised use at all times.

Only authorised personnel are provided with login information to each system, with system access limited to only those relevant to their specific role. MPC IT systems are hosted by an ISP with robust internal security and server systems access. Industry standard Virus protection, backup procedures and ongoing access monitoring procedures are in place.

If applicable, destruction of paper-based records occurs as soon as practicable in every matter, though the use of secure shredding and destruction services at the MPC site/s.

Individual information held across systems is linked through a MPC allocated identification number for each individual.

### **Retention and Destruction of Information**

The Retention and Destruction of information at MPC is governed by the *TRPP02 Records Management Policy 2022v1.0* which documents the periods for which personal information records are kept.

Specifically for our RTO records, in the event of our organisation ceasing to operate the required personal information on record for individuals undertaking nationally recognised training with us would be transferred to the Australian Skills Quality Authority, as required by law.

### **Accessing and seeking correction of personal information**

MPC confirms all individuals have a right to request access to their personal information held and to request its correction at any time. In order to request access to personal records, individuals are to make contact with:

The Academic Administrator (Privacy officer)

(08) 9329 1755

[contacts@mpc.wa.edu.au](mailto:contacts@mpc.wa.edu.au)

A number of third parties, other than the individual, may request access to an individual's personal information. Such third parties may include employers, parents or guardians, schools, Governments (Commonwealth, State or Local) and various other stakeholders.

In all cases where access is requested, MPC will ensure that:

- Parties requesting access to personal information are robustly identified and vetted;
- Where legally possible, the individual to whom the information relates will be contacted to confirm consent (if consent not previously provided for the matter); and
- Only appropriately authorised parties, for valid purposes, will be provided access to the information.

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### **Complaints about a breach of the APPs or a binding registered APP code**

If an individual feels that MPC may have breached one of the APPs or a binding registered APP code, that person is directed to the Privacy Complaints Procedure outlined by the Office of the Australian Information Commissioner.<sup>2</sup>

### **Likely overseas disclosures**

MPC confirms that it does not conduct any business with companies or organisations located overseas and, therefore, personal information pertaining to individuals will not be disclosed to overseas recipients.

### **Making our Privacy Policy and Procedure available**

MPC provides our Privacy Policy and Procedure available free of charge, with all information being publicly available from the Privacy link on our website, <https://mpc.wa.edu.au/resources/compliance>. This website information is designed to be accessible as per web publishing accessibility guidelines, to ensure access is available to individuals with special needs (such as individuals with vision impairment).

In addition, this Privacy Policy and Procedure is:

- Referred to in our Student Handbook <https://mpc.wa.edu.au/wp-content/uploads/2022/02/2022-StudentHandbook-final.pdf>, indicating that the full policy is available on the website and on the MPC Learning Management System;
- Noted within the text or instructions at all information collection points (such as informing individuals during a telephone call of how the policy may be accessed, in cases where information collection is occurring); and
- Available for distribution free of charge on request, as soon as possible after the request is received, including in any particular format requested by the individual as is reasonably practical.

If, in the unlikely event the Privacy Policy and Procedure is not able to be provided in a particular format requested by an individual, we will explain the circumstances to the person making the request and seek to ensure that another appropriate method is provided.

### **Review and Update of this Privacy Policy and Procedure**

MPC reviews this Privacy Policy and Procedure:

- On an ongoing basis, as suggestions or issues are raised and addressed, or as government required changes are identified;
- Through our internal audit processes on at least an annual basis;
- As a part of any external audit of our operations that may be conducted by various government agencies as a part of our registration as an RTO or in normal business activities; and

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<sup>2</sup> Please see <http://www.oaic.gov.au/privacy/making-a-privacy-complaint>

- As a component of each and every complaint investigation process where the complaint is related to a privacy matter.

Where this policy is updated, changes to the policy are widely communicated to stakeholders through internal personnel communications, meetings, training and documentation, and externally through publishing of the policy on MPC's website and other relevant documentation for clients.

### **Australian Privacy Principle 2 – Anonymity and pseudonymity**

MPC provides individuals with the option of not identifying themselves, or of using a pseudonym, when dealing with us in relation to a particular matter, whenever practical. This includes providing options for anonymous dealings in cases of general course enquiries or other situations in which an individual's information is not required to complete a request.

Individuals may deal with us by using a name, term or descriptor that is different to the individual's actual name wherever possible. This includes using generic email addresses that does not contain an individual's actual name, or generic usernames when individuals may access a public component of our website or enquiry forms.

MPC only stores and links pseudonyms to individual personal information in cases where this is required for service delivery (such as system login information) or once the individual's consent has been received.

Individuals are advised of their opportunity to deal anonymously or by pseudonym with us where these options are possible.

### **Requiring identification**

MPC must require and confirm identification however in service delivery to individuals for nationally recognised course programs. We are authorised by Australian law to deal only with individuals who have appropriately identified themselves. That is, it is a Condition of Registration for all RTOs under the National Vocational Education and Training Regulator Act 2011 that we identify individuals and their specific individual needs on commencement of service delivery and collect and disclose Australian Vocational Education and Training Management of Information Statistical Standard (AVETMISS) data on all individuals enrolled in nationally recognised training programs. Other legal requirements, as noted earlier in this policy, also require considerable identification arrangements.

There are also other occasions within our service delivery where an individual may not have the option of dealing anonymously or by pseudonym, as identification is practically required for us to effectively support an individual's request or need.

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### **Australian Privacy Principle 3 — *Collection of solicited personal information***

MPC only collects personal information that is reasonably necessary for our business activities.

We only collect sensitive information in cases where the individual consents to the sensitive information being collected, except in cases where we are required to collect this information by law, such as outlined earlier in this policy.

All information we collect is collected by lawful and fair means.

We only collect solicited information directly from the individual concerned, unless it is unreasonable or impracticable for the personal information to be collected in this manner.

### **Australian Privacy Principle 4 – *Dealing with unsolicited personal information***

MPC may from time to time receive unsolicited personal information. Where this occurs, we promptly review the information to decide whether or not we could have collected the information for the purpose of our business activities. Where this is the case, we may hold, use and disclose the information appropriately as per the practices outlined in this policy.

Where we could not have collected this information (by law or for a valid business purpose) we immediately destroy or de-identify the information (unless it would be unlawful to do so).

### **Australian Privacy Principle 5 – *Notification of the collection of personal information***

Whenever MPC collects personal information about an individual, we take reasonable steps to notify the individual of the details of the information collection or otherwise ensure the individual is aware of those matters. This notification occurs at or before the time of collection, or as soon as practicable afterwards.

Our notifications to individuals on data collection include:

- MPC's identity and contact details, including the position title, telephone number and email address of a contact who handles enquiries and requests relating to privacy matters;
- The facts and circumstances of collection such as the date, time, place and method of collection, and whether the information was collected from a third party, including the name of that party;
- If the collection is required or authorised by law, including the name of the Australian law or other legal agreement requiring the collection;
- The purpose of collection, including any primary and secondary purposes;
- The consequences for the individual if all or some personal information is not collected;
- Other organisations or persons to which the information is usually disclosed, including naming those parties;
- Whether we are likely to disclose the personal information to overseas recipients, and if so, the names of the recipients and the countries in which such recipients are located.



- A link to this Privacy Policy and Procedure on our website or explain how it may be accessed; and
- Advice that this Privacy Policy and Procedure contains information about how the individual may access and seek correction of the personal information held by us; and how to complain about a breach of the APPs, or any registered APP code, and how we will deal with such a complaint.

Where possible, we ensure that the individual confirms their understanding of these details, such as through signed declarations, website form acceptance of details or in person through questioning.

### **Collection from third parties**

Where MPC collects personal information from another organisation, we:

- Confirm whether the other organisation has provided the relevant notice above to the individual; or
- Whether the individual was otherwise aware of these details at the time of collection; and
- If this has not occurred, we will undertake this notice to ensure the individual is fully informed of the information collection.

### **Australian Privacy Principle 6 – Use or disclosure of personal information**

MPC only uses or discloses personal information it holds about an individual for the particular primary purposes for which the information was collected, or secondary purposes in cases where:

- An individual consented to a secondary use or disclosure;
- An individual would reasonably expect the secondary use or disclosure, and that is directly related to the primary purpose of collection; or
- Using or disclosing the information is required or authorised by law.

### **Requirement to make a written note of use or disclosure for this secondary purpose**

If MPC uses or discloses personal information in accordance with an 'enforcement related activity' we will make a written note of the use or disclosure, including the following details:

The date of the use or disclosure;

- Details of the personal information that was used or disclosed;
- The enforcement body conducting the enforcement related activity;
- If the organisation used the information, how the information was used by the organisation;
- The basis for our reasonable belief that we were required to disclose the information.

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### **Australian Privacy Principle 7 – Direct marketing**

MPC does not use or disclose the personal information that it holds about an individual for the purpose of direct marketing, unless:

- The personal information has been collected directly from an individual, and the individual would reasonably expect their personal information to be used for the purpose of direct marketing; and
- We provide a simple method for the individual to request not to receive direct marketing communications (also known as 'opting out').

On each of our direct marketing communications, MPC provides a prominent statement that the individual may request to opt out of future communications, and how to do so.

An individual may also request us at any stage not to use or disclose their personal information for the purpose of direct marketing, or to facilitate direct marketing by other organisations. We comply with any request by an individual promptly and undertake any required actions for free.

We also, on request, notify an individual of our source of their personal information used or disclosed for the purpose of direct marketing unless it is unreasonable or impracticable to do so.

### **Australian Privacy Principle 8 – Cross-border disclosure of personal information**

Before MPC discloses personal information about an individual to any overseas recipient, we undertake reasonable steps to ensure that the recipient does not breach any privacy matters in relation to that information.

### **Australian Privacy Principle 9 – Adoption, use or disclosure of government related identifiers**

MPC does not adopt, use or disclose a government related identifier related to an individual except:

- In situations required by Australian law or other legal requirements;
- Where reasonably necessary to verify the identity of the individual;
- Where reasonably necessary to fulfil obligations to an agency or a State or Territory authority; or
- As prescribed by regulations.

### **Australian Privacy Principle 10 – Quality of personal information**

MPC takes reasonable steps to ensure that the personal information it collects is accurate, up-to-date and complete. We also take reasonable steps to ensure that the personal information we use or disclose is, having regard to the purpose of the use or disclosure, accurate, up-to-date, complete and relevant. This is particularly important where:

- We initially collect the personal information; and
- We use or disclose personal information.

We take steps to ensure personal information is factually correct. In cases of an opinion, we ensure information takes into account competing facts and views and makes an informed assessment, providing it is clear this is an opinion. Information is confirmed up-to-date at the point in time to which the personal information relates.

Quality measures in place supporting these requirements include:

- Internal practices, procedures and systems to audit, monitor, identify and correct poor quality personal information (including training staff in these practices, procedures and systems, annual Personal Development schedule for staff to include these aspects);
- Protocols that ensure personal information is collected and recorded in a consistent format, from a primary information source when possible;
- Ensuring updated or new personal information is promptly added to relevant existing records;
- Providing individuals with a simple means to review and update their information on an on-going basis through our online portal;
- Reminding individuals to update their personal information at critical service delivery points (such as completion) when we engage with the individual;
- Contacting individuals to verify the quality of personal information where appropriate when it is about to be used or disclosed, particularly if there has been a lengthy period since collection; and
- Checking that a third party, from whom personal information is collected, has implemented appropriate data quality practices, procedures and systems.

### **Australian Privacy Principle 11 — *Security of personal information***

MPC takes active measures to consider whether we are able to retain personal information we hold, and also to ensure the security of personal information we hold. This includes reasonable steps to protect the information from misuse, interference and loss, as well as unauthorised access, modification or disclosure.

We destroy or de-identify personal information held once the information is no longer needed for any purpose for which the information may be legally used or disclosed.

Access to MPC offices and work areas is limited to our personnel only - visitors to our premises must be authorised by relevant personnel and are accompanied at all times. With regard to any information in a paper based form, we maintain storage of records in an appropriately secure place to which only authorised individuals have access.

Regular staff training and information bulletins are conducted with MPC personnel on privacy issues, and how the APPs apply to our practices, procedures and systems. Training is also included in our personnel induction practices.

We conduct ongoing internal audits (at least annually and as needed) of the adequacy and currency of security and access practices, procedures and systems implemented.

## **Australian Privacy Principle 12 — Access to personal information**

Where MPC holds personal information about an individual, we provide that individual access to the information on their request. In processing requests, we:

- Ensure through confirmation of identity that the request is made by the individual concerned, or by another person who is authorised to make a request on their behalf;
- Respond to a request for access within 14 calendar days, when notifying our refusal to give access, including providing reasons for refusal in writing, and the complaint mechanisms available to the individual; or
- Respond to a request for access within 30 calendar days, by giving access to the personal information that is requested in the manner in which it was requested.
- Provide information access free of charge.

## **Australian Privacy Principle 13 – Correction of personal information**

MPC takes reasonable steps to correct personal information we hold, to ensure it is accurate, up-to-date, complete, relevant and not misleading for the purpose for which it is held.

### **Individual Requests**

On an individual's request, we:


- Correct personal information held; and
- Notify any third parties of corrections made to personal information, if this information was previously provided to these parties.

In cases where we refuse to update personal information, we:

- Give a written notice to the individual, including the reasons for the refusal and the complaint mechanisms available to the individual;
- Upon request by the individual whose correction request has been refused, take reasonable steps to associate a statement with the personal information that the individual believes it to be inaccurate, out-of-date, incomplete, irrelevant or misleading;
- Respond within 14 calendar days to these requests; and
- Complete all actions free of charge.

### **Correcting at MPC's initiative**

We take reasonable steps to correct personal information we hold in cases where we are satisfied that the personal information held is inaccurate, out-of-date, incomplete, irrelevant or misleading (that is, the information is faulty). This awareness may occur through collection of updated information, in notification from third parties or through other means.

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<b>Date created</b>	11 September 2010	
<b>Previous review date/s</b>	01 August 2017 and 18 October 2019	
<b>Latest review date</b>	28 June 2022	
<b>Nature of Latest Review</b>	Amalgamated TRPP11a Privacy Policy Statement with TRPP11 Privacy Procedure Minor stylistic and grammatical changes	
<b>Reviewed by</b>	Ida Yee, Mia Matthiessen and Jake Breytenbach	
<b>Authorised by</b>	Jake Breytenbach, Head of College	
<b>Signature</b>		
<b>Authorisation date and document</b>	3 August 2022	Heads of Department Minutes of Meeting
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