

## MOR. Healthcare – Candidate Privacy Policy

### 1. Purpose

MOR. Healthcare is an introduction and recruitment service, not the direct employer of candidates. We are committed to protecting the privacy of candidates whose personal information we collect and use solely for the purpose of supporting permanent placements into Australian healthcare organisations.

This policy explains how we collect, store, use, and disclose candidate information in line with the Privacy Act 1988 (Cth) **and** the Australian Privacy Principles (APPs).

### 2. Scope

This policy applies to all candidates engaging with MOR. Healthcare for permanent job opportunities in Australia, including international candidates requiring visa sponsorship and relocation support.

### 3. What Information We Collect

We only collect personal information necessary to:

- Prescreen candidates for suitability against available roles.
- Confirm compliance to work in Australia (e.g., AHPRA registration, ANMAC assessment, English testing, visa status).
- Facilitate successful introductions to healthcare employers.
- Assist with onboarding and migration processes.

This may include:

- Contact details (name, email, phone, address).
- CV/resume, qualifications, AHPRA/ANMAC registration, professional memberships.
- Employment history and references.
- Visa status and eligibility for migration pathways.
- Compliance documents (police checks, immunisation, Working With Children Checks, etc.).

Sensitive information (such as health or criminal history) will only be collected with your consent where it is directly relevant to the role.

### 4. How We Use Candidate Data

Candidate information is used to:

- Assess your suitability for roles MOR. Healthcare has available.

- Confirm compliance with Australian healthcare standards and migration requirements.
- Share your profile with employers — but only with your prior consent.
- Assist with relocation and onboarding to Australia through MOR. Relocation and approved partners.

We do not use candidate data for any purpose unrelated to permanent placement and onboarding.

## 5. Disclosure of Candidate Data

We may share candidate information with:

- Hiring managers and employers – only for roles you have consented to be considered for.
- Third-party providers – such as migration agents, relocation services, and compliance check providers, where necessary.
- Regulatory bodies – such as AHPRA or the Department of Home Affairs, where required.

MOR. Healthcare is not the employer and does not manage payroll, workplace conditions, or employment records after placement.

## 6. Data Storage & Retention

- Candidate information is securely stored in MOR. Healthcare's CRM and protected IT systems.
- Access is restricted to authorised recruitment staff.
- Information is retained only for as long as necessary to complete prescreening, compliance checks, placement, and onboarding.
- Once information is no longer required, it is securely destroyed or de-identified in accordance with APP 11.

## 7. Candidate Rights

Candidates have the right to:

- Request access to their personal information (APP 12).
- Request corrections if information is inaccurate or outdated (APP 13).
- Withdraw consent for MOR. Healthcare to represent them to employers.
- Request removal of their records, subject to legal and compliance obligations.

## 8. International Candidates

If you are applying from overseas, your information may be shared with migration agents, relocation specialists, and Australian employers. We take reasonable steps to ensure overseas recipients handle your data in accordance with the APPs.

## 9. Complaints & Enquiries



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If you have concerns about how your personal information is managed:

1. Contact MOR. Healthcare directly at [mor@morhealthcare.com.au](mailto:mor@morhealthcare.com.au).
2. If not resolved, you may escalate the matter to the Office of the Australian Information Commissioner (OAIC) at [www.oaic.gov.au](http://www.oaic.gov.au).

#### 10. Updates to this Policy

This Candidate Privacy Policy may be updated from time to time. The most recent version will always be available on our website or by request.