

CONFIDENTIALITY & PRIVACY AGREEMENT (PRE-SCREENING)

Parties:

This Confidentiality and Privacy Agreement (Pre-Screening) ("Agreement") is entered into between **NURSE AT CALL.COM PTY LTD**, hereinafter referred to as the "**Agency**," and **YOU** hereinafter referred to as the "**Candidate**," collectively referred to as the "**Parties**."

Purpose:

The Candidate is in the process of applying for employment as a nurse through the Agency. During the recruitment, screening, and onboarding stages, the Parties acknowledge that confidential information may be shared. Both Parties recognize the critical importance of maintaining the confidentiality of this information.

Confidential Information:

Confidential information includes but is not limited to:

- Nursing grade and qualifications
- Contract rates, terms, and conditions
- Details related to relevant awards.
- Work experience and history
- Career goals as an agency nurse
- Any information reflected in the Candidate's Curriculum Vitae (CV)

Confidentiality Obligations:

1. **Non-Disclosure:** The Agency and the Candidate shall not disclose, share, or disseminate any confidential information to any third party without the explicit written consent of the disclosing Party, except as required by law.
2. **Use for Employment Purposes:** The Parties agree that the confidential information disclosed during the recruitment, screening, and onboarding stages shall only be used for the purpose of evaluating the Candidate's suitability for employment and facilitating the onboarding process.
3. **Limitation of Access:** The Parties shall limit access to confidential information only to those individuals involved in the recruitment and employment process who have a legitimate need to know.
4. **Privacy Compliance:** The Parties shall comply with all applicable privacy laws and regulations, including but not limited to those pertaining to data protection, and shall take reasonable measures to safeguard the privacy and security of personal information.
5. **Duration:** The obligations of confidentiality shall continue to apply throughout the recruitment process and for the duration of the Candidate's employment, if hired, and for a period of five (5) years following the termination of employment.
6. **Return or Destruction:** Upon request or at the end of the employment relationship, the Candidate shall return or destroy all documents and materials containing confidential information obtained during the recruitment and employment process.

Acknowledgment:

The Parties acknowledge that a breach of this Agreement may cause significant harm to the other Party and may result in legal action.

By completing the Nurse at Call web registration form, the Candidate confirms their understanding and agreement to the terms and conditions contained herein.