

randstad website terms of use

This is a Randstad or Randstad affiliate website ('Website'). Your use of this Website, or logging into any Randstad online portal, is subject to the following terms and conditions which you are deemed to accept each and every time you use this Website or access an online portal, to which the below terms will be mutually applicable.

Please read these terms of use carefully before you start to use our site, as these will apply to your use of our site. We recommend that you print a copy of this for future reference.

By using our site, you confirm that you accept these terms of use and that you agree to comply with them. If you do not agree to these terms of use, you must not use our site.

definitions

- "We" means Randstad Pty Limited, and "our" shall be construed accordingly.
- "You" means the person firm company or organisation browsing and/or using the Website, and "your" shall be construed accordingly.
- "Randstad Group" means all companies that are connected with us. A company is connected with us if it is:
 - (i) a subsidiary or holding company of us;
 - (ii) controlled by the same person(s) who control us or our holding company;
 - (iii) a subsidiary or holding company of any company in (i) or (ii) above; or
 - (iv) in the same group as any company under (i), (ii) or (iii) above.
- "Subsidiary" and "holding company" shall be as defined as a 'related body corporate' in the Corporations Act 2001 (the Act).
- The term "control" shall have the same meaning as defined in Section 50AA of the Act. Two companies are in the same group if they share the same ultimate holding company.

other applicable terms

These terms of use refer to the following additional terms, which also apply to your use of our Website:

- Our [Human Resource Guide Terms and Conditions](#), which set out information about the use of this Guide on this site.

changes to these terms

We may revise these terms of use at any time by amending this page.

Please check this page from time to time to take notice of any changes we made, as they are binding on you.

changes to our site

We may update our Website from time to time, and may change the content at any time. However, please note that any of the content on our Website may be out of date at any given time, and we are under no obligation to update it.

We do not guarantee that our Website, or any content on it, will be free from errors or omissions.

interruptions and omissions in service

We do not guarantee that our Website, or any content on it, will always be available or be uninterrupted. Access to our site is permitted on a temporary basis. We may suspend, withdraw, discontinue or change all or any part of our Website without notice. We will not be liable to you if, for any reason, our Website is unavailable at any time or for any period.

You are responsible for making all arrangements necessary for you to have access to our Website. You are also responsible for ensuring that all persons who access our Website through your internet connection are aware of these terms of use and other applicable terms and conditions, and that they comply with them.

links to other sites

On this Website, you will be offered automatic links to other sites which may be of interest to you. We do not accept any responsibility for, or liability in respect of, the content of those sites, the owners of which do not necessarily have any connection, commercial or otherwise, with us. Using automatic links to gain access to such sites is entirely at your own risk.

information on this site

Whilst we make every effort to ensure that the information on this Website is accurate and complete, some of the information is supplied to us by third parties and we are not able to check the accuracy or completeness of that information. We do not accept any liability arising from any inaccuracy or omission in any of the information on this Website or any liability in respect of information on this Website supplied by you, any other site user or any other person.

your use of this site

You may only use this Website for lawful purposes when seeking employment or help with your career. You must not, under any circumstances, seek to undermine the security of the Website or any information submitted to, or available through, it. In particular, but without limitation, you must not seek to access, alter or delete any information to which you do not have authorised access, seek to overload the system via spamming or flooding, take any action or use any device, routine or software to crash, delay, damage or otherwise interfere with the operation of this Website or attempt to decipher, disassemble or modify any of the software, coding or information comprised in the Website.

You are solely responsible for any information submitted by you to this Website.

You are responsible for ensuring that all information supplied by you is true, accurate, up-to-date and not misleading or likely to mislead or deceive and that it is not discriminatory, obscene, offensive, defamatory or otherwise illegal, unlawful or in breach of any applicable legislation, regulations, guidelines or codes of practice or the copyright, trade mark or other intellectual property rights of any person in any jurisdiction. You are also responsible for ensuring that all information, data and files are free of viruses or other routines or engines that may damage or interfere with any system or data, prior to being submitted to this site. We reserve the right to remove any information supplied by you from the Website at our sole discretion, at any time and for any reason, without being required to give any explanation.

information submitted by you

We will, and/or the Randstad Group will, use information supplied by you, including, without limitation, sensitive personal data, to aid the recruitment process and associated administrative functions. This involves us and/or the Randstad Group, amongst other things, processing and storing information, including, without limitation, sensitive personal data, and passing or making available online such information to prospective employers and clients. Information about vacancies and placements will be passed to candidates and may be posted directly onto the Website. We use third parties to help us process your information as part of the recruitment process. We may collect and aggregate data from the information supplied by you to help us understand our users as a group so that we can provide you with a better service. We may also share aggregate information with selected third parties, without disclosing individual names or identifying information. You consent to us and the Randstad Group using information provided by you, including, without limitation, sensitive personal data, in each of these ways.

We will process any data which you provide in completing the online registration or application forms and any further forms, assessments or personal details which you complete or provide to us when using this site, in accordance with our [Privacy Access and Collection Statement](#).

transfer outside of australia

Personal information comprising your CV may be accessed through the database by third parties outside of Australia. This could happen, for instance, if you apply for a vacancy where the employer is based outside of Australia, or if we share details within the Randstad Group. By registering and using the Website, you consent to this transfer.

terms of business

Each employment assignment or placement arising as a result of an introduction made by us will be subject to our standard Terms of Business as they are applicable in the circumstances. All prospective employers and clients for whom we arrange assignments or placements will be provided with a copy of the Terms of Business applicable to them at or following registration.

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security and passwords

In order to register with this Website and to sign in when you visit the site, you may need to use a username and password. You are solely responsible for the security and proper use of your password, which should be kept confidential at all times and not disclosed to any other person. You must notify us immediately if you believe that your password is known to someone else or if it may be used in an unauthorised way. We accept no liability for any unauthorised or improper use or disclosure of any password.

termination

We may terminate your registration and/or deny you access to the site or any part of it (including any services, goods or information available on or through the site) at any time in our absolute discretion and without any explanation or notification.

limitation of our liability

Nothing in these terms of use excludes or limits our liability for death or personal injury arising from our negligence, or our fraud or fraudulent misrepresentation, or any other liability that cannot be excluded or limited by law.

To the extent permitted by law, we exclude all conditions, warranties, representations or other terms which may apply to our site or any content on it, whether express or implied.

We will not be liable to any user for any loss or damage, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, even if foreseeable, arising under or in connection with:

- use of, or inability to use, our site; or
- use of or reliance on any content displayed on our site.
- If you are a business user, please note that in particular, we will not be liable for:
 - > loss of profits, sales, business, or revenue;
 - > business interruption;
 - > loss of anticipated savings;
 - > loss of business opportunity, goodwill or reputation; or
 - > any indirect or consequential loss or damage.

We will not be liable for any loss or damage caused by a virus, distributed denial-of-service attack, or other technologically harmful material that may infect your computer equipment, computer programs, data or other proprietary material due to your use of our site or to your downloading of any content on it, or on any website linked to it.

We assume no responsibility for the content of websites linked on our site. Such links should not be interpreted as endorsement by us of those linked websites. We will not be liable for any loss or damage that may arise from your use said websites.

The use of this Website and any agreements entered into through this Website are to be governed by, and construed in accordance with, Federal and relevant State laws of Australia. The courts of Australia are to have exclusive jurisdiction to settle any dispute arising out of or in connection with the use of this Website or any agreement made through this Website. Some of the goods or services offered through this Website may not be lawful or may otherwise not be permitted in certain countries outside of Australia. If you attempt to order, receive, purchase or otherwise benefit from any such goods or services, we do not accept any liability for any losses suffered by you in using this Website which you would not have suffered had you been accessing this Website as an Australian resident, including as a result of us being prevented from dealing with any application or enquiry by any law, regulation or other ruling applicable in any country.

intellectual property rights

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registered office

Randstad Pty Limited ABN 28 080 275 378

Registered office: Level 5, 109 Pitt Street, Sydney, NSW, AUSTRALIA 2000