



## Monkey Business

Welcome to the 5th edition of CHH's Better Business Newsletter. In this edition we are pleased to announce an update to the Better Business Privacy module to include Australian privacy law which is now 'live' on the intranet, a reminder about our responsibilities as an equal opportunity employer, more detail about resources available on the legal intranet site and some jungle bungles.



# BETTER BUSINESS PROGRAM

## Privacy law – gagged or is it just a matter of getting it right?

The legal department has received a number of queries from businesses about the new private sector privacy law coming into effect in Australia on 21 December 2001 asking what impact the laws have on businesses operating in Australia. We are happy to announce the launching of:

- an updated Better Business Privacy module detailing privacy law requirements for Australia and NZ (just [CLICK HERE](#)); and
- an online privacy diagnostic tool which businesses can complete to identify what privacy issues businesses have and what procedures need to be in place to ensure businesses do not obtain or disclose personal information that could get them in hot water! For more information about the diagnostic tool email [CORPORATELEGAL@CHH.CO.NZ](mailto:CORPORATELEGAL@CHH.CO.NZ).

But what do all these privacy laws actually mean and why do we have them? The main concepts underling the laws are *purpose* and *openness*. That is, businesses may collect and store information about a person (remember, privacy laws apply to information held about people, not companies) for legitimate purposes, providing the person is informed: **1** who is collecting the information;

**2** what the information is being collected for; and

**3** why it is being collected

In other words, the 'who, what, why' rule! The intention is to ensure that information held by an organisation is accurate and used for the purposes consented to by the individual. Therefore, providing businesses satisfy the 'who, what, why' rule and have appropriate procedures in place, you should be well on the way to getting it right!

Remember, privacy law is taken very seriously and failure to comply or breaching privacy requirements can result in significant penalties—up to \$200,000 in NZ and unlimited in Australia!

For more information, refer to the Better Business Privacy module or contact Corporate Legal (links above).

## Help! I can't see the wood for the trees!

A reminder that the legal intranet is a great resource for all businesses and employees, with a huge amount of useful legal information. This includes:

- access to NZ and Australian precedent contracts – refer last month's newsletter
- contact details for obtaining legal advice, including how to get 10 free minutes of it from external advisors
- interactive legal training resource and quiz – the Better Business Program (of course!)
- legislative summaries
- quick think procedures
- information on what is and how to protect intellectual property
- plus numerous other bits of information to help you through the jungle

To go to the legal intranet home page [CLICK HERE](#).



## Hey, that's not our style!

A recent workplace survey completed in New Zealand found that a large number of employees think employers may have negative or preconceived ideas about oversized people. This is a reminder that Carter Holt Harvey is an equal opportunity employer and takes discrimination of any sort seriously.

Carter Holt Harvey's aim is to make sure the behaviour of employees and business decisions do not discriminate against individuals for any reason. It is part of our code of ethics and is taken very seriously. For more information, [CLICK HERE](#).

If you have been involved in or know of any discrimination don't hesitate to inform your manager or your human resources manager. Let's all make sure we work in a healthy environment!



## Tales from the jungle

*It's always good to make a jungle bungle when you have an audience and someone to record what you say! Some extracts taken from court records:*

**Q** What gear were you in at moment of the impact?

**A** Gucci sweats and reeboks

**Q** What was the first thing your husband said to you when he woke up?

**A** He said, 'Where am I, Cathy?'

**Q** And why did that upset you?

**A** Because my name is Susan

**JUDGE** 'Well, sir, I have reviewed this case and I've decided to give your wife \$775 a week.'

**HUSBAND** 'That's fair your honour, I'll try and send her a few bucks myself.'



## Congratulations to our quiz champions!

We can't miss this opportunity to congratulate Kristy Maxwell from Woodlogic and Mel Quinn, Andrew Rutherford, Peter Macourt and Ken Lu from Packaging Australia for being (to date) the only participants to score 100% (56 out of 56) in the Better Business Quizzes.

Well done, champs ! You are setting the standard!

## Having problems with the jungle grapevine?

Some staff have experienced problems accessing the Better Business Quiz. We have made enquiries and understand that in most cases access problems have been caused by the system being overloaded. If you do have problems accessing the quiz you should immediately log a call with the Support Centre or alternatively try to avoid the 'peak' traffic times between 4pm and 6pm NZ time.



Watch out and keep your ears and eyes open for the pre-Xmas issue. It's just around the corner and will be full of more useful tips and advice to keep you informed and help you stay ahead of the pack!