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SHRS (Specialised Human Resource Services) does not accept unauthorised idea submissions outside of established business relationships.

Privacy Policy

SHRS (Specialised Human Resource Services) is committed to protecting your privacy. You can visit all pages on our site without giving us any information about yourself. Sometimes, however, we do need information to provide services that you request, and this privacy statement explains data collection and use in those situations. This privacy statement applies to SHRS.

Data Collection

We collect only personally identifiable information that is specifically and voluntarily provided by visitors to SHRS.co.za web site. SHRS (Specialised Human Resource Services) receives limited identifiable information, such as name, title, company, country, e-mail address and contact number, from web site visitors. Typically, identifying information is collected to:

- Inquire for further information

- Distribute requested contact details

Demographic information, including gender and occupation, is not actively sought, but may be submitted when a visitor responds to an online job application. It is SHRS (Specialised Human Resource Services) policy to limit the information collected to only the minimum information required to complete a visitor's request. In any instance where non-mandatory information is sought, the web site visitor will be notified of this at the point of collection.

Although most publications are provided as downloads, visitors may also have the opportunity to request further information by contacting SHRS (Specialised Human Resource Services).

Visitors are also able to send e-mail through the site. Their messages will contain the user's screen name and e-mail address, as well as any additional information the user may wish to include in the message. Because we use the web site as a recruiting tool, a visit to the web site may also result in the user sending a resume to an individual within SHRS (Specialised Human Resource Services).

SHRS (Specialised Human Resource Services) does not seek any sensitive information through our web site unless legally required for recruiting purposes. Sensitive information includes a number of types of data relating to: race, physical or mental health; or criminal record. We suggest that you do not provide sensitive information of this nature. If you however wish to provide sensitive information for any reason, SHRS (Specialised Human Resource Services) accepts your explicit consent to use that information in the ways described in this privacy statement or as described at the point where you choose to disclose this information.

Use of Data

A user may choose to provide personal information in the following examples:

- Contact us for further information
- Submit your contact details for potential clients to be able to contact you.

If you would like to find out more about the different categories of information collected, please review the data collection section.

Information attained by the site is used only for the intended purpose stated at the time that the information is collected. These data are not shared with other entities in SHRS.co.za for secondary or unrelated purposes, or shared with a third party, unless otherwise disclosed at the point of collection. If there is an instance where such information may be shared, the visitor will be asked for permission beforehand.

SHRS (Specialised Human Resource Services) may disclose your personal information if required to do so by law or in the good-faith belief that such action is necessary to:

- conform to the edicts of the law or comply with legal process served on SHRS (Specialised Human Resource Services) or the site;
- protect and defend the rights or property of SHRS (Specialised Human Resource Services) and its web site, or
- act in urgent circumstances to protect the personal safety of SHRS (Specialised Human Resource Services) employees, users of SHRS.co.za or services, or members of the public.

Control of your Personal Information

When you provide us with personal information, SHRS (Specialised Human Resource Services) will not share that information with third parties without your permission, other than for the limited exceptions already listed. It will only be used for the purposes stated above.

Security

SHRS (Specialised Human Resource Services) maintains generally accepted standards of technological and operational security in order to protect personally identifiable information from loss, misuse, alteration or destruction. All SHRS (Specialised Human Resource Services) employees follow a company wide security policy. Only authorised SHRS (Specialised Human Resource Services) personnel are provided access to personally identifiable information and these employees have agreed to ensure confidentiality of this information.

Third Party Links

There are a few places throughout SHRS.co.za that may link to other web sites that do not operate under SHRS (Specialised Human Resource Services) privacy practices. When you link to other web sites, SHRS privacy practices no longer apply. We encourage visitors to review each site's privacy policy before disclosing any personally identifiable information.

Children

SHRS (Specialised Human Resource Services) understands the importance of protecting children's privacy especially in an online environment. SHRS.co.za is a general audience site and does not knowingly collect any personal information from children.

Data Retention

SHRS (Specialised Human Resource Services) keeps record of all information voluntarily submitted to us via our web site. SHRS does not assume responsibility for verifying the ongoing accuracy of the content of personal information. When practically possible, if SHRS is informed that any personal data collected through a web site are no longer accurate, SHRS (Specialised Human Resource Services) will make appropriate corrections based on the updated information provided by the authenticated visitor.

Choices

As a policy, visitors are not required to register in order to gain access to areas of the SHRS.co.za web site. In certain cases in the future, as your SHRS.co.za web site experience expands, we may require visitors to register in order to obtain a user-id and password for authentication and secure access to a transaction or certain business confidential or proprietary information services on premium web site pages.

Changes

SHRS (Specialised Human Resource Services) reserves the right to modify or amend this Statement at any time. The effective date will be displayed at the beginning of this statement. All material changes will be clearly indicated on the web site.

Comments

SHRS (Specialised Human Resource Services) welcomes your comments regarding our internet privacy statement. Please contact us through our contact us page.