

TEFI — Privacy Policy

All Stars Consulting (New Zealand) trading as Tate's Employment for Immigration (TEFI)

Effective: 05 November 2025

Contact: tate@employmentforimmigration.nz

NZBN/Company No.: 9429047708549 / 7749176

Scope

We collect and use personal information to deliver NZ/AU job-placement services via our website, forms, emails, meetings, and tools (Zoho Forms/CRM, Calendly, Zoom, Google Workspace).

What we collect

Identity and contact details; CV and career history; preferences and job targets; optional multimedia (photos, video CV); operational notes; and website/ads analytics (cookies/pixels).

How we use it

Job-matching and service delivery; introductions to relevant employers with your consent; confirmations and reminders; quality/safety management; optional marketing if you opt in; and legal compliance.

Consent

Forms include a required checkbox. We keep an audit trail (timestamp, source, and policy version). You may withdraw consent at any time.

Sharing

We do not sell data. We share only with:

1. Prospective NZ/AU employers or recruiters case-by-case;
2. Service providers under contract (e.g., Zoho, Calendly, Google, Zoom);
3. Legal or safety authorities if required.

Transfers

Data may be stored or accessed in NZ, AU, or other countries where providers operate. We use reasonable safeguards and contractual protections.

Retention

Active clients: while we work together. After last activity: core records are kept for 24 months, then deleted or de-identified unless law requires longer storage.

Your rights

Access, correction, deletion, consent withdrawal, and marketing opt-out. Contact tate@employmentforimmigration.nz.

Cookies & analytics

Essential cookies for site functionality. Optional analytics/ads pixels (Google, Meta, LinkedIn). You can control cookies via your browser settings.

Security

Reasonable technical and organisational measures (access controls, encryption in transit where supported, audit logs, staff training).

Complaints

If unresolved, contact:

- NZ Office of the Privacy Commissioner
- AU Office of the Australian Information Commissioner

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