

## **Criminal Records (Clean Slate) 2004**

Source: Employment Relations in New Zealand, Erling Rasmussen

Another recent measure to strengthen existing privacy principles is the Criminal Records (Clean Slate) 2004 which provides employees with the option of not divulging their past minor offences to prospective employers or their existing employer. There are two conditions to qualify for concealment:

- The offence must have occurred at least seven years ago
- The offender was never sentenced to a custodial sentence (including sentenced to a psychiatric hospital)

Some areas are exempt, such as childcare and law enforcement agencies. It is estimated that over half a million employees are affected by the legislation. Employers who try to compel an individual to reveal information, for example on a job application form, could face a fine of up to \$10,000.