
Verifile International Newsletter

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+44 (0) 1234 339 350 / www.verifile.co.uk / service@verifile.co.uk

Welcome to the September 2019 edition of our newsletter which contains important news and updates from us.



Investors in People Annual Review



In July 2018 we were awarded a Silver Accreditation for the Investors in People (IIP) standard, which lasts for three years. This July we had our first annual review to check on the progress we've made.

The IIP Practitioner was impressed with the working group that had been set up to project manage maintenance of the standard. This group includes representatives from across the business.

The IIP commented that 'great progress' had been made in the first 12 months, against their recommendations. These improvements include:

- Utilising feedback to minimise errors and improve speed in productivity

- Incorporating our principles within the management process to enable staff to realise the values within their day to day activity
- Improving ways of managing the communication of the Kaizen process to ensure staff are up to speed on regular business improvements

We will continue to make improvements as well as execute our long-term plans to achieve Gold Accreditation in 2021.



In July 2019, the DBS laid secondary legislation before Parliament to reduce their fees with effect from 1 October 2019.

The key changes are as follows:

Type of DBS check	Current fee	Fee from 1 October 2019
Basic DBS check	£25.00	£23.00
Standard DBS check	£26.00	£23.00
Enhanced DBS check	£44.00	£40.00

We are already working on plans to reduce our charges by the same amount once the DBS fee reduction is approved by Parliament. The reduced fee will apply to all new orders placed on and after 1st October (if this is the date confirmed by Parliament).

Standard and enhanced checks for volunteers will continue to be provided free by DBS; so there will be no change to the Verifile charge.

For any clients using the Update Service directly with DBS, the fee of £13 will remain the same.

DBS will publish this information on www.gov.uk/dbs in advance.

We'll update you once Parliament has approved the fee reduction so you know what to expect in October. We are, of course, hopeful that Parliament will approve the fee reduction bill.

Fifth Anti-Money Laundering Directive



On 19 June 2018, the EU published the **Fifth Anti-Money Laundering Directive (5MLD)** which is aimed at strengthening the EU's effort to fight money laundering and terrorist financing.

Post-Brexit and until a defined date, EU laws will remain in place and continue to be binding in the UK, therefore plans are in place to transpose 5MLD into national law. The UK government has issued a consultation paper outlining how it plans to implement 5MLD. All firms within scope are required to ensure compliance by the implementation deadline – 10 January 2020.

Background

Recent terrorist attacks brought to light emerging new trends which include use of certain modern technologies. These were outside the scope of EU legislation or benefited from regulatory exemptions that were no longer justifiable. As a result, 5MLD widens the scope of firms which are supervised or regulated for anti-money laundering (AML) / counter-terrorist financing (CTF) purposes. In addition, measures taken by regulated firms to mitigate against money laundering and terrorist financing have been expanded.

What new firms are now within the scope of 5MLD?

Tax specialists

The previous directive only covered auditors, external accountants, and tax advisors, but 5MLD now covers any person that provides material aid, assistance or tax advice to their principal business or professional activity.

Letting agents

Estate agents were covered under the previous directive and lettings agents were only within scope if they performed estate agency activities. Letting agents' services, where the value of the transaction is equivalent to or above EUR 10,000, are now within the scope of 5MLD. Through the consultation, the government aims to establish whether the EUR 10,000 threshold amount should be lowered. It also considered the most suitable supervisor for these letting agents.

Crypto-asset service providers

Providers engaged in exchange services between crypto-assets and fiat currencies, therefore, custodian wallet providers are now within the scope of 5MLD. The government needs to establish a final definition of crypto-assets and select a supervisory body which is likely to be the FCA.

Art intermediaries

High-value dealers under the previous directive included art intermediaries who traded or auctioned goods worth at least EUR 10,000 in cash. The definition has now been expanded to include payments at or above the threshold regardless of whether they are made in cash. The final definition of an "art intermediary", the point at which Customer Due Diligence (CDD) will need to be carried out and the relevant supervisor will be established after the consultation.

For more information on the check required for compliance to AML see our **identity check** and **Fraud checks** pages on our website.

International Product Changes

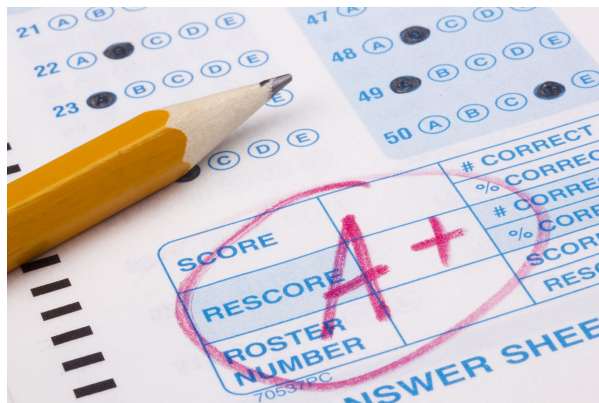


Brazil Credit Check: Due to changes in legislation, our credit checks in Brazil will now leave a footprint on the candidate's credit file. However, this will not affect the candidate's credit score and their ability to secure credit in the future.

News by Industry

In this industry special edition, we feature recent news articles by industry type that highlight the need for background screening:

Education



Exam board failed to vet examiners

[Read more](#)

The Daily Mail recently sent an undercover reporter with fake qualifications to examine A Level papers for **Oxford Cambridge and RSA (OCR)**. The OCR, which marks a fifth of all A-Level papers submitted in the UK, failed to do a background check and did not seek references or verify the reporter's qualifications.

Whilst OCR stated that the reporter would have been fully screened and trained before being given access to mark papers, it did not explain why they had not conducted thorough background screening before approving the reporter's application.

The same reporter applied for a job with a different exam board, **AQA**, with the same submission and was rejected when she failed to provide proof of her qualifications.

Our education qualification check will identify any candidates providing fake qualifications.



Summer holiday camp must tighten criminal background checks on staff

[Read more](#)

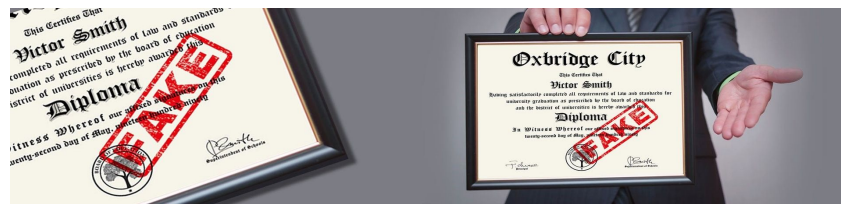
A summer holiday camp based at Quinton House school has been warned by **Ofsted** that it must carry out criminal background checks (Disclosure and Barring Service (DBS) on staff.

Management had failed to adequately screen staff at the Super Camp. They have been given three weeks to complete DBS checks on its staff and ordered that staff should not have unsupervised contact with children until they have passed the check.

The inspector's report stated that "The leadership team failed to carry out the required DBS checks which places the children's welfare at risk".

Due to this failure, Ofsted rated the Super Camp as inadequate and the school has been ordered to make improvements. Previously the Super Camps had an Ofsted rating of "good".

Criminal records checks are recommended for all those who work with vulnerable people.



Conman sentenced for selling forged exam certificates

[Read more](#)

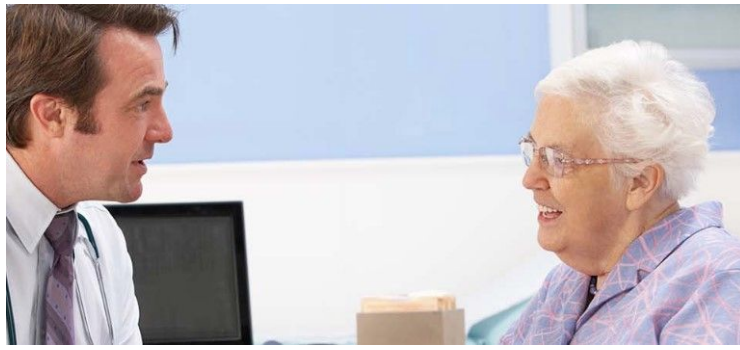
A conman who sold fake exam certificates online has been sentenced to 80 hours of unpaid work and ordered to pay costs of £567.97. **Ofqual** discovered the conman's website where certificates bearing the Ofqual branding and logos were being sold.

Michelle Meadows, Executive Director for Strategy, Risk & Research at Ofqual said: "Fake certificates for qualifications will not be tolerated and we have ensured that the website no longer provides these. We want people to feel secure in the knowledge that a qualification accredited by Ofqual is valid. People who are found to be selling fake certificates for qualifications or using the Ofqual logo illegally will face legal action".

Diploma mills are a common problem. See our [blog](#) for more stories on diploma mills.

For more information on screening within education please [see our education page](#)

Healthcare



Namibian woman poses as Dutch national to gain employment as a healthcare assistant

[Read more](#)

Belinda Kandjirimuini applied for a job as a healthcare assistant using a fake passport and identification.

She has been charged with fraud, supplying a fake passport, making false representation to the Disclosure and Barring Service (DBS) to gain employment on two counts and using false identification to obtain credit. Prosecutor David Bryant said Kandjirimuini supplied a counterfeit passport to DBS to gain continued employment.

Kandjirimuini, of Henslow Road, Ipswich, was released on unconditional bail and may face imprisonment when sentenced.

Our [Conditional RTW check](#) and [Passport validation \(MRZ checks\)](#) would likely detect forged passports.



Fake psychiatrist's patients will have their record reviewed

[Read more](#)

In November 2018 we **reported** how a New Zealand woman was jailed in the UK after she provided fake qualifications. Zholia Alemi worked as a doctor for over twenty years before being jailed for five years for trying to fake the will of one of her patients.

The clinical records of all Zholia Alemi's patients are now being reviewed by consultant psychiatrists.

Health Secretary Jeane Freeman said: "**The General Medical Council (GMC)** now has processes in place to ensure that this won't happen again. I also wish to reassure people that the remainder of their care and treatment was delivered by fully qualified doctors."

Our [global qualifications check](#) would have revealed that her qualifications were forged.

For more information on screening within healthcare please [see our Health & Social Care page](#)

Government



Sheffield Hallam MP's chief of staff was not vetted by Parliament [Read more](#)

Allegations of a security failure at MP Jared O'Mara's office are being investigated by the House of Commons. The BBC reported that the Sheffield Hallam MP's chief of staff, Gareth Arnold, was not vetted by Parliament.

Mr. Arnold, who is running the MP's office in his absence, had access to sensitive casework and the MP's email account on the parliamentary network.

The House of Commons said it had taken steps to "prevent unauthorized access to Mr. O'Mara's parliamentary account".

During an investigation by the BBC podcast, The Next Episode, Mr. Arnold, 26, said: "I am running a constituency office on behalf of an MP without the required security clearance from the parliamentary authorities. It's crazy isn't it?"

Security



Identity fraudster uses fake SIA Close Protection Licence [Read more](#)

A man has pleaded guilty to five fraud offences following a prosecution by the **Security Industry Authority (SIA)**.

Lee Brown, 29 of Belfast, provided his employer with the SIA **Close Protection licence** of another person with the same name. Brown then worked as a security guard and door supervisor for four months until the licence expired. **Securigroup** had noticed that the forged licence was in an older version and reported it to the SIA. When the licence was checked it was found to be fraudulent. Brown admitted he had purchased the fake licence for £700.

Pete Easterbrook, SIA criminal investigation manager, said, "Lee Brown stole the identities of not one, but two genuine SIA licence holders to fraudulently gain employment. He assumed that the counterfeit licences he managed to obtain were of sufficient quality to allow him to operate within the security industry with impunity, however, he was wrong in this assumption"

Laganside Magistrates' Court district judge, George Conner, said, "**The Private Security Industry Act 2001** is there to protect the public. Those who work in the private security

industry should be legitimately licenced."

A Professional memberships and qualifications check may have revealed the version of SIA licence was an old version.

For more information on screening within the security industry please [see our security page](#)

Aviation



Manchester airport candidate who lied on his CV has escaped a jail term [Read more](#)

A former special constable, Ryan Warmbold, applied for a job as a security guard at Manchester airport using a false referee.

He had worked at a school but was fired due to fake social media accounts set up by his ex-partner. He failed to claim this on his application. Instead, he named his old inspector, Special Inspector Lee Gandy of Greater Manchester Police, as a referee but gave a false email address. This email address was actually owned by Warmbold who then wrote his own reference.

Warmbold started his training but when investigators contacted Mr. Gandy directly he confirmed he had never sent an email. When the defendant attended a meeting at the airport to discuss the matter he presented them with forged documents which did not match his application. He was then suspended.

At Manchester magistrates court, Warmbold admitted fraud and was given a 24-week suspended jail sentence. Prosecutor Jo Moore stated, "This is quite a sophisticated fraud in which the defendant went to significant lengths to gain employment with security at Manchester airport". JPs added, "This is a very serious offence which has definitely passed the custody threshold".

Warmbold was also ordered to conduct 100 hours of community service and pay £200 court costs. He has also paid back £1,500 of wages.

Our employment history check would have revealed the false referee.



Heathrow airport employee Facebook post ruling

[Read more](#)

In a recent case, **Forbes v LHR Airport Limited**, the **Employment Appeal Tribunal (EAT)** ruled that an offensive post shared by an airport employee on Facebook was not carried out in the course of employment. As the post was shared on the employee's own device, it was not posted during the course of her employment nor did she mention any of her colleagues. The employers, London Heathrow Airport, were not liable under **The Equality Act** which makes an employer liable for discriminatory acts carried out by their employees in the course of employment.

This case offers some reassurance to employers, who might be concerned about their employees' social media activities. Employers should continue to act on, and investigate complaints relating to social media harassment promptly and have social media policies in place. It is worth noting the small factual changes to this case that made Heathrow airport exempt from responsibility. LHR may have been liable if:

- The post had been made during work time, or
- The employees had been "tagged" in the post, or
- The case had been brought against the colleague who had been shown the image

Any of these could have resulted in a very different outcome for LHR.

Look out for our blog series on social media screening coming soon!

For more information on screening within aviation please see our [aviation page](#)



Registered name:
Verifile Limited

Registered office:
5 Franklin Court, Stannard Way, Priory Business Park, Bedford, MK44 3JZ, UK

Place of registration:
England and Wales

Registered number: 05129976