
Verifile International Newsletter

June 2019 / Issue #35

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

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



Verifile plans to meet royalty!

Next week our CEO Eyal Ben Cohen and Sales and Marketing Director Paul Gleave will meet his H.R.H The Prince of Wales. The reception at Buckingham Palace celebrates the 2019 winners of the Queen's Award for Enterprise.



*The Master of the Household
has received Her Majesty's command to invite*

Mr. Paul Gleave

*to a Reception to be given at Buckingham Palace
in the presence of H.R.H. The Prince of Wales
for Winners of The Queen's Awards for Enterprise 2019
on Tuesday, 11th June, 2019 at 6.30 p.m.*

We are also looking forward to the July visit from the Lord Lieutenant of Bedfordshire Helen Nellis. We will be presented with our Queen's Award Darlington Crystal bowl as well as our Grant of Appointment. More news on the visit next month!

The Queen's Award for Enterprise: International Trade recognises outstanding growth in our overseas sales over the past six years [read the full story of our win](#)



THE QUEEN'S AWARDS FOR ENTERPRISE: INTERNATIONAL TRADE 2019

Verifile wins two SME Business Awards

We're delighted to have won two awards at this year's **SME Luton & Bedfordshire Business Awards**. We were named as both **Best Enterprising Business** and **Bedford Business of the Year**.

The winner of the Bedford Business of the Year Award is expected to be exceptional across all aspects of running a successful SME. The Enterprising Business award focuses on businesses that show outstanding initiative, boldness and imagination, as well as sound management practices within their business.

The judges commented that "*Verifile is a company that will be needed more and more*" and that "*This business has shown enterprise in many aspects including client services, ethical suppliers and employee wellbeing. A fantastic sounding business*".

[Read the full story](#)



Verifile turns 15!

Today Verifile is 15 years old! Technically this makes us part of generation Z, and our star sign is Taurus!

On our birth date, the US president was George W. Bush (Republican), and the UK Prime Minister was Tony Blair (Labour). Harry Potter and the Prisoner of Azkaban, was one of the most viewed movies released in 2004. Britney Spears topped the charts with 'Toxic.'

In the last 15 years we have changed a lot and so has the business environment we operate in. Social media and the mobile internet are now part of our lives in ways we could not have imagined in 2004 when 3G had just been launched, and clamshell flip phones were all the rage. Similarly, technology has facilitated the rise of self-employment, and the sharing economy has pushed the modern workforce to become much more flexible. This trend is still on the increase, challenging business models as well as people management.

[Read the full story](#)



Why Lifting the lid on war criminals is Uber important!

If you didn't see our recent story of how a Somali war criminal managed to pass at least three background checks in the US and the implications for an employer [you can read it here](#).

This isn't the first time that ride-hailing companies such as Lyft and Uber have come under fire and even faced lawsuits for hiring people with a criminal background which has included terrorists, sexual offenders, and now war criminals.

Comprehensive background checks are critical to customer safety. To see what checks

Verifile would recommend for this industry see our [transportation page](#).



Senior Managers & Certification Regime

FSMA solo-regulated firms are now preparing for the Senior Managers & Certification Regime (SM&CR) which comes into effect on 9 December 2019 and replaces the Approved Persons Regime. The aim of the SM&CR is to ensure accountability as well as setting standards for personal conduct.

You can [read about the SM&CR](#), including [guidance](#) that gives firms practical assistance in preparing for these changes. For screening guidance on roles affected by SM&CR, please check out our [Financial Services information page](#) or contact your Account Manager to discuss.

Service/Checks Information Resource

Our new website includes a comprehensive resource of information about the services we provide. You can search for specific services or browse to discover our full range of checks.

Click on the check name to reveal a factsheet outlining what is checked, estimated turnaround times, where the check is supported, the data source and more.

Credit check (Equifax)

We'll establish an individual's financial status.



What does it check?

We'll establish an individual's financial status.

This check may include information on an individual's date of birth, edited Electoral Roll Information, County Court Judgements, bankruptcy history, and Voluntary Arrangements. Verifile has a full system integration with Equifax, providing credit reports within seconds with a high degree of accuracy. Adverse records go back six years.

[Read Less](#)



Est. turnaround time

Instant

Supported in

United Kingdom

Subject

Person

Data Sources

Credit Bureau (Equifax)

Please check out the page [here](#). We'd love to know what other information you'd like to have

at your fingertips, so please do get in touch with your thoughts.

Criminal Checks in Northern Ireland

We're pleased to confirm a price drop for **basic** and **standard** level criminal checks in Northern Ireland (via AccessNI). On 1st June, the price of both checks reduced by £8.

AccessNI has also confirmed that from the 3rd June they will recommence requesting criminal record information from Poland and Romania if either of these is the applicant's country of origin and they have applied to undertake work involving regulated activity with children in Northern Ireland.

Don't Forget to sign up for Direct Debit

Did you know that we can accept payments by direct debit? Paying by direct debit is easy and secure, and fast to set up. To set up a direct debit on your account, fill in the simple GoCardless form [here](#).

System Upgrade

We are shortly due to release a system upgrade that makes it easier to provide all of the background information that we need to assess a new job role for a DBS check (standard and enhanced level criminal checks in England and Wales). The additional questions should enable us to review all the background information in one go so we can approve job roles much faster, allowing you to place your orders without delay. If a job role can't be approved according to DBS eligibility rules, then we'll still provide you with a full explanation why.

Request New Job Role for 'Example Client Account'

Back | Submit | Save Draft | Clear

Job Title: *

Job Title Description (Max 500 character):

Disclosure Type: *

Questions

1. Does this job require working with vulnerable adults? *

Yes No

a. Does this position involve activity related to an adults healthcare?
 Yes No

b. Does this position involve activity related to an adults personal care?
 Yes No

c. Does this position involve work, in connection with any health or social services?
 Yes No

API Upgrade

We've also been working hard to upgrade our API. Our main API now returns full UK Credit Check results and our transitional API has been extended to allow all checks to be ordered via the candidate entry route. For more information about these upgrades, please contact your Account Manager. If you'd like to find out more about our API, please check out our [API webpage](#).

International Product Changes

- **Kenya Police Clearance Certificate:** This can now only be obtained for individuals currently residing in the UK.
 - **Northern Mariana Islands Criminal record Clearance:** We now cover all of the Northern Mariana Islands and not only Saipan.
 - **Japan Civil Litigation - Initial Search:** This is now charged per name and no longer per person due to a change in the pricing structure at the source.
-

Worldwide News

Asia Pacific



Australia & New Zealand

[Read more](#)

NEW JOINT AUSTRALIAN AND NEW ZEALAND ORAL FLUID TESTING STANDARD

Australia and New Zealand have established a standard for oral fluid testing technology and processes.

Australia

[Read more](#)

GROWING ACCEPTANCE OF THE GIG ECONOMY IN AUSTRALIA CREATES NEW WORKFORCE MAKE-UP

Research from Robert Half reveals that Australian hiring managers predict a 70:30 split between permanent and temporary workers by 2023.

New Zealand

[Read more](#)

MANPOWER GROUP SURVEY SHOWS NEW ZEALAND EMPLOYMENT

OUTLOOK

The latest ManpowerGroup Employment Outlook Survey for New Zealand shows employers reporting conservative hiring plans for the second quarter of 2019.

China

[Read more](#)

CHINA PROPOSES STRICT DATA PROTECTION AMENDMENTS

The Chinese government has released a set of proposed amendments to the country's data protection standards that would introduce stricter obligations if passed.

[Read more](#)

CHINESE GOVERNMENT FORBIDS EMPLOYERS FROM ASKING ABOUT CHILDBEARING OR MARITAL STATUS

The Chinese government has outlined plans to enforce current laws against gender discrimination in the workplace.

India

[Read more](#)

DOING BUSINESS IN INDIA? KEEP AN EYE ON THIS....

India has released a draft National E-Commerce Policy that may have a serious impact for foreign companies who have an e-commercial presence in India.

Thailand

[Read more](#)

THAILAND'S NATIONAL LEGISLATIVE ASSEMBLY PASSES DATA PROTECTION LAW

Thailand's National Legislative Assembly has approved and endorsed the draft Personal Data Protection Act, which will now be submitted for royal endorsement and publication in the Government Gazette.

Malaysia

[Read more](#)

IMPORTANT CHANGES TO THE MALAYSIA DATA PRIVACY REGIME

Malaysia is planning to amend its data protection laws to introduce a data breach notification regime and a wide expansion of the rights of data subjects.

Europe



Europe

[Read more](#)

GDPR SUBJECT ACCESS REQUEST: AUTHENTICATION CANNOT BE AN AFTERTHOUGHT

How are businesses dealing with privacy complaints under GDPR? As the deadline approached last year, companies scrambled to update their data protection practices.

[Read more](#)

GDPR: ARE PROCESSORS REQUIRED TO FULLY INDEMNIFY CONTROLLERS FOR ALL OF THEIR PROCESSING ACTIONS?

Although the GDPR went into force on May 25, 2018, there continues to be a great deal of confusion regarding the requirements of the GDPR.

[Read more](#)

EUROPEAN COMMISSION RELEASES STUDY ON GDPR DATA PROTECTION CERTIFICATION MECHANISMS

The European Commission has released a study on GDPR data protection certification mechanisms.

[Read more](#)

DETERMINING WHETHER YOUR ORGANIZATION'S HR DATA PROCESSING IS COVERED BY GDPR

A four-part series of articles examines national legislation, opinions, and enacted guidelines clarifying the GDPR's requirements.

[Read more](#)

GDPR ENFORCEMENT: HOW ARE EU REGULATORS FLEXING THEIR MUSCLES?

A new brief from Osborne and Clarke discusses recent data breaches; the recurring themes of transparency and consent; the exercise of data subjects' rights; and the increasingly important role that audits and dawn raids are likely to play, as DPAs emerge from behind their computer screens.

Bulgaria

[Read more](#)

BULGARIA INTRODUCES A RANGE OF DEROGATIONS FROM THE EU GENERAL DATA PROTECTION REGULATION

Bulgaria has introduced a set of specific requirements relating to the processing of personal data, in addition to the requirements under the GDPR.

The Czech Republic

[Read more](#)

GDPR: THE CZECH REPUBLIC HAS FINALLY ADOPTED NATIONAL LEGISLATION

The Czech Republic has approved legislation that incorporates the provisions of the GDPR.

Germany

[Read more](#)

GDPR ENFORCEMENT UPDATE: INCREASING FINES EXPECTED FROM GERMAN DPAS

In Germany, DPAs are investigating a broad range of non-compliance issues and

showing a tendency toward increasing their enforcement activities.

Italy

[Read more](#)

TOP 5 TAKEAWAYS FROM DLA PIPER EVENT ON ITALIAN PRIVACY DAWN RAIDS

Italian privacy dawn raids are a hot topic and being prepared to them is crucial, especially given the potential fines provided by the GDPR.

Luxembourg

[Read more](#)

LUXEMBOURG DATA PROTECTION SUPERVISORY AUTHORITY CONFIRMS MANDATORY DATA PROTECTION IMPACT ASSESSMENTS (DPIA), PROMPTING COMPANIES TO REVIEW THEIR INTERNAL COMPLIANCE

The Luxembourg Data Protection Supervisory Authority recently published information regarding when companies need to implement a DPIA.

The Netherlands

[Read more](#)

THE NETHERLANDS DPA REITERATES STRICT POSITION ON ALCOHOL, DRUG AND MEDICINE TESTING

The Dutch Data Protection Authority has published an article that affirms that testing employees on alcohol, drugs or medicines can only be performed if there is a specific legal basis to carry out such tests.

[Read more](#)

WILL WIDENED CLASS ACTIONS REGIME BOOST DATA LITIGATION IN THE NETHERLANDS?

The Dutch Senate has approved legislation introducing collective damages actions in the Netherlands that will broaden the regime even further.

[Read more](#)

DUTCH DATA PROTECTION AUTHORITY SETS GDPR FINES STRUCTURE

The Dutch data protection authority has established its GDPR fines structure that incorporates four categories.

Poland

[Read more](#)

POLISH DPA ISSUES THE FIRST FINE FOR A VIOLATION OF THE GDPR – AND IT'S HARSH

The Polish data protection authority has issued its first GDPR-related fine in Poland.

[Read more](#)

POLISH SUPERVISORY AUTHORITY ISSUES GDPR FINE FOR DATA SCRAPING WITHOUT INFORMING INDIVIDUALS

The Polish Supervisory Authority fined a company €220,000 that processed contact data obtained from publicly available sources without informing the individuals concerned.

Serbia

[Read more](#)

SAME BUT DIFFERENT: DATA PROTECTION AND CROSS-BORDER ACTIVITIES IN SERBIA

Since Serbia is not an EU Member State, the GDPR is not directly applicable in Serbia, yet the Serbian Parliament recently passed its own data protection law.

United Kingdom



United Kingdom

[Read more](#)

HOME SECRETARY SAYS EX-OFFENDERS COULD KEEP RECORDS FROM RECRUITERS

Ex-offenders could have all petty crimes wiped from their records after a period of time to help them find a new job role, says Home Secretary Sajid Javid, who hopes to change laws that will allow those with more than one conviction, despite how minor, to disclose them from potential recruiters and employers.

[Read more](#)

WOMAN ACCUSED OF LYING ABOUT CRIMINAL CONVICTIONS IN SCHOOL JOB APPLICATION

A woman has been accused of lying in a job application to an Oxford primary school about her previous convictions, highlighting the need for thorough background checking.

[Read more](#)

UK DATA PROTECTION SURVEY REVEALS MIXED COMPLIANCE PROGRESS

The UK Information Commissioner's Office (ICO) is calling on UK data controllers and processors to be more accountable in the wake of a Global Privacy Enforcement Network (GPEN).

[Read more](#)

UK ISSUES REGULATIONS ON POST-BREXIT DATA PROTECTION LAW

The UK has issued two sets of data protection laws that will amend certain provisions of the GDPR to allow it to be retained as UK domestic law.

[Read more](#)

IMMIGRATION LIKELY TO RISE POST-BREXIT SAYS LAWYER

Business immigration lawyer Matthew Davies has predicted that, although the idea of Brexit was to allow the government to take control over those who live and work in the United Kingdom, "It is hard to see how the pre-referendum manifesto pledge to reduce annual net migration to 'tens of thousands' will survive Brexit."

[Read more](#)

HOW TO NAVIGATE MANAGERS REGIME, GDPR AND CRIMINAL RECORDS CHECKS

There are a number of implications regarding data privacy when undertaking criminal records checks under the Senior Managers and Certification regime. As we mentioned above changes to the SM&CR take place on the 9th December 2019.

One of the main issues is compliance and the requirements of GDPR.

Canada



Canada

[Read more](#)

MARIJUANA AND THE WORKPLACE: THE MAIN MISCONCEPTIONS LAID BARE

The past couple of years have been ones of monumental change in the Canadian employment landscape.

[Read more](#)

IS DATA RESIDENCY COMING TO CANADA? THE OPC SIGNALS A MAJOR CHANGE TO ITS POLICY POSITION ON TRANSBORDER DATAFLOWS

The Office of the Privacy Commissioner of Canada has initiated a consultation on transborder dataflows under the Personal Information Protection and Electronic Documents Act. .

[Read more](#)

ONTARIO, CANADA: EMPLOYERS CAN PROVIDE CANDID JOB REFERENCES

The Supreme Court of Canada (SCC) recently declined to review a lower court's finding that a plaintiff failed to prove her former manager defamed her by giving her a negative reference that led to revocation of a job offer.

[Read more](#)

HOW TO IMPLEMENT ZERO TOLERANCE FOR CANNABIS AT WORK

With cannabis being legal recreationally in Canada, employers are faced with considering how to defend a zero-tolerance approach to the drug's use when accurate testing is impossible.

[Read more](#)

NEW RULES ON POLICE RECORD CHECKS IN ONTARIO

Under the Police Record Checks Reform Act 2015, which came into force November 1, 2018, there are three types of record checks: criminal record checks, criminal record and judicial matters checks, and vulnerable sector checks.

Jamaica

[Read more](#)

GETTING READY TO MEET DATA PROTECTION STANDARDS

Jamaica has pending legislation that will establish eight data protection standards for processing personal data.

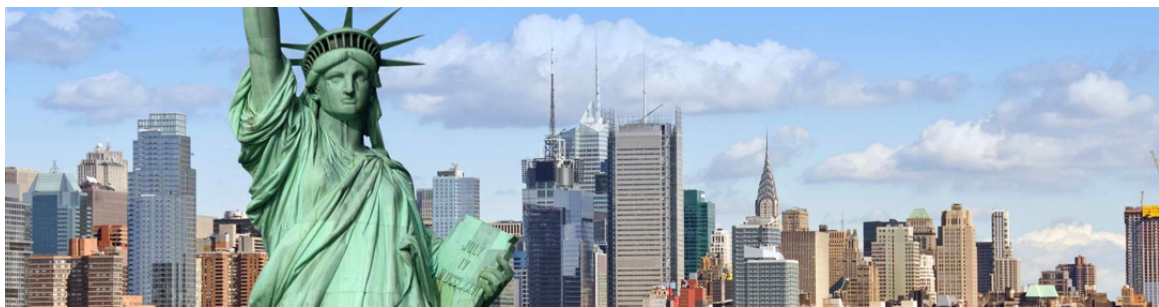
Mexico

[Read more](#)

RELEVANCE OF COMPLYING WITH DATA PROTECTION REGULATION IN MEXICO

The General Data Protection Regulation (GDPR) has changed the way in which the treatment and processing of personal data is regulated.

United States



United States

LEGAL:

US STATE COMPREHENSIVE PRIVACY LAW COMPARISON

The IAPP Westin Research Center compiled a list of proposed comprehensive privacy bills from across the US to help members to stay abreast of the changing state-privacy landscape.

[Read more](#)

ANOTHER “BIG” FCRA CLASS SETTLEMENT

A settlement has been reached in *Kelly v. Business Information Group, Inc.* (BIG), 2019 WL 414915 (E.D. Penn. Feb. 1, 2019).

[Read more](#)

EMPLOYER PREVAILS IN FCRA CLASS ACTION IN CALIFORNIA

A recent Court of Appeal decision may have been a victory for employers, but laws regarding the Fair Credit Reporting Act (FCRA) remain dynamic.

[Read more](#)

NEW YORK CITY COUNCIL PASSES BAN ON PRE-EMPLOYMENT MARIJUANA TESTING

A new bill was passed by New York City Council that was part of an initiative to reduce the legal consequences of marijuana use.

[Read more](#)

STARBUCKS PREPARES TO SETTLE LAWSUITS OVER FLAWED BACKGROUND CHECKS

Two class actions – one filed in December 2016 in the U.S. District Court for the Western District of Washington, and the other in September 2017 in federal court in Atlanta, have been consolidated in Georgia “for the purpose of settling both class actions and directing notice to a single nationwide class.”

[Read More](#)

COLORADO GOVERNOR SIGNS BILL REQUIRING NAME BASED BACKGROUND CHECKS

Current law in Colorado requires certain people, including applicants for certain licenses, employment, or volunteer activities, to undergo a fingerprint-based criminal history check, but a new bill signed into law adds a requirement.

[Read more](#)

SALARY HISTORY:

CINCINNATI, OHIO PASSES BAN ON SALARY HISTORY INQUIRIES

Cincinnati, Ohio, has passed a law that prohibits employers from asking job applicants for their salary history.

[Read more](#)

MAINE ENACTS PAY EQUALITY LAW BANNING SALARY HISTORY INQUIRIES

Maine has become the eighth state to enact a salary history ban that prohibits employers from asking job applicants about their salary histories and broadens existing wage transparency requirements.

[Read more](#)

DATA PROTECTION:

A CLOSER LOOK AT CALIFORNIA'S NEW PRIVACY REGIME: THE DEFINITION OF "PERSONAL INFORMATION"

Considered the most sweeping consumer privacy law in the country, the California Consumer Privacy Act (CCPA) is scheduled to be operating in January 2020.

[Read more](#)

IF A DATA SUBJECT SUBMITS AN ACCESS OF DELETION REQUEST DIRECTLY TO A SERVICE PROVIDER, IS THE SERVICE PROVIDER REQUIRED TO RESPOND TO THE DATA SUBJECT?

There is a fair amount of confusion surrounding the California Consumer Privacy Act (CCPA), which was enacted in early 2018 and is set to go into force in early 2020, including its alignment with other privacy regulations like the European General Data Protection Regulation (GDPR).

[Read more](#)

IMMIGRATION STATUS

ICE ARRESTS MORE THAN 280 AT TEXAS BUSINESS, BIGGEST WORKPLACE IMMIGRATION RAID IN A DECADE

More than 280 employees were arrested at CVE Group Inc., a New Jersey-based company that has a national receiving center in North Texas, where the arrests took place.

[Read more](#)

DRUG SCREENING

NAVIGATING MARIJUANA IN THE WORKPLACE

Employers throughout the United States are advised to review existing drug policies and drug testing practices to ensure compliance with the laws of the state(s) in which they operate, including policies regarding off-duty use of marijuana for both medical and recreational purposes.

[Read more](#)

NEW MEXICO TO BECOME 24TH STATE TO DECRIMINALIZE MARIJUANA

Legislation has been signed in New Mexico that will reduce penalties for marijuana from a criminal to civil violation.

[Read more](#)

OKLAHOMA “UNITY BILL” CLARIFIES MEDICAL MARIJUANA LAW, INCLUDES PROVISIONS HELPFUL TO EMPLOYERS

Oklahoma’s “Unity Bill,” which was signed in March and clarifies certain regulatory aspects of the state’s existing medical marijuana law, includes provisions that will be helpful to employers in the state.

[Read more](#)

POSSESSION OF A MEDICAL MARIJUANA CARD ALONE DOES NOT PROVE MARIJUANA USE, APPEALS COURT HOLDS

Employer Armstrong Produce learned a valuable lesson as the result of a recent ruling in a case involving the employer: adverse employment action must be based on concrete evidence of marijuana use, such as a positive drug test or admission of drug use.

[Read more](#)

REASONABLE ACCOMMODATION FOR MARIJUANA USE – PART TWO: STATE LAW APPROACHES TO WORKPLACE SAFETY VERSUS INDIVIDUAL RIGHTS TO USE

The decisions regarding an employer’s “reasonable accommodation” of medical marijuana users in safety sensitive positions in a Canadian case has led to questions for United States employers who face various state laws, and federal and state occupational safety and health regulations regarding both medicinal and recreational use of the drug.

[Read more](#)

FAILURE TO ACCOMMODATE MEDICAL MARIJUANA USE HELD VALID BASIS FOR DISCRIMINATION CLAIM

When his position was terminated, New Jersey funeral director Justin Wild claimed in a lawsuit against his employer that he was unlawfully discriminated against for using medical marijuana as part of his cancer treatment as permitted under the state’s Compassionate Use Medical Marijuana Act (CUMMA).

[Read more](#)

THE OLD RULES GO UP IN SMOKE

People 21 and older now can legally enjoy marijuana for recreational purposes in 10 states, as well as Washington, D.C. Thirty-three states now are also permitting the use of cannabis for medical purposes.



Accurate data. Meaningful relationships.

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