

Welcome to our second international newsletter aiming to keep you up to date with major legislative changes and significant issues from around the world which impact employers in relation to employment screening.

We would like to thank you for the feedback you gave us on this initiative. We are happy that so many of you found it useful. Many of you asked for a list of articles at the beginning of the newsletter given the large number of stories it covers. Taking this feedback on board we decided to include in the email only a list of the articles covered by the newsletter with quick links to our website where the full version is published.

Verifile Service Update

We also have an update for you on our continuous effort to streamline the process for obtaining Basic Disclosure certificates and the compliance requirements for handling these.

It has been just over 3 months since we introduced the fully automated options for UK criminal records. Most of you seized the opportunity and switched to the fully online process. We have been collecting data since the launch and are pleased that the turnaround times demonstrate the benefits of switching.

Basic Disclosure on average takes less than 7 days to complete if the order is placed using the online system. Orders placed using the PDF application forms (either upload or email) takes on average 10 days. 4% of candidates we check have convictions and these on average take extra 2 days to complete.

Standard Disclosure on average takes 2 days to complete if the order is placed using the online system and the results are clear. It takes 1 extra day when there are convictions. However clients that continue to use the paper applications receive their results within 13 days. 5% of candidates we check have convictions.

Enhanced Disclosure on average takes less than 6 days to complete if the order is placed using the online system and the results are clear. Results are ready within 20 days when there are convictions. Clients that continue to use the paper applications receive their results within 15 days. 4% of candidate we check have convictions.

If you have not yet switched to using the online process then do get in touch to learn how this can save you both time and money.

Basic Disclosure - Scanned Certificates Online

Today we wish to announce the next enhancement to our Basic Disclosure checking service.

Already all clients using our online process for DBS checks receive the results online. From Monday, 18th November, Basic Disclosure certificates will be made available online allowing our clients to make



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faster recruitment decisions as the waiting time for the certificates to arrive in the post is eliminated altogether. The scanned copy of the original certificate will be made available on our system for a 90 day period.

Verifile will manage the strict compliance of the handling, storing and secure destruction of these certificates on behalf of our clients. The electronic copy will be automatically purged after 90 days. We will retain the original certificate for the same period and then securely destroy it after 90 days. Your candidates' statutory right to receive their hard copy certificate will also be managed by Verifile; we will post these certificates to them should they request it within the 90 day period.

This additional enhancement to our service means that our clients will no longer need to maintain special secure cabinets to store these certificates as well as manage the destruction process themselves. Verifile will do all of this on your behalf and at no extra cost. It additionally removes the risk of certificates being lost in the post by Royal Mail which unfortunately happens every so often causing further delays until a replacement certificate is issued and posted.

Lastly, we are also pleased to announce an improvement to the layout of our final report. From this Monday 4th November all checks will be grouped by type and in chronological order. We trust that the new layout will make the report easier to read and digest, especially for those clients who order many checks on each of their candidates or where a period of time is checked.

As always, we are eager to have your feedback and suggestions so please do tell us how our system and service can be improved.

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<u>ASIA PACIFIC</u>	- IBM Gets Certified Under APEC Privacy Rules
<u>AUSTRALIA</u>	- The Privacy Act Did Not Give a Worker a "Workplace Right" - Lost in the Privacy Landscape - Data Sovereignty: Are You Covered? - Tread Carefully When Checking Civil Litigation History - Is Your Drug and Alcohol Policy Enforceable? - The Case for Hiring Ex-offenders ?? - Criminal Records of Juvenile Offenders May Be Exposed
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<u>SINGAPORE</u>	- Singapore Among Four Countries to Improve Hiring in Q4 2013
<u>EUROPE</u>	- EU LIBE Committee Adopts EU Data Protection Compromises; Reform Package Set for Parliamentary Vote - Data Protection and Privacy Commissioners Release Resolutions on Tracking, Profiling, International Cooperation - WP29: Carry Out PIAs Before Public Data Reuse - What to Do When the Privacy Regulator Comes Knocking on Your Door? - How To Work With Your European Data Protection Authority - Draft EU Data Protection Regulation Discussions Stall on One-Stop-Shop Issue
<u>AUSTRIA</u>	- New Amendments to Austrian Data Protection Law
<u>BELGIUM</u>	- New Approval Process for Data Transfer Agreements in Belgium
<u>GERMANY</u>	- German Data Protection Commissioners Push for Suspension of Safe Harbor - EU Needs 'German Standards' on Data Privacy - No Right to Ask Applicants About Preliminary Investigations by Public Prosecution Office
<u>UNITED KINGDOM</u>	- Consultation on the Conducting Privacy Impact Assessments Code of Practice - Competition to Offer Privacy Protections Could Help Deflect Regulatory Action - Unions Call for Blacklisting to be Made a Criminal Offence - Fraud Landscape Tips - One in Three Scottish Men 'Likely to Have a Criminal Record' - Disclosure and Barring Service: Filtering - Employment Agency For Ex-Prisoners Launched - Criminal Record Disclosure Calculator - For Professionals &

	Organisations - ICO Releases PECR Breach Notification Guide
<u>NORTH AMERICA</u>	
<u>CANADA</u>	- Privacy Law Losing Relevance, Commissioner Says - Mid-Employment Checks in Canada Legal but Complicated - Battle Over Workplace Drug Tests Just Heating Up Following Court Ruling - Employer's Random Alcohol Testing Policy Constitutes Unreasonable Invasion - Pre-access Drug and Alcohol Testing Rejected in Ontario - Ontario Reviewing Access to Criminal Court Records
<u>USA</u>	- CFPB Issues Warning on Furnisher's Duty to Investigate Disputes - Military's Background Check System Failed to Block Gunman with a History of Arrests - Pre-employment Screening and Social Media - Bring Back the Box? - Tenant Screening Laws Update: Passing Background Check Costs to the Applicants - NJ Passes a Business-friendly Workplace Social Media Privacy Law - Small Mistakes With Employee Background Screening Can Cause Big Problems - How to Stop the In-House Data Thief - Current List of Labs and IITF Meeting Minimum Standards for Federal Urine Testing - Medical Marijuana and the Drug Free Workplace - National Drug Abuse Survey: Workplace Abuse Persists; Marijuana, Heroin Use Gain - Report: E-Verify Accuracy Improving - E-Verify: Iowa Joins RIDE and New Further Action Notice - Are Referees Still Important?
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<u>COLOMBIA</u>	- Colombia Adopts Regulations to Implement its Data Protection Laws
<u>URUGUAY</u>	- Uruguay Legislators Approve Bill to Legalize Marijuana