
Verifile International Newsletter

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

Hello You

Welcome to the October 2019 edition of our newsletter, which contains important news and updates from Verifile and the worldwide background screening sector...



Verifile finalists for prestigious technology award

We are delighted to be finalists in the “Outstanding Use of Technology” category in this year’s **Investors in People (IIP) awards**.

THE
**INVESTORS™
IN PEOPLE**
AWARDS 2019
Finalist

As the organisation that sets the benchmark for best practice and continuous improvement in HR and people management, being recognised by Investors in People for our use of technology is something we’re incredibly proud of.

All eyes now turn to the awards ceremony on 19 November to see whether we can take home the main prize. With **seven other companies** also shortlisted, the competition will no doubt be tough but we're so proud to be in with a chance of scooping this prestigious award.

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Product updates

Verifile passes on full DBS savings to clients

Verifile has reduced the cost of its **DBS screening services**, saving our clients up to £4 on each individual DBS check



The reduction in price is due to new pricing legislation for DBS checks, which was passed in Parliament this summer, and we're gladly passing that saving onto you in full.

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Verifile launches major upgrade to fraud and sanctions checks



We recently announced a major upgrade to our systems that significantly improves our international fraud and sanctions checks and adds them to the growing number of instant quick checks we offer.

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New PVG certificates at Disclosure Scotland

From September, Disclosure Scotland (DS) has been issuing redesigned certificates for Protection of Vulnerable Groups (PVG), after user research highlighted that individuals and organisations found it difficult to identify relevant information on their certificate.



Scottish Government
Riaghaltas na h-Alba
gov.scot

In response, DS have redesigned the PVG certificates. Key information is now more prominent and accessible, and counter signatory details no longer appear on the applicant's scheme record certificate.

As a registered Umbrella Body of the **Disclosure and Barring Service (DBS), Disclosure Scotland, and Access NI**, Verifile can provide unrivalled support with criminal records checks. Head to our **website to find out more**.

Worldwide News

Global



GDPR

A new survey finds many companies are still in the dark about GDPR compliance

Enterprises across the world are still struggling to comply with the new rules enshrined in the GDPR. The regulation had global implications, forcing companies in the US, China and Japan to comply with new, sometimes arcane, rules previously unseen on this scale.

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Africa



Egypt

A Step in the Right Direction: Draft Data Protection Law in Egypt

The Egyptian Cabinet of Ministers has recently approved a draft data protection law in Egypt (the 'Draft Law') which is currently being reviewed by Parliament.

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South Africa

Prasa's Daniel Mthimkhulu explains fake PhD qualification

Former Passenger Rail Agency of SA executive Daniel Mthimkhulu said he has a diploma acquired from the Vaal University of Technology, acknowledging that he could have come clean about not having a PhD.

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APAC



Australia

Australia builds its open data economy: Consumer Data Right Passes Parliament

Australia has passed the Consumer Data Right (CDR) Bill. It has already been implemented in the financial industry, and soon, will be in place in the energy and telecommunications sectors, followed by other sectors to be determined.

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China

China Releases Measures For Security Assessment Of Cross-Border Transfer Of Personal Information

Following the publication of the *Measures for Data Security Management* on 28 May 2019, the Cyberspace Administration of China further released the *Measures for Security Assessment of Cross-border Transfer of Personal Information* on 13 June 2019, which targets an important element of data management.

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People's Republic of China Employment Law: Conducting Background Checks On Employees

Conducting a background check on a job applicant is a routine activity all over the world, although far too many employers ignore this critical step in the hiring process.

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India

Maharashtra transport corporation confirms job candidates submitted fake experience docs

An internal probe conducted by the Maharashtra State Road Transport Corporation (MSRTC) has revealed that work experience certificates submitted by candidates, who were appointed as traffic inspectors last year, were fake.

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Quack doctor arrested in Saharanpur

Police have arrested a quack with allegedly fake qualifications who was running a Nursing Home without genuine qualification for the last ten years.

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General Data Protection Regulation (GDPR) - Freedom from Interference

How can Indian companies prepare for GDPR? Indian companies and multinational companies (MNCs) that have an India presence should review their policies, procedures and existing privacy programs; impart data privacy training to employees; and review or update contracts signed with third-party vendors, among other things.

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New Zealand

Gangster's daughter recruited by police, then suspended

The daughter of a senior Hells Angel gang member, who was recruited into Police College, has been suspended shortly before graduation after the relationship was vetted more closely.

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Phillipines

NCAA exec under prove for fake documents

The Civil Service Commission is investigating a National Commission for Culture and the Arts executive director for allegedly falsifying his qualifications, Rico Pableo Jr. has been charged with serious dishonesty and falsification of official documents.

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Singapore

From compliance to accountability: The changing face of data privacy in Singapore

Not only are EU-based companies required to comply with the GDPR, but also firms that target residents of the 28 EU countries for business.

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South Korea

Galderma Korea ran background checks on unionized workers

The Labour union of Galderma Korea, the local offshoot of a skin healthcare company affiliated with Nestle, said the company was deliberately sabotaging activities of unionized employees by secretly running a background check on them.

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Thailand

"The Fake university degree is irrelevant if Thammanat has a genuine BA degree" - Wissanu

Arguments around Thailand's deputy agriculture minister Thammanat Prompao continue. The Deputy PM has said that even if Thammanat Prompao's doctorate degree is fake, it does not disqualify him from being a cabinet minister.

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Thailand Personal Data Protection Act To Take Effect In May 2020

On 27 May 2019, the Personal Data Protection Act ("PDPA") was published in the Thai Government Gazette. The PDPA will take effect on 27 May 2020, replacing a

patchwork of sector-specific data protection laws.

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Canada



OPC update: Commissioner concludes consultation on transfers for processing

Following a consultation on transfers of personal information for processing, the Office of the Privacy Commissioner of Canada (OPC) has concluded that its guidelines for processing personal data across borders will remain unchanged under the current law.

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Canadian credit reporting agency compromised through third party

A hacker was able to access financial information on 37,000 Canadians or businesses held by credit reporting agency TransUnion Canada for two weeks over the summer by going through one of the company's business customers.

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Caribbean



Cayman Islands

Cayman Data Protection Law, 2017

The Cayman Islands enacted its Data Protection Law.

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Europe



Germany

German Court Decides On The Scope Of GDPR Right Of Access

The Appeal Court of Cologne held that the customer of an insurance company is entitled to access all personal data pertaining to him and processed by the company, including any internal notes regarding conversations between company employees and the customer.

[Read more](#)

German DPA Released Audit Checklist For GDPR Readiness

The Lower Saxony Data Protection Authority (Lower Saxony DPA) has audited 50 large and medium-sized organizations over the last couple of months regarding their implementation of the requirements of the General Data Protection Regulation (GDPR) and is currently finalising the audits.

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Greece

€150,000 GDPR Fine For Wrongly Using “Consent” as a Basis For Processing Personal Data Of Staff

The Greek Data Protection Authority (“DPA” the equivalent of the UK’s Information Commissioner’s Office/ICO) has just fined PWC €150,000 for GDPR breaches in connection with its processing of employee data.

[Read more](#)

Ireland

The First Line of Defense - The National Vetting Bureau and The Use Of Joint Agreements

The National Vetting Bureau (“the NVB”) announced that a new compliance unit was set up in December last year to conduct “regular checks” on organisations to ensure they are compliant in this area.

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Portugal

New Portuguese Data Protection Act

Information is now available on the new Portuguese Data Protection Act, which ensures implementation of the GDPR in Portugal.

[Read more](#)

Romania

Italian man investigated for medical fraud in Romania plans to open private clinic

An Italian citizen accused of medical fraud in Romania plans to open a private clinic. Romanian prosecutors accuse the man of fraud in continuous form and of practicing a medical profession without right.

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Serbia

Serbia: New Law on Personal Data Protection

The Serbian Parliament adopted several bylaws that elaborate on certain rights and obligations of data controllers under the Personal Data Protection Law.

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Turkey

Personal Data Transfer to Third Parties in Turkey Or Abroad

A new article describes the transfer of personal data to third parties in Turkey or abroad.

[Read more](#)

Middle East



UAE

Opinion: Fake academic degrees: A crime against the present and the future

The falsification of Master and PhD degrees is destructive as, at this level, academics are supposed to represent the elite and are entrusted with leading society toward development, progress and growth in all walks of life.

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Russia



Beautician whose patient died after liposuction 'had fake medical qualifications'

A popular beautician, whose patient died following injections for liposuction, is facing jail after she was exposed as having fake medical qualifications.

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Increased Fines for Violations of Russian Localization Law

Legislation in Russia would increase the fines for violation of the Russian Localization law, to 82,190 euros and increase sanctions for repeated violations to 247,000 euros.

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South America



Brazil

Recapping The Latest Updates To Brazil's General Data Protection Law

In July, Brazilian President Jair Bolsonaro authorized the final version of the Brazilian General Data Protection Law.

[Read more](#)

United Kingdom



British Airways ticket for Newcastle United player exposed con by airline staff

British Airways employees defrauded the world-renowned airline out of £40,000 before they were caught. During their trial, the court heard one had a gambling problem while the other had credit card debts of £35,000.

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Thousands of police staff not vetted properly, report warns

Thousands of police officers and staff in England and Wales have not been properly vetted, a police watchdog has warned.

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Taxi Defence Barristers successfully overturn a number of TfL licensing decisions

Taxi Defence Barristers have successfully overturned a number of decisions by Transport for London (TfL) to not issue licenses based on criminal activity found during a DBS check.

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Criminal background checks for Sunderland councillors could become policy under new plan

Councillors could be offered criminal background checks under a new policy being considered by Sunderland City Council. Earlier this year, councillors passed a motion calling for disclosure and barring service (DBS) checks for elected members.

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Tougher checks for taxi drivers to be introduced in Wiltshire

Anyone charged with exploitation, slavery or financial abuse will be banned from becoming a taxi driver in Wiltshire.

[Read more](#)

Bedfordshire Police officer dismissed for misusing computer systems

A Bedfordshire Police officer has been dismissed after using force systems for a non-policing purpose. He also failed to disclose that search or notify the force that a family member had a criminal conviction during a vetting check in 2017.

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Uber granted a two-month extension to London licence

Transport for London has given Uber a limited two-month extension to its licence, so they can scrutinise additional information.

[Read more](#)

Rural Arts pledges to 'Ban the Box' to help ex-offenders

A community arts scheme based in Thirsk has pledged to give former criminals a fair chance at getting a job, signing up to the national Business in the Community 'Ban the Box' campaign.

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GDPR Certification is coming to the UK

Later this year, "certification" will come into effect as a way for both data controllers and processors subject to UK data protection laws to demonstrate compliance with the European Union's General Data Protection Regulation (GDPR).

[Read more](#)

GDPR used to gain access to fiancée's personal data: exposing vulnerabilities in data subject access requests

A recent test Data Subject Access Requests (DSAR) has demonstrated companies' differing approaches to DSAR compliance.

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United States



U.S., Europe split over U.N. efforts to expand airport employee screening: sources

The United States and Europe are divided over United Nations efforts to expand employee screening at airports, following broader calls to harden airports against threats from their own workers.

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Credit reporting agencies sue Maine over two new consumer protection laws

An association representing three of the nation's largest credit reporting agencies sued the state of Maine in federal court last week over two new consumer protection laws that affect credit ratings and deal with medical debt and economic abuse.

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Illinois bans employer inquiries on salary history, continues trend

Illinois joined a handful of other states when its prohibition on employer inquiries into applicants' prior wage or salary information took effect this week.

[Read more](#)

Deliveryman arrived with new washing machine, 'then tortured owner, 75, to death in horrific random attack'

A deliveryman tortured a 75-year-old woman to death in a horrific random attack. The victim's family are now suing saying a background check would have prevented his employment due to a criminal past.

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More data needed to determine whether 'ban the box' laws work

Some studies show that ban the box laws could have a negative impact with employers likely to assume certain applicants, especially black and Hispanic men, have a criminal history.

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US mass shooters exploited gaps, errors in background checks

Most mass shooters in the U.S. acquired the weapons they used legally because there was nothing in their backgrounds to disqualify them, according to a criminologist.

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Las Vegas restaurant owner sues DoorDash after delivery driver allegedly stabs him

A Las Vegas restaurant owner sued DoorDash, claiming a loophole in the food delivery service's background check process nearly resulted in his death.

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CEOs from Amazon, IBM, Salesforce and more ask Congress to pass a consumer data privacy law

CEOs of Amazon, IBM and Salesforce, have signed a letter to U.S. congressional leaders urging them to create "a comprehensive consumer data privacy law."

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It's not just California anymore: State and local laws challenge the multijurisdictional employer

States and cities have followed California's lead in requiring tighter restrictions on employers and providing more rights to employees, including restrictions on background screening.

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168 Uber and Lyft drivers suspended for offences, including felonies, that should have barred them from employment

Scores of workers for Uber and Lyft were driving passengers around despite having offences ranging from traffic violations to criminal records.

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Jury awards \$101,000 to Portland man who sued Wells Fargo for not fixing credit report due to ID theft

An identity thief opened a Wells Fargo car loan account in an innocent man's name. Despite repeated calls to do so, Wells Fargo didn't delete the debt from his credit report for 14 months.

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Why Employment Credit Checks May Soon be a Thing of the Past

On July 11, 2019, the House Financial Services Committee, led by Chairwoman Maxine Waters (D-CA), considered The Restricting Use of Credit Checks For Employment Decisions.

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Columbia First in SC to Pass ‘Ban the Box’ Ordinance

On August 6, 2019, Columbia, South Carolina City Council unanimously passed a law that will “Ban the Box”.

[Read more](#)

Fifth Circuit Finds EEOC Overreached in Issuing Criminal Background Guidance

In *Texas v. EEOC*, the United States Court of Appeals for the Fifth Circuit ruled that the Equal Employment Opportunity Commission exceeded its authority when it issued a guidance that limited criminal background checks in hiring.

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New Illinois Law Prevents Employers from Asking About Past Salary Information

Under a new law set to take effect September 29, 2019, Illinois employers will be prohibited from asking for an employee’s wage history during the hiring process.

[Read more](#)

New Jersey Passes New Salary History Ban

New Jersey has enacted a new law prohibiting employers from seeking or relying on job applicants’ salary history.

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Pier 1 Imports Reaches Agreement in EEOC

Pier 1 Imports, an international home furnishings and specialty retailer in the U.S. and Canada, has reached an agreement with the U.S. Equal Employment Opportunity Commission (EEOC) through its conciliation process to resolve a race discrimination charge for \$20,000 and injunctive relief.

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Toledo Becomes Second Ohio City to Pass Salary History Ban

On July 5, 2019, Toledo, Ohio Mayor Wade Kapszukiewicz signed the Pay Equity Act to Prohibit the Inquiry and Use of Salary History in Hiring Practices.

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Another Court Rules Independent Contractor Not an Employee Under FCRA

On August 9, a court in the United States District Court for the Northern District of Georgia joined several other district courts in finding consumer reports obtained for independent contractors do not trigger the protections applicable for consumer reports obtained for “employment purposes” under the Fair Credit Reporting Act.

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FTC Approves Final Consent Order Settling Charges That Background Screening Company Falsely Claimed Compliance with EU-U.S. Privacy Shield Framework

Following a public comment period, the Federal Trade Commission has approved a final consent order settling charges that a background screening company falsely claimed to be in compliance with the EU-U.S. and Swiss-U.S. Privacy Shield frameworks.

[Read more](#)

The Supreme Court Designates Parameters for Confidential Information Exception Under FOIA

The Supreme Court recently reversed an Eighth Circuit opinion and held that a showing of “competitive harm” is not required to establish the confidentiality of business information and avoid Freedom of Information Act (FOIA) disclosure.

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Nearly 700 Workers Arrested in Record Setting ICE Raid in Mississippi

On 7 August 2019, U.S. Immigration and Customs Enforcement’s (ICE) Homeland Security Investigations (HSI) executed multiple federal criminal search warrants at

several agricultural processing plants across Mississippi.

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Verifile Limited

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

Place of registration:
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