

---

# Verifile International Newsletter

15 October 2019 / Issue #39

+44 (0) 1234 339 350 / [www.verifile.co.uk](http://www.verifile.co.uk) / [service@verifile.co.uk](mailto: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**.



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.

[Read more](#)

## 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.

[Read more](#)

---

### 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.

[Read more](#)

---

### 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



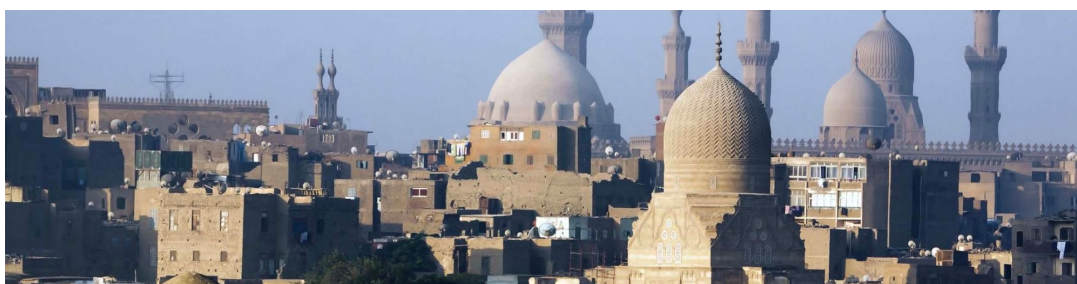
#### GDPR

#### **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.

[Read more](#)

### 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.

[Read more](#)

## 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.

[Read more](#)

## 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.

[Read more](#)

---

## 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.

[Read more](#)

### 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.

[Read more](#)

---

## 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.

[Read more](#)



## **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.

[Read more](#)

## **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.

[Read more](#)

---

## **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.

[Read more](#)

---

## **Phillipines**

### **NCAA exec under probe 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.

[Read more](#)

---

## **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.

[Read more](#)

---

## **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.

[Read more](#)

---

## **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.

[Read more](#)

### **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.

[Read more](#)

## 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.

[Read more](#)

### **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.

[Read more](#)

## Caribbean



## Cayman Islands

### **Cayman Data Protection Law, 2017**

The Cayman Islands enacted its Data Protection Law.

[Read more](#)

## 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.

[Read more](#)

---

## 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.

[Read more](#)

---

## 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.



[Read more](#)

## 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.

[Read more](#)

## 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



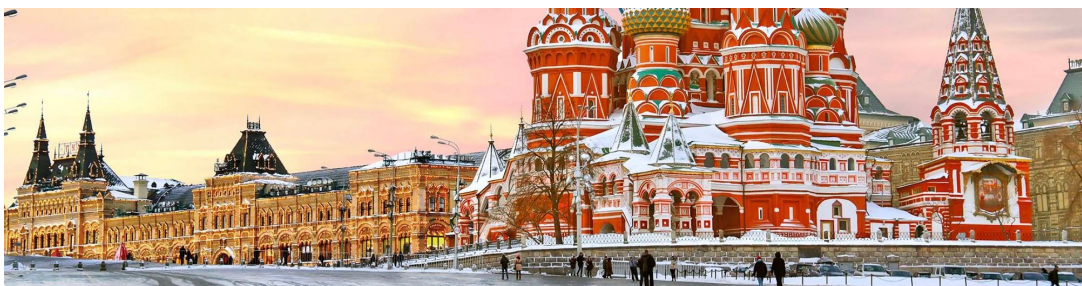
## UAE

### 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.

[Read more](#)

## 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.

[Read more](#)



## 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.

[Read more](#)

## South America



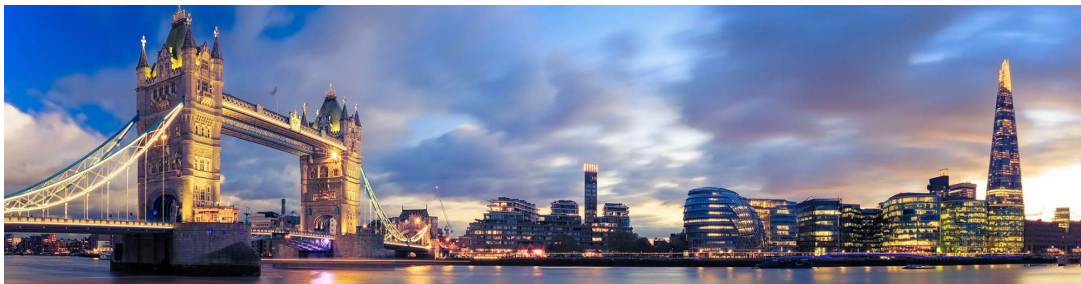
## Brazil

### 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.

[Read more](#)

### 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.

[Read more](#)

### 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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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).

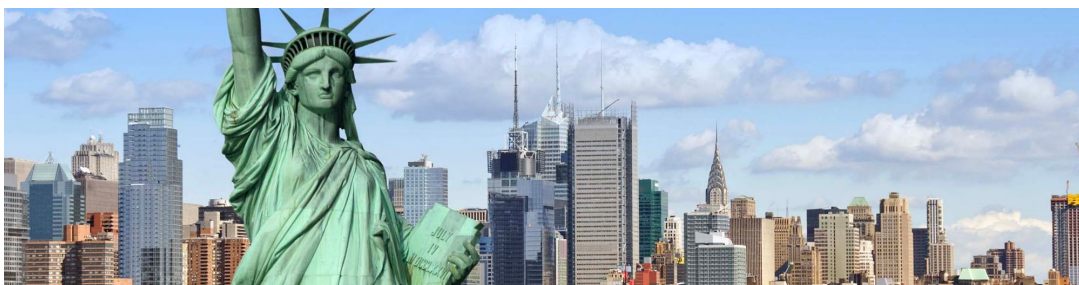
[Read more](#)

### **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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."

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

## **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)

### **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.

[Read more](#)



**You're receiving this because you signed up to our newsletter [www.verifile.co.uk](http://www.verifile.co.uk)**

Don't want to receive any more updates? **[Unsubscribe here](#)**

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