

Verifile Newsletter | February 2018

Welcome to our February newsletter 2018 designed to help you stay up to date.

Topics include:

- Launch of a global 'Identity and Address Verification' service
- International price list update
- International product changes
- Identity checks for Standard and Enhanced, England and Wales checks
- Turnaround times for UK criminal checks
- Verifile Awarded BS7858 NSI Gold Award for Security Screening

LAUNCH OF A 'GLOBAL IDENTITY AND ADDRESS VERIFICATION' SERVICE

We are pleased to announce the launch of our new GLOBAL 'Identity and Address Verification' service, covering over 3.2 billion citizens worldwide. The new service allows you to verify a candidate's identity including their residential address by cross-referencing their personal information against a variety of government and proprietary sources. With a name, date of birth and address you will be able to quickly and conveniently authenticate individuals as the majority of reports are ready within 1 working day. These checks can be found under the 'Identity Verification' section when ordering. For information on coverage, please download the 'Identity Verification' price list via the link below.

INTERNATIONAL PRICE LIST UPDATE

Our overseas (non-UK) coverage and price list will be updated **on 19th February**.

Over the past year we have continued to identify new sources and processes for our international checks, and below is a summary of over 100 additional checks added since our last update. We now have a more complete coverage of African countries with checks including identity card and passport validation, driving licence status, criminal record, bankruptcy and civil litigation.

We have also enhanced many processes and improved our turnaround times for many of our international checks.

To download the new price lists, please click below:

- **Criminal**
- **Credit / Financial**
- **Directorships**
- **Identity Verification**
- **Driving Licence**
- **Company Credit Checks**

For a summary of new checks available and price changes, please **click here**.

INTERNATIONAL PRODUCT CHANGES

We would like to bring the following changes to your particular attention. If you would like us to send you current documentation for any of the checks listed, please request via service@verifile.co.uk

Luxembourg & Monaco Criminal Check

Results for these checks will be sent directly to your candidates going forward. The government agencies issuing these certificates introduced this change to their procedures, and unfortunately, third parties are no longer able to receive the certificate directly.

Northern Mariana Islands Criminal Check

New instructions and application form is now in place to reflect simplified requirements.

Issue #27



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

Namibia Directorship Check

This search is unavailable at present due to a process change at source.

Russia Criminal Check

New Power of Attorney form is now in place to reflect the change of the Government institution's name.

Colombia Criminal Check

A new instruction is now in place to reflect the scope of this service. A Criminal Certificate from Colombian Police is now a Subject Access Request. However, we can still provide a Good Conduct Certificate from Procuraduría Nacional de la Nación.

IDENTITY CHECKS FOR STANDARD AND ENHANCED UK CRIMINAL CHECKS

The documents that need to be seen during the face to face identity check for criminal record checks (Standard and Enhanced) in England & Wales are changing. Although you will still be able to use most of the document types you have previously used such as passports and driving licences, the full list of options is changing in February. This change has been made by the Disclosure and Barring Service, which is the organisation that searches for convictions and relevant information on the Police National Computer.

The new document list will be presented to candidates on their online screening. To assist you with completing the face to face identity check we have created an **ID Check Guide** that can be found in the 'Help Guides' section after Verifile log in.

TURNAROUND TIMES FOR UK CRIMINAL CHECKS

We'd like to share some stats on our UK criminal record checks over the last 6 months.

- You will see that the turnaround times for the new Basic England and Wales check can be extremely fast with an average of just over 1 calendar day and a median of 0.
- Turnaround times for Enhanced England and Wales checks have reduced significantly with the average for certificates with convictions being half what it was for the first 6 months of last year.

As we are now past the DBS transition date, criminal checks for England and Wales based candidates should now use the new Basic England and Wales check. Rehabilitation periods are applied per region and the rehabilitation periods can differ significantly between regions.

Plus, the turnaround times for England and Wales Checks are so much faster!

For guidance on which check to use for who, please refer to the 'Help Guides' section after Verifile log in, or contact our Client Service Team on +44 (0)1234 339 350, or your Account Manager.

England and Wales Checks

UK Criminal Record Check types (England & Wales)	Candidates with Convictions (%)	Without convictions (calendar days)		With convictions (Calendar days)	
		Average	Median	Average	Median
Basic	2.44	1.24	1*	9	8
Standard	10.1	4.55	4	30.1	27
Enhanced	10.29	8.27	5	30.58	28

Scotland Checks

UK Criminal Record Check types (Scotland)	Candidates with Convictions (%)	Without convictions (calendar days)		With convictions (Calendar days)	
		Average	Median	Average	Median
Basic - indicative	1.3	4.51	4	6.23	5
Basic	7.87	7.55	7	9.34	8

* Median data is displayed in whole days. Many checks are being completed in as little as half an hour.

Turnaround times were calculated from the moment the relevant government agency accepted the order. We have eliminated the time it takes to collect the required information from candidates due to the high variance between clients on the time taken and the quality of information submitted to us at the start of the process.

VERIFILE AWARDED BS7858 NSI GOLD AWARD FOR SECURITY SCREENING

Verifile is pleased to announce that we have been awarded the highest NSI Award for Security Screening Services. The NSI Gold Award highlights that we provide the very best in processes, procedures and quality. We are one of only five companies in the UK to achieve this highly sought-after award.

What is the NSI Gold Award?

The Gold Award combines our ISO 9001 Quality Management System, the British Standard 7858 and the NSI Code of Practice for the provision of Security Screening Services. The award demonstrates our expert knowledge of the BS 7858 and our ability to provide employers in all industries with the highest quality industry specific products and services they may require.

What this means to you?

To demonstrate our commitment to the highest level of protection of your data, Verifile personnel have all been screened to this industry standard; it is a pre-requisite for joining our team. This approach to background screening is beneficial in any environment where the safety of goods, property and most importantly people are valuable. For sectors where data security, access to sensitive or confidential information and contracts are essential, the BS 7858 for screening is highly recommended. If you are trying to win new contracts and work with partners who need to feel secure, rest assured in the knowledge we offer screening services that are compliant with this British Standard.

Summary

Being awarded this additional certification is evidence of our continued drive to add value to the services we provide. We help organisations embrace employment screening as a core component of their recruitment strategy; combining proven expertise, technology and control over every part of the screening process. By doing this, we are able to provide the most robust data in the industry, whilst also providing customers with support and guidance on their screening journey.

Should you need any help and guidance, please contact us on +44 (0)1234 339 350 or by email at service@verifile.co.uk, or contact your Account Manager.

Regards,
The Verifile Team

You will find below news from around the world.

<u>WORLDWIDE NEWS</u>	<ul style="list-style-type: none">-Article 29 Working Party Published Guidelines on Transparency Under the GDPR-Article 29 Working Party Published Guidance on Consent Under the GDPR-GDPR Guidance May Not Be Out Until April-How to Manage Changes to Employee Rights under GDPR-Risky Business: HR Data under GDPR
<u>AFRICA & MIDDLE EAST</u>	
<u>SOUTH AFRICA</u>	<ul style="list-style-type: none">-Why Companies Don't Always Test for Alcohol. And Why They Should
<u>ASIA PACIFIC</u>	
<u>AUSTRALIA</u>	<ul style="list-style-type: none">-Work Rights Checks: Is Your Business Complying With its Immigration Obligations?

	-Fake Nurse Jailed after Doing Shifts at Hospitals Across Australia
<u>CHINA</u>	-Are You Concerned about the Personal Credit System and Privacy Provisions in China? You Should Be! -Big Data Meets Big Brother as China Moves to Rate its Citizens
<u>INDIA</u>	-Laws Governing Pre-Emptive Screening of Employees in India
<u>JAPAN</u>	-EU Sees Data Transfer Deal with Japan Early Next Year
<u>NEPAL</u>	-Eight Arrested for Running Fake Certificate Racket
<u>PHILLIPINES</u>	-Phillipines Joins APEC Network of Privacy Enforcement Authorities
<u>SINGAPORE</u>	-Singapore Moots Stricter use of national ID, Bill to Ease Data-Sharing Within Government
<u>SOUTH KOREA</u>	-EU and South Korea Intensify Data Protection Cooperation Efforts
<u>TAIWAN</u>	-Taiwan Increases Background Screening Requirement for Foreigner Teachers
<u>EUROPE</u>	
<u>FRANCE</u>	-Accelerated GDPR Bill "Limited In Scope"
<u>THE NETHERLANDS</u>	-Dutch Government Introduces GDPR Implementation Bill
<u>UNITED KINGDOM</u>	-Staggering' Trade in Fake Degrees Revealed
<u>NORTH AMERICA</u>	
<u>CANADA</u>	-Do you believe Everything in a Candidate's CV? -Court Upholds Workplace Drug Policy -HR Leaders Fret over Lazy Cannabis Laws -Major Employer Wins Drug Testing Battle -Canada: Cannabis Legalization in Canada - Nuisance or Business Opportunity?
<u>UNITED STATES</u>	-AZ Bans the Box for Initial Stage Agency Job Applications -Albany County, New York, Passes Salary History Ban -FINRA Slams J.P. Morgan Securities Over Background Check Failures -Avis Settles FCRA Background Check Lawsuit for \$2.7 Million -Consumer Reporting Agency Accused of Violating FCRA -Fix NICS Act to Enhance Compliance to Ensure Accuracy of Existing Background Check System for Firearms Purchases Introduced -Waffle House Job Applicants Consolidate Background Check Class Action -DOT Updates Drug Testing Panel to include Opioids -FMCSA Expands Its Drug Testing Panel Effective January 1, 2018

- Employers Can Expect New Problems When Recreational Marijuana Hits New Jersey
- As Ban the Box Spreads, Private Employers Still Have Questions
- In the Continuing Battle Over Standing, Fair Credit Reporting Act Class Action Plaintiffs Must Show Actual Injury for Failure to Provide Stand Alone Notice
- Alert: California's Statewide "Ban the Box" Law Goes into Effect January 1
- States and Cities Line Up to Ban Salary History Questions
- Title VII Concerning Employer Criminal Records Checks
- The Impact of the HHS and DOT Regulatory Updates on State Drug Testing
- PHMSA Raises Random Drug Testing Rate to 50% for 2018
- DOT Notice Provides Guidance on How the Use of Medical Marijuana Will Affect Drug Testing Results
- New I-9 FAQs on Transgender Employees, E-Verify Time Zone Issues, Closing Cases, and More!