
Verifile newsletter

April 2018 / Issue #29

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



Verifile news

Verifile Software Update

As we continue to improve the users' experience within the platform, we have just released one of the most significant updates to our system. The update provides improved page loading times, further clarity when placing UK criminal record checks, and several internal system updates to improve the quality and accuracy of the data we provide you. If you would like to know more about the system improvements we are continuing to make, or suggest ideas of your own, please speak to your account manager or contact us at service@verifile.co.uk.

Verifile Candidate Support Tool

We recently announced our new candidate support tool and already this interactive tool is proving to be of benefit to many candidates. We would welcome any comments you have been receiving from your candidates on this tool or any suggestions you may have. If you haven't had a chance to see it in action, please take a look at our quick demonstration which can be accessed [here](#).

Sport Relief Fund Raising

The Verifile team has been busy cycling from Bedford to the Peak District in aid of Sport Relief. If you would like to support us in raising funds for this worthy cause, please follow this link [Verifile's story](#).



Verifile product changes

Please find below an update for the checks that have had a change of process, requirements or forms. If you would like us to send you the current documentation for any of the listed checks please contact us by emailing service@verifile.co.uk

UK Criminal Basic England and Wales Results

Verifile has been working with the Disclosure and Barring Service (DBS) to understand why some basic checks have been taking longer than expected. We have identified an issue which is affecting the provision of a very small number of basic check results. Results are not being communicated to Verifile, so those checks appear to be processing. Verifile has identified all affected orders and is urgently working to ensure results are received and are available to our clients as quickly as possible.

Identity Checks for England and Wales DBS Checks

We would like to remind clients ordering England and Wales criminal checks (basic, standard and enhanced) that when confirming the candidates' identity on our platform, you are confirming that you have undertaken the identity check according to the DBS Code of Practice, which includes:

1. Meeting the candidate in person (face to face)
2. Seeing the candidate's original identity documents (not just photocopies)
3. Checking that the appearance of the candidate matches their date of birth and the photograph on the documents
4. Checking that the documents appear to be genuine with no signs of tampering
5. Checking that personal details on the documents match those entered by the candidate on the Verifile screening form (please call us if you notice any differences)

These responsibilities can be split. For example, the line manager may carry out steps 1 to 4 in the presence of the candidate, and HR may carry out step 5. However, if splitting, please ensure that HR have copies of the identity documents in order to carry out step 5 correctly.

If the identification check isn't carried out correctly, then there is potential for results to be invalid. Please note that sole responsibility does rest with your organisation to undertake the identification check correctly.

Following the advanced notice in our last newsletter, the list of approved identity documents for criminal record checks (Standard and Enhanced) in England & Wales has now been updated. This change was required by the Disclosure and Barring Service, which is the organisation that searches for convictions and relevant information on the Police National Computer and issues these certificates.

The new list of identity documents is now presented to candidates to choose from on the Verifile platform. To assist you in completing the face to face identity check, we have created an Identity Check Guide that can be found in the **Help Guides** section after Verifile log in.

UK Criminal Checks in Northern Ireland via AccessNI

AccessNI, the government agency issuing criminal certificates for Northern Ireland, are modernising their IT system over the next 2-3 months. They have given us advance notice that all signatories will be required to create new log-ins and passwords for their NI Direct account. We will provide more information on how this process will work as soon as we receive further details from AccessNI.

Kenya Criminal

A change in requirements means that two copies of certain documents and an extra application letter are now needed.

Russia Criminal

New Power of Attorney document options are now possible following feedback from candidates.

Belgium Criminal

Individuals with a current official registered address in Belgium are now required to obtain criminal check certificates from their local municipality. We can still process these checks on individuals who reside outside Belgium and who have informed the local authorities that they no longer have a registered address in Belgium.

Ghana Criminal

This service is now available only for residents of Ghana.

International news

Below are a selection of international headlines, click the buttons to view the stories in full for your region.

Worldwide

Worldwide

[Read more](#)

DLA Piper's Data Protection Laws of the World Compare Data Protection Laws Around the World

Asia Pacific

Asia Pacific

[Read more](#)

Asian Businesses Anticipate Hiring Spree in 2018

Australia

[Read more](#)

Australia's Forthcoming Mandatory Data Breach Notification: Why Legal and IT Departments Need to Collaborate More Closely

China

[Read more](#)

Blacklist Introduced for Operating Business in China Without License

China Releases National Standard on Personal Information Security

China's New Data Protection Standard: What You Need to Know

India

[Read more](#)

India Big Data, Machine Learning, AI to Shape Job Market in 2018

Hiring to Pick Up Speed in 2018: Reports

Malaysia

[Read more](#)

Malaysian Employer Caned for Hiring Illegal Workers

Singapore

[Read more](#)

Singapore PDPC Issues Reponse to Public Feedback Regarding Data Protection Consultation

Singapore Tops Asia-Pacific Talent Ranking

Europe

European Union

[Read more](#)

Firms Breed Misconceptions and Confusion Surrounding the GDPR

How to Meet the Gold Standard for Data Privacy Tap into the Opportunities the GDPR Brings

Identifying Legal Grounds for Processing HR Data

Practical Tips for Consent under the GDPR

European Commission Launches GDPR Implementation Guidance Website

Four Months Until the GDPR: Which EU Countries Have Already Implemented Local GDPR Laws? Is there Anything Relevant in These Laws?

Belgium

[Read more](#)

Belgium Adopts Law Reforming the Belgian Privacy Commission

France

[Read more](#)

CNIL New Security Guidelines

Draft Data Protection Law One Step Closer to a Final Version

Italy

[Read more](#)

Legitimate Interest Gets Complicated

Poland

[Read more](#)

Poland's Proposed GDPR Exemptions Spark Outrage

Spain

[Read more](#)

Personal Data Protection Draft Act

United Kingdom

[Read more](#)

Employers are "Sleepwalking into GDPR Abyss", Report Warns

Lying Candidate Won \$104,000 Salary - and a Conviction

The Pitfalls of Employee Immigration Status

UK Managers Deliver Gloomy Economic Outlook for 2018

What HR Departments Need to Know about the GDPR

North America

Canada

[Read more](#)

Canada Business Boom: 10,000 Jobs Created in January

Alberta Court of Appeal Confirms and Clarifies Requirements for Random Drug Testing

Weed in the Workplace a Primer for Employer Action

United States

[Read more](#)

Salary History Question Off Limits on Job Applications: What Should Employers do to Stay Compliant?

Jury Awards Nearly \$70.6 Million in Yacht Rape Case

Does Your State Ban the Box with Job Applications? What You Need to Know

EEOC's Background Check Guidance Suffers Loss in Texas Federal Court

Kansas City, Missouri, Enacts Ban-the-Box-Plus Ordinance

Maine Employers Must Ignore Off-Work Marijuana Use, Cease Testing Applicants
