
Verifile newsletter

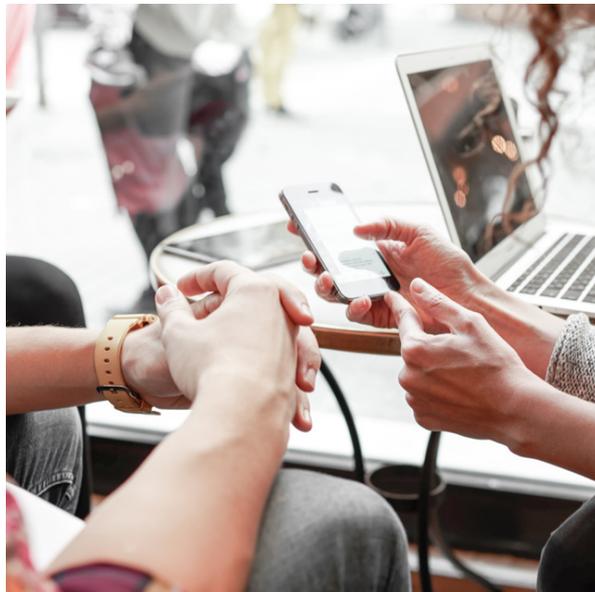
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Welcome to the November 2018 edition of our newsletter which contains important news and updates from us.



Verifile News

Paying by Direct Debit

Did you know that we can accept payments by direct debit? Paying by direct debit is easy and secure, and fast to set up. To set up a direct debit on your account, fill in the simple GoCardless form [here](#) or speak to your Account Manager.

UK Criminal Checks in Northern Ireland via Access NI

NI Direct Account

If you order criminal checks in Northern Ireland, and haven't yet created your new NI Direct account, we encourage you to do so now. Guidance can be found [here](#). We are more than happy to walk you through the process if this helps.

Certificates

Digital certificates are now being issued to all candidates unless convictions are being disclosed. Candidates can share the electronic certificate with you via their AccessNI account. Certificates that include convictions are always posted and all candidates can opt to receive a posted certificate if they wish. There is plenty of guidance for candidates on the [AccessNI website](#). Our Candidate Team are also available to help candidates.

EU Member States

For enhanced checks and when the role includes regulated activity with children, AccessNI requests information on nationals from 9 EU Member States. Due to delays of 6 weeks or more obtaining this

information from Poland and Romania, AccessNI has suspended requesting criminal record information from those countries. Verifile can provide a criminal check in Poland, or candidates can be asked to provide a certificate of good conduct. Once delays have been resolved, AccessNI will re-start the request of criminal record information for nationals of Poland and Romania, and we will update you accordingly.

International product changes

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

British Virgin Islands Criminal Check

A new instruction is in place to reflect simplified requirements.

Spain Criminal Check

Costa Rica Judicial Registry of the Executive Directorate of the Judiciary have slightly changed the application forms and will no longer accept the old forms. The new application forms are now in place to reflect this change.

Chile Directorship Check

A new instruction is in place to reflect a change in scope of this service and requirements. Going forward, this search will cover current directorships and current and past shareholdings. Historic directorship information is no longer available.

France Criminal Check

A new instruction is in place to reflect the requirement to provide the candidate's current address of residence.

Ireland Criminal Record Check

We are no longer offering a criminal records check from Garda Síochána. The check that was designed to screen individuals for positions through which they have unsupervised access to children and/or vulnerable adults is now only available to organizations with a registered office in the Republic of Ireland.

International news

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

Worldwide

Asia Pacific

Australia

- Everyone Lies in Their Job Application...So Can I Fire Them?
- The AHRC and Criminal Record Discrimination: A Toothless Tiger
- Top Ways Candidates Lie to Secure a Role

[Read more](#)

India

- E-Hiring Still Needs Reference Checks
- GDPR Effects on India
- Here Are A Few Tips for Employers Must Know to Comply With Privacy Laws In India
- India Has 277 Fake Engineering Colleges, Delhi Highest With 66
- India Releases Draft Personal Data Protection Regulation
- India's Telecom Regulator Recommends Stricter Data Security Rules

[Read more](#)

South Korea

- South Korea – Government Cuts Jobs Outlook and Lowers Growth Forecast For H2 2018

[Read more](#)

Europe

Europe

- The European union and Japan Agreed to Create the World's Largest Area of Safe Data Flows

[Read more](#)

Belgium

- Collection Storage and Transfer of Data In Belgium

[Read more](#)

Channel Islands

- The GDPR and The Channel Islands

[Read more](#)

France

- New Investigation Program of The French CNIL For 2018

[Read more](#)

Italy

[Read more](#)

- Italian Privacy Law Integrating the GDPR Adopted, With Some Concerns!

[Read more](#)

Lithuania

[Read more](#)

- Lithuania Adopts New Law on Legal Protection of Personal Data

[Read more](#)

The Netherlands

- GDPR Compliance In The Benelux, Let The Controls Begin!

[Read more](#)

Turkey

- An Overview of Turkish Data Protection Rules from Criminal Law Perspective

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United Kingdom

- [Ban for City Associate Who Inflated Exam Grades on CV](#)
- [Half of London's Construction Employees Not from Britain](#)
- [Criminal Record Check Did Not Breach Man's Human Rights, Rules Supreme Court](#)
- [Criminal Record Requests Could Be Breaching GDPR, Warns Charity](#)
- [Fake NHS Boss Ordered to Sell Boat To Repay Earnings](#)
- [Paperless Immigration System Requires Employers to Embrace New Way of Working](#)
- [What BREXIT Impacted Companies Need to Be Doing Now](#)
- [Convicted Paedophile Monk Taught at University of Oxford for 12 Years After Being Banned from the Profession](#)

[Read more](#)

North America

Canada

- [Cannabis Act Receives Royal Assent](#)

- Court of Appeal Reinstates Employee after Improper Drug Testing
- How will GDPR Affect Canadian Businesses?
- Human Rights Tribunal of Ontario Creates New Rule for Employers Regarding Citizenship Based Recruitment Criteria
- Legislated Drug Testing in the Workplace
- Will Your Workplace Drug Policies and Procedures Go Up in Smoke When Recreational Marijuana Becomes Legalised in Canada
- Cannabis Testing and Employee Dismissal: Is Your Policy Ready?
- Background Checks by Province: What Employers Need to Know
- Supreme Court Upholds Termination for Breach of Drug and Alcohol Policy

[Read more](#)

United States

- California Provides Guidance Regarding Its Salary History Ban
- Certificate of Relief Reducing Employer Exposure for Hiring

Employees with Certain Criminal Convictions

- Job Applicants with Past Drug Addiction Protected Under the ADA
- Social Security Administration to Resume Social Security Mismatch Letter Notification Program in 2019
- South Carolina's Expansion of its Criminal History Expungement Laws
- California Supremes offer Compliance Guidance for Background Checks
- Court Dismisses Background Check Lawsuit Against Sandoval, Laxalt
- Employer Lessons in Dealing with FCRA Disclosure Claims
- Evaluating and Challenging Standing in Fair Credit Reporting Act Actions
- Oregon Court Dismisses FCRA Class Claim Against Employer
- Playing a Losing Hand: District Court Dismisses SFCRA Disclosure Claim Against Casino in Absence of Concrete Injury
- South Carolina's Expansion of its Criminal History Expungement Laws
- San Jose: Youth Soccer Groups to Pay \$8.2 Million to Settle Sex-Abuse Lawsuit over Coach Screening

- Form I-9 Immigration and Employment Law Alert@ The Time is now for a Proactive Audit
- Baby It's Cold Outside: ICE I-9 Audits Increase Over 100 Percent
- New Jersey Federal Court: Employer Need Not Waive Drug Test for Medical Marijuana User
- New Jersey Mandates Drug Testing of Direct Support Staff
- Poppy Seed Bagel to Blame after Woman Tests Positive for Opiates During Labor
- Asking Applicants about Salary History Now Banned in Massachusetts and Vermont, Connecticut to Follow
- Hawaii Prohibits Employers from Asking Job Applicants about Salary History
- Increased Protections for Employers Answering Reference Requests
- California Attempts to Clarify Salary History Ban Legislation
- NJ Appellate Court: You Have the Right to Obtain Public Records Even if you Live Out of State
- Pepsi Background Check Class Action Settlement
- Consumer Reporting Agency cannot Snuff out Adverse Action Claim at Pleadings Stage

- FCRA Class Action Dismissed by Missouri Court of Appeals for Lack of Standing
- Georgia Targets elder Abuse with Tough New Long-Term Care Background Check Law
- NY Implements New Regulation Applicable to Consumer Credit Reporting Agencies
- What Vermont's Legalization of Recreational Marijuana Means for Employers
- Oklahoma Became the 30th State to Pass a Medical Marijuana Law
- Iowa Will Permit Employers to Have a Lower Standard for Positive Alcohol Tests July 1, 2018
- Reasonable Suspicion Justifies Drug Testing of Teacher
- Employer Drug-Testing in Oklahoma
- Chicago Introduces Data Protection Ordinance

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