

14 November 2019 / Issue #40

Hello You

A banner for VeriFile News. It features a blue globe on the left, a red and white logo in the center, and a blue background with a grid pattern on the right. The logo consists of a red square with a white checkmark and the text 'VERIFILE NEWS' in white.[illegible]

Verifile has once again proven its relentless commitment to achieving and attaining the highest industry standards, by passing the first round of audits for ISO 22301: Business Continuity Management Systems.

We also passed and were re-certified for Information Security (ISO 27001), Quality Management (ISO 9001), and Environmental Management (ISO 14001), which we have held since 2013.

Verifile's Business Support Manager, Leanne Carmedy, said: "There is no legal requirement for us to hold these accreditations. But, achieving these UKAS accredited and internationally recognised standards proves our commitment to data security and quality of the highest level."

[Read more](#)

Verifile are listed in the API World top 300

We are delighted to have been included in **API World's** top 300 global APIs, a showcase of the top innovations in the API industry over the past year.

An API can avoid the need for your team members to log into the Verifile system in addition to your own ATS, eliminating manual tasks, speeding up processing times and avoiding errors associated with manual data entry.

30% of Verifile's orders come through our API and it offers access to over 650 different background checks worldwide.

API World selected the companies through an interview and evaluation process based on several factors, including data from the companies and industry research.

[Read more](#)

Fraud and Sanctions update



We recently announced a major upgrade to our system, which significantly improved our international fraud and sanctions checks.

This is another service now added to the growing number of instant checks that we offer.

To find out more and see what else was included in this update, click [here](#).

OFFER: Bosco child safety app



At Verifile, privacy and data security are at the heart of everything we do. We also know it is a topic that is on your minds, as an employer, an employee or as a parent.

Therefore we thought that it would make sense for us to partner with a company that offers an innovative solution that helps parents take control of their children's safety online.

The Bosco app is a ground-breaking app helping parents to protect their children from cyberbullying, harassment and other online threats.

Research clearly indicates that the proper monitoring of our children's use of technology is crucial to their overall wellbeing.

Technology doesn't need to get in our way. Parents can have the power to use it to impact the lives of their children for the better.

Bosco was created to put parents back in the driver's seat of their family's digital lives.

Their unique approach to online child safety empowers parents with the tools to monitor their children while still giving them the freedom and privacy they need to thrive.

This gives parents a chance to talk to their children about what's happening online, while mood detection helps parents stay emotionally attuned to their children.

Parents can also be confident that they will be there when their children need them.

As a personal invitation from Verifile, employees and candidates of our clients can receive a 30-day-free trial of the app.

What's more, if they take up a subscription during this time, they will receive 40%* off the annual subscription (only £23.99 instead of £39.99).

You can find more about the app at the Bosco [website](#).

To take advantage of this unique offer of 30-day-free trial and 40% discount thereafter, download the app [here](#).

Legislation updates

Reminder: Changes to FCA's SM&CR come into effect soon

Solo-regulated firms under the Financial Services and Markets Act (FSMA) are reminded that the Senior Managers & Certification Regime (SM&CR) comes into effect on 9 December. This regime is replacing the Approved Persons Regime.

The FCA website has articles **about SM&CR** and **guidance**, to assist you in preparing for these changes.

For screening guidance on roles affected by SM&CR, please head to our **Financial Services information page** or contact your Account Manager to discuss.

BS7858 now includes social media screening

BS7858:2019 came into effect at the end of September and replaced BS7858:2012, which will be withdrawn on 31 March 2020.

BS7858 sets out requirements for companies carrying out background screening for employees in a secure environment.



Amongst the updates to the new standard are recommendations around the use of **social media screening**.

BSI are increasingly aware that what employees post on social media may create problems for businesses operating in secure and regulated environments.

The BSI now say: "For some roles, it might be prudent to seek additional information using best practice social media and other open-source internet checks to provide greater insights and reduce risk."

[Read More](#)

AccessNI updates volunteer guides

AccessNI, the body responsible for fulfilling criminal record checks in Northern Ireland, has updated their help guides for volunteers working with adults and children.

Both guides explain the reasons for needing to carry out criminal background screening and who is eligible. You can access the help guides at the links below.

- [AccessNI checks: Working with adults in the charity/voluntary sector](#)
- [AccessNI checks: Working with children in the charity/voluntary sector](#)

Please note: you will need to log in to our portal to be able to view these guides.

If you're not sure if you need to order criminal checks from Northern Ireland contact client services via service@verifile.co.uk where our team will be happy to help answer your questions.

Proposals for 'compulsory' references announced

The UK's Business Secretary, Andrea Leadsom, has put forward proposals that could make it illegal for businesses to withhold references for former employees.



The proposals are a bid to stop businesses using ‘nasty tactics’ and protect individuals who have faced harassment or discrimination.

As reported in **People Management** magazine, Leadsom said the proposals would “ensure individuals are protected, striking a fair balance between the interests of employers and workers”.

Systems like **WorkPass**, which handle employment and income verification requests on behalf of employers, eliminate the need for HR teams to issue them directly. WorkPass also adds a level of GDPR compliance that manual processes cannot rival.

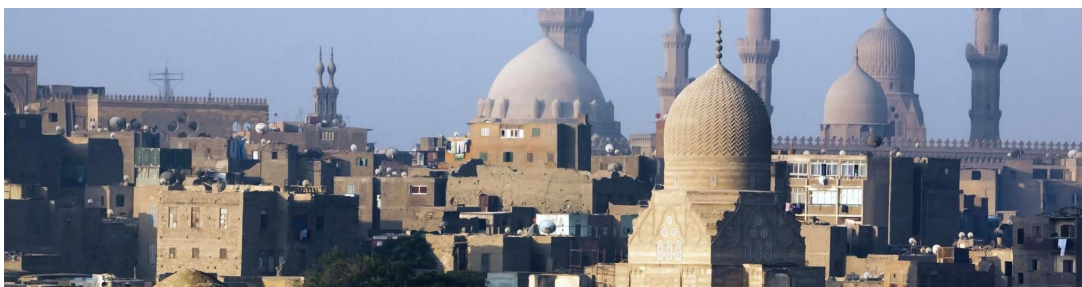
WorkPass is a free service that Verifile offers to our clients.

If you'd like to talk to us about WorkPass contact your account manager or our sales team via email: sales@verifile.com or phone: **+44 (0) 1234 60 80 90**.

[Read more](#)

Worldwide News

Africa



South Africa

Delays in privacy laws are costing South Africans money and security

While we wait for the enactment of the privacy protection law, South Africans must become more aware of what information they are willing to give and who they are giving it to – especially when this information is used in financial transactions.

[Read more...](#)

Toddler's 'murder' puts spotlight on vetting nannies for hire

The owner of a placement agency, who introduced Lerato Mnguni to the nanny now implicated in the gruesome death of her toddler, says her hands are clean.

[Read more...](#)

Uganda

Predatory teachers: Lessons from the United Kingdom

Almost every day that goes by, the country continues to witness news of alleged cases of defilement in rural schools, among others. According to the statistics from the Uganda Police's Child and Family Protection Unit, over 51,000 girls were defiled between 2014 and 2017.

[Read more...](#)

APAC



Australia

Burnt faces, fake therapists among 6000 complaints to health watchdog

A terminal cancer patient denied pain relief five times, a fake counsellor who had sex with a client and a cosmetic clinic that left a customer with serious facial burns are among the 6000 cases that resulted in complaints.

[Read more...](#)

Companies are shovelling data into the cloud but not protecting it

Organisations understand and are committed to the protection and control of sensitive of data they put into the cloud, but according to new figures many of these organisations are not ensuring this data is secure.

[Read More...](#)

India

Fake University: UGC warns students against taking admission in this 'varsity' in Delhi

The University Grants Commission (UGC) on Monday warned students against taking admission in National Institute of Management Solutions (NIMS) located in Janakpuri, New Delhi.

[Read more...](#)

35-45-year olds fudge CVs the most; vague university certificates, forged documents common frauds

The top issue on fraudulent information, according to Authbridge's Annual Trend Report 2019 for Employee Background Screening relates to employment tenure, qualification verification, address verification, reference check and even identity verification.

[Read more...](#)

52-year-old man held for selling fake medical degrees in Chhattisgarh

A 52-year-old man has been arrested for allegedly selling fake certificates of medical degree and diploma courses to mostly unemployed youths from villages and sell forged degrees.

[Read more...](#)

Over 3,000 teachers surrender fake degrees in Bihar

When some media channels showed how an English teacher could not write even 'Thursday' or 'Tuesday' correctly, the state government launched a "general amnesty" wherein it proposed that fake degree holders could resign without criminal charge.

[Read more...](#)

Scams thrive unchecked in education system

Most fake universities on the University Grants Commission (UGC) are not operating from their original locations.

[Read more...](#)

Need to find 'critical balance' between data analytics and data protection: Industry experts

Data can be used for value creation through use of analytics but there is also a fear of it being misused, so India should have robust data protection laws, according to industry experts.

[Read more...](#)

Malaysia

Background checks on foreign missionaries to Malaysia

All foreign missionaries who are coming to Malaysia to hold religious talks would have their background vetted prior to their speaking engagements.

[Read more...](#)

Pakistan

HEC asked to come hard on illegal varsities to save students from dismay

There are 115 higher educational institutions across the country without any formal approval and registration with the Higher Education Commission (HEC).

[Read more...](#)

Legislators seek uniform criteria for dealing with fake degree cases in PIA

The Senate Standing Committee on Aviation has observed that the review committee of the Pakistan International Airlines Corporation, should maintain uniform criteria to deal with the cases of fake degrees of PIA employees.

[Read more...](#)

Illegal medical practitioners taking innocent lives in hands

Stories of quacks and bogus doctors, have recently emerged, which subsequently can bring a bad name to good doctors and jeopardise the entire image of the medical community of Pakistan.

[Read more...](#)

Taiwan

Taiwan talk show host issues 24-hour ultimatum for Tsai to admit Ph.D. 'fake'

Talk show host Dennis Peng announced that he was issuing a 24-hour "ultimatum" to Taiwanese President Tsai Ing-wen to apologize and admit that her Ph.D. from London School of Economics and Political Science (LSE) is "fake."

[Read more...](#)

Canada



Nova Scotia man who forged criminal record check jailed

A 47-year-old man who forged a criminal record check he needed for a job was sentenced recently to 21 days in jail after his employer learned it was altered.

[Read more...](#)

Seven from Gujarat get Canada jobs using fake UP degrees

The “dream run” of seven Gujarat youths who landed jobs in Canada using fake engineering degrees of Agra University has been cut short.

[Read more...](#)

Police, defence lawyers, child protection group support creation of criminal record check legislation

As it stands now in Manitoba, no legislation or regulation governs how authorities conduct, deliver and handle appeals for criminal record or vulnerable person sector checks.

[Read more...](#)

Europe



Austria

Austrian post fined €18 million for selling customer data

The Austrian data protection authority (DPA) has imposed an administrative fine of 18 million euros on Austrian Post after conducting administrative fine proceedings.

[Read more...](#)

Germany

‘Fake anaesthetist’ arrested over deaths of several patients

A woman forged documents so she could get a job as an anaesthetic assistant has been arrested in connection with the deaths of four people by police in Germany.

[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...](#)

Holland

Microsoft’s EU contracts ‘breach GDPR’

Microsoft's contracts with the EU may not be compliant with data protection rules, according to the European Data Protection Supervisor (EDPS).

[Read more...](#)

Ireland

Non-profit explains why man with criminal record was hired as caretaker

A man wanted for allegedly beating and robbing the cancer patient he cared for, has turned himself in to police.

[Read more...](#)

Poland

Polish regulator fines public authority for multiple GDPR violations

The Polish data protection authority has fined a public authority 40,000 Euros for violations of GDPR

[Read more...](#)

Sweden

Sweden’s first GDPR fine sets regulatory tone

Sweden has seen its first fine issued under the General Data Protection Regulation (GDPR), which was imposed on an upper secondary school, according to the country’s Data Protection Authority (DPA).

[Read more...](#)

Ukraine

The impact of the GDPR outside the EU

Despite an Association Agreement with the EU concluding in 2014, Ukraine has not yet implemented GDPR provisions into national law, however the local business community has been proactive in seeking to comply with the GDPR.

[Read more...](#)

Middle East



UAE

UAE proposes new law to crack down on forged qualifications

The UAE is stepping up efforts to combat fraudsters tricking their way into employment with forged qualifications. A planned tougher law will not only target dishonest jobseekers but also rogue recruiters and employers who knowingly accept fake degrees and other certificates.

[Read more...](#)

Safety inspector had fake engineer's degree

A safety inspector who forged for himself an engineering degree has been referred to the Dubai Criminal Court, after scanning the stamp of the UAE embassy in Cairo on a fake degree.

[Read more...](#)

South America

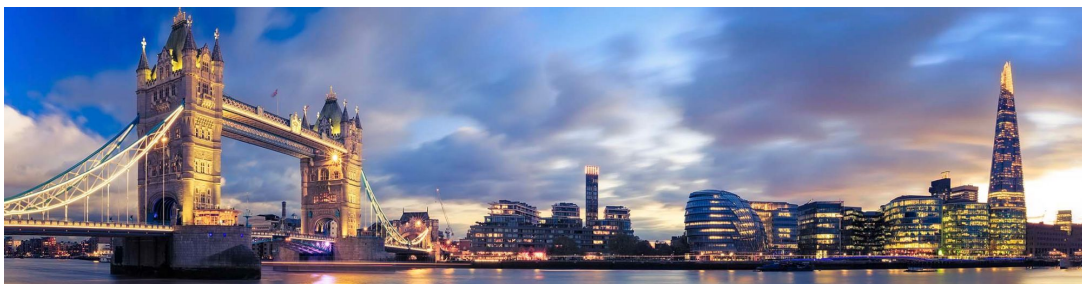


The Challenges for Background Screening in Latin America

Companies outsourcing may come across difficulties with the culture of background checks in Latin America. Here are some of those common challenges.

[Read more...](#)

United Kingdom



TfL is investigating thousands of potentially illegal minicab drivers

Transport for London is investigating almost 2,000 London minicab drivers that may have illegally gained their driving qualifications.

[Read more...](#)

Uber's bid to overturn London licence ban

Transport for London (TfL) told the taxi app firm in September last year it would not renew its licence on grounds of public safety and security. Its concerns included how Uber carried out criminal record checks.

[Read more...](#)

Criminal records for children in care should not always be disclosed, says leading care charity

YOUNG people who get a criminal record while in care should have the context and their mental state at the time explained in safety checks. One of the country's leading charities for care experienced people, Who Cares? Scotland, has called for vetting certificates to mention the circumstances of crimes committed by care-experienced young people.

[Read more...](#)

GDPR is missing the point, says Edward Snowden

Europe's data protection legislation is still missing the point and will remain a 'paper tiger' until internet giants are hit with big fines, according to NSA-contractor turned whistle blower and privacy campaigner Edward Snowden.

[Read more...](#)

GDPR is changing consumer trust and data security across Europe

According to the results of a new survey, 74 percent of organizations say that since GDPR was introduced in 2018 it has had a beneficial impact on consumer trust, and 73 percent claim it has boosted their data security.

[Read more...](#)

UK Information Commissioner Seeking Input on Internal Data Protection Toolkit

The United Kingdom's Information Commissioner's Office has launched a public consultation to develop a toolkit for organizations to see if they have appropriate and effective internal data protection governance arrangements in place for GDPR compliance.

[Read more...](#)

Only British passport holders should be able to drive or operate taxis, says Telford councillor

Telford and Wrekin Council officers said applicants must show that they have a right to work here, but not necessarily by proving UK citizenship or showing a passport. Councillor Miles Hosken said British passports ought to be the only acceptable form.

[Read more...](#)

Revealed: TfL tightened Uber's driver checks in London licence extension

Uber's licensing restrictions have been revealed to include stringent checks on drivers' documentation and insurance, prompting claims the ride-hailing app has in the past harboured unlicensed drivers.

[Read more...](#)

Closed down Curae Home Care service failings include lack of criminal record checks on staff

A home care service has been told to urgently improve or face being closed for good following a damning Care Quality Commission (CQC) report. Curae Home Care was visited by CQC inspectors following concerns including staff being employed without criminal records checks.

[Read more...](#)

Scam website targets those wanting to study at fake Ipswich university

A website advertising a fake university has been shut down after it attempted to scam thousands of pounds from overseas students looking to obtain a degree in Suffolk.

[Read more...](#)

Fears 'loophole' may let sex offenders become teachers

“Thousands” of convicted sex offenders could be working in schools – because a “significant loophole” in the law allows them to change names, “go under the radar” and become teachers, a charity claim.

[Read more...](#)

BA elite club secretary lied to steal £1,000,000 from co-workers

A secretary defrauded British Airways staff clubs out of £1,000,000 after using fake qualifications to become a financial director. She was previously convicted of fraud, but BA Clubs had not checked into her past.

[Read more...](#)

Construction workers detained in counter-fraud operations

Seven construction workers have been detained on suspicion of working in Britain illegally during unannounced counter-fraud visits by CITB, police and the Home Office.

[Read more...](#)

DVSA to introduce DBS checks for MOT garage owners and managers

From 1 November, anyone applying to be an authorised examiner (AE) or authorised examiner designated manager (AEDM) will need to have a basic DBS check. This verifies the applicant’s identity and checks unspent convictions.

[Read more...](#)

Defiant head vows to keep unregistered school open

The head teacher of an unregistered school, prosecuted for operating illegally, has said it has a “unique” approach and will remain open. Inspectors found six out of 11 teachers had not had Disclosure and Barring Service (DBS) or criminal-record checks.

[Read more...](#)

Tackling fraud in the construction sector

Following recent regulatory investigations into fake certificates for construction workers, corporate and financial crime specialist Ramsay Hall looks at the risk of fraud for organisations in the sector and the practical steps that can be taken to mitigate risk.

[Read more...](#)

Avoiding GDPR Fatigue

Over the last 18 months, it’s clear that GDPR has contributed to the complete overhaul of the way we handle our data. So many have made strides forward and for the right reasons. Yet for some, GDPR is felt as a weight on the shoulders of their organisation – but does it need to be?

[Read more...](#)

Is my employer breaching GDPR with that photo of me?

Using photos and video recordings of employees can be a good way to promote your business, but what are the legal issues employers should consider?

[Read more...](#)

600 Russells Hall Hospital staff waiting for updated DBS checks

Updated DBS checks have not been carried out on some 600 workers and the lack of new information has been flagged up by the hospital’s safeguarding team.

[Read more...](#)

United States



The question you shouldn't see on Detroit rental applications

Tenants that have previously served time in jail are being rejected by landlords. Jessica Hinojosa says she could prove that she'd be a trustworthy tenant if a landlord would consider how she's changed since prison.

[Read more...](#)

California Consumer Privacy Act and preexisting consumer protection statutes

California Consumer Privacy Act (CCPA) is set to take effect on Jan. 1, 2020 and could provide protection against UCL and CLRA lawsuits regarding the allegedly deceptive treatment of consumers' personal information.

[Read more...](#)

The Government protects our food and cars. Why not our data?

The United States is virtually the only developed nation without a comprehensive consumer data protection law and an independent agency to enforce it.

[Read more...](#)

Florida lawmaker proposes background checks on delivery drivers after man allegedly sets woman on fire

There is no law that says companies must conduct background checks on people delivering their products, but now, a new bill could change that. The bill would require companies to screen delivery drivers to make sure they don't have a criminal background.

[Read more...](#)

Privacy regs like GDPR hurt competition in the short term, Boston University study finds

Privacy regulations have the potential to consolidate market share among large technology platforms. When publishers reduce the number of ad tech, audience measurement and other web technology vendors they work with, Google and Facebook win, according to new academic research examining the unintended consequences of the General Data Protection Regulation (GDPR).

[Read more...](#)

Woman files FCRA lawsuit against Lyft claiming background check mix-up

A Florida woman has filed a lawsuit against Lyft, Inc. and the company conducting background checks, claiming they violated the federal Fair Credit Reporting Act (FCRA) when "a mix-up in her background check cost her time away from her job with devastating consequences.

[Read more...](#)

California employers watch out! Legal minefields for background checks

California's ban-the-box law strictly regulates how employers may obtain and consider background check information when hiring and making personnel decisions. Here are some tips on when and how you may consider criminal histories in employment while avoiding liability themselves.

[Read more...](#)

Uber, Lyft, DoorDash launch a \$90-million fight against California labour law

Assembly Bill 5 requires criminal-background checks and bans on drivers convicted of certain felonies and of driving under the influence of alcohol or drugs. It also requires companies to provide safety training and gives those drivers until July 1, 2021, to complete the courses provided.

[Read more...](#)

Mayors, police chiefs send letter to Senate leaders urging background check legislation

The Presidents of the U.S. Conference of Mayors and Major Cities Chiefs Association have sent a letter to Senate Majority Leader Mitch McConnell (R-KY) and Minority Leader Chuck Schumer (D-NY) calling on them to consider legislation to establish a stronger system of background checks covering all firearms purchases.

[Read more...](#)

Legal and financial mess for mistaken identity victim

A bizarre story about a Toledo man who was facing criminal charges, financial penalties and problems with his credit over what appears to be a mistaken identity gone wrong.

[Read more...](#)

Muncie fire chief adds name to lawsuit against councilwoman over background checks

Another plaintiff has added his name to a federal lawsuit against the city of Muncie, its police department, and city councilwoman Nora Powell. Muncie Fire Chief Eddie Bell says Indiana State Police investigators have informed him police officers also ran an illegal background check on him

[Read more...](#)

Documents show Navy lieutenant lied on background checks

An investigation is unravelling an international mystery centered on Naval Air Station Jacksonville involving a Navy lieutenant with access to top secret information and ties to China, an illegal gun, an FBI raid and lies during background checks.

[Read more...](#)

Sisolak 'shocked' over pharmacy board's failure to conduct background checks; board staffer resigns

The Nevada State Board of Pharmacy failed to fully process background checks on wholesale pharmacy companies for more than a decade despite requirements under state law, a lapse that Gov. Steve Sisolak called a "longstanding alarming issue" and resulted in the resignation of the board's president.

[Read more...](#)

Roaring Fork school board candidates address background checks issue

Background checks for school volunteers are needed to ensure student safety, but there shouldn't be barriers to volunteering based on a person's citizenship status, candidates for the Roaring Fork District board agreed.

[Read more...](#)

How companies are putting ex-offenders back to work

Low unemployment and the desire for a more diverse workforce are leading employers to do what was once unthinkable: hire the formerly incarcerated.

[Read more...](#)

JP Morgan's new policy chief says 10% of 2018 hires at the bank had criminal records

J.P. Morgan Chase, a leading corporate supporter of removing questions about convictions and arrests from job applications, hired about 2,100 people in the United States with criminal records in 2018, according to the bank.

[Read more...](#)

Get Ready for America's GDPR: CCPA

With the passing of the GDPR in 2018, Europe paved the way for regulation and compelled companies to focus on customer trust, an essential element of a sustainable business model. The same logic that brought on GDPR will be stateside on January 1, 2020, when the California Consumer Privacy Act (CCPA) is put into effect.

[Read more...](#)

Local 12 investigation leads lawmakers to consider background checks at Ohio statehouse

A day after a Local 12 investigation revealed that a child sex predator hid his criminal background when he met with some of Ohio's most powerful lawmakers and other leaders, State Rep. Tom Brinkman says he has asked whether better background checks are needed to find out who is really meeting with legislators.

[Read more...](#)

California's Governor makes protecting children a top priority by requiring background checks for professional visitation monitors

Seeking to protect some of our most vulnerable children from predators, California Governor Gavin Newsom signed Assembly Bill 1165 which requires professional visitation monitors to have background checks and enhanced in-person training.

[Read more...](#)

Between a rock and a hard place: avoiding accidental liability under FCRA for background checks

Many employers use background checks to guarantee it hires the best candidates, and to minimize legal liability for claims like negligent hiring. Unfortunately, this attempt to prevent one type of liability may create another type liability under the Fair Credit Reporting Act.

[Read more...](#)



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