

A word from Summa

We are excited to introduce CheckMate, the first edition of our quarterly PeopleCheck newsletter! At PeopleCheck, we try our very best to ensure our clients, partners and colleagues are constantly updated with the issues surrounding background screening in Australia and abroad. CheckMate is just another way that we hope to achieve this.

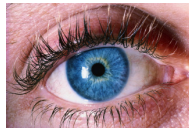
This issue you will be introduced to our regular features: PeopleCheck Porkies (real-life stories about what background screening can reveal!), PeopleCheck Up Close (a detailed look at an aspect of background screening), PeopleCheck Profile (introducing a member of the PeopleCheck team) and CheckMate Agenda/CheckMate News (keeping you updated on industry and legislative changes, as well as cases where aspects relating to background screening have hit the press).

If you have any suggestions for us on what you would like CheckMate to cover, we would love to hear from you.

Warm regards,

PeopleCheck Porkies

The cheapest background check – EVER!



One of our client's recruiters identified a candidate suitable for a Project Manager role and our client sought our assistance to verify various aspects of the candidate's background. Our client and the recruiter indicated that the candidate's enthusiasm throughout the interview process had been overwhelming!

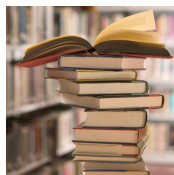
We contacted the candidate and explained the verification process. After numerous weeks of regular follow-up of the candidate by PeopleCheck, the client and the recruiter, he had still not submitted his background screening forms. Despite many promises and excuses – "I will complete them tonight", "I have been very busy", it seemed our candidate had something in his background that he did not want us to find!

After some time, the client advised the candidate he was no longer suitable for the role. The power of background screening was evident – even before screening commenced!

CheckMate News

Engineer falsified resume, ICAC told

Source: Daily Telegraph, 1 June 2010
(full article available for download on our website)



ICAC's investigation into an alleged bribery by Don Gamage has highlighted that he falsified key details of his resume, including employment history and references. Mr Gamage insisted that these fabrications were done with "good intentions".

This case highlights the importance of verifying a candidate's previous employment history and being vigilant when it comes to reference checking. How do you know whether a candidate is tailoring their experience to fit that particular role? And how can you be sure that the listed name and mobile number is a legitimate referee? PeopleCheck recommends full employment validation including contacting former supervisors via the company land-line where possible and verification with the HR department that this person was in fact the candidate's supervisor.

PeopleCheck Up Close

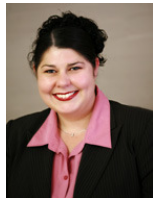
National Criminal History Record Checks

We had a candidate concerned about what his Australian National Criminal History Record Check (NCHRC) would reveal about his background as he had a drink driving offence from his early twenties.

This quarter in Up Close, we address common misunderstandings about what a NCHRC will show about a person, and how this information can be used in the selection process.

PeopleCheck Profile

Summa McCosker



Summa McCosker is Operations Director of PeopleCheck and is a qualified Criminologist with 12 years experience in background screening.

Summa oversees operations at PeopleCheck and enjoys working with clients and candidates. Summa has specialised in background screening since its infancy in Australia and has managed screening programs for clients in Australia, Asia, the Americas and Europe.

Prior to PeopleCheck, Summa worked with one of the world's 'Big 4' professional services firms for six years as Manager of the Employment Screening division, as well as developing the screening division of an Australian based fraud risk management firm. Summa is the Asia Pacific representative on the National Association of Professional Background Screeners' (NAPBS) International Education Committee.

Summa is married to Jason and they have a 22 month old son, Hudsyn and a 17 year old cat, Alice. Summa is a self confessed shopaholic and loves to find a bargain!