

A word from Summa

It has been a busy quarter for PeopleCheck once again. We have welcomed some new faces to our team and are constantly refining our processes to ensure the best product and customer service to our clients and candidates. This quarter we are focusing on Australian National Criminal History Record Checks (NCHRCs). NCHRCs are a key product used by most of our clients and there are various compliance requirements PeopleCheck and our clients are required to adhere to in receiving these checks. The later part of 2010 and early this year has involved PeopleCheck undertaking a full review of all of our processes relating to this product. Consequently, our clients will see some changes in reporting and other processes in coming weeks and months. Some of these changes are outlined in this quarter's CheckMate.

Warm regards,



PeopleCheck Porkies

Escapee found working at QLD hospital

Source: ABC, 16 February 2011



A convicted murderer has been recaptured after working as groundskeeper for a QLD hospital for over 13 years! Luke Hunter was serving a life sentence for a murder in 1990 when he allegedly broke out of Borallon prison West of Brisbane in 1996. He will shortly face charges of escaping lawful custody.

The QLD Health Minister stated that Hunter was working under a false name and therefore he did not show up in background checks. This case highlights the limitations of conducting NCHRCs in isolation to other background checks. Whilst a NCHRC is undertaken on known aliases, if a candidate has assumed a false identity, this can present a challenge in locating their past criminal convictions.

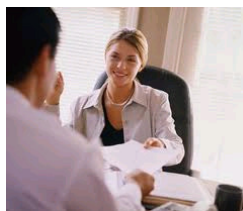
NCHRCs are a good starting point; however, other checks such as identity validation, employment validation and a resume assessment to check for unaccounted for gaps and inconsistencies are important to provide an employer with a fuller picture of the background of an applicant.

CheckMate News

Criminal history match; Notifying the candidate

PeopleCheck clients are reminded that if the information contained in the Criminal History Information Certificate provided by PeopleCheck may lead to an adverse decision regarding the candidate's appointment, the candidate is to be informed before a final decision is reached to enable the candidate the opportunity to dispute the information recorded about them.

Candidates can be given the opportunity to sight the information that has been collected about them, but must not be afforded a copy of the Criminal History Information in any form. If your organisation is unsure about your obligations in this respect, please contact us for clarification and guidance as to the appropriate process.



PeopleCheck Up Close

Australian Criminal History Checks; One check, many types

The Australian National Criminal History Record Check (NCHRC) has varied applications in the background checking process. What some people do not know is there are several different types of NCHRCs available for varying purposes.

This quarter's Up Close examines the various types of NCHRCs available in Australia, the differences and the application of each type.

PeopleCheck Profile

CrimTrac

PeopleCheck is an accredited provider to obtain NCHRCs through CrimTrac. CrimTrac, in cooperation with the Australian Police Services, uses the central index to provide NCHRC Services to accredited third-party agencies, principally for the purpose of ensuring that persons in positions of trust or specified fields of endeavour or who are required to meet mandated requirements are adequately screened for criminal records.

CrimTrac have specific requirements for PeopleCheck and its clients surrounding the use of its services and the receipt of Criminal History Information. Depending on whether they are the end users of Criminal History Information, PeopleCheck's clients may be required to read and complete a separate agreement to ensure compliance with CrimTrac's requirements around the use, transfer and storage of this information.

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