



Eurocom C.I. 
EMPLOYEE SCREENING

Company Overview

With over 50 years of investigative and HR related experience to draw on, we are quietly establishing ourselves amongst the market leaders for professional employee screening services. We are proud of our rapidly expanding client base.



Eurocom C.I. Ltd was established to provide companies with a fast and efficient employee screening or employee vetting service - nothing else. From the simplest of CV checks through to full pre-employment vetting, which, if required, can include detailed background checks and full criminal record checks. We operate to all the recognised employee screening standards including those of the FSA (Financial Services Authority) BS7858, Sarbanes-Oxley and the JMLSG.

Our aim is to inform, not judge, thus helping recruiters ensure that they make the best possible candidate selections.

Regardless of what you call them all our employee background checks, conducted using our fully flexible software systems, are tailored to the exact level of employee screening and vetting to meet our clients' specific requirements. However, we find that most fit within our range of services offered below.

CV Check - Level 1

CV Check - Level 2

SIA BS 7858

SIA BS 7858 - Enhanced

FSA - Level 1

FSA - Level 2

Pre-employment - Level 1

Pre-employment - Level 2

Senior Executive vetting

Custom vetting

If you are looking to review your current screening operation, Eurocom C.I. offers a complete external employee screening solution helping both private and public sector bodies mitigate the growing threat of fraudulent representation in job applications. We have an advanced, scalable system that seamlessly integrates with your own recruitment function, supplementing and improving vetting and selection procedures in compliance to all statutory regulations and industry standards.

We've found that the secret to successful employee screening starts with the initial application form. Whilst we are always happy to work with whatever information you provide, we will be able to provide a faster turnaround and more efficient service to those clients that work with us and adopt our new style application forms.

They have been designed to simplify the screening process and provide us with all the detail we will require. They also provide for enhanced identity checks, Gap referencing and if required can deal with issues such as driving status or even Right to Work for foreign nationals. We are happy to work with you on their design adding or deleting any sections you wish.

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Whether you require 1 or 10,000 candidates screening we have a package for you with differing discounts available to volume users

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Basic - ID / Background Checks

If you want the most basic level of checks on your staff, our ID / Background Check could be right for you: this checks then verifies the information provided by the candidate and highlights any inaccuracies that can rule out an applicant immediately.

This is our entry-level service, and other checks can be added as required. We aim to provide a discreet, cost efficient employee validation service tailored to both your objectives and timescales. Each of our clients have a different focus when vetting their staff, and we provide precisely tailored solutions to meet these objectives.

Business Screening

CV fraud is a serious and growing problem. Details provided by a potential employee on their application form are a mixture of facts and representations. The facts, such as sex and height are difficult to alter. Almost everything else can be overstated, falsified or omitted. Personal history can be falsified, qualifications fabricated, identities assumed and references faked. Research has shown that up to eighty percent of applicants provided false or misleading information or omitted important facts about themselves. Whilst some falsehoods put on applications may be treated as innocuous, the consequences of employing someone who has not been honest can be costly.

Our service levels can provide different levels of protection depending on a number of factors, including your own internal policies, the sensitivity of the position etc. We offer a bespoke service depending on your needs; for general business needs we have two suggested standardised levels of screening, and a higher-level Senior Executive Vetting. This can also be used for more sensitive positions, such as payroll or personnel positions.

FSA regulated and Financial checks

Our specialist FSA (Financial Services Authority) service was originally designed for companies active in the Financial Services industry where it states that regulated staff at these companies must be fit and proper persons for the role they perform. The FSA have outlined a number of criteria that must be checked and verified during a vetting procedure. These include:

- competence and capability;
- honesty, integrity and reputation;
- financial soundness.

We have since expanded our service to include checks that meet full **FSA Basic** and **Enhanced** standards, **JMLSG** (Money Laundering) and both **Sarbanes Oxley** and **PCI compliance**. We still offer two levels of service for FSA criteria the basic level for most grades of staff, and the FSA Enhanced for more senior levels of staff.

Companies that engage the services of a professional pre-employment screening company will often be unaware of just how valuable the procedure is to their internal resource structure. Simply because the most important statistic of all cannot be measured, which is the statistic of those that will be dissuaded from making fictitious claims in the first place.

A cursory glance at a passport or reference document may no longer be adequate to satisfy legal requirements when clarifying right to work and suitability issues, all of which adds to the ever growing time-consuming challenge of having an effective front-line defense strategy.



We have seen instances where:

- An applicant who used a fraudulently altered copy of his son's birth certificate.

- An applicant who had severe current financial problems including numerous County Court judgments

- An applicant who had omitted his time in prison from his application for a senior management role

- An applicant who had various well publicised convictions and lengthy jail sentences for financial fraud

- But possibly more importantly, our parent company, Carratu International Plc, has investigated thousands of cases where there was no employee screening or pre-employment vetting system present and staff have gone on to steal large amounts of cash, commit fraud or steal proprietary information. If you think you may be a victim why not contact them on 020 8643 8000. Their web site can be found at www.carratu.com.



Did you know?

According to IPSA 80% of all theft in retail is carried out by members of staff.

More than 7 million of the UK's working population admit to having misled a potential employer while applying for a job.

Employee theft exceeds £320 per capita.

The CBI claim that 49% of all employers say CV lies are a 'serious problem' when recruiting.

According to MORI 7.5 million people in the UK lied on their CV.

Following the launch of the Security Industry Authorities licensing scheme, more than 20,000 job offers were withdrawn following CRB checks.

One-quarter of UK employers withdrew at least one job offer in the past year after discovering that candidates had either lied or misrepresented something in their applications.

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