



Eurocom C.I.   
EMPLOYEE SCREENING

# Company Overview

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



**Eurocom C.I. Ltd** was established in 2006 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 can, if required, include detailed background 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.

All our employee background checks are conducted using our fully flexible software systems, tailored to the specific requirements of our clients. 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.

The secret to successful employee screening starts with the initial application form. Ours are individually designed and branded to match the client's required level of screening and have been designed to simplify the process and provide us with all the detail we require. If required, they also provide for enhanced identity checks, gap referencing and can deal with issues such as driving status or Right to Work for foreign nationals. They also provide everything we need to perform Criminal Record checks (CRBs) without the need for additional paperwork.

## About us

Eurocom C.I. Ltd brings over 50 years of investigative and HR related experience to the sector offering a full range of specialist background checking services. We are able to draw on our experience as well as our extensive resources to provide a unique level of domestic and international employee screening and pre-employment vetting services to our clients.

Using a fully trained and flexible workforce of dedicated personnel ensures that in addition to our own high standard of background checks, those of the SIA's BS 7858 and FSA are maintained throughout the employee screening process. We do not use call centres or automated systems, just professionals who are proud of our rapidly expanding client base.

## Services Overview

If you are looking to review your current screening operation, Eurocom C.I. offers a complete consultancy service reviewing both internal and external employee screening solutions helping both private and public sector bodies mitigate the growing threat of fraudulent representation in job applications and meet on-going compliance requirements.

## 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 simply checks then verifies the information provided by the candidate and highlights any inaccuracies that could 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 has a different focus when screening their staff, and we provide precisely tailored solutions to meet these objectives.

## Business

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 gender 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 shows that up to 80% of applicants provided false or misleading information or omitted important facts about themselves. Whilst some may be treated as innocuous, the consequences of employing someone who has not been honest can be costly.

Our service levels can provide different degrees of protection depending on a number of factors including your own internal policies and the sensitivity of the position.

## We have instances where:

### Bespoke Service

#### (Higher-level Senior Executive Vetting)

We have designed our top level service for the Executive on the move. A truly customised service provided by our senior personnel that can validate the most varied of international careers treating both the candidate and their former colleagues as their position dictates. If required we conduct detailed telephone interviews to assess both capability and compatibility.

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.

Our checks meet full FSA Basic and Enhanced standards, JMLSG (Money Laundering) and both Sarbanes Oxley and PCI compliance. We 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.

We have since expanded our service to include those FM organisations that provide support services to the sector where their clients insist that their personnel, whether permanently based on their premises or simply frequent visitors, meet their industry screening standards. Previously this was only an issue with banks but we have seen this requirement spread to FSA Regulated organisations, insurance companies, schools and hospitals and many others.

Many of the screening standards required are often unrealistic for those in a support role and we have therefore agreed levels of screening more appropriate with the risk. This has enabled our clients to meet their obligations and continue to service their contracts with existing personnel.

### Criminal Record Checks

We offer our clients one of the fastest and simplest CRB services available with all our checks undertaken online simplifying the submission process and providing timely results via email. Available as part of our full screening programme or as a stand alone service the process could not be simpler. There are no maximum or minimum number of checks required and no registration fee. There are currently three levels of checks available. One of our team will happily advise on what suits your requirements.

- 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 judgements when applying for an FSA position
- 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
- An applicant who used a false name to conceal his rape conviction when applying for a teaching post at a girls school

## Did you know?

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

**Employee theft exceeds £320 per capita.**

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

**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.**

# Price Enquiry

Thank you for showing an interest in our services. If you would like a quote, please complete and return the enquiry form below and we'll get back to you with a price proposal.

## Your Name

## Position / Job Title

## Company

## Email address

## Telephone number

Please tick

## Service

- Confirm ID
- Current address verification
- 5 year address verification
- Undeclared Links
- Bankruptcy / Insolvency
- County Court Judgements (CCJ)
- Notices of Correction
- Credit Check
- Directorship listing
- Directorship (Struck Off) register
- International Media Archive
- Professional Membership
- Professional Qualification
- Professional Reference
- Highest Education establishment or
- Top 2 Education establishments or
- Top 3 Education establishments
- All Secondary Education
- NI Number Validity Check
- Most Recent Employer
- Employment History – per employer
- Joint Money Laundering Search (JMLSG) or equivalent
- Politically Exposed Persons Register Search
- Bank of England Sanction Search
- FSA Register Check
- Passport / Authentication Check
- Driving Licence Check (includes government fees)
- Gap Referencing (beyond 60 days) per gap
- Right to Work (RTW)
- Criminal Record Check – Basic (includes government fees)
- Criminal Record Check – Standard (includes government fees)
- Criminal Record Check – Enhanced (includes government fees)

Expected annual numbers

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