


False Credentials


IT IS NOT UNUSUAL FOR JOB APPLICANTS TO DECEIVE PROSPECTIVE EMPLOYERS IN ORDER TO IMPROVE THEIR CHANCES OF BEING OFFERED A JOB.

THIS TYPE OF DECEPTION INCLUDES:



- 1** Claiming qualifications that do not exist 
- 2** Falsification of CV's & academic certificates 
- 3** Provision of false reference letters 
- 4** Exaggeration of skills and experience 
- 5** Lying about reasons for termination of previous jobs 
- 6** Denying that the employee is pregnant 

7 Lying about the employee's age 




8 Provision of incorrect referees. That is, replacing the names of previous superiors with names of friends or colleagues who then give glowing references 

9 Withholding of information such as criminal convictions and disciplinary action. 

KEY QUESTIONS:

- 1** What information does the law require the job applicant to provide? 
- 2** What legal recourse is there for the employer who subsequently finds that it has employed someone who deceived it prior to employment? 

EMPLOYERS MUST:

- 1** Check all information that job applicants give them 
- 2** Put in place systems for preventing employees from misusing their knowledge of the organisation for personal gain 
- 3** Give employees disciplinary hearings that are procedurally and substantively fair before acting against them for misrepresentation 
- 4** Employers must, before holding such hearings, consult with a reputable labour law expert as to whether the deceptive behaviour in each individual case merits discipline and dismissal. 