

## South African Screening Checks

40%

of PDPs issued are not valid.

To drive on a public road in South Africa transporting goods, dangerous goods or passengers for an income you must have a professional driving permit (PDP).

16%

of personal contact details are not valid.

This check confirms contact details and previous employers.

15%

HPCSA registrations are not valid.

There has been an increase in demand for verification of health check registrations and it is believed this is due to the increase in the need for the elderly to have in-house carers.

14%

of credit checks conducted showed a negative credit record.

Only candidates applying for a position related to financial issues can have a credit check conducted on them with their permission.

13%

of driver's licenses verified are not valid.

The collapse of the rail system and post office in South Africa has led to more drivers on the road. Only 13 million people have a driver's license that has been legally issued.

8%

Security Industry checks are not valid.

A consumer making use of an illegal security company or officer could lead to a criminal conviction.

7%

of matric qualifications (South African school leaving certificates) are not valid.

South Africa's high unemployment rate combined with a low matric pass rate, adds fuel to the fire of qualification fraud.

4%

of candidates checked have criminal records.

Due to the low conviction rate in South Africa, tests in addition to criminal record checks need to be conducted. There has been a significant increase in the need for integrity tests.

## Social Media Risk Assessments

There is a massive increase in the need for social media risk assessments. When asked which areas of background screening organisations were considering expanding upon or starting to use, social media was the top selection.

### MOST NEGATIVE INFORMATION REVEALED:



Discrimination



Unprofessional content (includes sexual images, defamation, aggressive content)



Substance abuse

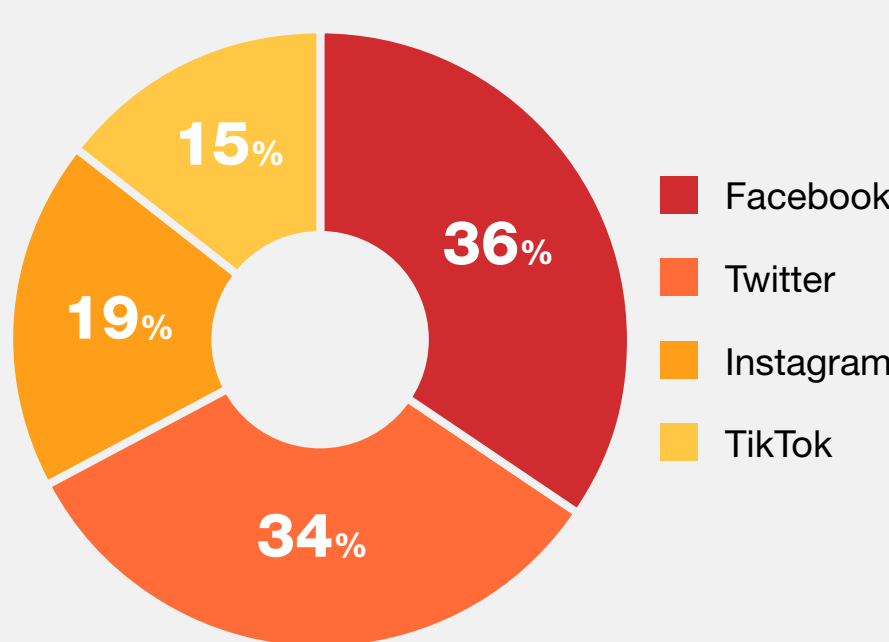


Illegal acts (drinking and driving, sex work, potential fraud, assault)



Fake news

### PLATFORMS WHERE MOST NEGATIVE SOCIAL MEDIA CONTENT IS FOUND:



## Latest Global Employee Screening Trends



The fight to **AUTOMATE AND IMPROVE TURNAROUND TIMES** continues. What is important is that accuracy is not lost in the process.



It is essential that background screening companies continue to **VERIFY FACTS** from the source of the data and not opinions.



The need to **DELIVER QUALITY INFORMATION** is increasing due to the amount of information that can be digitally created to falsify content in job applications.



**ARTIFICIAL INTELLIGENCE** is now enabling:

- Online interviews
- Speech recognition to identify character traits
- Truth verification assessments via smartphone
- Digital wallets to carry candidates' verified personal data
- Perfect CVs and cover letters to be created, and this adds another verification step in the recruitment process

## Impact of High Levels of Corruption within South African Government Departments

In some instances, legal documents may have been produced by paying a bribe. These documents will appear valid when verified.

A single check is not always the solution and a number of checks to cross-reference information needs to be introduced in the verification process:



Integrity assessments



Truth verification tests



Social media risk assessments

Many government ministers and high-level employees in state-owned enterprises are being exposed through falsified qualifications – the example set to the younger generations increases the awareness of falsifying information to gain employment.

## New Checks Introduced by iFacts 2022/2023



**Affordability Assessment**

The increased financial burden on South Africans has created the need for the credit market to assess clients' affordability. 17.2% of the credit being applied for.



**Verification of Firearm Licenses & Competency Certificates**

Increased awareness of illegal firearms and shooting incidents has created the need to verify Firearm licenses and competency certificates.



**Independent Reference Checks**

The South African exchange rate has worked favourably to offer international clients global employee reference checks at an affordable price.

## Compliance in the Employee Screening Industry

Global compliance in the industry is essential.

### IN SOUTH AFRICA, ANY BACKGROUND SCREENING COMPANY HAS TO:

- [Have a current South African National Credit Regulator \(NCR\) registration certificate](#)
- Be compliant with the South African Revenue Service (SARS)
- [Be POPIA compliant](#)

### TO OFFER SERVICES GLOBALLY

- Be GDPR compliant
- PBSA membership is recommended