

Automating criminal checks a 'boon for HR'

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THE SA Police Service is phasing out its manual name clearance criminal check system and moving to an Automated Fingerprint Identification System (Afis) using electronic scans to establish the existence of a criminal record.

According to LexisNexis – a provider of content-enabled workflow solutions – this will change the way HR departments handle criminal checks on individuals for employment purposes.

Previously HR departments used the manual system where SAPS officials checked names and ID numbers against the Criminal Records Centre database – requiring substantial SAPS resources, says LexisNexis CE Billy Last.

SAPS has been moving to a

single system of digitally-scanned fingerprints linked to an automated criminal database, called AFISwitch, in conjunction with biometrics company, Ideco Group.

Last said HR departments would no longer be constrained by the restrictions of the name clearance database, with criminal checks initiated via electronic fingerprint readers.

"The basic search principles remain the same; consent is required before a check can be initiated and is still based on 10 fingerprints.

"Previously a criminal record check could take many weeks. With AFISwitch, HR departments wanting to run criminal checks will have scanners on site ... they can have a complete, accurate electronic report e-mailed to their desk within 48 hours," he said.

This single report includes criminal checks, academic record checks, credit checks, drivers licence checks and the like.

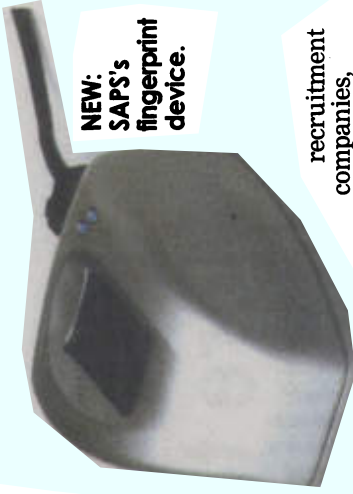
"In a country where crime and fraud is prevalent, and with a SAPS criminal database of over seven million records, RefCheck plays a vital role in helping organisations ensure they make sound appointments, and all necessary checks are fast, accurate, discreet and easy to commission," said Last.

He says the integration of the LexisNexis system with AFISwitch significantly bolsters the LexisNexis RefCheck offering.

RefCheck is part of LexisNexis' risk management service, providing companies and HR recruitment firms with a comprehensive background screening solution, including credit, academic and criminal checks.

"RefCheck provides one central point to type in the details of existing and potential employees and have all the necessary personal information verified as quickly and accurately as possible. Using a tool such as RefCheck, which can be accessed anywhere via the web, makes in-house screening viable for large corporates and enables them to have control over their recruitment process.

"It is far more cost-effective to use the RefCheck system than to do the verification themselves as they only pay for the required checks and there is no membership or support fee. RefCheck is used by over 1 000 leading organisations including



NEW:
SAPS's
fingerprint
device.

recruitment companies, corporate HR departments, government and small businesses."

LexisNexis provides full training on the new RefCheck system, and distributes the scanners.

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