

# RefCheck at the tip of your fingers

**T**he South African Police Service (SAPS) is phasing out its manual name clearance criminal check system and will shortly be moving to an Automated Fingerprint Identification System (AFIS) based on electronic fingerprint scans which will be used to establish the existence of a criminal record. According to LexisNexis - this will change the way that HR departments handle criminal checks of individuals for employment purposes.

Previously HR departments used the name clearance database in a process based on a manual system whereby SAPS officials checked names and ID numbers against the Criminal Records Centre database. If a question mark was raised in this process, candidates were asked to have their fingerprints taken on paper

at a police station to confirm a criminal record.

The implications of AFIS-witch for HR departments is that they will no longer be constrained by the restrictions of the name clearance database; and that criminal checks will be 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 ten fingerprints.

"In a country where crime and fraud is prevalent, and with a SAPS criminal database of over 7-million records, we believe that LexisNexis RefCheck plays a vital role in helping organisations ensure that they make sound appointments, and that all the necessary checks are fast, accurate, discreet and easy to commission," says CEO of LexisNexis, Billy Last.