



# GBG's Employment Solution

Smarter employment decisions using  
real identity intelligence



USING IDENTITY INTELLIGENTLY

## Background

Your employees are your biggest asset so it's important you employ the right people based on real intelligence as opposed to gut instinct. They also represent your brand, so, by ensuring you have the right people you're protecting your brand's reputation too. This is why it's essential for you to screen new recruits and check for changes to the personal circumstances of your existing staff to make sure you're not employing high-risk individuals. Those checks also need to be repeated regularly so any communication and support you give is based on reliable intelligence.

## Prevention – and cure

Recruiting new personnel can be a step in to the unknown. The risk is even greater when candidates make false claims on their applications. We can help manage that risk, enabling you to quickly and efficiently meet your compliance requirements and prevent fraud and financial loss. By validating all relevant information, we can help you make better and more informed decisions about your employees.

Like a photograph, employment checks are only a snapshot in time so it's important to keep information up to date. We can help you with this process by automating much of the process and notifying you of any changes in employees' circumstances. If you still have concerns about a person's background, we can provide you with additional intelligence to investigate the individual further – supporting you in your role as a responsible employer.



**Over £30,000**

is the cost of replacing a bad hire



**148.4%**

increase in successful application fraud (2013)



**66%**

of all successful employment application frauds in 2014 were the concealment of unspent criminal convictions



**88%**

of all unsuccessful employment application frauds were attempts to conceal adverse credit history



## Pre-employment checks

Verify employee information to minimise risk and ensure you are employing the right people, faster.

You can carry out the following checks on new and existing staff:

- > ID Check
- > Bank Account Validation
- > Basic Criminal Record Check
- > Document Image Validation
- > Social Media
- > PEPs and Sanctions
- > NI number check
- > Driving Licence Check
- > Organisations and Directors check
- > Address, Phone and Email Validation
- > Adverse Financial



## Advanced checks

If you have concerns about a particular employee or candidate, we can perform additional checks to help investigate the individual in question – helping you build a bigger picture.

- > Linked Addresses
- > Aliases
- > Cohab/Neighbour Intelligence
- > Reverse Search
- > Adverse Financial
- > Radius Search
- > Business Director Links
- > Social Media

# The formula for better employment decisions



## Ongoing Monitoring

Details can change, so it's important to refresh this information on a regular basis. Ongoing checks will continue to protect your business.

- > Current address, email and contact number
- > Up-to-date driving licence check
- > Up-to-date criminal record check



## How GBG helps

Whether it's pre or post screening, we can help you at each stage of the recruitment process and beyond.

Features	Benefits
Breadth of data	Access to more data than any other solution, including <b>100.7m landline and mobile numbers, over 350m linked addresses and 73m consented email addresses</b> . We can provide the required depth at the investigation stage of the process
Linked information	We can instantly link a phone number or email address with its associated name and address.
Data validation	We can help you reduce errors with validation upon entry, saving you time and money
Detailed audit trail	We can help you demonstrate due diligence by showing you've taken the necessary steps in checking an individual's credentials
Connections	We have direct links with Disclosures Scotland and the DVLA for fast and accurate criminal record and driving licence information.

Be confident about your employment decisions.  
Learn more [here](#).

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### About GBG

The most profitable organisations recognise the value of understanding the individual identity of their customers and employees. GBG combines this concept of identity with technology to create an environment of trust, so that organisations can employ people and connect, communicate and transact, safely and responsibly.

We call this Identity Data Intelligence.

