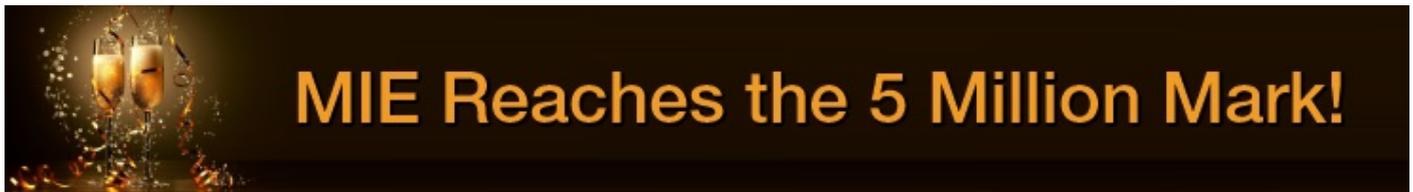




Chronicle

November 2013

Greetings and compliments to all MIE clients, family, friends and foe
In case you haven't heard, MIE is a quarter of a century old
From a rickety old bicycle to a well-oiled machine
Slick, quick, chic and mean
We welcome you to our last MIE Chronicle of twenty-thirteen



MIE Reaches the 5 Million Mark!

In MIE's 25 year history we have used several methods of capturing, resolving and releasing a background screening request. These have varied in complexity, from clunky and slow fax machines in 1988 to the premier background screening system in use today, called PCV4. Since the inception of PCV4 in 2001, MIE has received 5 million background screening requests. This is an average of almost 420 000 requests per year, or 1 150 requests per day, or 2.4 requests per minute! This should tell you something about what we keep ourselves busy with at MIE (Not that we mind, of course).

MIE received its 5 millionth Inquiry at 16:15 on Friday the 13th of September from Cozens Recruitment Services (Pty) Ltd. It seems our best clients are a superstitious lot in that they avoid walking under ladders and black cats, and they screen their candidates on Friday the 13th!



MIE Goes Mobile With MIE Touch



MIE has released **MIE Touch** - the first Mobile Application for Background Screening. The App has been released for both Apple and Android, and will work on both phones and tablets. The App will allow registered users to:

- Search for captured requests and view status of requests
- Drill into a request to view details, the status and the results of the checks
- Request a MIE report to be emailed to one's mobile device
- View outstanding requests for additional information
- Receive notifications of an assigned result and additional information requests
- View messages sent from MIE informing one of important information

Visit the App Store now, search for **MIE Touch**, and download to your mobile device for FREE. Or alternatively, click on the appropriate link below

[MIE Touch for Apple devices](#)

[MIE Touch for Android devices](#)



MIE launches NEW Employment Reference Check

MIE currently offers Executive and Standard Employment References as well as Confirmations of Employment to assist organisations in short-listing candidates.

To further enhance MIE's service offering, thereby meeting the wide-ranging needs of our valued clients, MIE will be introducing the Character Reference Check in January 2014

The Character Reference Check is focused on on fundamental information regarding a candidate's previous or current employment. Valuable feedback from the nominated referee, including the candidate's suitability for the position for which they are being considered, will provide an essential overview and insight into the fitness of prospective candidates.



Protection of Personal Information and Background Screening

PoPI has finally arrived and it has left the South African corporate market shaking in its boots. Allow MIE to put your mind at rest with a few tips on PoPI and Background Screening.

Under the Act individuals have certain rights which have to be upheld by both the Operator and the Responsible Party. In this instance the Responsible Party is you, the MIE client, as you are taking ownership of the candidate's personal information for verification purposes. The fair information practice principles can be summarised as follows:

Collection limitation and Data quality

- Personal information may only be processed if the data subject has consented to the processing
- Be sure to obtain the personal information to be verified directly from the data subject
- In terms of manual data entry, ensure that you enter the correct information to be verified onto MIE SmartScreen

Purpose specification

- Please be explicit and transparent to your candidates in explaining the Background Screening process to them
- MIE will be verifying the candidate's personal credentials through the use of *verification information suppliers* including, but not limited to, police bureaus, tertiary institutions, credit bureaus, previous employers and governmental bodies
- The outcome of this process will be used, in part, to make a decision on the employability of the candidate

Use limitation

- The candidate's personal information should only be used for pre-employment screening purposes. You may only use it for other purposes if you have that person's explicit consent

Individual participation

- The candidate should be afforded the right to view and query the MIE report

MIE will endeavour to keep you updated on the emergent implications and implementation of PoPI in South Africa. MIE views the Act as a welcome indication that South Africa is keeping abreast with the rest of the world. Despite the initial strain that PoPI will place on South African businesses PoPI will protect the rights of South African citizens and will open our economy to greater long-term growth.



Festive Season Service Levels

As the year draws to an end MIE would like to inform you of changes to the Service Level Expectation (SLE) over the November 2013 to January 2014 period. Although MIE remains operational for the duration of the December and January holiday period many institutions and departments will be closed and turnaround times will therefore be affected as follows.

<u>Verification Type</u>	<u>Service Level (SL)</u>
NQR™ Qualification Verifications	SL not affected
Non-NQR™ Qualification Verifications	SL suspended between 20 November 2013 and 31 January 2014
Umalusi Post 1992 Matric Verifications	SL suspended between 24 December 2013 and 2 January 2014
Credit Checks	SL not affected
Drivers Licence	SL suspended between 24 December 2013 and 2 January 2014
Fraud Listings	SL not affected
AFIS Criminal Record Checks	SL not affected
All other Verifications	SL suspended between 17 December 2013 and 2 January 2014



MIE in the NEWS 2013

To view all articles, click the following link [MIE in the News 2013](#)



Don't forget to continue to pre-screen your candidates and to sun-screen your loved ones! MIE sends sincere and heartfelt thanks to you for your continued support and patronage throughout 2013, may you have a wonderful festive season!

