



## Are you screening prospective employees adequately?

Managed Integrity Evaluation (MIE) has noted a growing demand for Background Screening in Africa. Requests for International Qualification Checks have an average year-on-year growth of 2.6%:

- African Criminal Checks growing by 60%
- African Identification Checks growing by 71%

The alarming statistic, however, is that whereas organisations are conducting global checks in terms of candidate qualifications, they are foregoing Criminal Checks, Credit Checks and the like. For example, when screening a Zimbabwean National, in addition to verifying the authenticity of the candidate's Zimbabwean qualification, a Zimbabwean Criminal and Zimbabwean Credit Check - amongst other checks - should also be conducted.

Background Screening within Africa is typically required by in-country organisations employing local nationals as well as by organisations from around the world that employ cross-border candidates from Africa. Successful businesses across the world recognise the importance of thoroughly vetting their employees to avoid unexpected incidents down the line.

## Am I putting my organisation at RISK?

Failing to conduct adequate Background Screening checks on global recruits could definitely put your organisation at risk. For example:

- **45% of cross-border Qualification checks carry Risk!**

Therefore, in-depth cross-border screening of potential employees will provide a well-rounded profile of the candidate and will, even more importantly, go a long way to mitigating the risk that a candidate with an undesirable track record might bring in to your organisation.

## How do I prevent this from happening?

There are many reasons why successful businesses thoroughly screen prospective employees. Applicants may provide inaccurate information in order to secure employment. Therefore, it is highly recommended to confirm that candidates entering your organisation not only have the qualifications they claim to have but that none of their other personal records reflect adverse results.

## **What checks should be conducted?**

The Background Screening services required typically include, but are not limited to, the verification of:

- Identity
- Criminal Record
- Qualifications
- Credit Record
- Employment History
- Work Permits

## **How can I find out more?**

MIE offers a wide variety of background checks that can be conducted on individuals both in South Africa and across the continent. The company's product bundle is growing daily and should a product not be available it is normally due to poor data, a lack of Freedom of Information (FOI) legislation or a lack of knowledge of the background screening industry on the part of data providers.

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