



RecruitSafe

Pre-Employment Screening Services



*The Specialists in all aspects of Pre-Employment
and Compliance Screening*

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OUR COMPANY

Based in Ireland and led by a management team with over 20 years Multi National experience in the area of compliance, RecruitSafe specialises in providing organisations with Pre-Employment Screening solutions. Our services ensure that the appropriate vetting and background checks are conducted on your staff. RecruitSafe's experience and structured processes in screening candidate's will assist you in protecting and minimising risk to your Company, your Brand name, your Employees and Customers.

Our clients range from National SME's to Multi-National blue chip corporations. We provide all with the highest level of quality, professionalism and absolute confidentiality.

OUR SERVICES

RecruitSafe have many product offerings available, examples being, a single reference check through to comprehensive compliance packages, police clearances and complete personnel files. Depending on your requirements we have a cost effective solution available. Employers have used our services for as few as 1 to over 1,000 candidates.

Our specialised software allows us to effectively manage the screening processes and customise our service offerings based on the individual client requirements.

Why RecruitSafe?

- We are totally independent in the services that we provide. We are not a recruitment company
- Experienced, professional management and staff
- 20 years + compliance expertise
- Our service and competitiveness allow clients to focus on their core business
- Flexibility to provide off the shelf and customised solutions
- Rapid response to all requirements
- Risk management, quality and security
- Global company experience
- Strategic partnership at the forefront of our customer relationships
- No minimum or maximum spend or number of files
- Registered and audited by the Data Protection Commissioner



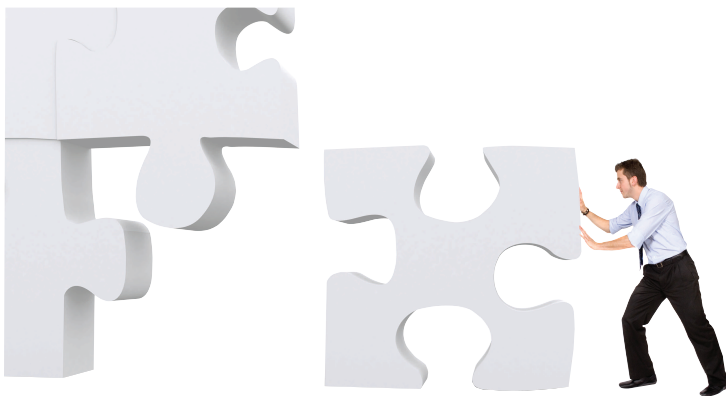
National & International Vetting

SERVICE PORTFOLIO

- Detailed Reference Checks
- Employment History Validation
- Identity and Address Documentation
- Qualification Validation
- Credit Checks
- Directorship Checks
- Public Domain Search
- Drug & Alcohol Screening
- Garda Vetting
- International Police Criminal Reports
- Compliance Management
- Contractor Vetting
- Tennant Vetting



Responsiveness & Flexibility



Have you got all the correct pieces?



FREQUENTLY ASKED QUESTIONS

What is pre-employment screening?

Pre-Employment Screening is a variety of checks that employers require to be carried out either before they offer a candidate a job or during the hiring process.

The results of this screening give the employer a valuable insight into the candidates performance and behaviour. Solid, consistent and appropriate background checks help to ensure that a potential hire is a good fit for the company, has gained the experience and earned the qualifications that they have stated on their CV.

In the majority of cases it validates the companies hire decision. In some cases though the results can alert them to possible risks and can prevent them from making a costly hiring mistake.

What kind of Background screening is appropriate?

This will vary depending on the nature of the employers business and the level of position being hired for. RecruitSafe will advise on what is appropriate, taking in to consideration legislation, data protection, industry standards, custom and practise, etc. Whether you require Credit checks, employment history or qualification validation we have the specific background screening service to match your needs.

Why Outsource your Screening Process?

RecruitSafe, as an independent partner with a specialist structured screening process, can validate information on candidates and unearth other critical information to enable the employer to make a sound hire/no hire decision.

RecruitSafe, with its experience, can assist clients through the legal requirements and standards that are specific to the country, and then within the different sectors e.g. Financial, Healthcare, Security etc.

With RecruitSafe's background screening processes and with the efficiencies that specialisation brings, utilising RecruitSafe's services can have significant cost benefits to employers.

In order to avail of RecruitSafe services is there a minimum order number?

No, RecruitSafe has worked with clients with screening requirements from as little as 1 candidate to over 1,000.

Is RecruitSafe registered with the Data Protection Commissioner?

Yes, RecruitSafe is registered with the Data Protection Commissioner as a data processor and has been audited by same. All our checks, policies and procedures are as per the guidance of the Data Protection Commissioner.





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SERVICES



HEALTHCARE STANDARDS

HIQA – JCI – HSE – NHS

An essential part of the recruitment process for Healthcare staff is ensuring that they are compliant with the relevant screening standards. Failure to do this correctly can put you, your company and particularly patients at great risk. Due to the stringent nature of the background checks and documentation required, this can be a very time/resource consuming process, in turn adding significant cost to the recruitment of personnel.

RecruitSafe have compliance staff that specialise in this area and have extensive experience in working with HIQA, JCI, HSE and NHS standards. We provide screening/compliance services to Ireland's leading recruiters of Healthcare staff in the areas of Social Care, Nursing, Doctors, Surgeons etc.

RecruitSafe Benefits

Having RecruitSafe as your screening partner ensures that your staff are screened to the relevant standards and you have all the necessary documentation on file that supports this. It also allows you to free up valuable resources and focus on your core activity. In addition, you will see a significant cost saving and increase in turnaround time.

For more information please contact us and we will be happy to discuss your requirements.



FINANCIAL STANDARDS

Central Bank Act Section 21 Fitness and Probity

Under the Central Bank Reform Act of 2010, all persons performing Controlled Functions must be screened as per the Fitness and Probity standards. The screening of all candidates in these functions is mandatory for all Financial Institutions licensed by the Central Bank of Ireland.

RecruitSafe has many clients in the financial sector and hence a vast experience in providing screening services which assist client compliance to the Financial standards set fourth in the Central Bank Act.

For more information please contact us and we will be happy to discuss your requirements.





SECURITY STANDARDS

BS 7858 - Screening of Individuals employed in a Security Environment

BS 7858 is a British Standard that provides recommendations for screening individuals to be employed in an environment where the security and safety of people, goods or property is a requirement of the employing organization's operations and/or where such screening is in the public interest. BS7858 lays down clear guidance in relation to the specific background checks required, how they should be conducted, how the results should be documented and the timeframes that must be covered.

While BS7858 is a British Standard, many companies with UK based clients, find they are required to have their employees screened in compliance with this standard.

RecruitSafe have many clients with this requirement and have vast experience conducting screening to meet these requirements.

BS 5979 - Remote centres receiving signals from fire and security systems – Code of Practice

RecruitSafe provides screening to meet this standard to clients involved in the planning, construction and facility of manned and unmanned remote centres, and for the operation of alarm receiving centres (ARC'S) receiving signals from security systems, e.g. intruder, fire, social and closed circuit television (CCTV).

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RecruitSafe have many clients with this requirement and have vast experience conducting screening to meet these requirements.

IS 999 - Screening of Guarding Security Service

RecruitSafe has an immense experience in providing Screening services to clients who provide both static and/or mobile guarding security services. Those employed as Door Security Personnel, Event Security, Guarding Security Service, Key/Code access, Key Holders and Mobile Patrols are governed by the IS999 standard.

IS 228 - Monitoring Centres for Intruder Alarm Systems

RecruitSafe's screening processes ensure that those employed in the design, construction, manning, equipping and execution of monitoring centres for intruder alarm systems.

SR40 - Screening for Certification of Private Security Authority (PSA)

RecruitSafe assists clients in obtaining licences for Intruder Alarm, CCTV and Access Control installers by screening candidates to SR40 Certification standard.

SR41 - Screening for Certification of Private Security Authority (PSA)

RecruitSafe assists clients in obtaining licences for Security Guard (Alarm Receiving Centre) by screening candidates to SR41 Certification standard.

"On average it takes an employer 18 months to identify an employee who is stealing"



DID YOU KNOW ?



Everyday, people who pose a danger to children or vulnerable adults apply for and are successful in getting a related job



30% of employees misrepresent themselves on their CV's, claiming false qualifications and experience



85% of serious fraud in organisations is carried out internally



On average it takes an employer 18 months to identify an employee who is stealing.

"Be Sure with RecruitSafe"



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