

GalliNet Limited

~PeopleHours~

The new Vetting & Screening Standard, BS7858 2012 ~ Key Changes

- ◆ **Character References**
 - ◆ only 1 of these is now required as opposed to 2 (please note that you will still need 2 character references if you intend to use one to cover gaps in employment history)
Character Referees must not be obtained from previous employers, relatives (by blood or marriage) and/or persons residing at the same address as the individuals Character referees must have known the applicant for a minimum of 2 years immediately prior to the start of security screening
- ◆ **Preliminary Checks**
 - ◆ before limited security screening is commenced preliminary checks need to be made which include Risk Management of the applicant and also a Financial History Check
- ◆ **Limited Security Screening (Tele-vetting)**
 - ◆ only 3 years employment history needs confirming as opposed to 5 years
- ◆ **Executive Acceptance of Risk**
 - ◆ the limit for the issuing of these has been raised from £5000 to £10000
- ◆ **SIA Licence**
 - ◆ where SIA licences are submitted as part of the application the original must be seen and verified against the Public Register of Licences and also cross referenced with any other ID documents
- ◆ **Screening Period**
 - ◆ for a 5 year screen this remains at 12 weeks and 16 weeks for longer periods. This can be extended by up to 4 weeks by a company executive subject to certain conditions.
- ◆ **Unverified Periods of Employment**
 - ◆ the acceptable 'gap in employment history' has been increased from 28 days to 31 days. Such gaps can no longer be covered only by a character referee but will need some form of corroborative evidence i.e. NI records or 2 or more different items from payslips, bank statements, redundancy letter, proof of long service etc.

