

# 1 in 5 healthcare candidates have 'Red Flags' associated with their background check.

BackCheck has implemented background checking programs for more healthcare sector clients across Canada than all our competition combined. In western Canadian provinces, BackCheck conducts screening for health regions and authorities that are cumulatively responsible for as much as 80% of each province's population. In eastern Canada, new hospitals and healthcare facilities are frequently joining BackCheck and learning first-hand the many advantages of properly screening their employment candidates. With hundreds of healthcare clients across the nation, BackCheck's experience and expertise enables our healthcare clients to hire with confidence.

## BackCheck Healthcare Package:



### Criminal Record Check

- Fully compliant with Privacy, Human Rights and Freedom of Information legislation.
- Results available online, and in real-time, as soon as we receive them.



### Reference Interviews - Patient-Care Focus

- A consistent, auditable, high quality process.
- Eliminate the chance of 'telephone tag' as professional reference interviewers are available during extended business hours.
- Our interviewers have each conducted thousands of telephone-based references.



### Employment Verification

- Verify dates of employment, position held and reason(s) for leaving directly from payroll or Human Resource records.
- All information is cross-referenced with the candidate's resume claims.



### Education Verification

- Verify the applicant's highest level of education directly with listed institutions.
- Is the applicant honest?
- We know how, when and who to contact for timely results.

## Great Ways to Add Value:



### Identity Cross-Check

- Over time, credit bureaus collect name, address, employment and alias information about candidates. Cross-reference this data with details provided by candidates on BackCheck consent forms.
- Reveal more criminal histories by inserting aliases into the criminal history search. 24 hours or less.



### Credit Bureau Inquiry

- Includes Identity Cross-Check.
- Reveal financial pressures - "Desperate people may do desperate things."
- Poor payment history or collections may indicate irresponsibility.
- Uncover banking violations, such as feeding empty envelopes into an ATM. 24 hours or less.

**BackCheck**<sup>TM</sup>

Know **Who** You're Hiring!

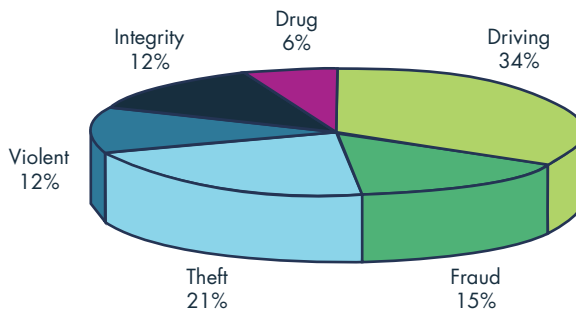
# Real-life stories that demonstrate why a well-implemented pre-employment screening program is critical in the healthcare industry...



## Criminal Record Checks Reveal the Untold Past

When a recent **healthcare candidate** provided inaccurate information about his identity, BackCheck cross-referenced the consent forms with the candidate's photo identification revealing that he **lied about his name and date of birth**. The Criminal Record Check uncovered several offences including two incidents of sexual assault. BackCheck's meticulous cross-referencing of data during criminal record checks catches the candidates that may otherwise slip through the cracks.

Healthcare Candidate Criminal Record Offences



## Reference Interviews with Patient-Care Focus Uncover Fraudulent Activity

BackCheck's HR Interviewers are experts in identifying nuances of speech during the reference interviews they conduct, and carefully pursue clarification of discrepancies. When a recent **healthcare candidate's** reference hesitated in stating the candidate left their prior position "to return to school," BackCheck pursued additional details. This revealed that the candidate did intend to leave for school, but also **demand to be laid off for false reasons**, allowing the candidate to be paid outside of work while attending classes. BackCheck's investigative techniques frequently uncover **fraudulent activity** in all sectors of employment.



## Employment Verifications Prevent the Hiring of Deceitful Employees

BackCheck maintains expansive internal databases that include the HR contacts of thousands of organizations and companies across North America and Europe. Our proprietary information ensures that our HR Interviewers verify information from its source. When a recent **healthcare candidate impersonated an HR contact** in an attempt to provide an employment verification, BackCheck was able to catch the candidate in the act, and notify the client of the candidate's **deceitful behaviour**.



## Global Provider with Local Knowledge

Multilingual Support through 4 operation centres - in the UK, North America and Asia.



BackCheck™

Know **Who** You're Hiring!

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