Introduction to Rescreening

If you're new to rescreening, sometimes also known as employee screening or employee monitoring, it's perfectly natural for you to have some questions. Here we'll look at some of the most common questions around rescreening, from what it is and why companies do it to creating a rescreening cadence and introducing rescreening to your business.

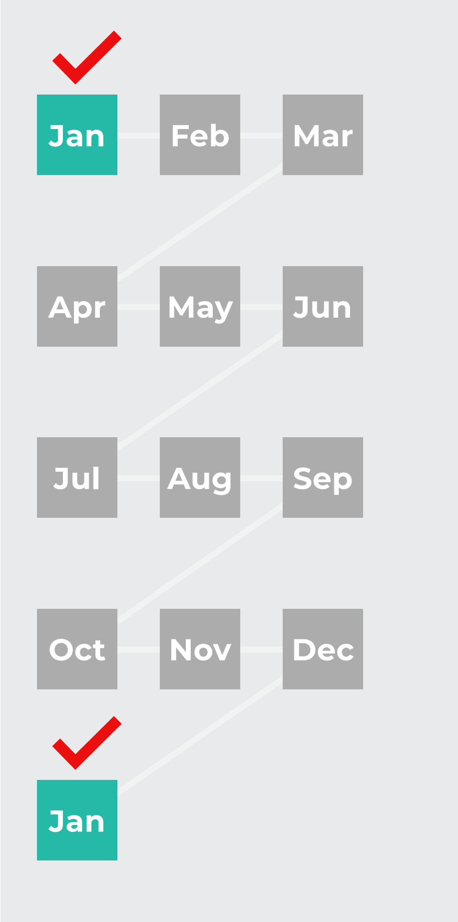
1 What is rescreening?

Rescreening is the process of re-verifying an employee's credentials during their employment – usually no sooner than 12 months after they were hired. Like pre-employment screening, a rescreening programme typically includes a number of different checks, which may vary depending on the employee's role and the perceived risk associated with it.

2 Do other businesses rescreen already?

Rescreening occurs most often in regulated sectors, such as Financial Services, which is widely regulated by the Financial Conduct Authority (FCA) in the UK, the Financial Services and Monetary Authority (FSMA) in the US, and the Monetary Authority of Singapore (MAS) in Singapore. Screening is also often regulated in the healthcare industry, as it is important to verify that medical professionals' licences and qualifications are valid and up to date.

However, other non-regulated industries, such as technology, often also regard rescreening as best practice and adopt it widely throughout their businesses. Start-ups and technology companies are often working on new and sometimes highly confidential projects, and protection of their IP may be essential to the success of their businesses. For this reason, many of these companies are already rescreening their employees periodically post-hire.



3 Why do businesses rescreen?

People change. It's as simple as that. A pre-employment background screening can be used to help assess a candidate's suitability for a job, but how can you be sure they are still suitable for the position without a monitoring programme in place?

Rescreening is often used as a way to help companies mitigate their ongoing people risk after their employees' initial background screenings. Businesses may also rescreen to:.

- Help protect against the risk of reputational damage
- Meet compliance requirements (e.g. companies covered by the Senior Managers & Certification Regime in the UK are required to regularly rescreen to prove that those performing Senior Management Functions are 'fit and proper')
- Show that due diligence is taken very seriously, which can be used to gain a competitive advantage if your company's due diligence policies are closely reviewed by your prospective customers
- Help protect against potential inside threats (including data theft, data breaches, and physical theft)
- Adhere to best practice (in their industry or within their company)
- Screen employees to a higher standard ahead of promotions to higher-risk or more senior roles
- Screen employees who may not have been screened pre-hire, or if their working conditions have recently changed (e.g. they have started working from home)
- Consistently screen the entire workforce following a merger or an acquisition
- Encourage employees to be transparent about changes of circumstances that may impact the business

✓ Reputational Damage

✓ Compliance

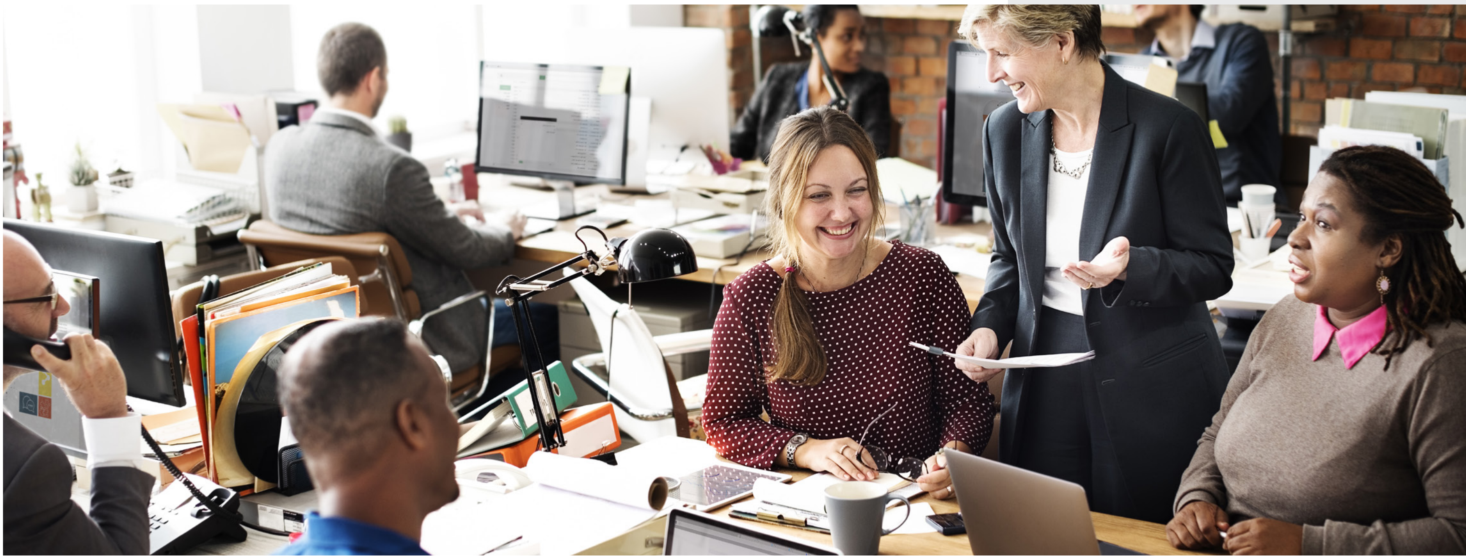
✓ Data Theft

✓ Best Practice

✓ Promotion

✓ Merger/Acquisition

✓ Transparency



4 Who should be rescreened?

Ultimately it's up to each business to decide how to best mitigate the ongoing people risk of their workforce. The decisions about who to screen and rescreen, and how to do it, may be made in collaboration with many different areas of the business, including but not limited to.

- Human Resources
- Talent Acquisition & Onboarding
- Legal & Compliance
- Risk
- Security
- InfoSec
- Senior Management Team
- Board of Directors

DID YOU KNOW?
In Financial Services companies in the UK, only regulated roles require periodic rescreening, however, all roles may be eligible for rescreening.

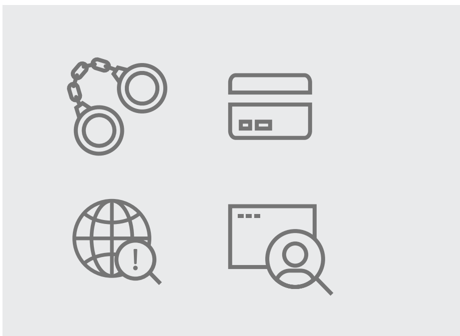
As such, there isn't a one-size fits all approach to rescreening. Some businesses may only rescreen certain high-risk employee groups, such as those with access to customer data or financial records, or those with administrator systems access. However, other companies with a lower risk appetite may rescreen all of their employees annually, to help minimise their risk as much as possible.

5 Which checks should be included in a rescreening programme?

Regulated industries may dictate certain checks which need to be conducted for employees holding regulated positions, but in other sectors it's often not so black and white.

Typically, a non-regulated rescreening package will include checks of non-static data – meaning that the information a candidate provided (and was checked) pre-hire may have changed during their period of employment, and so is being rescreened. This could include checks such as criminal record checks, credit history, global sanctions and enforcement checks, and adverse media, depending on what is appropriate for the position being held by the employee.

As a rule of thumb, if it is included in your pre-employment screening package, it could be included in your rescreening package. Conversely, it is unusual to introduce checks in a 'rescreening' which were not covered in the employee's initial pre-employment screening. Typically organisations do not rescreen components which are very unlikely to have changed since the employee was hired, such as their employment history or their professional qualifications.



You should speak with your background screening provider about the checks available that would suit your needs for rescreening your current workforce.

6 How much does rescreening cost?

Rescreening packages will vary, dependant on any regulations which mandate specific checks are undertaken. Typically, a rescreening package consists of fewer checks than a pre-employment screening, and as such, the overall price per screen is lower (typically around 50% of a pre-employment screening package for both regulated and non-regulated packages).

DID YOU KNOW?
Recruitment fraud in the UK is reportedly costing businesses £23 billion annually, according to a 2019 study by Crowe UK in conjunction with the University of Portsmouth.

Speak to your background screening provider to find out more about the cost of rescreening your employees.

7 How long does rescreening take?

Unlike pre-employment screening where time-to-hire is a key metric, the turnaround time for rescreening is typically less time-critical to businesses. However, given that a rescreening package usually contains fewer checks than a pre-employment screening package, typical turnaround times are shorter – with many rescreens taking around half the time of a pre-employment screening. It is worth noting though that a rescreening, as with any background screening, will take as long as the individual component check with the longest turnaround time, so you should factor this in when planning your rescreening activities.

DID YOU KNOW?
Our average turnaround time (TAT) for rescreening in EMEA in 2019 was just 5 days.

Getting Started

New to HireRight? Get in touch on: **+44 (0) 20 7767 2440** or email emeasales@hireright.com for more information about getting started.

Already a HireRight customer? To review your background screening programme, get in touch with your account manager or contact [Customer Services](#).