



Right to Work Document Verification

Since May 2008, a total of £1,567,500 in fines have been imposed on employers for the use of illegal workers.

Employers have a responsibility to ensure that the individuals they employ have the legal right to work in the UK. New measures to prevent the hiring of illegal workers were introduced in February 2008, imposing civil penalties of up to £10,000 per illegal worker for employers failing to adequately check the employment eligibility of their candidates.

Employers can be excused from civil penalties by providing proof that they checked prospective employees' documents prior to their employment. BackCheck's Right to Work Document Verification service supplements the checks that an employer carries out in two ways:

- 1) Performs a visual analysis of both the physical and logical components of the document; and
- 2) Checks document identity numbers against official algorithms and/or databases to ensure their validity.

By checking these components, BackCheck can assist in authenticating the documents provided to the employer. BackCheck offers this service to guide employers on best practice and to supplement the employer's investigations. The legal responsibility of ensuring a candidate is eligible to work in the United Kingdom lies with the employer, and not with any third party acting on their behalf.

Benefits of BackCheck's Right to Work Document Verification

- A consistent, auditable, high quality process.
- Provides best practice methodology.
- Supplements and validates results.
- Dedicated team of experts with resources and expertise to ensure compliance with all legislative requirements.
- Results available online and in real-time.
- Typical turn-around of 1-2 business days.

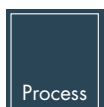


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