

# Background Checker

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## How CV Fraud Affects Your Org

**Résumé fraud** or application fraud refers to any act that involves providing fictitious, exaggerated, or otherwise misleading information on a job application or résumé in hopes of persuading a potential employer to hire an applicant for a job for which they may be unqualified or less qualified than other applicants.

Some of the consequences of resume fraud are less than expected performance of the new employee, leading to a weak link in the

management team. This may lead to overall lower performance of the organization thus affecting sales, productivity and profits.

There are several types of resume frauds. These include:

**Fake credentials:** Some applicants provide false documents that are required or strongly recommended to obtain a job. These may include a degree, license, certificate, or other evidence of necessary training or experience that is expected of applicants.

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### **Fictitious former**

**employer(s):** The applicant provides a list of previous employers that they never worked for, and that may have never existed. They may include fake reference letters that vouch for the applicant. Absence of contact information may seem plausible if the applicant claims they are no longer in business, living far away, or otherwise out of touch.

**Exaggerated claims:** The applicant lists a genuine former employer, but leaves out information with the intent to mislead. The employer may have a prestigious reputation, but the applicant's position may have been menial.

## CBN to Screen Bank Workers Before Employment

As part of efforts to prevent recycling of workers that had been indicted, terminated or dismissed for fraud and other acts of dishonesty within the banking industry, banks have been directed to

always obtain written approval of the Central Bank of Nigeria (CBN) before employment. The Central Bank gave this directive in a letter signed by its Director, Banking Supervision,

Mrs. Tokunbo Martins, a copy of which was posted on its website. The CBN noted that the policy does not apply to new employees on the grade of Assistant General Manager and above.

### **Common Background Checks:**

- Employment History
- Education History
- Character Reference & Suitability for Hire
- Driving History
- Professional License Verification

Call now for more Information -  
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