

RESUME LIES ARE COMMON - GET OUTA HERE, REALLY?

The article in the Daily Telegraph below dated 13.08.10 certainly comes as no surprise to Lyonswood Investigations and Forensic Group. We would argue that this statistic is greatly magnified in the private sector where most employers don't have the ability nor the support of legislation to insist upon certain details being provided. In many Government departments mandatory checking is the norm, including a criminal history check. No so in the private sector however.

The business of employment is costly. It can be even more costly if a wrong decision is made at the point of employment. Quite often employers view the information provided in resumes as being accurate and do not investigate the contents. It has been the experience of Lyonswood Investigations and Forensic Group that many resumes are designed to conceal the truth.

The management of Lyonswood have never been presented with a reference that states that the applicant is a thief, malingerer or is incompetent. To the contrary, they are usually glowing and embellished. Quite often there are gaps in the employment history that are unexplained or exaggerations of periods of employment to mislead.

Job applicants go to great lengths to impress, even to the point of identifying companies who have been recently liquidated or taken over in the hope that personnel files have been destroyed. This would enable a job applicant to hide behind a host of false credentials, knowing well that this history will not be able to be accessed for confirmation.

Overseas postings is another medium through which job applicants can embellish their work history with a reduced risk of being detected. As members of the World Association Of Detectives (WAD) Lyonswood is well placed to source and verify this information.

Many employers are guilty of not taking affirmative action when uncovering illegal activities by employees in the workplace. This inaction allows employees to move from one employer to another making victims out of them all.

Many of the investigations Lyonswood undertakes that relate to workplace theft and fraud, when examined reveal that the persons responsible had a history of the very same behavior with prior employers that were not requested and in the case of where these details were requested, not disclosed.

Lyonswood Investigations and Forensic Groups investigators are skilled in the business of **personnel screening** and background checks and can provide this service either at the time of employment or down the track when problems arise. We can also follow through where criminal or improper activity is detected and provide you with the security of knowing that you will not be exposed to unfair dismissal ramifications or retaliatory prosecution.

Resumé lies are common

Rosemarie Lentini

ABOUT one in four people who apply for public sector jobs fudge their resumé, an ICAC report found.

The Independent Commission Against Corruption yesterday made four recommendations to stamp out corrupt recruitment practices.

The report found that Don Gamage offered Woollahra Council recruitment consultant Stephen Blackadder a \$15,000 bribe to secure a director technical services job in October 2009.

ICAC also found that Mr Gamage had a history of corrupt conduct.

This included securing senior engineering positions at Cobar Shire and Coonamble Shire councils in 2006 and 2009 respectively on the basis of fabricated employment histories and references.

At the public inquiry, Mr Gamage said that he lied on his applications to “impress the employer”.

ICAC recommended councils conduct adequate employment screening checks, such as verifying applicants’ membership of professional bodies and using external screening agencies to check resúmes.