

Recruitment Journal article:

New technology to save recruiters time and money

By Tania Evans, Business Manager, WorkPro

In the current climate, organisations are constantly seeking new ways of cutting their operating costs. For the recruitment industry, new technology is increasingly being relied upon to help the industry contain financial pressures and increase productivity.

In-fact, recruiters' attitudes towards technology is changing. Over the past 12 months there has been a greater push towards outsourced services among leading Australian recruiters as a means of driving efficiencies. This activity is set to continue as technology develops and service providers 'listen' to the industry's needs.

For example, WorkPro has recently partnered with policecheck.com.au in an effort to provide the industry with a cost-effective and faster alternative to conducting a police check. Waiting for days or even weeks for the results of criminal history checks is now a thing of the past for the recruitment industry. Once an application is lodged, the system is able to return online criminal history clearances in less than 60 seconds - significantly reducing the time to hire. With instant access to candidates' identities and criminal history information, it means recruiters are now able to spend more time placing candidates and less time processing them.

After deliberately, and intuitively responding to the industry's needs, WorkPro now provides one point of entry for a host of online training, induction and now screening requirements.

Time is money for those feeling the effects of the global financial crisis and recruiters who can rapidly respond to clients with candidates who are 'work-ready' will find themselves advantaged in the current market.

Here are four simple steps for safeguarding yourself against negligent hiring:

- Always know who you're dealing with – never assume
- Confirm and validate every candidate's identity with a 100 point identity check
- Always perform a background check on new candidates to test for relevant prior convictions and wait for results *before* placing them in the role
- Seek advice where necessary

WorkPro, through policecheck.com.au, is licensed with direct access to the Federal Government Criminal History database. All candidates are subject to a 100 point identity check before being entered through the system.

If you would like more information about the new WorkPro policecheck service, please visit www.workpro.com.au or call Tania Evans on 03 9864 6017.