

CV fraud

There is no doubt that CV fraud is on the increase; in a recent survey, one in five candidates admitted to lying on their CV and more than 50 per cent of employers said they had spotted material inaccuracies in CVs.

Many CVs contain minor errors – such as wrong dates or exaggerated achievements – that may be overlooked by an employer, but CV fraud is more intentional and involves lying about qualifications or experience. In the worst case scenario this could be a criminal offence or present a threat to public safety.

Being a victim of CV fraud will waste your time and your money and could put your professional reputation at stake. The best way to avoid it is by verifying details on interviewees' CVs from the outset. You should check:

- identity;
- qualifications;
- any prizes, scholarships or awards;
- employment history;
- reasons for leaving previous employment; and
- any gaps in employment.

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Depending on the role, you may also need to carry out a credit check or a criminal records check through The Disclosure and Barring Service. You must also check that everyone you recruit has the right to live and work in the UK.

Lastly, your employment contract documents should reserve the right to withdraw the offer or terminate their employment without notice if any misrepresentations come to light.

If you suspect an applicant has lied on their CV, you should seek legal advice immediately. If the individual has received money on the basis of their lie, or they have used forged documents, this may also be a matter for the police.

CV fraud is on the increase but you can help to protect yourself by taking the steps outlined above. If you have any queries about protecting yourself against CV fraud or how to tackle it, please contact us for advice.

Ware & Kay LLP

good on paper, even better in person

Contact us

Ware & Kay's specialist, Gill Wilkinson, has extensive experience in all aspects of employment law. Contact her on 01904 716000 or 01937 583210 or gillian.wilkinson@warekay.co.uk to make an appointment at York or Wetherby.

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