Why should I read CPNI's *Personnel Security in Offshore Centres* guidance?

There are many advantages to offshoring, but these can be cancelled out by a lack of familiarity with a country's laws, administrative practices and cultural sensitivies. The CPNI guide, *Personnel Security in Offshore Centres,* tackles all these important issues in relation to personnel security. It gives a general overview of the overarching principles and key issues, and detailed country-by-country entries for fourteen popular offshore locations:

Bulgaria, China, the Czech Republic, Hungary, India, Ireland, Malaysia, Morocco,

Philippines, Poland, Romania, Singapore, Slovakia and South Africa.

The overview looks at:-

- regional similarities and differences in terms of law, practice and culture,

- the role and responsibilities of a prospective employer,

- the importance of a proportionate, risk-based approach,

- additional checks available beyond the traditional core of pre-employment screening, and

- when to seek local legal advice.

Each country entry contains an outline of the local political, administrative, economic and cultural context. Key location-specific issues are highlighted - such as the accessibility of records or the extent to which law is open to interpretation. This is followed by sections addressing:-

Personnel security measures during recruitment:-
- the local culture of screening;
- major laws and regulations affecting pre-employment screening;
- pre-employment checks: advice on which checks can reasonably be carried out in each country, the processes, documentation and legal framework; specific guidance on checks relating to:-
  - identity, eligibility to work, residency, criminal records, education, professional and academic qualifications, employment, finance/credit, substance abuse, occupational health.

Personnel security measures during employment:-
- the legal framework;
- the rights of the employee and employer; the avenues open to an employee seeking to challenge an employer's use of security procedures;
- security measures available, including:-
  - access controls, protective monitoring and investigation.

Personnel Security in Offshore Centres can be downloaded
from the CPNI website under Personnel Security