



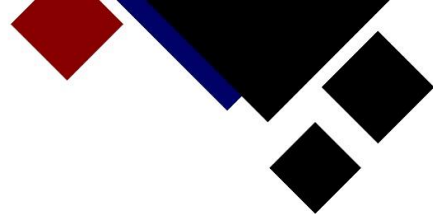
POLYGRAPH EXAMINATIONS



INTEGRITY ASSESSMENT CENTRE

EMPOWERED THROUGH KNOWLEDGE

The PISA Integrity Assessment Centre is your leading partner in integrity management solutions. Offering polygraph examinations, psychometric assessments and criminal record and background verifications conducted by qualified and accredited experts



Polygraph Examinations

Polygraph examinations are scientifically validated tests used to determine the likelihood of a person being truthful when answering pre-determined questions. These examinations can serve multiple functions in a company or institution and are often used by law enforcement agencies, investigators, and human resources practitioners to assist in various investigations and to resolve disputes.

There are various different types of polygraph examinations with different uses and different levels of accuracy. Polygraph examinations can be used to assist in investigations, as part of a bundle of evidence in CCMA and equivalent institutions as well as labour court, as part of a general risk screening program or pre-employment vetting programs.

Specific Incident Polygraph Examinations

Polygraph examinations are often used to assist in investigations. If you had a criminal or other incident occur at the workplace, polygraph examinations can serve as a powerful forensic tool.

As an investigative tool it is capable of providing information to the investigating team regarding the incident that in certain cases is simply not possible through any other means. Most agencies have found that the polygraph can be used most effectively to limit the number of suspects. The results can normally indicate which person/s was involved in the investigated matter, and in some instances admissions of guilt are obtained during or after a polygraph examination as well as additional information from the pre-examination interview which can be corroborated with previous statements or other facts of the case.

A polygraph examination does not replace an investigation; however, it can greatly assist the investigating team. The results of a polygraph examination can also be submitted as part of a bundle of evidence to increase the strength of a case in a disciplinary hearing or arbitration.





Pre-Employment Polygraph Examination

A pre-employment polygraph examination is a test conducted on applicants or prospective employees as a means of gathering information, verifying information submitted by applicants and to monitor for potential risks to your company such as historical criminal or unethical behaviour.

During a pre-employment polygraph examination, the candidate fills out a form regarding their history, including personal administrative information, medical history, employment history, history of drug use, involvement in criminal or unethical activity, financial history and more.

Once the form has been completed the candidates are questioned during a structured interview and are informed that being honest in their responses will increase their chances of being accepted at the company as the reason for the examination is to determine their honesty. The candidates are given the opportunity to amend their responses prior to the examination.

Pre-determined questions are discussed with the examinee, and once the examinee agrees that they understand the questions and can answer them truthfully, a polygraph examination is conducted to verify whether the candidate is truthful when answering the questions.

Examples of questions posed during a pre-employment polygraph examination:

- 1. Did you lie or withhold information on your CV in order to get this work?**
- 2. After the age of 18, did you commit a serious criminal offence?**
- 3. Did you ever steal any money or stock from a place where you have worked?**
- 4. Did you use any illegal drugs in the past six months?**

The questions are tailored to the position and company for which the person is applying. While background verifications, qualification verifications and criminal record vetting may indicate historical, criminal, or unethical activities of a candidate, a pre-employment polygraph examination can assist in detecting activities and falsified information that cannot be monitored through any other means, such as their involvement in criminal activity for which they have not been prosecuted.

Continuous Screening Polygraph Examination

Continuous screening polygraph examinations are examinations that are implemented on a continuous basis in accordance with a pre-determined timeframe (3 months, 6 months, or annually) as a means of pro-actively monitoring for criminal and unethical activities at a company. These examinations have been implemented with great success at security companies, hotels, retailers, mining operations, logistics and warehouse companies and many more.

Knowing that they will be sent for a polygraph examination on a routine basis, staff members are less likely to become involved in criminal or unethical activities. Should they become involved in such activities, it will likely be detected during their screening examination and prompt further investigation by the company.

Statement Verification Examination

During certain incidences and investigations, the investigating team is often left with nothing but a statement, or even worse, conflicting statements. As there can be limited avenues available to determine the veracity of these statements, polygraph examinations can provide an alternative course affording the opportunity of all parties involved in having the truthfulness of their statements scrutinized by an independent test.

It often happens that individuals are unjustly implicated in a crime or marked as targets for accusations or inferences. In many cases, there is no way in which those concerned can restore the trust or protect their reputation from the harm of careless accusations. The polygraph examination provides an excellent opportunity to restore the trust between employee and employer and creates an unequalled opportunity for such individuals to substantiate their truthfulness and prove their innocence.

The results of statement verification polygraph examinations can be submitted along with the written statements as part of a bundle of evidence in disciplinary hearings or arbitrations, increasing the value of the evidence.



PRE-EMPLOYMENT SCREENING PROGRAMS



Pre-employment screening programs are implemented when a company is selecting applicants for a position at the company. A pre-employment screening program are a means of gathering information important to the employment process and relevant to the position for which the person is applying. The PISA Integrity Assessment Centre offers multiple tools and instruments that can be used to screen applicants prior to employment. The instruments can be ordered on an individual basis, as part of a combined package or in a successive hurdles model.

Pre-employment screening programs can be tailored to suit the needs and budget of individual clients and can range from simple criminal record verifications or polygraph examinations to comprehensive assessments that include psychometric evaluations. These programs can assist a company in making the right choices when selecting candidates, which can increase productivity, mitigate criminal and unethical activities, and save the company time and money in both the short term, and in the long run.

With the high demand for employment in South Africa it is unfortunate that it is not unusual for potential employees to deceive potential employers, either to gain an illegitimate advantage over their competition, or even for far more sinister reasons. Syndicates and criminal groups use employees to gain access to your place of business potentially putting yourself, your company, your employees and your clients at risk.

Any company is responsible for the wellbeing of themselves, their employees and their clients, and the pre-employment examination is an essential tool in fulfilling that responsibility. Due to the massive advantage that this examination can provide any company it should no longer be considered a luxury, but rather a necessity for the safety and security of all involved.





INTEGRITY MANAGEMENT PROGRAMS

Integrity management programs are designed to assist a company in managing criminal and unethical activities at the workplace. The main premise of an integrity management program is to combine positive re-enforcement and employee development while actively monitoring for criminal and unethical behaviour and providing an opportunity for staff members to divulge information in a safe environment.

An integrity management program may consist of a pre-employment screening component designed to assist a company in selecting the best candidate for a position. By actively screening applicants prior to employment the company mitigates the possible risk of employing person prone to criminal or unethical behaviour.

The second component consists of continuous polygraph screening program. Screening examinations provides staff members with a safe opportunity to declare information regarding potential criminal or unethical activities that may be present at the company, or to provide insight into potential flaws in the company's systems or security. Furthermore, the examination questions are structured to identify potential criminal and unethical activities uniquely developed for each client. The results of these examinations can aid companies to identify potential risks in order to proactively safeguard the company against criminal or unethical activities. Polygraph screening examinations are a highly effective means of monitoring for criminal and unethical conduct while collecting useful information in a structured interview process. Screening tests are intended to add incremental validity to risk management decisions that are made in the absence of any known problem. This is accomplished both by gathering information and by investigating the possible involvement of an individual in one or more issues of concern. Screening polygraph examinations can have the additional benefit of acting as a deterrent for criminal activity.

Employees are screened when applying for a position as a general rule, however it is important to bear in mind that even though an applicant did not have a criminal record or dire financial situation when they applied, this could have changed in the interim. By combining the various tools available from the PISA Integrity Assessment Centre, companies can create holistic continuous screening and vetting programs to monitor for any potential risk, expediting the detection process and providing companies with the knowledge needed to design and implement effective security and risk management applications.

Integrity management programs are commonly used by financial institutions, law enforcement, security companies, retail companies and various other institutions all over the world. Empowered through knowledge.





CONTACT INFORMATION

The PISA Integrity Assessment Centre has offices conveniently located in **Gauteng** and **Cape Town**. We also have affiliates stationed throughout South Africa and in select countries in Africa, and are able to travel to wherever we may be required. For any questions, queries or to make a booking, please contact us.

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Please note that all bookings and enquiries are conducted through a centralized office to ensure an expedient and convenient experience for all of our customers.

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