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082 461 5279

The PISA Integrity Assessment Centre offers a wide variety of pre-made screening packages for pre-employment screenings. All the below mentioned packages can be tailored to suit the requirements of your company or the position for which the person is applying.

All polygraph examinations are conducted by professional polygraph examiners qualified at an institution accredited by the American Polygraph Association and are members of the Southern African Polygraph Institute. All polygraph examination techniques are internationally considered as scientifically valid and reliable.

All psychometric assessments used by the PISA Integrity Assessment Centre has been registered and classified with the Health Professions Council of South Africa. The assessments are conducted by a qualified psychometrist registered with the Health Professions Council of South Africa.

For more information please visit us at: www.polyinstitute.co.za or feel free to contact us. We are happy to assist in any way we can.

The screening packages are rated from Blue Shield / Blue Level Screening packages to Diamond Shield / Diamond Level Screening packages based on the comprehensiveness of the packages.

## Blue Level Checks – Entry Level / Basic Due Diligence

Blue level background vetting is considered the entry-level and most basic background verification packages available. These packages are designed to be extremely cost effective and is usually implemented for large scale screenings or as the first step in a successive hurdles pre-employment screening.

**Standard Blue Shield**

Criminal Record Check

Identity Number Verification

**Security Blue Shield**

Criminal Record Check

Identity Number Verification

Psira Verification

**Driver Blue Shield**

Criminal Record Check

Identity Number Verification

Driver's License Verification and Endorsements

Public Drivers Permit (PDP)

**Finance Blue Shield**

Criminal Record Check

Identity Number Verification

Qualification Checks

ITC Credit Check

# Red Level Checks – Criminal History

Red level background vetting is designed to focus on historic criminal activity of an applicant. These background vetting programs are not job specific, and instead employs powerful tools to monitor potential criminal and syndicate activities of applicants.

**EyeDetect Red Shield**

Criminal Record Check

EyeDetect Examination

**Polygraph Red Shield**

Criminal Record Check

Polygraph Examination

**Fraud Red Shield**

Criminal Record Check

Fraud Listing

Polygraph Examination

# Bronze Level Checks – Entry Level / Basic Integrity Verification Check

Bronze level pre-employment screenings includes basic integrity management and job specific psychometric profiling to create a more in-depth background screening while remaining cost effective and easy to implement.

**Standard Bronze Shield**

Criminal Record Check

Identity Number Verification

BIP (Basic Integrity Profile)

CWB (Counterproductive Work Behaviour)

**Security Bronze Shield**

Criminal Record Check

Identity Number Verification

Psira Verification

GIP (General Integrity Profile)

SAP (Security Assessment Profile)

**Driver Bronze Shield**

Criminal Record Check

Identity Number Verification

Driver's License Verification and Endorsements

Public Drivers Permit (PDP)

BIP (Basic Integrity Profile)

DAP (Drivers Assessment Profile)

**Finance Bronze Shield**

Criminal Record Check

Identity Number Verification

Qualification Checks

ITC Credit Check

IMI (Integrity Measuring Instrument)

## Silver Level Checks – Integrity Verification

Silver level pre-employment screenings starts featuring advance integrity profile assessments, or polygraph examinations which encompasses a comprehensive structured interview followed by the verification of the information provided. This is the best means to monitor historical criminal and unethical behaviour, and possible syndicate activity.

**Standard Silver Shield Check**

Criminal Record Check

Identity Number Verification

Polygraph Examination

Qualification Check

**Security Silver Shield**

Criminal Record Check

Identity Number Verification

Psira Verification

Polygraph Examination

**Driver Silver Shield**

Criminal Record Check

Identity Number Verification

Driver's License Verification and Endorsements

Public Drivers Permit (PDP)

Polygraph Examination

**Finance Silver Shield**

Criminal Record Check

Identity Number Verification

Qualification Checks

ITC Credit Check

Polygraph Examinations

**Integrity Silver Shield**

Criminal Record Check

Identity Number Verification

Qualification Checks

IP200 (Integrity Profile)

OCW (Organizational Citizenship Behaviour)

## Gold Level Checks – Comprehensive Vetting Programs

Gold level pre-employment screenings are a powerful combination of background vetting, polygraph screenings and basic psychometric assessments to give employers a holistic view of the candidate and how they fit into your business.

**Standard Gold Shield Check**

Criminal Record Check

Identity Number Verification

Polygraph Examination

Qualification Check

BAP (Basic Aptitude Profile)

IMI (Integrity Measuring Instrument)

**Security Gold Shield**

Criminal Record Check

Identity Number Verification

Psira Verification

Polygraph Examination

IMI (Integrity Measuring Instrument)

PEP (Practical English Proficiency)

CWB (Counterproductive Work Behaviour)

SAP (Security Assessment Profile)

**Driver Gold Shield**

Criminal Record Check

Identity Number Verification

Driver's License Verification and Endorsements

Public Drivers Permit (PDP)

Polygraph Examination

IMI (Integrity Measuring Instrument)

PEP (Practical English Proficiency)

DAP (Drivers Assessment Profile)

**Finance Gold Shield**

Criminal Record Check

Identity Number Verification

Qualification Checks

ITC Credit Check

Polygraph Examinations

BAP (Basic Aptitude Profile)

IMI (Integrity Measuring Instrument)

PEP (Practical English Proficiency)

**Aptitude Gold Shield**

Criminal Record Check

Identity Number Verification

Polygraph Examination

Qualification Check

IMI (Integrity Measuring Instrument)

CWB (Counterproductive Work Behaviour)

CAP (Comprehensive Aptitude Profile)

## Diamond Level Checks – The Ultimate Vetting Solutions

Diamond level pre-employment screenings are advanced applicant screening programs utilizing comprehensive aptitude and personality assessments combined with state of the art lie detection systems. These programs leave no stone unturned. Empower yourself with the best knowledge to make the best decisions.

### Standard Diamond Shield

Criminal Record Check

Identity Number Verification

Polygraph Examination

Qualification Check

COPAS (Cognitive and Potential Assessment)

IP200 (Integrity Profile)

PEP (Practical English Proficiency)

### Security Diamond Shield

Criminal Record Check

Identity Number Verification

Psira Verification

Polygraph Examination

IP200 (Integrity Profile)

PEP (Practical English Proficiency)

CWB (Counterproductive Work Behaviour)

SAP (Security Assessment Profile)

COPAS (Cognitive and Potential Assessment)

### Driver Diamond Shield

Criminal Record Check

Identity Number Verification

Driver's License Verification and Endorsements

Public Drivers Permit (PDP)

Polygraph Examination

IP200 (Integrity Profile)

PEP (Practical English Proficiency)

DAP (Drivers Assessment Profile)

COPAS (Cognitive and Potential Assessment)

**Finance Diamond Shield**

Criminal Record Check

Identity Number Verification

Qualification Checks

ITC Credit Check

Polygraph Examinations

COPAS (Cognitive and Potential Assessment)

IP200 (Integrity Profile)

CWB (Counterproductive Work Behaviour)

PAW (Personality at Work)

**Management Diamond Shield**

Criminal Record Check

Identity Number Verification

Polygraph Examination

Qualification Check

COPAS (Cognitive and Potential Assessment)

IP200 (Integrity Profile)

PEP (Practical English Proficiency)

OCW (Organizational Citizenship Behaviour)

PAW (Personality at Work)

CAP (Comprehensive Aptitude Profile)

These pre-made packages can be customized to suit the unique needs of your business

or alternatively a unique package can be designed specifically

for your company needs.

Psychometric Assessments

Criminal Record Checks

Background Vetting

Screenings

Polygraph Testing

Qualification Checks

Pre-Employment Screening

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