Case Study: PpAC

WHAT IS PPAC?

Passport Authentication Check "PpAC" is a new business supplying identity checking services exclusively to the UK Construction Sector. Our clients include pan global, multi-national, national and local businesses. We support any company that needs to know who they have engaged, that the individual is who they say they are, and that they have a right to work in the UK.

Our main purpose and goal is to eradicate illegal workers from all sites in construction providing 100% confirmation we have a legitimate workforce.

WHAT INITIATED YOUR DECISION TO DEVELOP THIS IDEA INTO WHAT IT IS TODAY?

Working within the construction industry supplying construction workers gave me experience with all backgrounds and nationalities of workers. With the industry driving compliance on right to work checks and the government implementing strict fines it seemed obvious to support this by trying to find a way to assist our fast moving sites and high volume workforce, for the checks to be made quicker.

The business I was working for was subject to an external audit. When asked the question "Do all your workers have the right to work?" we said yes as checks had been made by the naked eye. However, with how sophisticated the fake documents are we could not be entirely certain. It was a concern, so a process was developed to give full compliance and quick and accurate results, seeking to prevent £20,000 fines, reputational damage, potential health and safety risks, and criminal charges.

WHY PPAC?

PpAC was formed to meet a pressing need in the sector. The system can verify a range of documents, with passports as the key identity document.

We utilise a unique device with biometric capabilities and its proper use ensures compliance with existing legislation. The requirements to make and retain copies of the original documents, which cannot be altered, are dealt with automatically with facsimile copies being added to our ever expanding database.

WHY AUTHENTICATE AN INDIVIDUAL'S IDENTITY?

The Construction Sector is the largest single employment sector in the UK and naturally attracts individuals from across the globe. Construction clients are legally required to verify that individuals have a right to work in the UK and face fines of up to £20,000 per individual for hiring an illegal worker, fines that can only be avoided if it can be demonstrated that the company made the correct 'right to work' checks.

An individual's right to work is just one important aspect of identity checking. If an individual has lied about their identity they may also lie about their origins, skills, qualifications and perhaps even their criminal record. In an industry which is inherently dangerous and where reputation is everything, clients cannot afford to have any doubt about who they are employing.

WHAT IS PPAC CAPABLE OF?

Within 1.5 seconds of the photo page being scanned, PpAC:

- **Reads 4600+ IDs, passports, visas and soon to be industry skills cards**

- **Utilises UV, Infrared and Bio-chip authentication to detect forged documents**

- **Scans each document and securely stores all images on our network**

- **Immediately identifies forged documents**

The results of our scans are instantaneous. There is no need to send documents off, or photocopy and certify paper copies. The combined security measures identify any elements of the document that fail the relevant tests.

There is also a biometric option available that uses facial recognition to identify if the person in front of you is the person on the document. This software deals with facial hair and weight gains/losses and completes the chain of identity checks.

Our system therefore:

- **Reduces recruitment administration and paper consumption/storage**

- **Provides multiple statistics and management information**

- **Makes comprehensive PDF reports for HR files**

- **Enables extracts of data from scanned ID documents to be taken**

The checks are easy to conduct and detect fake documents. They also save time for the individual or team of people carrying out the checks.

If visas or passports require further checks and reassurance, we can have a team of skilled and trained personnel remotely log onto the system you're working on and conduct additional checks. The outcome of the check can be confirmed in writing and stored for your files.

"Operation Magnify" is an initiative where the Home Office is visiting sites throughout the UK to check for illegal workers. As mentioned above this can result in fines of up to £20,000 per worker, reputational damage and health and safety risks - if individuals break the rules in one area this could suggest they will break the rules elsewhere.

Well-performing sites, which hold exceptional and continued records for health and safety, can all but be disregarded if the people on site are not who they say they are.

PpAC is working with industry leaders to ensure the correct right to work checks are fulfilled.