



Passport Validation

HR Compliance



Complying with employment law

All employers have a legal obligation to check that prospective employees have a Right to Work in the UK before they allow them to start work. Every prospective employee must be checked regardless of nationality, length of contract or the position they will hold.

A check must be undertaken before a job applicant is allowed to start work. Employers must check, in the presence of the applicant, that the documents are valid and that any photographs within the document look like the holder. The time and date of the check has to be recorded to show when the check was made. Copies of the documents must be made and kept for at least two years after employment ends.

Failure to comply with Right to Work requirements could make an employer liable for a Civil Penalty of up to £20,000 per illegal worker and in some cases imprisonment for up to 5 years.

Without thorough and reliable identity checks, employers are putting their business at risk by employing those who have no right to work in the UK.

Our solution, powered by Passport Proven, captures images and data from a passport, BRP, Visa or identity card via a scanner or mobile device, Passport Proven then processes and cross-references the information to determine whether the document is valid.