



SAFERjobs Committee Meeting
Wednesday 13th May, 2015
10.30 – 12.30
BIS, 1 Victoria Street, London

Agenda

Attendees

Keith Rosser (Chair, REED)

- 1 (Vice Chair, Manpower)
- 2 (Executives on the Web)
- 3 (EASI)
- 4 (APSCo)
- 5 (TEAM)
- 6 (REC)
- 7 (Met Police)
- 8 (Monster)
- 9 (E4S)
- 10 (Universal Job Match)
- 11 (Met Police City of London)
- 12 (Met Police)

Apologies

- 13 (Gumtree)

Actions from previous meeting

- 1. Suggest website changes re: news feed issue – COMPLETED
- 2. Write to DBS and cc ¹⁴
 - new contacts needed and Disclosure Scotland – CARRY OVER
- 3. Explore working in partnership with TNT – CARRY OVER
 - A – ¹⁵ to look at other mag
- 4. Ask for DWP contact for recruitment – COMPLETED
- 5. Make contact with the NUS rep – CARRY OVER
 - ¹⁶ to send ¹⁷ contacts
- 6. Contact careers services – CARRY OVER
- 7. Make contact again with IPSE (formerly PCG) - COMPLETED
- 8. Make contact with the FCSA – COMPLETED
- 9. Write to ¹⁸ and Guardian re quarantine emails - COMPLETED
- 10. Check out REDD Monitor – CARRY OVER
- 11. Send print resolution 300 DPI for flyers to ¹⁹ – COMPLETED
- 12. Write to the first group of 10 job boards re SAFERjobs advert– COMPLETED
- 13. Follow up with job boards by sending recent press release to job boards – COMPLETED
- 14. Consider job board sub-group once contact has been made re the 'advert'
- Ongoing.....
- 15. Send draft flyers round to group for final sign off – COMPLETED
- 16. Make contact with IPSE – CARRY OVER
- 17. Chase up Little Book of Big Scams (did job scams make the cut?)
Didn't make it, went through NFIB list and it was not big scam – CLOSED OFF

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Meeting Notes



Safer Jobs Meeting
Presentation 13.05.2

Recruitment Expo March 2015

This is the largest recruitment expo (in 3/4th year) – attendees being recruitment firms and service providers to the recruitments sector.

²² and ²³ put together a presentation and all agreed at the last meeting it would be a good idea to demonstrate the Met Police backing to the forum with ²⁴ presenting.

²⁵ – gave an overview on Safer Jobs and ²⁶ (organiser) fed back how well it went

²⁷ informed we have been invited to October event in Birmingham (2nd year)

Although ²⁸ was not going to take questions from the floor she did and also the attendees were accessing the website when in the room and tweets were coming through site – Great Result!



SAFERJobs
Recruitment Expo Pre

Action – ²⁹ to chase video's / photos from Expo and share with the group

Analytics and Performance

Safer Jobs is getting the Safer Jobs strapline added to more job boards, which will increase activity to website. Citizens Advice has advised they get 200-250 individuals per month contacting them purely on scams.

Fraud reports are increasing, but many are still coming in after the event and although we can't stop the fraud here and now, we can continue to advise what not to do in the future.

On a positive note, there is an increase in reports are coming in, asking what should I do?

Website Development

Working on an auto email response – advising where they can go and acknowledging report.

Action – ³⁰ to supply group on what this looks like

A mandatory question has been added to fraud reports - how much money have you been asked or paid, this then enables us as a group to track financials rather than just reports. There are a few glitches in the system; which are currently being worked on.

Action – ³¹ to work together to address the glitches on the site

Action – ³² to share financials with the group once the site has been rectified – ³³

³⁴ to then send to the group on a monthly basis.

The information can then be broken down to prevention costs of fraud by day, week and month. The website is now asking where have you seen the job scam? – this will then track where it has come from i.e. job boards, recruitment companies.

This will be really useful with individual organisations to get their buy in.

³⁵ is also working on emails from SaferJobs.com, as appose to i.e. Keith Rosser (Reed) as chair of Safer Jobs – this will be better for our organisations, rather than it coming from individuals and we can then be truly independent in our approach.

³⁶ informed he could do something at the back end, which when emails out, could then be responded to with a signature for Safer Jobs.

Action – ³⁷ to give ³⁸ access to the reports to uplift data to share with Met Police, by sanitising what is there

Action – ³⁹ to provide back office email access for the group to the Safer Jobs website

Group discussed it would be a good idea to have a search option where the fraud data is, so can search about companies, rather than by memory, that way we can clearly see if a company has been reported previously.

Action – ⁴⁰ to check the search option, however is confident have already built it in

Action – ⁴¹ to break down whether UK or overseas workers looking to come to the UK

Job Board Engagement

The Safer Jobs Strapline is actively live on Job Boards: Gumtree / TotalJobs (including small subsidiary sites) / CW Jobs (linked with Total Jobs) / Reed.co.uk / Guardian Jobs / Executives on the Web.

Action – ⁴² to get ⁴³ to check if we are on: Job Match / CV Library / Fish 4 Jobs

⁴⁴ gave commitment for Universal Job Match – June release.

⁴⁵ confirmed Monster is reviewing its on line launch.

⁴⁶ informed further engagement is required for further 10 Job Boards.

Indeed, doesn't host jobs themselves, they host for others.

Action – ⁴⁷ to share Indeed contact with ⁴⁸

New Job Boards to Target:

- City Jobs – Boiler Room Scams
- Top Banana
- The Telegraph Job Board

Action – ⁴⁹ to provide contact

- Broadbean – recruiters load job in one place, fires it off to nominated job boards
- Logimelon
- Glassdoor
- Jobgate
- Magex

Action - Group to pass contacts through to ⁵⁰

Action – ⁵² to make contact with Linked In and let the group know if they wish to use strapline

Action – ⁵¹ advised he could write to those who use Universal Job Match and suggest they use Safer Jobs piece

Action – ⁵³ to send follow up emails to: Career Builder / Only Marketing Jobs, the IT Job Board – ⁵⁴ to provide contacts

Managing Job Boards – Code of Practice

⁵⁵ gave an update informing something will be happening, BIS will submit changes to legislation; however it is all dependant on the new government. Modern slavery bill has to be actioned within 12 months; therefore that may take a priority.

On-Rec - could potentially support by writing out to job boards.

Student Engagement

Group discussed University websites on their job hunting page, which may be a possibility.

Schools and Colleges – would welcome protecting pupils.

Police School Liaison officers could target the teenage years.

Action – ⁵⁶ to review contacts and reach out to get views on whether being on university/college websites is a possibility

Action - ⁵⁷ to provide ⁵⁸ with contacts within the teaching bodies

UCAS – may be an idea as they do the clearing for university, gap year students who reserve their places.

Further Engagement

Job Centres – early conversation when sign on for the first time, they have to have a Universal Job Match account, joined up with Safer Jobs.

⁵⁹ informed he will review what the possibilities are and talk to the social media teams.

Action – ⁶⁰ to feedback on further possibilities with Universal Job Match and Job Centre connections with Safer Jobs

Action – ⁶¹ to provide contact name and feed through to ⁶² who will pick it up directly

Partnerships

Citizens Advice Bureau – written and signed off one page note about Safer Jobs, re: scams etc for all advisors to share.

They have also advised we will be added to their site and vice versa, awaiting a document to sign to give the go ahead.

Trading Standards – ⁶³ was keen and we are awaiting update on next steps.

Action – ⁶⁴ to drop ⁶⁵ at Trading Standards a note as knows her well

FCSA – freelance contractor services, representative body of Umbrella Workers who employee overarching contracts – ⁶⁶ has added Safer Jobs on their partners' page.

Their intention is to make it a pre-requisite for an umbrella company to add Safer Jobs onto their website – still to define.

They also want to do some PR about the relationship with Safer Jobs.

IPSY – would like to do something similar to FCSA, They would promote us to their contractor database. Limited Company Contractors are less likely to be scammed; however always good to put message out there.

Action - ⁶⁷ will chase IPSY, as knows ⁶⁸ very well

Universal Job Match – also trying to get on main page of gov.uk, run by GDS, however are particular on how they will share.

Post job application – this would be a strong message to combat fraud before it happens, recommendation to job boards who want to associate with us.....

Fraud Update

⁸²

⁶⁹ informed NFIB have the ability to take down a website.

There needs to be evidence that there is a fraud in place, fed into NFIB, they have to be satisfied it is a fraudulent site/activity.

Action – ⁷⁰ to get NFIB contact and share the data we have identified from the report

General Fraud Update

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Action - 71 [] and 72 [] to look at news feed piece and anonymise detail of general fraud and have on advice page

Money Mule messages

Action – 73 [] to send to 74 [] CIFAS money mule piece

AOB

Money Mules

Action – 75 [] and 76 [] to look at credit card size Money Mule message – for use with Students with some straplines – you won't get employed, you won't get bank account – use as a warning piece!

Action – 77 [] to review Money Mule messages and distribute in Student Community

Student Account – Banks are user friendly and could capture when setting up and bank swallow the cost and will have a vested interest in

Action – 78 [] to look at Student Bank Account and Endsleigh Insurance in terms of involvement so we can capture new student year intake

Visa Scams

Action – 79 [] to put together slides for next meeting on Visa Scams

80 [] – introduction.

81 [] informed it was impressive for her to hear so much positive work is being completed by the group working on finer details will be a key focus protecting vulnerable people.

Next Meeting - 9th July 2015