
Employment Screening Services

Recent Developments

In recent years, we have seen an increase in both local Thai companies and international clients engaging third-party service providers for pre-employment checks on potential new hires and screening checks on existing employees.

Many companies now realize the value in preventing potential fraud by conducting checks on new hires and seasoned staff alike.

A number of simple, but highly effective checks can be conducted to give you peace of mind that you are hiring, and retaining, the right people.

***Are you keen to find a way to prevent internal fraud
and ensure that your company is not hiring staff with a
chequered past?***

Please see below for details of the Orion Investigations employment screening services and how these are provided in compliance with international regulatory requirements such as the FCPA and UK Bribery Act, as well as Personal Data Protection Act B.E. 2562 (2019) of Thailand (PDPA).

For information about how **Orion Investigations** helps our clients prevent, detect and respond to fraud please email info@orioninv.co.th or call 02-714-3801 and quote **“Fight Fraud – Employment Screening”** for a free initial consultation.

Why work with Orion Investigations

Why perform background checks and screen current or potential employees?

- Protect your staff, customers or those in your care from potentially dangerous individuals
- Protect your company image
- Help avoid costly court proceedings from employee misconduct or negligence
- Lower turnover of staff, hiring and training costs
- Ensure you are employing the right people
- Prevent theft and occupational fraud
- Protect company assets and sensitive information
- Protect your intellectual property
- Provide evidence to help protect your company from claims of wrongful dismissal

What is the Orion approach?

- Using publicly available records and legal techniques with no unauthorized access of government records, thus protecting your organization from claims of unfair recruitment methods
- FCPA / UK Bribery Act/ PDPA compliant in all our checks
- Thorough, professional and responsive to client needs
- Ethical - we pride ourselves on our reputation as an ethical service provider
- Unbiased - using us as an external service provider means we have no undeclared or vested interest in the candidate passing scrutiny
- Fast results – with a turnaround of 5 working days for many services

Service Name	Service Description
Criminal Record Check A <i>- Only for Thai Nationals</i>	Searches for any criminal records in the Police centralized database at the Police Clearance Service Center.
Criminal Record Check B	Conduct public record searches for any criminal cases listed at the Bangkok Criminal Courts, Minburi Criminal Court and one additional provincial court (if the subject resides outside Bangkok - as shown on the consent forms).
Verify Registered Address	A site visit can be made to the registered address and local enquiries made to confirm residence
Verify Employment History	Confirm accurate employment history including dates of employment, position and confirm salary where possible.
Verify Education History	Confirm authenticity of qualification including dates of study and graduation, course attended and grades obtained
Obtain References	Contact previous superiors to obtain references including relevant skills, personal characteristics, work habits, performance levels, achievements and eligibility for rehire
Criminal Record Check A and Civil Litigation Checks	Searches for any criminal records in the Police centralized database at the Police Clearance Service Center PLUS conduct public record searches for any civil cases listed at major Bangkok Civil Courts
Criminal Record Check B and Civil Litigation Checks	Conduct public record searches for any criminal cases listed at the Bangkok Criminal Courts, Minburi Criminal Court and one additional provincial court (if the subject resides outside Bangkok - as shown on the consent forms) PLUS the major Bangkok Civil Courts
Civil Litigation Checks	Checks with major Bangkok Civil Courts for cases involving subject
Bankruptcy Checks	Checks with just the Bankruptcy Court for cases involving the subject
Directorship Check	Search for directorships in Thai companies in applicant's name

Media Search A	Search of local media for negative reports on subject – covers 4 hours of online research and related report writing.
Media Search B	Search of local media for negative reports on subject – covers 2 hours of online research and related report writing.
Regulatory Checks	Check with local regulatory bodies for negative information on subject

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