**A Quick Look at Staff Verification and Auditing.**

**What it is.**

Staff Verification and Auditing is the process involving series of checks aimed at substantiating employees’ credentials, employment history, education, and other relevant details, as well as to assess their suitability for their respective roles.

**Why This is Important.**

For government employees, this practice is particularly important due to the sensitive nature of public service roles, potential access to classified information, the need to ensure trustworthiness and integrity and very importantly manage wage bill

### ****Pros of Government**** Staff Verification and Auditing.

Ultimately, the exercise facilitates the identification and expunging of unapproved, falsified and unqualified staff from the government’s payroll, thereby promoting the following:

#### **A. Reduction in Wage Bill.**

This is particularly the most important because it will help the government achieve the following:

* **Improved Fiscal Health.**
* **Increased Investment in Infrastructure and Development**
* **Efficiency and Productivity Gains**
* **Stimulate Entrepreneurship**
* **Increase Economic Resilience**

#### **Let us put some figures to this. Consider an unqualified staff who has been enjoying the benefits of up to N70,000 monthly for another 10 years. This equals N6,000,000:00. This figure becomes scary when we uncover at least 500 people of sort (keeping it at a minimum). This will be in the neighborhood of N3,000,000,000:00 that we will be saving for your administration.**

#### **B. Enhanced Security.**

* Identifies individuals with questionable work history or potential risks to the government.
* Exposes individuals involved in espionage, fraud, or related financial crimes.

#### **C. Improved Workforce Integrity.**

* Ensures that employees are honest and reliable.
* Helps avoid scandals or misuse of public resources by untrustworthy personnel.

#### **D. Compliance with Legal Mandates.**

* Ensures all government staff meet required background checks by law.
* Ensures adherence to industry and government regulations.

#### **E. Safeguarding Sensitive Information.**

* Verifies the employee’s trustworthiness when dealing with classified or confidential government data.

#### **F. Reduced Liability.**

* Protects the government from lawsuits or public backlash due to negligenace.
* Demonstrates a thorough vetting process in case of workplace misconduct.

#### **G. Promotes Public Confidence.**

* Citizens feel more secure knowing that government employees have been thoroughly vetted.

### ****Cons of Government**** Staff Verification and Auditing.

#### **The following drawbacks are the reasons why using** a professional company like ours (GNL Systems Limited) for the exercise is highly recommended. This is because our expertise and experience with this exercise guarantee seamless completion of the tasks.

#### **A. Privacy Concerns.**

* Employees may feel that the screening invades their personal lives.
* Sensitive personal data could be mishandled, leading to potential breaches.

#### **B. Risk of Discrimination.**

* Certain screening methods might disproportionately affect minority groups.
* Could unintentionally lead to biases in decisions.

#### **C. Cost and Time.**

* Comprehensive background checks can be expensive and time-consuming.
* For some other positions requiring high-level security clearances, lack of discretion and expertise may affect government operations.

#### **D. Errors in Screening.**

* Mistakes in background reports (e.g., misidentifcation) can unfairly disqualify qualified candidates.
* Resolving errors can be challenging and slow.

#### **E. Negative Impact on Candidate Pool.**

* Stringent checks may deter candidates who fear their privacy will be compromised.
* Individuals with infractions that do not affect their job performance will be affected.

#### **F. Screening Results.**

* These checks do not predict future staff behaviour; hence, regular audit is recommended to sustain the integrity of your government’s staff database.
* Professional input and interviews are considered essential.

**Process Flow.**

**Stage One:**

Every staff on the government’s payroll are required to provide the following documents for physical examination during the exercise:

1. Duly completed original verification forms.

2. Workplace identity card or any of Nigeria’s valid means of identification.

3. Letter of first appointment.

4. Letter of confirmation of appointment/permanent and pensionable appointment.

5. Letter of last promotion.

6. Proof of Age.

7. Proof of educational or/and professional qualification[s].

8. Valid Bank Verification Number [BVN] data slip.

**Stage Two:**

Upon successful review and authentication of all documents as well as staff’s eligibility, such staff proceeds for data/biometric capture, which includes the following:

* 1. Digitalizing of staff’s biodata.
  2. Digitalizing of staff’s personal and financial information.
  3. Staff image and fingerprints capturing to the electronic database.

**Stage Three:**

Here, each staff submits a copy of the Acknowledgement Slips from the data/biometric capture, along with the completed verification forms and the credentials reviewed.

**Conclusion.**

Staff Verification and Auditing is essential for ensuring the reliability and integrity of your staff, both in-service and pensioners. While it offers significant benefits in terms of substantial down-scaling of wage bills, security, compliance, and public trust, it must be implemented carefully to avoid unnecessary costs.

By balancing the pros and cons, your agencies can establish a screening process that upholds fairness, accuracy, and efficiency while maintaining the highest standards of public service.