



# Spotting and managing scams

## Advice for candidates

The recruitment industry has seen a rise in recruitment fraud, as scammers have become highly intelligent in impersonating recruitment businesses and are resorting to more sophisticated and less detectable methods.

There has been a rise in fake job adverts on traditional platforms such as reputable and established job boards, and these have now extended to avenues such as text, WhatsApp and email.

**Talentwise Solutions Legal Recruitment Ltd** is aware of the rise in hiring scams. Scammers have become highly sophisticated and subtle in how they target job seekers which makes it difficult for jobseekers to spot the differences between genuine and fake job adverts. Talentwise Solutions Legal Recruitment Ltd recommends that you be vigilant in giving out any personal details in response to a job advert. Looking out for any obvious and subtle signs that a job advert may not be genuine.

**Talentwise Solutions Legal Recruitment Ltd** is an employment agency under the Employment Agencies Act 1973 and is regulated by the Employment Agencies Standards Inspectorate

**Talentwise Solutions Legal Recruitment Ltd** is also a member of the Recruitment and Employment Confederation (“the [REC](#)”) and is bound by the principles of the REC Code of Professional Practice and its disciplinary and complaints procedure. This requires us to respect the law and to observe the highest principles of professional conduct. Because of these obligations Talentwise Solutions Legal Recruitment Ltd

1. Will never unlawfully charge fees for work finding services. This is because it is unlawful for Employment Agencies and Employment Businesses to do so under the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (The Conduct Regulations).
2. Will never request personal details, such as your full name, address, date of birth or bank account details *prior to* the point of registering you with **Talentwise Solutions Legal Recruitment Ltd**
3. We will always ask that you complete our candidate registration/consent form, rather than seeking to obtain your personal details via WhatsApp and/or text message
4. Will always be transparent about our recruitment process and how we handle the data you give us. This information can be found in our [privacy notice](#)

**Talentwise Solutions Legal Recruitment Ltd** recommends the following dos and don'ts when applying for jobs:

Do	Don't
- Double check that the advert you have found is current and listed on the website of the recruitment business it purports to be from.	- Don't give your personal details out, we would never ask applicants to provide us with their bank details via any means.

<ul style="list-style-type: none"> <li>- If in doubt, contact the relevant recruitment business directly to verify this.</li> </ul>	
<ul style="list-style-type: none"> <li>- Double check if the link provided for the job advert is from a legitimate website through <a href="#">Sitechecker</a></li> </ul>	<ul style="list-style-type: none"> <li>- <b>Don't pay for work finding services</b>, a legally compliant recruitment business would never charge you to register with it for work finding services. This is a breach of the legislation that all recruitment businesses are required to comply with.</li> </ul>
<ul style="list-style-type: none"> <li>- Be alert to poor spelling and grammar Check for poor spelling and grammar. Check that the name of the recruitment business and any details provided are correct by cross checking this on <a href="#">Companies House</a>.</li> </ul>	<ul style="list-style-type: none"> <li>- Don't communicate with agents that do not have a professional email address or are not listed as working for a recruitment business on its website or verified LinkedIn page</li> </ul>
<ul style="list-style-type: none"> <li>- Verify the trade body memberships they purport to have. The REC member directory can be found <a href="#">here</a>.</li> </ul>	<ul style="list-style-type: none"> <li>-Don't respond to WhatsApp/text messages, emails and /or phone calls from contacts not listed on our website (meet the team) with personal details.</li> </ul>
<ul style="list-style-type: none"> <li>- Contact your bank immediately if you have given your details to a scammer.</li> </ul>	
<ul style="list-style-type: none"> <li>- Report details of the scam to <a href="#">Action Fraud</a> [0300 123 2040], <a href="#">Jobs Aware</a>, and should this involve the use of our name also report this to Tracey McCabe at Talentwise Solutions Legal Recruitment Ltd E:tracey@talentwisesolutions.co.uk</li> </ul>	

#### Helpful sources

- [Better Hiring toolkit on tackling Hire Fraud](#)
- [Jobs Aware – Protecting worker rights](#)
- [Action Fraud](#)