

» Polygraph Testing Roots out Career Criminals

A significant number of businesses are resorting to polygraph testing to get to the bottom of workplace crime and identify trouble makers before they are even hired.

Willem Marshall, a polygraphist with private investigation agency, Justicia Investigations, warns that, "People need to realise that there is more organised crime out there and that the workplace is being targeted, with a high percentage of company crime being perpetrated by employees or in collusion with employees."

Reg Horne, managing director, says that more companies are being proactive rather than reactive and using polygraphs during job interviews to screen applicants. "The reason for this is because prevention is easier and far cheaper than solving a problem further down the line," he says. Horne suggests that the need for employees to undertake polygraph tests both periodically and as part of in-house investigations should be written into employment contracts as a condition of employment.

Horne says that some employers are now taking pre-employment screening a step further by doing periodic polygraph testing on either a routine or random basis. While some businesses polygraph all employees at defined periods, others select random groups. He says this not only inculcates a culture of honesty and accountability, but is also often welcomed by employees as a means of preserving their credibility.

