

Enhanced Police Information Check (E-PIC)

Criminal screening tailored to your organization's needs



E-PIC was created to provide Sterling Backcheck clients with an unprecedented scope of conviction and non-conviction information. Managers using E-PIC in support of their hiring decisions can be assured they are receiving a thorough and consistent criminal screening process for each and every applicant.

The E-PIC Consists of Two Components:

- **Criminal Record Check (CRC)** – a search of adult convictions held within the RCMP National Repository of Criminal Records.
- **Local Police Information (LPI)** – searches of additional conviction and non-conviction information which may be relevant within both national and local police data sources.

The Enhanced Police Information Check is Sterling Backcheck's most comprehensive Canadian criminal product, offering our largest scope of conviction and non-conviction information.

All checks are conducted by Sterling Backcheck's Canadian police partner. To be consistent with best practices, and compliant with recent applicable privacy and human rights guidelines, unfounded information and information types not relevant to the employment-screening process are not considered.

If the relevant criminal types are possibly identified by our police partner, or if for any other reason the check cannot be completed, the candidate will be referred to their local police service.

Enhanced Police

By partnering with Sterling Backcheck and making E-PIC part of your screening program you can ensure a consistent and efficient process that is compliant with national best practices.

About Us

Sterling Backcheck—the industry leader in background and identity services—provides a foundation of trust and safety that spans across industries, professions and borders.

Our technology-powered services help organizations create great environments for their workers, partners and clients. Sterling Backcheck has 20 offices in nine countries and conducts more than 100 million searches annually.



Call: 866.881.2011
Visit: sterlingbackcheck.ca

Please contact us **phone: 866.881.2011** **web: sterlingbackcheck.ca**.



Background Screening Considerations Should Be Based on the Likelihood of....	Piece 1 National Repository Of Criminal Records (Basic)	Piece 2 Local Police Information (Enhanced)	Piece 3 Pardoned Sex Offender Database*
Discovering sexually based offence conviction information	✓	✓	—
Discovering sexually based offence non-conviction information	—	✓	—
Discovering active criminal record convictions – Indictable	✓	✓	—
Discovering active criminal record convictions – Summary	—	✓	—
Discovering recent criminal record convictions not yet registered in the National Repository	—	✓	—
Discovering record suspensions for sex offence convictions	—	—	✓ **
Discovering select non-conviction information***	—	✓	—
Establishing a centralized capability for your organization	✓	✓	—
Avoiding requirement to fingerprint the candidate associated to DOB and Gender matching	✓	✓	—
Ensuring rapid turn around times up to/including same day service	✓	✓	—
Obtaining consistent, predictable costs via a single supplier utilizing national best practices	✓	✓	—
Avoiding candidate loss because of wait times	✓	✓	—

* Persons having been approved for and maintained a record suspension
 ** Less than 0.005% of persons screened using the Vulnerable Sector Verification process are determined to be present in the Special Holding of Record Suspensions (based on volumes of 2.3 million checks per year).

*** May reveal the possible existence of outstanding charges, warrants, peace bonds, restraining orders, prohibitions, probation orders, interim release conditions, and discharges. Victim, witness, complainant, or mental health information not resulting in a formal charge is not considered.