

NHS Employers Standard Pre-employment checks

When you are successful in your interview and offered a job, your employer is required to carry out a series of employment checks. The specific checks depend on the type of job you are being hired for. Below is an overview of the types of checks that may be carried out:

1. Identification Documents

You will need to provide proof that you have the right to work in the UK. This involves showing specific documents, such as:

- Passport or visa/immigration documents
- Driving licence
- Proof of address

Your employer will inform you of the exact documents you need to present.

2. Professional Registration and/or Qualifications

If your role requires professional registration, your employer will verify this with the relevant regulatory body. Once this check is completed, there is no need for further verification of your professional qualifications.

For roles requiring a licence, confirmation will also be sought from the appropriate regulatory body. Qualifications not tied to a regulatory body will be verified separately.

3. Criminal Record and Barring Checks

Depending on the role, the employer may need to check your criminal record through the Disclosure and Barring Service (DBS). This is necessary for roles where safeguarding is important.

4. Overseas Police Checks

If you have lived abroad for 12 months or more (whether continuously or in total) in the last 10 years, you will need to provide an overseas police check as part of your visa application to work in the UK, particularly in health, social care, and education sectors.

Employers should check if an overseas police check is necessary if you have spent a significant amount of time abroad in the last five years. Generally, this refers to any period of six months or more.

5. Occupational Health Checks

All NHS employees are required to undergo a pre-appointment health check. These checks ensure compliance with equal opportunities legislation and good occupational health practices. Reasonable adjustments must be made to accommodate any physical or learning disabilities to ensure employees can perform their duties.

6. Employment History and References

Your full employment history must be detailed in your application form, including any employment gaps. References will be requested from your current and previous employers, covering at least the past three years.

These checks are designed to ensure that all new employees meet the necessary legal, professional, and health standards required to work in the NHS.