Electronic Staff Record (incorporating Occupational Health Smart Cards)

Introduction

The Occupational Health Smart Card (OHSC) system for managing doctors occupational health clearance has now been integrated into the Electronic Staff Record (ESR).

The ESR system can be now be used by all NHS organisations in England to record occupational health (OH) clearance data for all staff who require clearance to work in the NHS, not just doctors. (Please note that the transfer does not apply to Welsh NHS organisations. OHSC in Wales will continue until further notice.)

As with the Occupational Health Smart Card (OHSC) system, the OH data will be held securely and confidentially. Only OH staff with clearance to view the applicants’ data are able to do so. Staff using ESR are already familiar with, and meeting, the highest level in IT best practice.

Benefits of the new system

- The ESR system can be used by all NHS organisations to record OH clearance data.
- Organisations will be able to record OH clearance data for all staff, not just doctors, on the new ESR system.
- OH clearance data can be transferred at the pre-employment stage. This will save time and reduce costs by removing unnecessary occupational health retesting/duplicate tests.

Why have these changes been made?

Previously, while trusts may have held up-to-date and accurate local records, there was no system in place to transfer occupational health medical clearance data as part of the pre-employment process (or other OH data) outside of the OHSC system. Integrating the OHSC into ESR will ensure the portability of all OH clearance data.
About ESR

ESR is the comprehensive, integrated workforce management system for the NHS. It has been designed to be used by HR and Payroll functions with traditional accountabilities, but also to support devolved HR, employee and manager self service.

More information

NHS Employers’ website -
www.nhsemployers.org/RecruitmentAndRetention/occupational-health-smart-cards/Pages/OHSC_introduction_into_ESR.aspx

Electronic Staff Record, OH clearance - www.esrsolution.co.uk/oh