



Introduction

There are six employment check standards that employers must undertake as part of their recruitment processes.

Read the background information about the purpose of the standards, who they apply to and how to meet compliance. We also recommend viewing our frequently asked questions.

We regularly review and update the standards in line with policy and legislation changes. A summary of updates history can be found at the bottom of this page.

This standard sets out the requirements to verify the professional registration (where relevant to the post) and qualification checks that need to be carried out for all prospective NHS employees.

1.1 What is a professional registration and qualification check?

1.1.1 Professional registration and qualification checks are carried out to assure that individuals are qualified and competent to perform the role. This involves verifying that the individual:

- has the necessary skills and qualifications for the role, and
- is registered with the relevant professional body (if applicable) and they meet the required standards of training, competency and conduct to practice safely in their chosen profession.

1.1.2 In all cases, only the qualifications that form part of the requirements for the position being applied for will need to be

verified.

1.2 Importance of professional registration and qualification checks

1.2.1 Professional regulation is intended to protect the public, ensuring that those who practice in a particular profession are committed to providing high standards of care.

1.2.2 There are currently eight main regulatory bodies in health, with more than one million health professionals on their registers. Their main functions include:

- establishing standards of competence, ethics and conduct
- establishing standards for training
- keeping a register of those who meet the standards
- dealing with registrants who fall short. For example, by placing conditions on their registration or erasing them from the register.

1.2.3 Qualification checks verify the information about the individual's educational and/or professional qualifications outlined in their application form. This verification helps to ensure the individual is capable of carrying out the role.