

Assessing language competency

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.

4.1.1 All public facing roles require a proportionate level of English language proficiency for written and verbal communication.

4.1.2 Employers are encouraged to regularly review HR policies and practice to ensure they are in line with the Code of practice on the English language requirement for public sector workers section of the [gov.uk website](https://www.gov.uk).

4.1.3 Regulatory bodies set their own professional standards including the requirement for each healthcare professional to communicate effectively with patients and colleagues. Further information and guidance can be found on their [respective websites](#).

4.1.4 Registration with a regulatory body alone does not guarantee that the registrant has the clinical or language skills to perform the role. Employers remain responsible for assuring that the individual has the necessary linguistic skills, as well as the necessary clinical skills and relevant qualifications, to undertake the role.

4.1.5 If an individual provides evidence to demonstrate their level of language competence by having passed an English language competency test, we recommend that employers use the available online systems provided by the relevant accredited body to verify the results. IELTS results can be verified by registering for their free online checking system and to verify OET results, the individual can give a prospective employer permission to verify their results through their OET account. The employer must be registered to access the OET results verification portal for this to be possible. To register for free the employer should complete the online form.