



# Withdrawal of a provisional offer of employment

**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.**

5.1.1 Employers must make it clear to individuals that any offer of appointment is conditional and based on satisfactory registration and qualification checks.

5.1.2 You must also explain that:

- any information disclosed on the application form will be checked
- any offer of appointment may be withdrawn if they knowingly withhold information, or they provide false or misleading information; and
- their employment may be terminated should any subsequent information come to light once they have been appointed.