



Healthcare professional alert notices

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.

6.1.1 A healthcare professional alert notice (HPAN) is a system where notices are issued by NHS Resolution to inform NHS bodies, or other organisations providing services to the NHS, about registered health professionals whose conduct or practise would pose a significant risk of harm to patients, staff, or the public.

6.1.2 It will also confirm if that individual may continue to work or seek additional or other work in the NHS as a healthcare professional. Or whether that person falsely holds themselves out to be a healthcare professional.

6.1.3 When recruiting registered healthcare professionals, employers must check that there is no known information held about them on the alert notice system as well as checking their professional registration. If an individual is subject to an alert notice, employers must check whether there are any restrictions which would prevent them from undertaking the duties of the role in question, prior to allowing them to take up the appointment.

6.1.4 Employers can apply for access to the Performers List and Healthcare Professional Web Check Service, which will allow them to check whether an individual is subject to an active HPAN.

6.1.5 Further information on how to check whether an individual is subject of an HPAN and the process to raise a HPAN where concerns about a healthcare professional's performance, conduct or practise comes to light, can be found on the [NHS Resolution website](#).

Summary of updates

View updates

September 2023

- Added new para to Section **4: Assessing language competency** about using online systems to verify OET and IELTS results.

July 2023

- Updated Section **2.2: Recruiting from the European Union (EU)** - to reflect that transitional arrangements for the recognition of EU qualifications will continue until 2028.

April 2023

- Updated Section **2.3: Unregulated practitioners** - to include updated guidance provided by the Professional Standards Authority (PSA).
- Standard reformatted to make it easier to refer to. Wording changed to make requirements clearer. Links updated throughout.

December 2022

- Updated **Section 2.2: Recruitment from the EU** - to reflect that transitional arrangements for the recognition of EU qualifications will continue unless and until further legislation is introduced to amend these provisions or bring them to an end.
- Page 10 - updated the name and contact details of UK ENIC (formerly UK NARIC), the UK national information centre for global qualifications and skills.

March 2022

- Standard reformatted to make it easier to refer to. Wording changed to make requirements clearer. Links updated throughout.
- Clarified the minimum requirements for a qualification check **(2.1)**.
- Clarified how employers can check if an individual is subject to an active HPAN **(6)**.
- Removed the contact information about each statutory regulator. Instead we signpost to the relevant information on each regulator's website **(2.1.6)**

January 2021

- Pages 4 - 5: updated the Recruiting from the European Union (EU) section to detail transitional arrangements to recognising professional qualifications.