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Pre Employment Information

What's involved?

The purpose of pre-employment screening is to ensure that you are well enough for the proposed job and to advise your agency whether you require additional help or support to perform the job if you have a medical condition or disability. It is essential that you complete the pre employment questionnaire giving plenty of additional information if you think your health may affect your work, this way we can advise your agency on any reasonable adjustments that may be required.

Healthier Business UK Ltd is committed promoting and adhering to equal opportunities and if you have a significant health condition or disability we will consider reasonable adjustments as required under the Disability Discrimination Act 1995 and 2005.

Immunisations and Blood Tests

If your work involves direct patient contact or handling clinical specimens you may be at risk of acquiring or transmitting particular infections. We will assess the information you provide with the immunisations required for the post according to national DOH and local policies. If you require additional immunisations or blood tests these will be required before a certificate of fitness can be issued.

What are the requirements and why are they necessary

NON EPP (NON Exposure Prone Procedures)

Varicella:

In accordance with the "Green Book" (Immunisation against Infectious Disease DH 2006) Healthcare Care Workers applying for employment via agencies should be assessed for immunity to Varicella, regardless of whether they are employed in the NHS or not (DH 2007).

Whilst past infection often suggests immunity the only true way of ascertaining this is by blood testing.

Satisfactory evidence includes:

- A positive serology report,
- Proof of two part immunisation

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- Written declaration

Tuberculosis

In accordance with the "Green Book" (Immunisation against Infectious Disease DH 2006) Healthcare Care Workers applying for employment via agencies should be assessed for immunity to Tuberculosis, regardless of whether they are employed in the NHS or not (DH 2007).

Due to greater risk involved in locum work, all candidates must provide evidence of immunity in either of the following formats:

- Confirmation of a BCG (This must be completed by someone who is trained and/or competent in the reading of Mantoux/BCG scars.
- Evidence of a positive Heaf or Mantoux result

Interpretation of results

- **Mantoux Positive**- 6mm or greater but less than 15mm
- **Heaf Positive**- Grade 2

Based on DOH Guidelines (Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers)

Employees who will be working with patients or clinical specimens and who are Mantoux tuberculin skin test (or interferon-gamma test) negative should have an individual risk assessment for HIV infection before BCG vaccination is given.

Measles, Mumps and Rubella

In accordance with the 'Green Book' (Immunisation against Infectious Disease DH 2006) Health Care Workers applying for employment via agencies should be assessed for immunity to Rubella, Measles and Mumps regardless of whether they are employed in the NHS or not (DH 2007).

Satisfactory evidence of protection would include documentation of:

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- Having received two MMR vaccinations **or**
- Positive antibody tests for Rubella and Measles

See also:

http://www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH_085628

Hepatitis B

In accordance with the 'Green Book' (Immunisation against Infectious Disease DH 2006) Health Care Workers applying for employment via agencies should be assessed for immunity to Hepatitis B, regardless of whether they are employed in the NHS or not (DH 2007).

Although levels of 10iu/ml or more are generally accepted as enough to protect against infection the only true way of maintaining the risk of (Locum Work) is to provide evidence of anti-HB levels of 100iu/ml or greater.

Under the Control of Substances Hazardous to Health (COSHH) Regulations, individual workers have the right to know whether or not they have been protected. It is therefore important that those with anti-HB levels of 10 iu/ml or more are not placed in a locum position due to the greater risk involved as per NHS PaSA (Terms and Conditions).

Those with antibody levels below 10 iu/ml may be classified as a non-responder to the Hepatitis B vaccine. In cases of non-responders and low responders it is imperative that clinical evidence is supplied in order for us to process a fit to work application

Satisfactory

Satisfactory evidence would include documentation of:

- A copy of the most recent pathology report showing titre levels of 100iu/l or above
- If a non or low responder we require a copy of your most recent pathology report along with clinical evidence i.e. a letter from your OH Department or GP confirming that you are a non or low responder.
- If you are a non responder we will also require evidence of a negative result for Hepatitis B Surface Antigen

Please note all Hep B reports must be in English and be stamped and signed with clear details of the Lab who issued the report. Also all reports must be IVS as defined below:



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IVS

The healthcare worker should show proof of photographic ID – NHS trust identity badge, new driver's licence, credit cards, passport or national identity card – when a sample is taken.

EPP (Exposure Prone Procedures)

In accordance with DOH (Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers) are required provide evidence of negative results for the following blood borne viruses prior to undertaking EPP.

Hepatitis B (Surface Antigen)

Hepatitis C

HIV

Satisfactory evidence would include:

- Your most recent pathology report confirming a negative result

Please note all EPP reports must be carried out in the UK and be stamped and signed with clear details of the Lab who issued the report. Also all reports must be IVS as defined below

IVS

The healthcare worker should show proof of identity with photographic ID – NHS trust identity badge, new driver's licence, credit cards, passport or national identity card – when a sample is taken.

For further information please visit:

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_073132

Please note: All locums are automatically considered (New) to the NHS due to the nature of the risk involved with Locum Work.

What if I'm deemed unfit or non compliant

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If the Occupational Health Nurse screening your file feels that your, unfit or non compliant we will inform your agency.

As you may be aware, your agency is subject to stringent/regular checks by NHS PaSA and any locum considered to be non compliant can be removed from his or her placement with immediate effect. It is therefore imperative that both Healthier Business UK Ltd and your agency work together to ensure that all locums are fully compliant prior to undertaking any placements.

We would also ask you to understand that although you may be considered fit for a current role within the NHS this does not guarantee that this will be the case for a Locum Position. The reason for this is due to the fact that the requirements/procedures for internal vacancies and locum positions (NHS PaSA) vary.

If you are considered unfit or non compliant this is often done so on the basis to protect your agency, yourself, colleagues and patients.