

Health screening requirements for agency workers supplied under NHS PASA framework agreements.

Last year the Department of Health (DH) published the guidance document *Health Clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers (DH, March 2007)*. After agreement with NHS Employers, NHS PASA will be implementing these guidelines for agency workers supplied to any NHS body through **all** of the framework agreements. These requirements are effective as of **1st April 2008** with the following conditions:

1. All agencies will have in place a contractual arrangement with a competent occupational health service in accordance with the stipulated requirements by **1st October 2008**.
2. All agency workers registering after the implementation date of **1st April 2008** will be screened and fully compliant with the stipulated requirements prior to being supplied.
3. Existing agency workers recruited prior to the implementation date of **1st April 2008** will be required to be fully compliant with the stipulated requirements by **1st October 2008**.

Minimum Agency occupational health service requirements

All Agency Workers undergo comprehensive health screening conducted by a suitable occupational health service and have current immunisations and test results

If the Supplier does not have its own occupational health service it must establish contractual arrangements with an NHS body that offers an NHS provided occupational health service or other competent occupational health service, to ensure that expert and comprehensive health assessments are undertaken on all Agency Workers prior to being involved in the provision of the Services.

The Supplier shall be responsible at all times for ensuring that its chosen occupational health service complies with or exceeds the following requirements:

- The occupational health service provider uses people who have the necessary qualifications and competencies to undertake their work.
- There is at least one fully qualified occupational health nurse, who has a recordable qualification with the NMC as a specialist practitioner.
- The occupational health service provider has a formal contractual agreement with a specialist occupational health physician who will be eligible for inclusion in the specialist register.
- Comprehensive health screening is undertaken for all Agency Workers before they are involved in the provision of the Services and thereafter, on an annual basis.
- The occupational health service will issue a certificate of fitness for employment to the Supplier prior to the agency worker being supplied to the NHS.

Health screening & immunisation requirements

Immunisation records

All immunisation records must be:

- Documented in English,
- Verified and signed or stamped by a suitably qualified clinician with relevant occupational health experience.
- All signatures must be legible.
- Copies of relevant immunisations and health records should be maintained along with the certificate of fitness for employment.

Standard health checks for all healthcare workers

All workers have demonstrated the required levels of immunity or received immunisation (as appropriate) in respect of the following diseases in accordance with current DH guidelines, prior to the Agency Worker being put forward for any placement or being supplied:

- **Hepatitis B**
- **Rubella**
- **Measles**
- **Mumps**
- **Tuberculosis**
- **Varicella**

Additional health checks for hepatitis B, hepatitis C and HIV for workers performing Exposure Prone Procedures (EPPs)

All immunisation evidence required on UK pathology reports and certified by a UK OH department as Identified Validated Sample (IVS).

All of the above requirements for hepatitis B, rubella, measles, mumps, tuberculosis and varicella and;

if performing exposure prone procedures has demonstrated the required tests (IVS) have been conducted and appropriate negative results for the following diseases have been received:

- **Hepatitis B**
- **Hepatitis C**
- **HIV**

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