BACKGROUND SCREENING IN HEALTHCARE

VerifiedFirst

THE BEST PATIENT CARE STARTS WITH QUALITY EMPLOYEES

In the healthcare industry, quality employees are the lifeblood of any organization seeking to help individuals enjoy a better, healthier life. However, as an industry that experiences high turnover, a limited candidate pool, and a need to quickly hire and train staff, it can be daunting to implement an effective candidate screening process.

Because patients entrust their lives to healthcare staff, inadequate background screening goes beyond cost, compliance, and legal liability issues. Unlike other industries, a poor hire in the healthcare industry could mean the difference between life and death.

Through implementing a comprehensive, industry-specific approach to healthcare employee screening, high standards in patient care can be maintained. To accomplish this, it is critical to understand the unique challenges in healthcare that need to be addressed in a screening program.

SCREENING CHALLENGES

LACK OF NATIONAL OVERSIGHT

Because there is no centralized national oversight of licensed healthcare practitioners, past sanctions may be undetectable by traditional screening methods.

MOBILITY OF WORKERS

Workers are highly mobile in today's workforce and it's possible for a sanctioned worker to find employment in another state.

CREDENTIAL VERIFICATION

Talent screening for healthcare professionals needs to verify credentials and certifications, confirm professional licenses, and report upcoming expiration dates and restrictions. Even degrees and certificates can be verified for validity and dates of attendance and completion.

INDUSTRY BEST PRACTICES FOR BACKGROUND SCREENING

To effectively address these challenges, there are best practices that every healthcare pre-employment screening program should follow.

COMPREHENSIVE HEALTHCARE-SPECIFIC SCREENING

Screening individuals through a robust database of sanctions can reveal comprehensive history on your candidate. Look for comprehensive screening tools, such MedEx Complete, that will provide data from a wide variety of sources, including the Office of Inspector General List of Excluded Individuals and Entities (OIG-LEIE), System for Award Management (SAM) exclusions, State Medicaid, and State Medical Board actions.

CONDUCT SCREENING FOR ALL EMPLOYEES

Any employee who comes in contact with patients, sensitive medical data, billing and financial data, or has access to medical supplies and equipment should be subject to a thorough background check. By conducting pre-employment screening on everyone—including temporary employees, volunteers, and contracted workers—you can avoid liability and protect the patients in your care.

INTEGRATION WITH HUMAN RESOURCES

Background screening can be initiated from your existing HR software, including Applicant Tracking Systems (ATS) or Human Resource Information Systems (HRIS) with an integrated tool. An effective screening integration will speed up the hiring process, making it easier attract and retain top-notch candidates. It will also make information available to HR personnel throughout your organization.

COMPLIANCE WITH REGULATIONS

Compliance with applicable state guidelines is critical to avoid fines and legal liability. An effective background screening provider should guide you through implementing a robust and compliant pre-employment screening program at your organization

HEALTHY OUTCOMES

Effective pre-employee screening will protect your organization from risks in physical safety, reputation of your organization, and legal liability and compliance.

MOVING FORWARD

When you're ready to take the next steps in protecting your healthcare organization, contact Verified First. A background screening consultant will advise you on the types of screens best suited for the roles and tasks performed at your company. Verified First's specialists will assist you every step of the way in implementing screening so you can recruit with confidence.

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