



For information: Certificates of No Criminal Conviction (CNCCs)

In the UK there are statutory requirements for employers to carry out criminal records checks for some sectors (see examples below), but in many instances it is only best practice to do so. These requirements apply to all foreign nationals and are not specific to BN(O) status holders.

The authorities in Hong Kong have declared that CNCCs, the equivalent of a criminal records check, can only be obtained for reasons relating to applications for a visa, to visit or to reside in another country, or for the adoption of children. However, in exceptional circumstances, they may also give consideration where a CNCC is required to meet the legal or administrative requirements of foreign countries. This could include pre-employment checks needed for a BN(O) to start a job in the UK in some sectors such as healthcare and education.

If you hold an offer of employment from an organisation that requires a CNCC check, you should request a CNCC directly from the Hong Kong Police. You should include an official offer of employment from your prospective employer as part of your CNCC application. A letter from the Foreign, Commonwealth and Development Office (FCDO) or the British Consulate-General in Hong Kong is not required as part of the CNCC application process. If granted, the Hong Kong Police will send the CNCC directly to your prospective employer.

Guidance on CNCCs is available on GOV.UK from the [Home Office](#) and [FCDO](#). Further guidance on requesting a CNCC is available on the [Hong Kong Police website](#). If the Hong Kong Police do not provide a CNCC, we encourage applicants to contact their prospective employer and direct them to guidance on obtaining a criminal record check overseas. Some examples are given below.

Sectoral Examples

For the **education sector**, applicants should include a letter offering them a job from a UK school or organisation when applying. If the Hong Kong Police do not provide a CNCC, we would encourage the applicant to contact the employer and direct them to the following guidance: [Keeping Children Safe in Education](#) (Part 3 – Safer Recruitment).

For **healthcare**, applicants should include an official offer of employment from the relevant organisation, for example, the NHS. The UK statutory healthcare regulatory bodies are unable to issue letters or provide support for CNCC applications. If the Hong Kong Police do not provide a CNCC, we would encourage the applicant to contact the employer and direct them to the following guidance: [NHS Employment Check Standards: Criminal Record Checks](#) (Point 7.5).

For **adult social care**, obtaining a CNCC is best practice and not required in regulation. Skills for Care have guidance on how employers can ensure safe recruitment of overseas applicants to adult social care: [Safer recruitment](#). There is also guidance on the Care Quality Commission's website confirming that UK DBS checks are required, and overseas criminal record checks are best practice: [CQC update for adult social care providers](#).

To work as a **taxi driver or private hire vehicle driver**, applicants will need to contact the local authority which issues the licence, and guidance about the process can be found here: [Driving licenses for taxis and private hire vehicles](#).

For **aviation**, a CNCC is a baseline requirement, but where one cannot be provided, the sworn oath route is available. Further information can be found here: [Overseas criminal record checks \(Civil Aviation Authority\)](#).