Applying Eligibility to NHS Roles
A Sample of NHS Posts and Eligibility
Applying Eligibility to NHS Roles

Doctors, Nurses, Healthcare Assistants

Any role in the NHS where the individual is a health care professional, or acting under the direction or supervision of a health care professional, and their normal duties include providing health care to children and adults are eligible for an Enhanced DBS check with the relevant Barred lists.

Hospital Porters

Individuals in this role may be eligible for different levels of DBS check depending on what their daily duties consist of. If a hospital porter’s duties are to collect waste materials etc. from ward areas, and as a result of this they have direct contact with patients as part of their everyday activities, they are eligible for a Standard DBS check. However, if their responsibilities include conveying adult patients to different areas of the hospital for medical treatment, then they would be in regulated activity and therefore be eligible for Enhanced DBS check with Adults Barred list. Conveying children in the same way is not regulated activity. The porter conveying children would be eligible for an Enhanced DBS check only.

NHS Administrative Roles

Certain administration roles in the NHS who provide a health service, such as receptionists and medical secretaries who have contact with patients during the course of their normal duties are eligible for a Standard DBS check.

Other Auxiliary Roles

For any type of contractor role within the NHS who provide a health service, such as technicians, cleaners, plumbers, engineers, electricians etc, if their daily duties can take place in ward areas or other locations in the hospital where they are likely to come into contact with patients, they are eligible for a Standard DBS check.

NHS Telephone Advice Services

Call handlers who provide an information directory type of service, i.e. giving contact details for health services to adults or children, or where they redirect calls through to a health care professional who then provides the health care, advice or guidance to an adult or child are not eligible for a standard or enhanced DBS certificate but they can get a Basic DBS check.

Call handlers who provide advice or guidance, but who are not under the direction or supervision of a health care professional are eligible for an Enhanced DBS check but there is no eligibility for children’s or adults’ barred list checks.

Call handlers working for NHS help lines could be carrying out regulated activity with adults and/or children if their role is considered to be providing ‘health care’ advice under the direction or supervision of a health care professional. An Enhanced DBS check with both Barred lists could then be requested, e.g. 111 NHS telephone helpline operators.

Disclaimer: This is not legal advice. If you need help with making sure you are complying with the law, you should speak to a legal advisor.
Interpreters

Within the health services, interpreters working for an agency are often required to attend appointments etc. to translate between the healthcare provider and their patient. They are not providing the healthcare either as a healthcare professional or under the direction of the healthcare professional.

Where an interpreter is translating the words of a doctor or other health care professional who is diagnosing or treating a patient, the interpreter may be eligible for a Standard DBS check, as their duties here would be concerned with the provision of health services.

If an interpreter is employed to work in a children's hospital in England where they have opportunity to have contact with children, are doing so for the purpose of the establishment, and are performing this work more than once, they are eligible for an Enhanced DBS check without Children's Barred list. They are also eligible for this level of check if they are working in a high security psychiatric hospital.

High Security Psychiatric Hospital Roles

Any role or employment in a high security psychiatric hospital would be eligible at least for an Enhanced DBS check without barred lists. This even applies to roles that would ordinarily only be eligible for Standard or basic checks in a surgery or general hospital.

NHS Protect Roles


Children’s hospitals in Wales

Any role or employment in a children's hospital in Wales could be eligible for an Enhanced DBS check with Children's Barred list if:

- they work there on more than 3 days in a 30 day period or overnight between 2am and 6am with the opportunity for face to face contact with the children and
- they have the opportunity, because of their job, to have contact with the children in the establishment and
- they work there for the purpose of the establishment and
- it is not temporary or occasional work and
- it is not a supervised volunteer role

If they do this more than once but not often enough to meet the above criteria they could still be eligible for an Enhanced DBS check without Barred lists.
Further information can be found on the DBS website. You may find the following pages useful.

www.gov.uk/find-out-dbs-check (Our eligibility tool)


Information about regulated activity with adults is also available from the Department of Health and Social Care (DHSC).


Information about regulated activity with children is also available from the Department for Education (DfE).


NHS employers provide a range of sector specific guidance on their website and have an eligibility tool for NHS roles.

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