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Dear Phil

I refer to various discussions regarding CRB disclosures for NHS Devon staff who, as part of their role, visit schools and other DCC premises.

The HR Resourcing Team provides a recruitment service to NHS Devon and I wanted to confirm to you the processes which form part of the recruitment and ongoing employment checks for NHS Devon staff, which are as follows:

- During the recruitment process the Trust fully complies with the NHS Employment Check Standards which include:
 - Verification of Identity Checks
 - Right to Work Checks
 - Registration and Qualifications Checks
 - Employment History and Reference Checks
 - Criminal Records Bureau Checks
 - Occupational Health
- Public Health nurses are all CRB checked at enhanced level including Adults Barred List and Children's Barred List (formerly POCA and POVA)
- All staff also have a contractual obligation to inform the PCT if they are cautioned or subjected to criminal conviction during the course of their employment.

I hope this clarifies the position. If you have any queries, then please do contact me. With kind regards,

Yours sincerely



Karen Hill
Head of HR Resourcing

Copy to: Brenda Bartlett
Assistant Director of Integrated Service Delivery (Children's Services)