

Background Screening Solutions for Healthcare

The healthcare sector in the Asia Pacific region is undergoing rapid change. Comprised of multiple industries including pharmaceuticals, hospitals, service providers, insurers and more, it's expected to grow at nearly twice the rate of the rest of the world in the next 10 years, representing more than 40 percent of growth in global healthcare spending.¹

Not surprisingly, employee ethics and integrity are paramount in this industry, as many workers manage life and death situations every day. For this reason and others, background checks are an essential part of the hiring process for all healthcare organisations.

Why screen? It helps reduce vulnerability and risk.

People are often at their most vulnerable in a healthcare setting, be it a hospital, doctor's office, nursing home or other facility.

Background checks can protect patients and other vulnerable populations served by the healthcare industry, while supporting the ethics and integrity of businesses and the broader industry by helping employers:

- Ensure medical workers have the appropriate professional credentials.
- Validate critical information including education, employment experience and professional licensure.
- Identify a risky criminal history or professional sanctions that could jeopardise patients, colleagues or the organisation.
- Foster increased trust between patients and providers.
- Mitigate the potential for fraud and corruption.

Who should be screened? Everybody.

Think about it: nearly every worker in the healthcare industry either has access to patients, their financial information or the drugs and devices used to support patient health. Knowing this, every healthcare employer should consider screening all workers with a risk-appropriate background check that's based on the level of access they have to patients, products or sensitive information.

This includes:

- Hospital and medical facility owners, board members, C-level executives
- All medical staff including physicians, surgeons, nurses, nurse practitioners, nurse assistants
- Pharmaceutical company board members, C-level executives
- Directors, managers, salespeople

Background checks help protect the vulnerable

Singapore: "A former Institute of Mental Health (IMH) nurse tasked to care for patients - including those who were severely mentally ill and suicidal - abused his position and committed sexual offences against them instead."

The man was later sentenced to more than four years in jail and 10 strokes of the cane. A background check can help prevent healthcare organisations from hiring this man in the future when he's out of jail.

—Source: [Channelnewsasia.com](https://www.channelnewsasia.com),
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- Research and development teams including scientists, etc.
- Information technology (IT) professionals
- Clerks, support representatives, interns
- Security personnel
- Contractors who perform onsite cleaning, maintenance, construction, etc.

Background Check Best Practise Insights

To help healthcare organisations wanting to start a background checking programme or update an existing programme, below is a list of our best practise observations based on the searches that are most commonly ordered by our healthcare customers.

	Low Risk	High Risk
	Anyone working at a healthcare facility, pharmaceutical business or health insurance organisation. This includes administrative personnel, contractors and interns.	All executives, board members, medical professionals and specialised employees with access to patients, medicine and equipment, and sensitive health or financial information.
 Identity Verification	✓	✓
 Right to Work Check	✓	✓
 Criminal Check*	✓	✓
 Employment & Education Verification	✓	✓
 Reference Checks	✓	✓
 Global Expanded Sanctions	✓	✓
 Civil Litigation Check		✓
 Credit Check		✓
 Bankruptcy Check		✓
 Professional Qualification/Licencing		✓
 Global Reputational Media Search		✓
 Directorship Verification		✓
 Social Media Search		✓
 CV Comparison		✓

*Such as police checks, when available and permissible.

1 https://www.bain.com/contentassets/a1d1395b809d424a8db679657f95b19d/bain_report_asia-pacific_front_line_of_healthcare.pdf

We can help. For more information, contact First Advantage today: