

Coronavirus (COVID-19): DBS Update Guidance for Local Authorities Recruiters

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You may have already seen the update from Government on 19, 27 March and 2nd April regarding temporary changes to DBS processing. We have referenced some of these previously however wished to summarise these for your review:

1. Fast Track barred list check

The following list of roles that will receive free-of-charge DBS checks and a fast-track Barred List check.

The fast-track service is available from **Monday 30 March 2020**, with the exception of those 'emergency volunteers' referenced in point 'H'. Services for this group will commence at a later date to be advised.

No fee is payable and a fast-track Barred List check will be provided, in relation to an application made:

a) by a person who is registered, or who the Registrar is considering registering, as a nurse, midwife or nursing associate (individually or as part of a specified group) under article 9A of the Nursing and Midwifery Order 2001 (temporary registration in emergencies involving loss of human life or human illness etc)

b) by a person who is registered, or who the Registrar is considering registering, as a member of a relevant profession (individually or as part of a specified group) under article 9A of the Health Professions Order 2001 (temporary registration in emergencies involving loss of human life or human illness etc)

c) by a person who is registered, or who the regulator is considering registering, as a social worker (individually or as part of a specified group) under regulation 12A of the Social Workers Regulations 2018 (temporary registration in emergencies involving loss of human life or human illness etc)

d) by a person who is registered, or who the registrar is considering registering, as a social worker (individually or as part of a specified group) under section 83A of the Regulation and Inspection of Social Care (Wales) Act 2016 (temporary registration in emergencies involving loss of human life or human illness etc)

e) by a person who is registered, or who the Registrar is considering registering, as a fully registered medical practitioner (individually or as part of a specified group) under section



18A of the Medical Act 1983 (temporary registration with regard to emergencies involving loss of human life or human illness etc)

f) by a person who is registered, or who the Registrar is considering registering, as a pharmacist or a pharmacy technician (individually or as part of a specified group) under article 34 of the Pharmacy Order 2010 (temporary entry with regard to emergencies involving loss of human life or human illness etc)

g) for the purposes of considering the applicant's suitability for employment for the purposes of providing, or being engaged to provide, NHS health services or social care services* (see definitions at the end of this attachment) in connection with, or in consequence of, the provision of care or treatment to a person who has, or is suspected of having, coronavirus as defined by Section 1 of the Coronavirus Act 2020, whether or not in respect of that disease

h) from a person who is approved by the appropriate authority, or who the appropriate authority is considering approving, as an emergency volunteer in health or social care under Section 9(8)(a) of the Coronavirus Act 2020

*Definition of NHS health services and social care services:

“NHS health services” means —

(a) in relation to England, any kind of health services provided as part of the health service continued under section 1(1) of the National Health Service Act 2006 (Secretary of State's duty to promote comprehensive health service); and

(b) in relation to Wales, any kind of health services provided as part of the health service continued under section 1(1) of the National Health Service (Wales) Act 2006 (Welsh Ministers' duty to promote health service)

“social care services” means —

(a) in relation to England —

(i) adult social services as defined in section 97(1) of the Health and Social Care Act 2008 (general interpretation) and services which are the same as services which could be provided by a local authority in exercise of any of its adult social services functions as defined in section 97(1) of the Health and Social Care Act 2008, whoever provides them; and

(ii) services provided or commissioned in relation to children by a local authority in the exercise of its social services functions as defined in section 1A of the Local Authority Social Services Act 1970 (meaning of “social services functions”) and the duties described in sections 23C to 24D of the Children Act 1989 (duties in relation to relevant former children and other young persons)

(b) in relation to Wales, services provided or commissioned by a local authority in Wales in the exercise of its social services functions as defined in section 143 of, and Schedule 2 to, the Social Services and Well-being (Wales) Act 2014 (social services functions of local authorities) and services which are the same as services which could be provided by a local authority in Wales in exercise of any of its social services functions, whoever provides them.

2. Police Force Suspension of Fingerprints

As a result of the current social distancing arrangements for Covid-19, all Police Forces have suspended their fingerprinting arrangements with DBS, to protect customers and staff.

DBS will be making all efforts to complete applications without fingerprints being required, however a small number of applications will be impacted. Once Police Forces lift the suspension those applications will be processed.

3. Temporary changes to ID checking guidelines

Temporary changes to ID checking guidelines being made as a result of the coronavirus outbreak, the WME team have reviewed how your current e-recruitment system (TalentLink) can provide you



with support to implement this. We hope that these measures will help fast track the process particularly for business critical roles and for volunteers.

The changes have been brought about as response to the difficulties in following the DBS ID checking guidance as a result of COVID-19, specifically;

- As the public is being advised to work from home where possible, this is causing difficulties in receiving the physical documents and is delaying applications, and in some cases, preventing applications from being submitted
- A temporary relaxation of the checking guidance has come into force as of 19th March for the DBS standard and enhanced ID checks
- The change will enable: a) ID documents to be viewed over video link and b) scanned images to be used in advance of the DBS check being submitted
- The applicant will be required to present the original versions of these documents when they first attend their employment or volunteering role.

4. How your Talentlink system can help

For those of you using Talentlink this will be a reminder, for others you may wish to consider similar actions in your ATS.

Your Talentlink system can enable a secure and fast option for scanning documents:

- You can upload these directly to a candidate record in TLK. Whilst working remotely and local systems not available, you have the assurances that these documents are held securely.
- You can send a form from TLK to a candidate, requesting them to upload a document, the document is then stored securely in TLK for you to view.

Whilst our video functionality enables pre-recording video's to be uploaded, we would recommend the use of; Microsoft Teams, GoToWebinar, and Zoom to provide an online video, as all have the functionality to record. If you do not have access to such technology (there are others than those listed here) but require it for business critical posts – do let us know.

Reminder:

We also wanted to remind colleagues that the Mobile App - Saba Talentlink, is available for you to provide access to managers to TLK so they can continue to support the recruitment process whilst working remotely/from home. The mobile phone app can itself scan documents directly to the candidate record where they can be held securely, more information on the app [here](#).

We hope these suggestions help with your checking process. Please get in touch with the team via the service centre if we can help you further with this.

