

# Strengthening Recruitment Governance and Professional Standards in Primary Care

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# Why this matters

- Recent system reviews identified unsafe recruitment practices
- Gaps in pre-employment checks in some practices
- Risk to patient safety and professional compliance
- Learning shared across London primary care

## **Purpose of this presentation:**

- Standardise safe recruitment checks
- Protect patients, staff, and practices
- Support compliant workforce processes

# Learning from Incidents

## Themes identified

- Clinical staff recruited without full pre-employment checks
- NMC/GMC registration not always verified
- No formal employment contract in place
- Recruitment via informal routes
- Registration status assumed rather than validated

## Why this is high risk

- Staff may work outside scope of practice
- Regulatory breach risk
- Patient safety exposure
- Legal and contractual risk to practice
- Effect on organisation's reputation

# Role Title vs Scope of Practice

## You must confirm:

Correct registrant group  
(RN, Nursing Associate,  
Midwife, etc.)

Role duties match  
professional scope

Contract reflects actual  
role being performed

## Examples of risk:

Nursing Associate  
working as Registered  
Nurse

Midwife employed into  
GPN duties

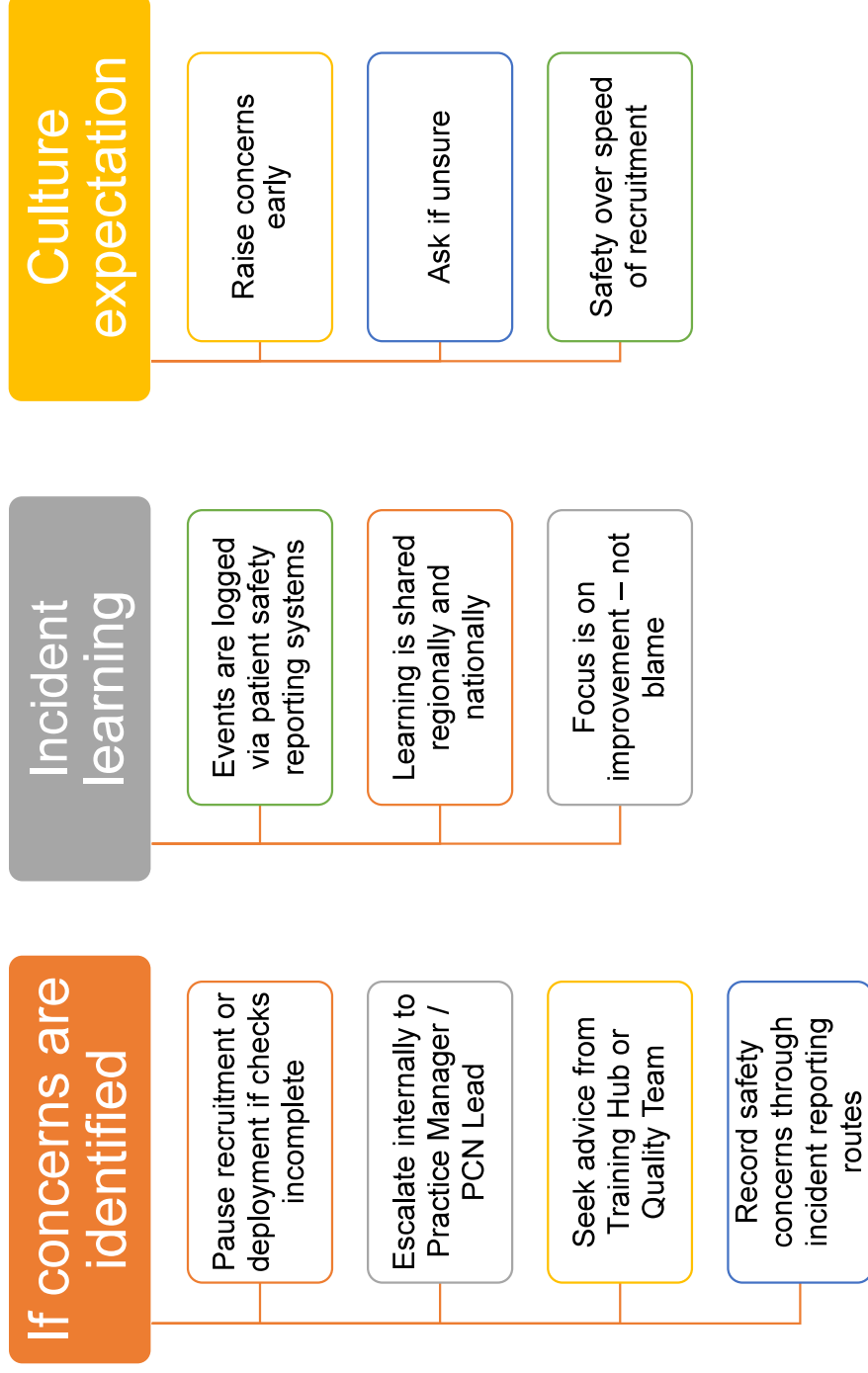
“Internally trained” staff  
assumed to be NMC  
registered

## Control:

→ Always check the  
regulator register directly

→ Do not rely on CV or  
verbal confirmation

# Reporting, Escalation & Support



# Best Practices in Recruitment and Selection in Primary Care

**Safe & Robust Recruitment**

- Verify identity and right to work
- Enhanced DBS, GMC, NMC, GDC, HCPC, GOC, GPhC checks
- Review employment history and professional registration

**Ensures patient safety and regulatory compliance**

**Effective Selection & Referencing**

- Structured, values-based interviews
- Minimum of two verified professional references
- Explore safeguarding, conduct & professionalism

**Selects values-driven, safe, high-quality staff**

**Safeguarding, Patient Safety & Clinical Governance**

- Assess safeguarding for vulnerable groups
- Confirm infection control, confidentiality & duty of care
- Clear escalation & reporting pathways

**Safety and governance core to hiring decisions**

**Structured Induction, Development & Clinical Supervision**

- Clear role expectations and accountability
- Supervised probation where appropriate
- Regular 1:1 clinical supervision (supportive, practice-focused)

**Clinical supervision supports safe practice and patient care**

**Appraisal, Performance & Ongoing Development**

- Annual 1:1 appraisal
- Reflective review of performance, wellbeing & objectives
- Link appraisal outcomes to CPD, training & progression

**SAFE RECRUITMENT**

**STRONG GOVERNANCE**

**CONTINUOUS DEVELOPMENT**



North West London

# Practice Action Checklist

Immediate actions for practices:

- ✓ Review recruitment policy and checklist
- ✓ Ensure regulator registration checks are built into process
- ✓ Train recruiting managers on scope of practice differences
- ✓ Stop informal recruitment routes
- ✓ Standardise contract use for all clinical staff
- ✓ Keep evidence of checks on file
- ✓ Use regulator register for every appointment

# Contacts

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