

Whatcom Alliance for Healthcare Access Physician Recruitment & Retention Program

Information about Background Checks

Performing a thorough background check on a candidate is an important part of the pre-screening process of deciding whether this is the right candidate for your practice. Although the hospital will perform a background check on your candidate in order to get hospital privileges, this happens **after** the offer has been accepted. In order to be safe rather than sorry, you may choose to run your own background check on the candidate. Below is some of the information that may be helpful when considering how to tackle this issue.

- The Washington State Patrol, www.wa.gov/wsp/crime/crimhist.htm, will do a state-wide verification of criminal history on a specific candidate for a fee of around \$45.
- Any number of private investigative and security companies that will do federal and multi-state criminal history checks, as well as credit checks, educational verifications and more for a fee. Some such companies we have used are:
 - Employment Screening Services (ESS), www.employscreen.com
 - HireRight, www.HireRight.com
 - Kroll, www.kroll.com
- The Drug Enforcement Agency (DEA) will do registration validations and reports on cases against doctors, www.deadiversion.usdoj.gov/grudreg/.
- The National Practitioner Data Bank (NPDB), www.npdb-hipdb.hrsa.gov, is a nationwide alert system through the US Dept. of HHS intended to facilitate a review of health care practitioners' professional credentials. The information is available to most healthcare entities but not the general public.
- The Office of the Inspector General (OIG), <http://oig.hhs.gov>, through the US Dept of HHS provides information on reports and related information concerning fraud, waste and abuse in US businesses.
- To verify educational credentials, call the medical school and postgraduate training programs directly. The contact information for medical education programs in the US are on the AMA's website, www.ama-assn.org.
- To verify medical licensure in any states where the candidate has practiced, contact each state's board of medicine. A directory of state medical boards can be found at the Federation of State Medical Board website, www.fsmb.org.
- To verify a malpractice history, you can check jurisdictions where the practice was located or by contacting malpractice insurance carriers.
- To verify board certification, you can check the following websites:
 - To verify MD's, search the Amer. Board of Medical Specialties, www.abms.org.
 - To verify DO's, search the Amer. Osteopathic Assoc., www.osteopathic.org.
- To verify hospital privileges, call each hospital listed on the candidate's CV.

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