



Liaison National Bank and Healthier Business Group

April 2025



About Healthier Business Group

We are proud to partner with Healthier Business (HB) Group, a leading provider of compliance solutions for the healthcare recruitment market. Their mission is to collaborate with key stakeholders to streamline compliance requirements under one trusted brand.

With a proven track record and deep expertise in temporary staffing frameworks and DOH Guidelines, HB Group ensures the highest standards of service, helping organisations stay fully compliant. Their commitment to quality means our partners can trust in a service where compliance and excellence go hand in hand.

Through their comprehensive compliance services, HB Group helps organisations identify and minimise risk, reduce unnecessary costs, and enhance overall performance. Their key compliance divisions include:

- Occupational Health
- Online Training
- Practical Training
- Clinical Interviews
- Appraisals
- Revalidation
- References

With a quality-driven approach, HB Group delivers compliance solutions that are cost-effective, reliable, and seamless. Their expertise supports organisations in creating a safer, more compliant, and efficient working environment for both staff and employers.

SEQOHS Accredited Occupational Health Screening

Healthier Business UK Ltd was established in 2007 to solely concentrate on the provision of new starter health screening services for the UK's medical recruitment sector. Their knowledge and reputation mean that Healthier Business UK Ltd, are the leading provider and successfully manage compliance for around 1000 + clients within England, Scotland, Wales and Northern Ireland.

HB Group directors operate independently and have no ties within the recruitment sector. Also, HB Group, are proud to announce that all our agencies have consistently passed their framework audits, in addition to this 90%+ of the service users have achieved a platinum result. HB Group have also achieved a 100% platinum result for their own independent audits.

Why do I need it?

As you are mostly likely aware all companies working with the relevant NHS Framework Agreements and for some private contracts are responsible for ensuring they appoint either their own Occupational Health Provider or a suitably qualified team who meet the current requirements/guidelines.

Standards they adhere to:

HB Group will ensure that candidates undergo comprehensive health screening and have current immunisations and test results if required for their role.

HB Group are SEQOHS accredited as a new starter screening services and were the first company to achieve this specific accreditation. Not only that we received full marks and were praised by the assessors for our robust policies and processes.

Compliance

The compliance issues surrounding NHS Framework Agreements are often complex, but HB Group understand these and work with you to ensure you are meeting your legal obligations and that you are operating within the relevant framework agreement.

How does it work?

There are many ways to utilise the screening services, and these include:

1. Questionnaires along with pathology reports are uploaded to our secure server
2. Questionnaires along with pathology reports sent in an encrypted email

Issuing fitness certificate/notification of failure

After submissions have been screened by the HB Group clinical team, they will issue a fitness to work certificate stating either fit for work based on the level of clearance requested on a same day basis with the turnaround times often within a few hours.

If the candidate is deemed non-compliant and subsequently fails the screening process in relation to outstanding immunity not submitted, HB Group will issue a notification of failure to the candidate detailing the outstanding immunity and any recommendations they may have for them to achieve clearance later. HB Group can also conduct a telephone assessment for candidates requiring further input at no extra cost.

Working with you

Communication is key in new starter screening; employees want to know why they are being asked to undertake tests and what the benefits are to them. HB Group can help you in providing your employees with information about who HB Group are, what they do and what they can expect of the company. The better informed the employee is, the more cooperative they are and the easier it is to identify and manage any potential health problems.

Communication

Throughout the screening process your designated nurse will supply you with regular updates and reports. Your designated nurse will work with you daily to ensure you reach 100% compliance and notify you of any changes that need to be taken on board.

HB Group also provide free support to all our clients working within the framework agreements.

Online Training

The quality, competence and communications skills of all candidates, and the checks made upon them are paramount before being placed within the NHS or in private care settings.

All courses provided by HB are CPD accredited and aligned to the Core Skills Training Framework.

Online

Their incredibly designed online training portal will be available 24 hours a day allowing for your candidate to access the courses assigned and easily whilst at work or from their home computer. It is the ultimate hub for you to manage your candidate's compliance.

Development of course content

All courses are developed and managed by Carlin Associates Ltd (HB Compliance) they are written by our staff who are fully qualified in the respective field and have undergone rigorous training and assessment by third parties. In addition to this the course writers are fully trained, train the trainers and are happy to discuss the course content at any time.

Each individual course that is written by HB Group goes through a process of alignment and is fully mapped to the key objectives of the core skills training framework managed by Skills for Health. Once a course is complete and mapped it is then sent to an external party to go through final checks ensure that it fully meets the core objectives and is in line with current legislation. After HB Group get this final sign off it is passed to their developer for rigorous testing before going live on the portal.

TRAINING COURSES
Autism Awareness
Blood Component Transfusion
Communication
Complaints Handling
Conflict Resolution
Consent
COSHH
Countering Fraud Bribery and Corruption in the NHS
Dementia Awareness
Diabetes Awareness
Domestic Violence and Abuse
Duty of Care in Health and Social Care
Dysphagia Care
ELFH Oliver McGowan Mandatory Training on Learning Disability and Autism
Epilepsy Awareness
Equality, Diversity and Human Rights
Equality, Diversity and Human Rights (Scotland)
Falls Prevention
Fire Safety
First Aid in The Workplace
Fluids and Nutrition Awareness
Food Hygiene
General Data Protection Regulations (GDPR)
Handling Medication & Avoiding Drug Errors - Level 2
Handling Violence & Aggression (Wales)
Health, Safety and Welfare
Immunisation Training
Infection Prevention and Control (Level 1)
Infection Prevention and Control (Level2)
Information Governance (Scotland)
Information Governance, Record Keeping and Caldicott Protocols
Learning Disabilities Awareness
Lone Worker
Management of Anaphylaxis
Medication Management (Social Care Workers)
Mental Capacity Act 2005
Mental Health Act 2007
Moving and Handling Level 1
Moving and Handling Level 2
National Early Warning Score 2 (NEWS2)
Numeracy and Drug Calculations
Preventing Radicalisation
Privacy and Dignity in Health and Social Care
Promoting Person Centred Care in Health And Social Care
Rapid Tranquillisation
Reducing Restraints in Health and Social Care
Resuscitation: Adult Basic Life Support - incl safe use of AEDs
RIDDOR

Safeguarding Children (SOCA) Level 1
Safeguarding Children (SOCA) Level 2
Safeguarding Children (SOCA) Level 3
Safeguarding Vulnerable Adults (SOVA) Level 1
Safeguarding Vulnerable Adults (SOVA) Level 2
Safeguarding Vulnerable Adults (SOVA) Level 3
Sepsis Awareness
Tissue Viability
Your Health Career

CPD ACCREDITATION 50079:

We're pleased to share that HB Group has received formal CPD accreditation for its online courses. With over 60 accredited courses, participants can now document CPD points to support their revalidation, giving customers confidence that the training has been independently vetted to a high standard.

In line with HB Group's commitment to continuously enhancing its training provision, 2018 was a year of significant investment and improvement. A key focus was quality, and this achievement is a testament to that dedication.

Practical Training

We are proud to collaborate with HB Group, which expanded its services into face-to-face practical training with the acquisition of The Direct Training Academy in 2022. This strategic move enables them to deliver over 200 open and closed courses every month, providing comprehensive training solutions tailored to the diverse needs of clients and their candidates.

CSTF (All In One) Mandatory Practical Training

Who Is This Practical Training For?

- All healthcare professionals who wish to obtain participatory CPD hours.
- Those wishing to comply with the CSTF Mandatory training requirement.
- Anyone wishing to ensure they don't overpay for good quality training.

What Is Covered In Our CSTF Mandatory Training?

The training provided on the day consists of 13 courses in England and 15 for our Scottish Courses. The courses delivered on the day will include all the Mandatory CSTF courses, and the complete list is detailed below:

- Conflict Resolution inc. Restraint Training and Breakaway Techniques (Practical)
- Equality, Diversity and Human Rights

- Fire Safety (Practical)
- Health, Safety and Welfare
- Infection Prevention and Control Levels 1 & 2
- Information Governance, Including Cyber Awareness
- Moving and Handling Levels 1 & 2 (Practical)
- Preventing Radicalisation
- Resuscitation: Adult Basic Life Support inc. Management Of Choking and Safe Use Of AED (Practical)
- Resuscitation: Paediatric Basic Life Support inc. Management Of Choking and Safe Use Of AED (Practical)
- Resuscitation: Neonatal Basic Life Support inc. Management Of Choking and Safe Use Of AED (Practical)
- Resuscitation: Adult Immediate Life Support (Practical)
- Resuscitation: Paediatric Immediate Life Support (Practical)
- Resuscitation: Neonatal Immediate Life Support (Practical)
- Safeguarding Adults Level 2
- Safeguarding Children Level 2
- COSHH (Scotland Only)
- RIDDOR (Scotland Only)

CSTF BLS & Manual Handling Practical Training

The training provided on the day consists of Adult, Paediatric and Neonatal BLS & Manual Handling.

- Adult Basic Life Support inc. Management of Choking and Safe Use Of AED
- Paediatric Basic Life Support inc. Management of Choking and Safe Use Of AED
- Neonatal Basic Life Support inc. Management of Choking and Safe Use Of AED
- Moving and Handling Levels 1 & 2

*All Practical

PMVA 3 Day Training (BILD Act Certified)

HB Group can provide your candidates with Practical PMVA Training as a fully certified BILD Act Certified training provider. This course, required for staff working in, or being placed in, specialist commissioned healthcare provision i.e., Mental Health Trusts or Private Service Providers who provide care for individuals with some form of mental illness, learning disability, dementia or autism, will provide three days of interactive training and learning, whilst also offering all of the benefits that come with a HB Group Practical Training session.

Healthier Business Group also offer Basic Life Support - Including AED's Practical Training and Immunisation Practical Training via Video Link Technology.

This new innovative way of delivering practical training has many associated benefits to our clients and candidates. Below you will find just some of the benefits listed:

- Practical Basic Life Support - Including AED's
- Available Out of Hours and 9am-5pm every day
- Meets Resus Council Guidelines
- Accepted by the ALL Frameworks
- Aligned to the Core Skills Training Framework
- Can all be completed in around 30 minutes.
- Training delivered by Fully Qualified Instructors with an active teaching qualification
- Door to Door Delivery and Collection by OPD to make the process more convenient
- No travel or charges for fuel, rail tickets or parking charges.
- A fully automated booking system that will send reminders both by email and text message
- Full tracking details of the parcel supplied with a 1-hour time arrival slot allocated
- A clear governance policy in place and a fully detailed risk assessment conducted before every training session (this is a requirement of all frameworks/result council)

Immunisation Training:

- CPD Accredited
- Meets all National Requirements
- Training Delivered by Fully Qualified Instructors with an active teaching qualification
- Training times available to book throughout the day to suit the candidate's schedules.
- Door to Door Delivery by DPD to make the process more convenient
- Can all be completed in around 3 hours
- Immunisation Training E-Learning module included in cost.
- A fully automated booking system that will send reminders both by email and text message
- Full tracking details of the parcel supplied with a 1-hour time arrival slot allocated
- If the candidate is not going to be home, they can select to have the parcel delivered to one of thousands of DPD collection centres often only 1 mile from their home
- Free to use secure video-link software that is compatible with Desktops, Laptops, Tablets and Mobiles — No fancy equipment needed

Clinical Interviews

The Clinical interviews are conducted by video link and we can interview Doctors, Nurses up to a band 8, AHP's and HCA's.

HB Group have a fully automated booking system which allows you to have full control over the booking process, once you pick a time and date convenient to the candidate a booking confirmation email will be sent and reminders will be sent prior to the interview to ensure everything goes ahead smoothly. Once connected, one of HBs interviewers conduct the interview and question based on your candidate's job role over video link.

Prior to the interview taking place, they will ensure that the candidate is who they say they are by confirming photo ID, i.e. passport, UK driving license etc. this will be screen- captured and stored on the secure server and issued alongside the interview outcome that they issue to you and also seek confirmation of attendance from the candidate as per framework requirements.

The interview questions/answers will be recorded for auditing purposes, and a full report/outcome signed by the relevant clinician issued back to you.

All questions are tailored to depending on the job role. Below are some the roles we can currently interview:

HCA;

- Mental Health/Learning Disabilities ;
- General Nurses
- Community Nurses;
- CAMHS;
- Theatre/ Scrub/ Recovery;
- RGNs working in an acute setting;
- Care of the Elderly;
- Accident and Emergency;
- Health Visitors;
- Paediatric;
- ITU;
- AHP's;
- Social Workers
- ODP's
- Midwives;
- Phlebotomists
- Biochemical Scientists
- Doctors

Revalidation Confirmer

Under the guidelines set by the NMC, nurses and midwives must revalidate every three years on the date they are due to apply for the renewal of their registration. In order to ensure the successful renewal of license, the HB Group will appoint a confirmer, to oversee your NMC Revalidation.

What you can expect from the Revalidation Confirmer Service:

- A dedicated team of Revalidation administrators to support your account
- A two staged review of your documentation
- An automated service up until your reflective discussion
- Reflective platform, with e-mail and text reminders
- Fully trained NMC registrants undertaking the reflective discussions
- £51.00 (including VAT) fee for full service
- The candidate will need to submit their application for Revalidation through the NMC online portal, so you must set up an NMC account discussion booking via: <https://www.nmc.org.uk/registration/nmc-online/>

What is required:

- 450 Practice Hours — 900 if dual registered
- 35 hours of CPD — 20 hours must be participatory
- 5 practice-related feedback from client's patients and/or colleagues
- 5 reflective accounts — can be based on CPD, feedback or experience
- Reflective discussion — must be with another nurse or midwife
- Confirmation — must be confirmed by an appropriate person
- The candidate will also need to confirm to the NMC
- Health and character - The candidate must confirm that they are capable of practice
- Indemnity - The candidate must confirm that they have indemnity coverage in place

A candidate should only purchase this service if they are due to revalidate within the next three months. Once purchased one of our team will contact the candidate to obtain the necessary documents and book them in to begin the revalidation process.





Clinical Appraisals



We are proud to work with HB Group and their dedicated team of internal appraisers, who are extensively trained to deliver a meticulous and high-quality service. Their team includes many registered health professionals, bringing a wealth of experience and a deep understanding of various roles, scenarios, and employment situations. They also provide essential support for those who may not have access to line managers or an appropriate person.

- What you can expect from the Clinical Appraisal Service:
- Conducted in line with and adheres to NMC requirements
- A dedicated team of Appraisal administrators to support you throughout the process
- A two-stage review of your documentation
- A fully automated system allows you to complete your documentation, upload evidence, and book your reflective discussion
- The service helps to protect nurses' NMC registration
- Fully trained team of NMC-registered Nurse Appraisers
- Dedicated support by phone, email, and live chat accessible 9-5 Monday to Friday
- Support from our experienced administrators
- Reflective discussion completed via video link

Accreditations

We value our partnership with HB Group, which is committed to achieving the highest compliance standards by obtaining the necessary accreditations. Across all areas of their business, they don't just meet requirements—they exceed them, ensuring the highest level of service. Their dedication to compliance gives businesses and candidates the confidence that they are in safe hands.

<p>Safe Effective Occupational Health Service (SEQOHS)</p> <p>SEQOHS is a set of standards and a voluntary accreditation scheme for occupational health services in the UK and beyond. SEQOHS accreditation is the formal recognition that an occupational health service provider has demonstrated that it has the competence to deliver against the measures in the SEQOHS standards. The SEQOHS accreditation scheme is a stand- alone scheme managed by the royal college of physicians of London which has been selected to lead and manage the process on behalf of the faculty of occupational medicine. HB Group was the first Occupational Health Screening Service to achieve the accreditation and continues to strictly adhere to these standards.</p>	
<p>Alignment to the Statutory/Mandatory CSTF</p> <p>Skills for Health's 'UK Core Skills Training Framework' (CSTF) is designed to ensure consistency in the delivery of statutory/mandatory training and alignment to the CSTF is now a requirement of the main staff procurement frameworks. Training which has been verified as aligned to the CSTF can be recognised by employer organisations as in compliance with the Statutory/Mandatory CSTF and thereby help to prevent unnecessary duplication of training as staff move between roles and organisations.</p>	
<p>CPD Standards</p> <p>Continuing professional development (CPD) is the intentional maintenance and development of the knowledge and skills needed to perform in a professional context. Structured CPD gives employees a clear path to success within their current role and progression to future ones. Employees in regulated industries (e.g. healthcare, accountancy, legal work) can lose their license to operate if they don't maintain their CPD.</p>	
<p>Association of Healthcare Trainers (AoHT)</p> <p>Founded by healthcare trainers, for healthcare trainers, the Association of Healthcare Trainers is one of the UK's largest non-profit membership associations for those training within the healthcare sector. The Association of Healthcare Trainers provides a Code of Ethics & Conditions of Membership to abide by.</p>	

Living Wage Accreditation Living wage employer accreditation is managed by citizens UK and provides employers with a license to the living wage employer mark. As a living wage employer, HB Group ensure that all employees aged 18 and over, including certain classes of contracted staff, are paid at least the living wage. HB Group, believe strongly that all staff should be rewarded for their hard work and continued investment in the growth of the company.	
Bild Association of Certified Training Bild Association of Certified Training has been set up to certify training services that include a restrictive physical intervention and are licenced by the Restraint Reduction Network to certify services as complying with the Restraint Reduction Network Training Standards.	

Contact us

Our teams are here to support and guide you every step of the way. Contact your Liaison Workforce Account Director or use the email address below.

Email: support@liaisongroup.com |



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VISIT OUR LINKEDIN

