

National Background Check Program State of North Carolina

Program Abstract

North Carolina's Department of Health and Human Services (DHHS), is seeking the opportunity to enhance North Carolina's employee background screening for health care providers by developing and implementing a rap-back program to provide immediate notification of employee screening status changes to providers, improving public access to Live Scan technology, establishing linkages between data systems, in order to streamline current processes, reduce duplicative screenings, and potentially increase automation of the background check process for providers as well as employees.

The first step in the project is to establish a workgroup of stakeholders to assist in a comprehensive assessment of the background check process. This assessment is a crucial component to ensure success of the proposed project. One identified need to enhance the existing system is for DHHS, in collaboration with the North Carolina State Bureau of Investigation (SBI), to begin to address the ability to maintain retained fingerprint information and create efficiencies in the transfer of criminal history information between agencies with the development a rap-back program for health care providers. During the assessment, development of interfaces will be explored in order to integrate several databases including The Health Care Personnel Registry, Medication Aide Registry, Nurse Aide I Registry, and NC Board of Nursing sex offender registry, Responsible Individual List (RIL) and Administrative Office of the Courts (AOC). Another proposed enhancement to the system may include automatic notifications in employment status based on information received through the rap-back program. An existing secure website used by providers to obtain notifications of status changes could be used as a model for managing employee criminal background information. Along with integrating the background checking data system, another focus of the project will be to assess and address the public accessibility of Live Scan technology. Once the assessment is complete, development and implementation of steps to address these issues will begin.

DHHS has several goals with this project. Along with primary goals to develop and implement a rap-back system, increase public access to Live Scan technology and streamlining the background screening process, we have an overarching goal to seek to improve communication and data linkages among state agencies that have overlapping responsibilities. Such overlapping duties may result in multiple background screenings of applicants in the health care setting. Coordination and sharing information and resources between state agencies will greatly benefit the health care provider community, the state regulatory programs, and the citizens of North Carolina by reducing multiple screenings and ultimately saving staff time and money.

We are requesting federal grant funding for a three year period beginning July 1, 2011 through June 30, 2014.