

## Pharmaceutical Screening Implementation

<b>Client Details</b>	Global Pharmaceutical Organisation.
<b>Length of Client Relationship</b>	Project started in Winter 2007.
<b>Project Heading</b>	Roll out of screening to 11 UK and Ireland Sites.
<b>Further information</b>	The client already had a good screening process in place for sensitive areas of the business but none in other areas of the business and anticipated resistance to rolling the screening out in locations where there was little perceived threat.
<b>Overview</b>	Due to unwanted extremist attention, the client wanted to deliver a gold standard screening process to all of its operation rather than just the research and development facility.
<b>Agenda's Role</b>	<p>Agenda worked with the client to scope their requirements; whilst they needed a standard, they recognised that one size would not fit all. Agenda attended discussion groups with representatives from the various sites and developed a two level solution with optional extras for specific roles e.g. finance and IT.</p> <p>Agenda and members of the security team then visited every site to explain the process and more importantly the reason for instigating screening. Agenda also ensured that help was available at short notice for every site and training in the processes and online systems was provided by Agenda personnel at the sites.</p> <p>In addition the account manager at Agenda introduced herself personally to the HR people and has already visited and met with most of them to develop the close working relationship,</p>
<b>Outcomes</b>	Despite resistance at first the roll out has been successful, each group is now monitoring the reasons for rejecting candidates and have said that the fact they state that there will be screening process in place may have deterred some individuals from applying. This was beneficial in the manufacturing area where theft and illegal workers was more of a concern than extremists were.
<b>Future Developments</b>	<p>The primary agencies have already been advised of the minimum standard for screening and whilst they do not have to use Agenda it is hoped that as the process rolls out to cover all agencies. The aim is that all of the sites will be a lot safer and that the company will be able to demonstrate a duty of care to all staff. Agenda is working with the Master Service Provider for the agencies to assist in the management of the roll out of the screening of agency personnel.</p> <p>Longer term discussion are taking place about European screening provision to attempt to develop a European and then a Global screening standard for the organisation, Agenda is actively involved in these discussions.</p>