Q: Does a maintenance worker need to have a criminal background check?

A: Section 10 of the Health Care Worker Background Check Act (225 ILCS 46/10) states that “This Act applies to all individuals employed or retained by a health care employer as home health care aides, nurse aides, personal care assistants, private duty nurse aides, day training personnel, or an individual working in any similar health-related occupation where he or she provides direct care or has access to long-term care residents or the living quarters or financial, medical, or personal records of long-term care residents. This Act also applies to all employees of licensed or certified long-term care facilities who have or may have contact with residents or access to the living quarters or the financial, medical, or personal records of residents.” So, the question becomes, does the maintenance worker have “direct access” to a resident’s room or contact with residents which I would assume they do. Direct access would be access to the resident’s room, which I would imagine the maintenance worker would have to fix a dripping faucet, change a light bulb, check a bed rail, etc. Thus, in almost all cases, a maintenance worker would need a criminal background check completed.