

Mandatory Vaccination Supporting Guidance

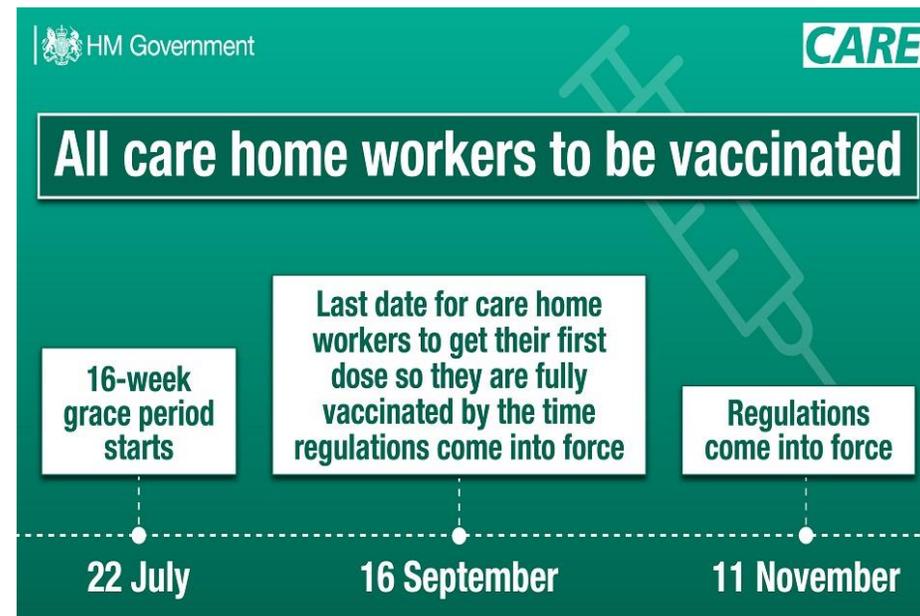
Covid-19 Support Team

Last Updated: 14 September 2021

Mandatory Vaccinations

- ▶ The Government have published the guidance on their website here; [Coronavirus \(COVID-19\) vaccination of people working or deployed in care homes: operational guidance](#).
- ▶ Key dates to bear in mind are:
 - ▶ 22 July (this is when the grace period starts)
 - ▶ 15 September (last recommended date for care home workers to start their vaccination course, so that they have their second vaccine on the 10 November)
 - ▶ 11 November (regulations come into force)

Locally we recommended the 15 August, as you still need to wait 28 days after catching Covid-19 before you can receive your first dose. Catching Covid-19 can delay the start of your vaccination course, therefore could cause you to go past the deadline.



Access to Vaccinations

To book your appointment you can use the [NHS National Booking System](#).

There are also local 'walk-in' appointments available throughout the Bradford district, to see the most up to date list, please see [Covid-19 Vaccine Walk-in Clinics](#).

If you or your staff would like support on accessing appointments, please contact the Covid-19 Support Team on 01274 431999.

Benefits of the Covid-19 Vaccine

- ▶ Your immune system will be prepared to attack the virus should you be exposed to Covid-19.
- ▶ The vaccine will reduce the chance of you becoming infected by the virus, as your immune system will already have antibodies that can combat the virus.
- ▶ The Pfizer-BioNTech, Oxford-Astra Zeneca and Moderna vaccines have proven effective at preventing severe illness due to a Covid-19 infection.
- ▶ The vaccine not only protects you, but those around you. As your body will be able to combat the virus the moment it enters your body, it will reduce your viral load. A reduced viral load will mean that it would be harder for you to spread the virus to those you are close to or a close contact with.
- ▶ [NHS: Coronavirus \(COVID-19\) vaccines](#)

Vaccination Hesitancy

Useful links to provide supportive information on confirmed reasons around hesitancy for the Covid-19 Vaccination:

- ▶ [NHS: Pregnancy, breastfeeding, fertility and coronavirus \(COVID-19\) vaccination](#)
- ▶ [NHS: Vaccination: race and religion/belief](#)
- ▶ [WHO: Safety of Covid-19 Vaccines](#)
- ▶ [British IMA: Myth Buster](#)
- ▶ [CDC: Frequently Asked Questions](#)
- ▶ [BBC: What happens if I don't get the Covid vaccine?](#)

For further local support if you are hesitant, please contact the Vaccination Team at Airedale General Hospital on 01535 294323 or 01535 293434.

What is expected from the care home

Do not allow anyone entry into the indoor premises of the care home unless:

- ▶ they are a service user of regulated activity of providing accommodation for persons who require nursing or personal care in that care home
- ▶ they can provide evidence that they have either been vaccinated with the complete course of doses of an authorised COVID-19 vaccine (in this instance, a full course does not include booster vaccines), or evidence that it is not clinically appropriate for them to be vaccinated with any authorised vaccine.
- ▶ it is reasonably necessary for them to provide emergency assistance in the care home
- ▶ it is reasonably necessary for them to provide urgent maintenance assistance with respect to the premises of the care home
- ▶ they are friend or relative of a service user and are visiting that service user
- ▶ they are under the age of 18

If inspected, the provider will be able to demonstrate that:

- ▶ there is a record to confirm the evidence stated above has been provided. This record will be kept securely by the registered manager (or equivalent person) in compliance with the Data Protection Act 2018
- ▶ the eligibility for immunisation of workers is regularly reviewed in line with Regulation 12
- ▶ there is appropriate support and education of workers in relation to the vaccine
- ▶ workers are provided with the appropriate support to access vaccination

Evidence of Vaccination Status

The NHS App on Smartphones will be one way to evidence your Covid-19 Vaccination status. Some useful links have been included below to download and use this app and other methods you can use/request to evidence your vaccination status:

- ▶ NHS App: <https://www.nhs.uk/nhs-app/>
- ▶ Getting started with the NHS App: <https://www.nhs.uk/nhs-app/nhs-app-help-and-support/getting-started-with-the-nhs-app/> (useful video on how to set up NHS login, this needs to be actioned before using the NHS App)
- ▶ NHS COVID Pass: <https://www.nhs.uk/conditions/coronavirus-covid-19/covid-pass/> or <https://www.gov.uk/guidance/nhs-covid-pass>
- ▶ Get your NHS COVID Pass letter: <https://www.nhs.uk/conditions/coronavirus-covid-19/covid-pass/get-your-covid-pass-letter/>

Crossing the threshold of a care home

Full vaccination required - status needs to be checked and confirmed before entry (not an exhaustive list)

Full Vaccination Not Required

Direct Employment

Home Management and Regulation

Supporting Health and Wellbeing

All permanent staff in the care home (any role)
Agency staff (any role)
Permanent staff from other settings
Volunteers

Deep Cleaning Operatives
Window Cleaners
Catering Suppliers
Food Hygiene Checks
Legionella Checks
Carpet Cleaners
Equipment Inspectors
Fire Safety Inspectors
Maintenance and Repairs
CQC Inspectors
NHS Infection Control
Local Authority Inspection Team

Dietician
Social Worker
General Practitioner
Community Nurse
Chiropodist
Physiotherapist
Occupational Therapist
Optometrist
Dentist
Falls Service
Speech and Language Therapist
PHE Testing Teams
Ambulance Services
Funeral Directors
Mental Health Teams
Vaccination Teams
Art Therapist
Music Therapist
Hairdresser/Beauticians
Entertainer

Residents
Essential Carer
Medically Exempt (will need to be evidenced)
Under 18s
Friends and Family visiting a Resident
Emergency Assistance
Urgent Maintenance Workers

CQC monitoring of mandatory vaccinations

- ▶ Monitoring that providers comply with the Regulations is CQC's responsibility.
- ▶ We propose to add the following question to the Provider Information Return (PIR) once this duty is in place: 'How are you assured that those you employ and deploy within your service have had their mandatory vaccinations?'
- ▶ We will also build a similar question into our monitoring approach once this duty is in place. Further information will be provided in due course.
- ▶ Where we have information of concern, through any route, we will follow this up. This may include seeking assurance from the provider or carrying out an on-site inspection.
- ▶ On inspection, where the information we hold identifies concerns, we will look for evidence to confirm systems and processes are in place to comply with the requirement.
- ▶ Registered persons will not be required to show a record of the evidence itself to inspectors but will need to be able to provide reassurance that systems and processes are in place to ensure individuals who enter the premises are fully vaccinated.
- ▶ Registered persons (or those acting on behalf of the registered person) must check that anyone wishing to enter the premises has received a full course of vaccination, unless they are exempt. CQC inspectors are included within the scope of visiting professionals for the purpose of this Regulation and we are considering the practical implications of this for our staff in exercising their regulatory activity.

Vaccination exemption pathway

In line with [Coronavirus \(COVID-19\) vaccination of people working or deployed in care homes: operational guidance](#) released by the Government on the 04 August 2021, staff will either need to provide evidence of being fully vaccinated or medically exempt from receiving the Covid-19 vaccine.

To support staff with being appropriately assessed and given medical exemption on the reasons provided within [Chapter 14a of the Covid-19 Green Book](#).

All exemptions will be consulted and reviewed by a team at Airedale Hospital, this is to ensure all staff are assessed fairly and prevent any complications from differing views/understanding from one GP surgery to another.

Should you or your staff believe that they should receive an exemption, please contact 01535 294323, or 01535 293434, or email anhsft.vaccination@nhs.net, stating that you, or they, require an "exemption discussion appointment".

Guidance from the Advisory, Conciliation and Arbitration Service (ACAS)

Where a member of staff is not vaccinated and cannot provide evidence that they are exempt, care homes should explore all options. This includes redeployment into any alternative role where vaccination or medical exemption is not required. This could include roles without direct contact with residents outside of the care home (for example at a head office).

Care homes might also need to consider paid or unpaid leave for their staff. This cannot be a long-term solution, because the regulations do not have a time limit. Leave may be considered appropriate where a worker demonstrates intent to get fully vaccinated but has not completed the full course by 11 November 2021.

Some care homes - having exhausted alternative options - may have to consider dismissing employees or terminating contracts of workers. This should only apply to those over 18 who are not vaccinated and have not obtained a medical exemption. Where this is the case, care homes must comply, at all times, with employment and equalities law and adhere to good employment practice.

ACAS advice is available from page 41 onwards of the [Coronavirus \(COVID-19\) vaccination of people working or deployed in care homes: operational guidance](#).

Useful Contact Information

- ▶ **Covid-19 Support Team**

01274 431999 or Covid19SupportTeam@bradford.gov.uk

- ▶ **Bradford College & Jacob's Well**

covidvaccinationappointments@bthft.nhs.uk

- ▶ **Airedale General Hospital (Vaccinations)**

01535 292742 or airedale.vaccination@anhst.nhs.uk

- ▶ **Airedale General Hospital (Exemptions)**

01535 294323 / 01535 293434 or anhsft.vaccination@nhs.net

- ▶ **Infection Prevention and Control Team**

01274 432111 (ask for Michael Horsley or Darren Fletcher)

- ▶ **Care Quality Commission**

03000 616161 or enquiries@cqc.org.uk

- ▶ **Advisory, Conciliation and Arbitration Service**

0800 470 0614 or [ACAS Employer Advice](https://www.acas.org.uk)