

# Vaccination a Condition of Deployment for Care Homes Supporting Guidance

Covid-19 Support Team

Last Updated: 23 January 2022

<https://www.gov.uk/government/publications/vaccination-of-people-working-or-deployed-in-care-homes-operational-guidance/coronavirus-covid-19-vaccination-of-people-working-or-deployed-in-care-homes-operational-guidance#guidance-for-staff>

# Contents

3. [Key updates](#)
4. [Amended guidance - August 2021](#)
5. [Mandatory Vaccinations](#)
6. [What is expected from the care home](#)
7. [Crossing the threshold of a care home](#)
8. [Evidence of Vaccination Status](#)
9. [How to Access Your Covid Pass on the App](#)
10. [What will Demonstrate Vaccination Evidence](#)
11. [Escalation and Emergencies](#)
12. [Template for Recording Emergencies and Refusals](#)
12. [Access to Vaccinations](#)
13. [Supporting your Staff to Access the Vaccine](#)
14. [Benefits of the Covid-19 Vaccine](#)
15. [Vaccination Hesitancy](#)
16. [CQC monitoring of mandatory vaccinations](#)
17. [Vaccination exemption pathway](#)
18. [Guidance from Advisory, Conciliation and Arbitration Service \(ACAS\)](#)
19. [Support for Appropriately Dismissing Employees that will not be Vaccinated](#)
20. [Useful Contact Information](#)
21. [Posters](#)

# Key Changes - 20 January

- ▶ No new self-certified temporary exemptions for vaccinations can be approved since the 24<sup>th</sup> December. However some staff will be temporarily exempt on other grounds, such as:
  - ▶ Long term sickness (therefore will not enter the home)
  - ▶ Maternity Leave (therefore will not enter the home)
  - ▶ Contracted Covid-19 within the last 28 days (need to wait until past recovery period before receiving their next dose)
- ▶ New starters can begin work 21 days after their initial dose of the Covid-19 vaccine. They must also have had their second dose within 10 weeks of the first in order to continue working.
- ▶ Following a Covid-19 infection, staff have a temporary exemption/delay for up to 42 days (28 days plus 2 weeks) to get their next vaccine dose.

# Amended Guidance - August 2021

- ▶ The Department of Health and Social Care (DHSC) have amended the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 so that, from 11 November 2021, all care home workers and other visiting professionals will need to be fully vaccinated against COVID-19, unless they have an exemption or there is an emergency.
- ▶ Registered persons (registered managers, registered providers) will need to ensure that they do not allow anyone entry into a care home unless they have had a complete course of an authorised vaccine or fall into one of the groups exempt from being vaccinated.
- ▶ Detailed information about how you can prepare for and meet this change in the Regulations can be found in the [DHSC operational guidance](#). We urge all relevant providers, managers and staff to read the guidance and take any necessary actions in order to be ready for when this duty is in place.
- ▶ The requirement forms part of the fundamental standards and will be monitored and enforced in appropriate cases by CQC. We will not begin monitoring this until it becomes a duty in November. We will continue to use our existing assessment and enforcement policies and take a proportionate approach.
- ▶ **The visitor will still be required to present evidence of a negative Covid test when requesting access to the Care Home, the vaccination status will be additional to this requirement.**

# 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)
  - ▶ 16 September (last date nationally to meet deadline, but bear in mind the information about the 15 September)
  - ▶ 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.



# 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.
  - Evidence will have to be presented at the start of each visit, no details of frequent visitors should be held due to GDPR.
- ▶ 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

# 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

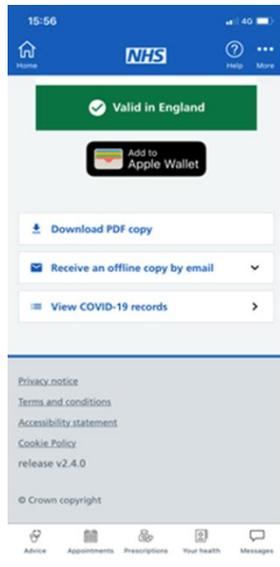
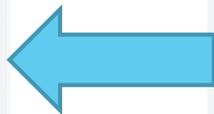
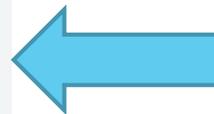
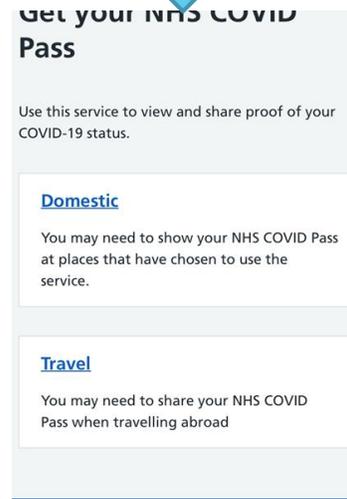
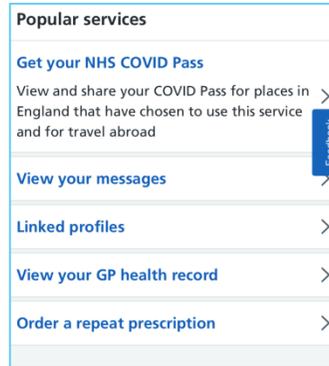
Residents  
Essential Carer  
Medically Exempt (will need to be evidenced)  
Under 18s  
Friends and Family visiting a Resident  
Emergency Services (Police, Fire, Ambulance)  
Urgent Maintenance Workers (i.e. Plumbers, Electricians, Repair Services)  
Safeguarding Concerns (Social Workers)

# Evidence of Vaccination Status

The NHS App on Smartphones will be one way to evidence your Covid-19 Vaccination status, all evidence need to currently show both doses of the vaccine. Some useful links have been included below:

- ▶ 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>
  - ▶ In order to access this, you may need to download the NHS Covid Pass Scanner App, available through [Google Play](#) and [Apple Store](#).
- ▶ Get your NHS COVID Pass letter: <https://www.nhs.uk/conditions/coronavirus-covid-19/covid-pass/get-your-covid-pass-letter/>
  - ▶ Please note that the letter will expire after 30 days, you will need to renew the QR code for the letter to remain active.

# How to Access Your Covid Pass on the App



# What will Demonstrate Vaccination Evidence

## Covid Pass App



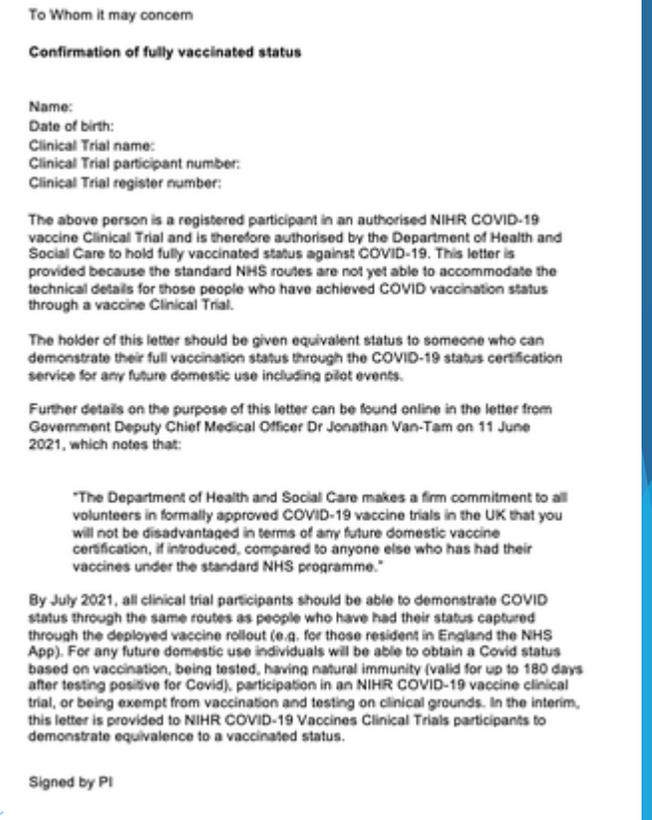
## Covid Pass PDF



## Covid Pass Letter



## Clinical Trial Letter



# Escalation and Emergencies

## ▶ What counts as an emergency?

It is the Registered Manager's responsibility to use their professional judgement to determine whether a situation is an emergency in line with the guidance [HERE](#). Please note that you will need to record all decisions in relation to emergency situations, where people did not present their vaccination status.

Should the emergency staff be able to present their vaccination status, the incident will not have to be recorded. You will only need to log when evidence is not demonstrated.

## ▶ Who should you ask regarding categorising an emergency?

All responsibility to determine an emergency situation lies with the Registered Manager or the Senior on shift, their decision will be final.

## ▶ What to do when someone who needs to evidence their vaccination status, but is unable to, tries to enter the home?

Refuse entry and request their details for follow up with their manager/team.

## ▶ Telemeds or alternatives to someone carrying out an in person visit?

Remember to consider all options when needing support and whether or not a virtual visit or remote contact could assist with the situation at hand.



# 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 43 1999.

# Supporting your Staff to Access the Vaccine

To encourage staff to get the vaccine, employers might consider:

- ▶ paid time off for vaccination appointments
- ▶ paying staff their usual rate of pay if they're off sick with vaccine side effects, instead of Statutory Sick Pay (SSP)
- ▶ not counting vaccine-related absences in absence records or towards any 'trigger' system the organisation may have

Talking with staff can help:

- ▶ agree a vaccine policy that's appropriate for both staff and the organisation
- ▶ support staff to protect their health
- ▶ keep good working relationships
- ▶ avoid disputes in the future

If someone does not want to be vaccinated, the employer should listen to their concerns.

ACAS: <https://www.acas.org.uk/working-safely-coronavirus/getting-the-coronavirus-vaccine-for-work>

# 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.

# 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](mailto:anhsft.vaccination@nhs.net), stating that you, or they, require an "exemption discussion appointment".

# 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.

# Guidance from 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 medical exemption. Where this is the case, care homes must comply, at all times, with employment 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](#).

# Support for Appropriately Dismissing Employees that will not be Vaccinated

- ▶ **Government Website** - <https://www.gov.uk/dismiss-staff> and <https://www.gov.uk/dismiss-staff/fair-dismissals>
- ▶ You must have a valid reason for dismissing an employee. Valid reasons include:
- ▶ their [capability or conduct](#)
- ▶ [redundancy](#)
- ▶ something that prevents them from legally being able to do their job, for example a driver losing their driving licence or refusing mandated vaccinations.
- ▶ **Centurion Legal** - <https://centurionlegal.co.uk/tips-for-employers-on-how-to-properly-handle-employee-dismissal/>

More general advice about how to behave if you have to dismiss an employee - not specific to mandatory vaccinations

# Useful Contact Information

- ▶ Covid-19 Support Team (*please also contact this team for any edits/amendments to this document*)

01274 431999 or [Covid19SupportTeam@Bradford.gov.uk](mailto:Covid19SupportTeam@Bradford.gov.uk)

- ▶ Bradford College & Jacob's Well

[covidvaccinationappointments@bthft.nhs.uk](mailto:covidvaccinationappointments@bthft.nhs.uk)

- ▶ Airedale General Hospital (Vaccinations)

01535 292742 or [airedale.vaccination@anhst.nhs.uk](mailto:airedale.vaccination@anhst.nhs.uk)

- ▶ Airedale General Hospital (Exemptions)

01535 294323 / 01535 293434 or [anhsft.vaccination@nhs.net](mailto:anhsft.vaccination@nhs.net)

- ▶ Infections Prevention and Control Team

01274 432111 (ask for Michael Horsley or Darren Fletcher)

- ▶ Care Quality Commission

03000 616161 or [enquiries@cqc.org.uk](mailto:enquiries@cqc.org.uk)

- ▶ Advisory, Conciliation and Arbitration Service

0800 4700614 or [ACAS Employer Advice](https://www.acas.org.uk)

# The Do's and Don'ts of Entry to a Care Home

You can allow entry into the indoor premises of the care home if:

- ▶ They are a resident
- ▶ They can present their evidence using the NHS COVID Pass
- ▶ The Registered Manager has approved them for emergency assistance or maintenance (please ensure this is recorded and evidenced)
- ▶ They are a friend or relative of the resident they are visiting.
- ▶ They are under the age of 18

## AND Have evidence of a negative Covid test

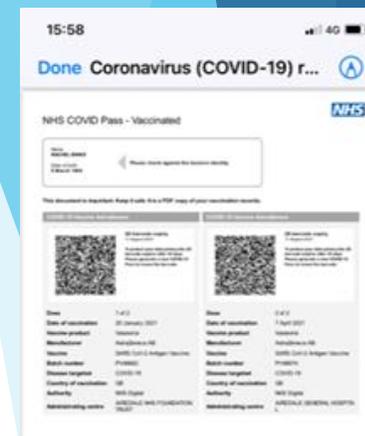
What to do when someone who needs to evidence their vaccination status, but is unable to, tries to enter the home?

- ▶ Refuse entry and request their details for follow up with their manager/team.

### Covid Pass Letter



### Covid Pass App



### Covid Pass PDF



# Have you checked that the visitor...

Has correct evidence of a recent negative Covid test.

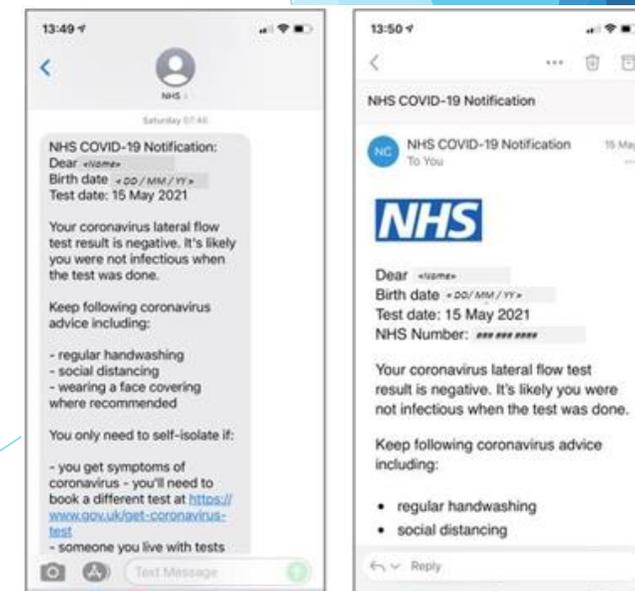
Has, from the 11 November 2021, evidence of completing the full course of the Covid-19 vaccine, using the NHS Covid Pass, unless they are:

- ▶ Residents
- ▶ Friends or family visiting a resident
- ▶ Medically exempt (this will need to be evidenced)
- ▶ Under 18
- ▶ A professional attending an emergency at the home, which has been previously agreed by the Senior staff on shift
- ▶ A Social Worker visiting in relation to Safeguarding Concerns

## Covid Pass Example



## Negative Test Result Example



# Entry Requirements to the Care Home

## To be allowed entry to the home:

- ▶ Everyone must have evidence of a negative Covid test.
- ▶ Professionals, from the 11 November, must evidence a full course of the Covid-19 Vaccine, unless you are on the list below:

### Vaccination Evidence is not required for...

- Residents
- Essential Carers
- Friends and Family visiting a Resident
- Those Medically Exempt (this will need to be evidenced)
- Those who are under 18s
- Emergency Services (when responding to an emergency call, which is confirmed by the home)
- Urgent Maintenance Workers (when carrying out emergency work previously agreed to by the home)
- Social Workers when visiting in relation to Safeguarding Concerns (for other visits evidence will be required)

**If you are not visiting for an emergency or are unable to evidence a negative Covid test, and as of the 11 November 2021, a complete course of Covid-19 Vaccination. YOU WILL BE REFUSED ENTRY TO THE HOME.**