

## **HELP! MY EMPLOYER SAYS I MUST GET THE COVID VACCINE AS A CONDITION OF EMPLOYMENT**

### **CAN THEY DO THAT?**

Guidance for UNISON West Midlands Community members

**UNISON** supports vaccination in social care. The vaccine is safe and we have encouraged all members who do not have a medical exemption to get the jab.

But vaccination should be your decision and the UK government should promote persuasion and reassurance.

New legislation means that people who enter the premises of a CQC-registered care home in England for residents requiring nursing or personal care must have completed a course of authorised COVID-19 vaccine doses unless they have an exemption.

People who live in Scotland or Wales and work in England must still show proof of vaccination/ exemption in English care homes.

The regulations introducing this were approved on 22nd July 2021. There is then a 16-week 'grace' period.

On 11th November 2021, it will become illegal for the registered care home to permit people into the premises if they are unable to show they are vaccinated or are otherwise exempt.

This means that 16th September 2021 is the latest date that someone could receive their first vaccination dose before the regulations take effect.

The devolved administrations in Scotland, Wales and Northern Ireland have all explicitly said they will not introduce mandatory vaccination for care home workers, working in those countries.

See the [Government's own guidance for affected staff and employers](#)

The policy announced on 16 June 2021 applies to care homes in England only.

For further information, see [our guidance for members on mandatory vaccination \(Word\)](#)



West Midlands Community Branch