



18th January 2022

MANDATORY COVID-19 VACCINATIONS NHS & AMBULANCE ENGLAND ONLY

As of 11th November 2021, it became a legal requirement that anyone working in an adult residential social care home has to be vaccinated with two doses of the Covid-19 vaccination, unless medically exempt, if they want to continue working in care homes. This legal requirement also extends to those entering the care home for other work-related matters (except for emergencies).

Further legislation has now passed through Parliament which extends this requirement to all those working in patient facing roles in healthcare and wider social care. This covers all those performing CQC regulated activities. GMB opposed these proposals again in the most recent consultation.

GMB Position on Mandatory Vaccinations for Workers

GMB is opposed to forced vaccinations of any worker and made this clear in both evidence submissions we made into the Government consultations on this issue. Both submissions were written following member surveys. You can access the full submissions at:

Making vaccination a condition of deployment in older adult care homes, May 2021.

[DHSCmandatoryvaccinations140521.pdf \(gmb.org.uk\)](#)

GMB Union response to Department for Health & Social Care Consultation on making vaccination a condition of deployment in the health and wider social care sector. October 2021.

[DHSCmandatoryNHSvaccinations22102021.pdf \(gmb.org.uk\)](#)

What's Next?

The requirement for health and social care workers who are patient facing to be double Covid-19 vaccinated is now law and will become effective on 1st April 2022. This does not currently include the Booster vaccine. GMB will continue to provide support to our members who are affected by this, ensuring process are followed, individuals are treated fairly and all redeployment options are considered.

Individuals who are not yet vaccinated, but intend to be, will need to be in receipt of their first dose of the vaccine no later than 3rd February 2022, to enable a second dose to be administered no later than 31st March 2022.

Employers have already started work to collate the vaccination status data of all employees and initial conversations have started with those who are yet to be vaccinated. The purpose of the conversations are to understand any reasons why individuals have not been vaccinated and offer support to access vaccines where possible.

There will however be individuals who will not agree to be vaccinated, either due to medical reasons or personal choice. These people should be supported to discuss and consider redeployment options. Trade union representatives are able to provide representation in formal meetings.

More Information & Guidance

Guidance for employers has been published to assist in this process: [C1470-vcod-for-healthcare-workers-planning-and-preparation-guidance.pdf \(england.nhs.uk\)](#)

And more resources are published online at: [Coronavirus » Resources available for engaging and communicating with staff to increase vaccination uptake \(england.nhs.uk\)](#)

Vaccination as a condition of deployment (VCOD) for healthcare workers: Phase 2 Guidance at: [Coronavirus » Vaccination as a condition of deployment \(VCOD\) for healthcare workers: Phase 2 – VCOD implementation \(england.nhs.uk\)](#)

Who does this apply to?

- Workers employed by providers of CQC regulated activities in health and social care who have 'direct, face-to-face contact with service users'.
- These include front line workers, as well as non-clinical workers not directly involved in patient care but who nevertheless may have direct, face to face contact with patients, such as receptionists, ward clerks, porters and cleaners.
- This will also apply to agency workers, volunteers or trainees and those contracted to work for other providers.
- This will apply in public and privately funded settings, including hospitals, GP practices and where care is delivered in a person's home.
- This will come into effect on 1st April 2022.
- This does not apply to the Covid-19 Booster.

There are some exemptions:

- Under 18's.
- Those who are clinically exempt from Covid-19 vaccinations.
- Those taking part in Covid-19 clinical trials.
- Those who do not have direct, face-to-face contact with a service user e.g. those providing care remotely (triage, telephone consultations); managerial staff working in sites away from patient areas.
- Those providing care as part of a Shared Lives Agreement.

GMB Representation

GMB will continue to represent our members concerns at a national level as further guidance develops and at a local level in providing representation and support.

GMB advice to members is:

- Where possible, take up the opportunity to receive the Covid Vaccinations.
- Your employer may start consulting with you to seek clarification as to whether you have been vaccinated and where not, try to understand your reasons for refusal. Consideration for re-deployment options should also be given.
- You should ensure you are represented at any formal meetings by your local GMB Representative. We can only represent GMB members.
- If there are no redeployment options for you, your employer may have to terminate your employment on 1st April 2022 if you are not double vaccinated or medically exempt.
- If you are not vaccinated and do not intend to be vaccinated because you have a particular health or belief reason for not wanting to be vaccinated, then please do not just resign, contact your GMB officer to discuss the next steps.
- This legislation does not apply to those staff that are employed in Wales, Northern Ireland & Scotland.

Interested in being a GMB contact or Rep in your workplace?

[Become a workplace representative | GMB](#)

Not a GMB Member? Join today at [We're campaigning for pay justice in our NHS | GMB](#)

Facebook: GMB Union NHS Workers / Twitter: @GMBNHS