

Vaccination Issues in the Workplace

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- Employers Health & Safety Obligations
- The Legal Position:
- The law on vaccinations
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Health & Safety

- Health & Safety At Work Act 1974
- Health and Safety At Work Regulations 1999
- HSE Guidance
- Government Guidance





The Law on Vaccines

- Public Health (Control of Disease) Act 1984 (England and Wales):
- Prohibition on requiring medical treatment
- The Coronavirus Act 2020



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Employment Law

• Options:

- Conditional Job Offers no jab, no job
- Changing Terms and Conditions
- Dismissal

Claims:

- Constructive Unfair Dismissal
- Discrimination



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- Special Category Data.
- Lawful Basis
- Conditions for processing





Alternatives?

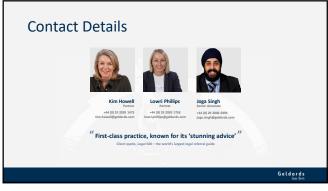
- Work from Home
- Agile or Flexible working
- Other Covid-Secure measures
- Time off

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