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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


Health Safety

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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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Discrimination

- Disability:
 - Severe allergies
 - Long Covid
 - Immunosuppression
- Pregnancy




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Discrimination



- Religion & Belief:
 - Mainstream Religions
 - Veganism
 - Anti-Vaxxers



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Data Protection

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



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Alternatives?

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



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Case Study



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Any questions



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