

## COVID 19 VACCINATION TOOLKIT

The purpose of this toolkit is to equip employers to do the following; keep employees and end users safe during the ongoing pandemic, avoid any potential claims through enforced vaccinations and provide a workable and lawful system in place for future employee recruitment. The toolkit will give a brief overview of the relevant law in this area and will then focus on the practicalities of issues such as

- Can I request that **all** new recruits to the organisation be vaccinated regardless of their roles?
- Do people who are opposed to vaccinations have any protection under discrimination law?
- What should I say to a pregnant woman who refuses to have the vaccine?
- Could I leave this in as requirement for the foreseeable future?
- What wording should I use in my offer letter?
- Can I justify requiring all existing employees to be vaccinated as I need to protect the workforce?
- What sanctions can I take if employees refuse the vaccine?
- How do we manage the situation when end users require only vaccinated employees to look after them?
- Can I incentivise my workforce to have the vaccine?
- By making the Covid19 a requirement of employment, can I include the flu jab within that?
- Can we insist that both new recruits and existing employees tell us when they have had the vaccine?
- Is this advice likely to change in future as the % of the population who are vaccinated changes and covid risks have reduced?

The cost of the Toolkit is £495 plus VAT.