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Questions

Answers

If someone is clinically extremely vulnerable and has had their vaccination and wants to commence work, but can't work from home, are we able to support them to do this? Are there any risks to us by allowing this?

If somebody is CEV, but wants to come in after being vaccinated, we would recommend you seek a medical opinion from their doctor.

Can I require an employee to reveal whether they've had the vaccination?

This is essentially private medical information, but at some point you may need to base decisions on what you know. For example, you might ask somebody to continue working from home if they won't share the information.

If our employees are working in a high risk area, such as a care home, can our position be different in terms of requiring employees to have the vaccine, unless there are no significant medical or religious reasons?

Potentially, but risky if there is no contractual clause covering this. This might be a case where it would be a reasonable management instruction to ask employee to get vaccinated.

If the employee is working in a country where the vaccine is compulsory, they cannot do their job without the vaccine and they refuse to have the vaccine, where does the company stand?

This might be one of those rare cases where dismissal might ultimately be justified as long as a fair process is followed - reason would be some other substantial reason.

Will absence as a result of illness/side effects from the vaccine be covered as COVID absence is - e.g not counted into absence triggers and be paid/unpaid?

You could make an exception for this type of absence to encourage uptake.

How does an employer access the Government's workplace testing programme? Please visit this website to find out how to register to order COVID-19 tests for employees: <https://www.gov.uk/get-workplace-coronavirus-tests>