

Covid-19 Vaccinations – Advice Sheet

A Vaccination Policy?

At least one of the institutions in our region now has a Vaccination Policy. If your College/University wants to talk to you about this, [please contact the Regional Office](#) for assistance. The information below will also be of help.

During the pandemic, **some branches have managed to negotiate free flu jabs for all staff.**

ACAS guidance – time off to get the jab

Recent [ACAS guidance](#) suggests that staff should be given paid time off to get the vaccine, as well as any issues that might occur afterwards:

Employers should support staff in getting the coronavirus (COVID-19) vaccine once it's offered to them.

If an employer would like to support staff to get the vaccine, it's best to talk to staff, the workplace's recognised trade union or other employee representatives and agree how this will work.

To encourage staff to get the vaccine, employers might consider:

- *paid time off to attend vaccination appointments*
- *paying staff their usual rate of pay if they're off sick with vaccine side effects, instead of Statutory Sick Pay (SSP)*
- *not counting vaccine-related absences in absence records or towards HR 'trigger' points*

Union Reps should ask management to agree to the above ACAS guidance

TUC Research and Opinion

Less than half (45%) of companies surveyed are giving staff paid time-off to get vaccinated, according to a new [TUC poll](#)

The poll also found that almost 1 in 7 (14%) private sector companies surveyed have introduced a policy of **'no jab, no job'** for new or existing employees, meaning getting vaccinated is a condition either of continued employment, or employment for new starters.

*"Getting everyone vaccinated as quickly as we can is the best way to make sure our workplaces are safe...**But forcing workers to get vaccinated isn't the right way to do this.** Not only will it harm trust and employee relations, it may also be discriminatory and leave employers open to legal challenge"*

said [TUC General Secretary Frances O'Grady](#)

The TUC believes that employers should abandon any policy of compulsory vaccination, and should instead focus on promoting and facilitating vaccination, by, for example, giving workers paid time off for their appointments.

Staff teaching SEND students in FE Colleges

Around 25% of local authorities are vaccinating staff in schools who deal closely with SEND students. In areas where this is happening, UCU Reps should approach College management and ask them to enquire with the local authority whether this can be organised for staff undertaking similar roles in FE Colleges.

UCU Northern Region

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