How Do You Keep Your Workforce Safe As The Country Starts To Open?

A big question currently in the mind of many employers is the legality of requiring your staff to have the Covid-19 vaccine in order to return to the workplace. At present, there is no legislation that requires persons to vaccinate specifically for the purpose of returning to the workplace. There is however a framework you may follow to ensure you staff follow the best advice as per public health guidelines. The following steps are a suggested approach to implement procedures that best support the vaccination process.

1. Conversation

Openly discuss if your employees are going to take the vaccine. If there is any reluctance, ask why that is. By understanding their reasons, you can better support them.

3. Accommodate the Schedule

You may be able to offer paid time off for vaccination appointments. Implement a plan for anyone who has adverse reactions to the vaccine, This will allow employees to feel supported at this time.

2. Information

Information is key (and misinformation is rampant). Share all public health guidelines and advice along with vaccine guidelines. This will allow your staff to make an educated decision.

4. Explore Options

If you have employees who do not take the vaccine for medical, religious or any other reasons, you may wish to evaluate their working arrangement. A risk assessment may be carried out and their might be a benefit for such employees to continue to work from home.

The vaccination programme is in place to protect all members of society from Covid-19. Although it is the safest and recommended option, it is not a legal requirement for anyone to have the vaccine. Dismissal due to not receiving the vaccine could be deemed as unfair dismissal.