

## VCOD Key Messages

- The Government passed legislation requiring vaccination as a condition of deployment which was due to come in from 1 April 2022. However, the Secretary of State has announced (31 January 2022) that this is being revoked.
- The Government's decision is subject to Parliamentary process and will require further consultation and vote to be passed into legislation.
- This change in Government policy means we request that employers do not serve notice of termination to employees affected by the VCOD regulations.
- Following the Government's decision to remove the legal requirement for healthcare workers to be fully vaccinated against Covid, NHSE has [written to the system](#) and is reviewing its current guidance and where necessary will update Trusts, systems and partners.
- NHS staff should continue to follow existing Covid safety regulations at work to help protect patients in their care.
- The Secretary of State for Health and Social Care, Sajid Javid's statement to Parliament to announce this intended change to Government legislation and the reasons for doing so can be found here: [Oral statement on vaccines as a condition of deployment - GOV.UK \(www.gov.uk\)](#)
  
- We would like to thank all those colleagues who have taken up the offer of a Covid vaccination along with all those who have supported them to do so.
- Since the consultation on health and wider social care staff was announced in September, more than 127,000 NHS staff came forward for a vaccine and 95% have now had at least one dose.
- Huge effort has been put in to increasing the already high take-up among NHS staff, whether through one to one conversations or the many other methods deployed. This is very much appreciated.
- Thank you for the leadership we have seen at all levels of the service as we planned to introduce this Government policy together with the continued support for vaccination as the most important defence against the virus.
  
- Vaccination is the best way to protect yourself, your family, your colleagues and, of course, your patients from the virus.
- NHS England and NHS Improvement have always been clear that staff have a professional duty to do so.
- COVID-19 vaccines are safe and have already saved over 120,000 lives in England alone, and the vast majority of frontline staff are now fully vaccinated.
- Vaccines have been [shown](#) to reduce your risk of severe illness, including hospitalisation and death.
- Taking up your offer of a vaccine will also reduce the risk of infecting patients or others who are more vulnerable to the virus by significantly reducing your chance of contracting it in the first place.
- NHS staff, volunteers and our other partners have been working at record speed to deliver the NHS COVID-19 vaccination programme, the biggest and most successful in health service history, to protect our communities against the new Omicron variant, but it is just as important that we protect ourselves.

- Walk-in appointments are available across the country, but you can also book a jab for a time that is convenient to you by going to [nhs.uk/covidvaccine](https://nhs.uk/covidvaccine) or calling the free 119 phone line.
- All vaccine sites have been asked to help prioritise frontline health and social care workers queueing for their vaccine.
- We will continue to support individuals who have not yet received the full course of vaccination through compassionate one-to-one conversations to help support them to make an informed decision about whether to be vaccinated and address their personal concerns. More resources on this are available [here](#).

#### **Wider resources available:**

- [Latest data on the real-world effectiveness and impact of the COVID-19 vaccines.](#)
- [Social media assets](#)
- [Data on staff vaccine uptake](#)
- [Responding to vaccine hesitancy resource pack](#)

#### **Key information about breastfeeding, fertility, and pregnancy**

- [COVID-19 vaccination and pregnancy – Regional communications toolkit October 2021](#)
- [Questions and answers on COVID-19 Vaccines in pregnancy \(video\)](#)
- [Royal College of Midwives \(RCM\) and Royal College of Obstetricians and Gynaecologists \(RCOG\) guidance on COVID-19 in pregnancy and breastfeeding \(page 5 for COVID19 vaccinations\)](#)

#### **Resources to support Ethnic minority communities**

- [COVID-19 vaccination toolkit for Black African and Black African Caribbean communities](#)
- [British Islamic Medical Association Vaccine frequently asked questions](#)