



“No jab, No job” – Vaccination issues in the work place

Rachel Mills, Senior Associate

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Contents

- Employers Health & Safety Obligations
- The Legal Position:
 - The law on vaccinations
 - The employment law implications
 - Discrimination
 - Data Protection

Health & Safety

- Health & Safety At Work Act 1974
- Health and Safety At Work Regulations 1999
- HSE Guidance
- Government Guidance



Health



Safety

The Law on Vaccines

- Public Health (Control of Disease) Act 1984 (England and Wales):
 - Prohibition on requiring medical treatment
- The Coronavirus Act 2020



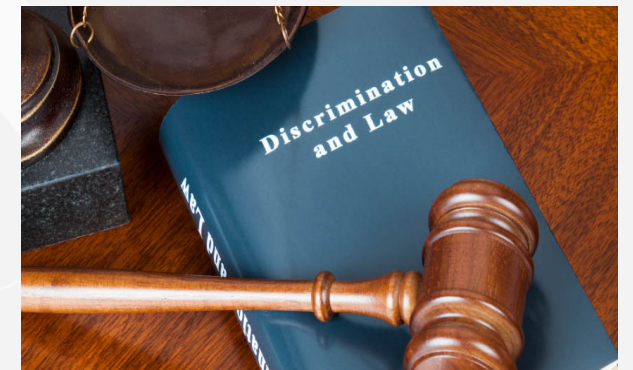
Employment Law

- Options:
 - Conditional Job Offers – no job, no job
 - Changing Terms and Conditions
 - Dismissal
- Claims:
 - Constructive Unfair Dismissal
 - Discrimination



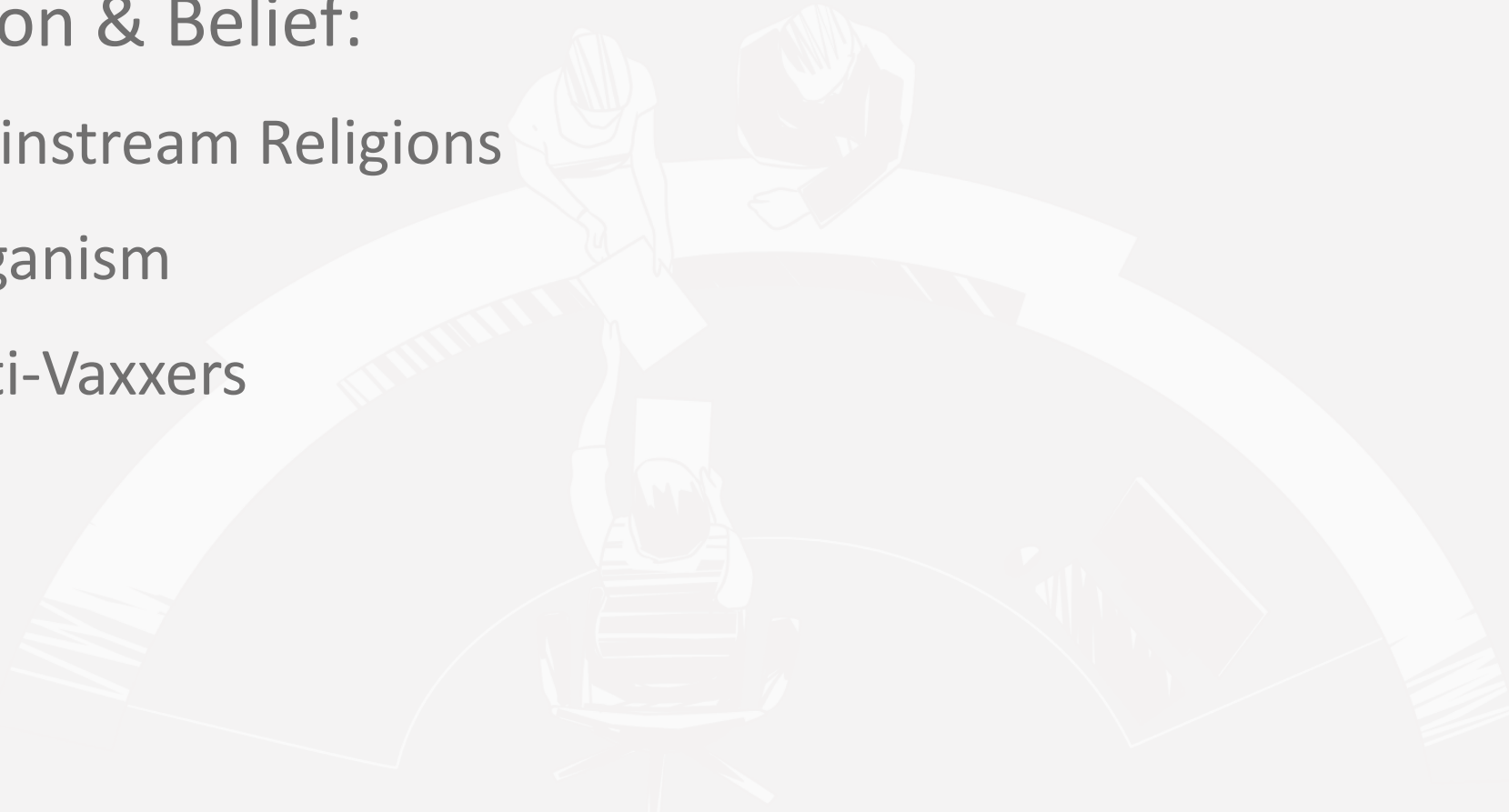
Discrimination

- Disability:
 - Severe allergies
 - Long Covid
 - Immunosuppression
- Pregnancy



Discrimination

- Religion & Belief:
 - Mainstream Religions
 - Veganism
 - Anti-Vaxxers



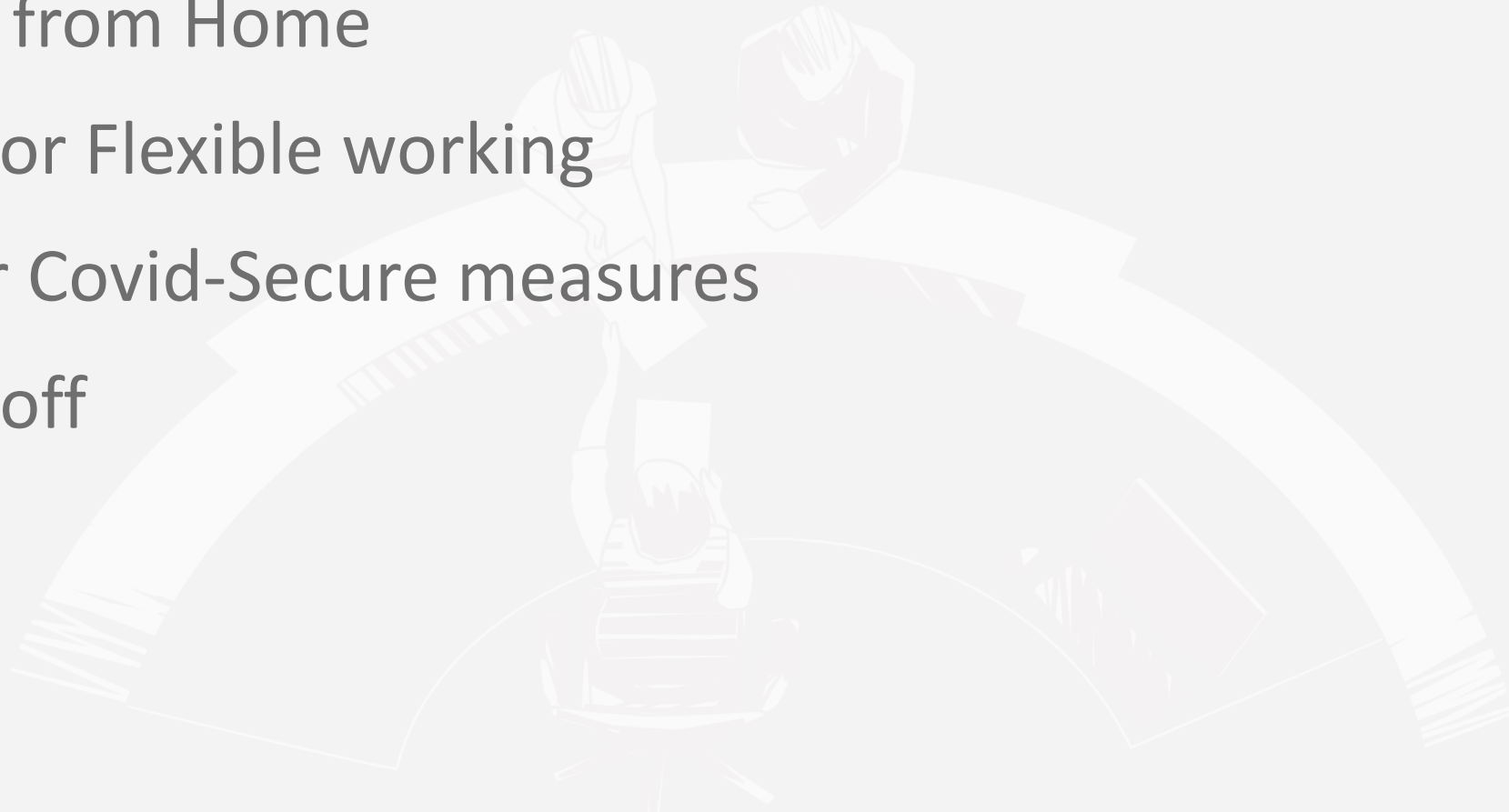
Data Protection

- Special Category Data.
- Lawful Basis
- Conditions for processing



Alternatives?

- Work from Home
- Agile or Flexible working
- Other Covid-Secure measures
- Time off



Any questions



Contact details



Rachel Mills

Senior Associate

+44 001332 254123

Rachel.mills@geldards.com

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Cardiff

4 Capital Quarter,
Tyndall Street
Cardiff, CF10 4BZ
Tel: +44 (0)29 2023 8239

London

80 Coleman Street
London
EC2R 5BJ
Tel: +44 (0)20 7620 0888

Derby

Number One Pride Place
Pride Park
Derby DE24 8QR
Tel: +44 (0)1332 331 631

Nottingham

The Arc
Enterprise Way
Nottingham NG2 1EN
Tel: +44 (0)115 983 3650