

Vaccination Procrastination

Much has been circulated on social media and trade press regarding employer and employees' rights with regard to having a Covid-19 jab before coming back to the office. Some of my clients have had staff speak to them and share their worries about working with colleagues who have not yet had the vaccine (for numerous reasons). How an employer handles these concerns is very important.

[The ICO has given some incredibly useful guidance](#) on this that I direct clients towards. Employers need to be clear about what they are trying to achieve and how recording staff vaccination status will help or hinder them. Whether your employee has been vaccinated is their private health information (GDPR should be ringing bells). As an employer, how you use of this data must cover these three areas: **fairness, necessity, and relevance**.

If you want help understanding how to handle these types of scenarios, please get in touch with me and my team. Email kwatkins@ihrsolutions.co.uk or call me direct on 07566 766954 or call our helpline on 01604 709509.

About the Author

KATHERINE WATKINS

Katherine has over 20 years' international experience working in HR, across various sectors, including financial services, insurance and regulated environments. Over the years, she has collaborated with some exceptionally talented HR professionals, with whom she has joined forces on special projects. Her network of HR professionals provides advice and training to companies and other HR teams.

In her role with UKGI Group, Katherine heads up the Human Resources Consultancy and provides objective support to firms on employment law and HR issues. She uses her extensive skills and knowledge to work with firms to help them develop strong and resilient HR strategies and establish healthy organisational cultures.

Katherine holds a degree in Business Administration and Management from the University of Northampton and a Postgraduate Diploma in Human Resource Strategies from London Metropolitan University. She is a Fellow of the Chartered Institute of Personnel and Development (FCIPD).

