

Vaccination as a Condition of Deployment in Care Homes

November 2021

NCF survey background

- Conducted over 7 day period – 2-8 Nov 2021
- Response from not-for-profit member organisations who run care home services:
 - Support over **11,000 people**
 - Operate approximately **300 services**
 - Employ approximately **14,000 staff**
- Our members provide a wide range of care and support services including:
 - dementia care and residential and nursing care for older people, specialist support and care for people with learning disabilities and complex needs, specialist mental health services, home care, housing with care, day care, intermediate care, outreach, and a wide range of specialist provision for adults in terms of care and support

Care home providers estimate that 8% of their staff might leave as a result of mandatory vaccination

- 3.5% have already left as a result of resignation or dismissal
- A further 4.4% might yet leave (including those who have self-certified for exemption or are seeking medical certification at the moment).

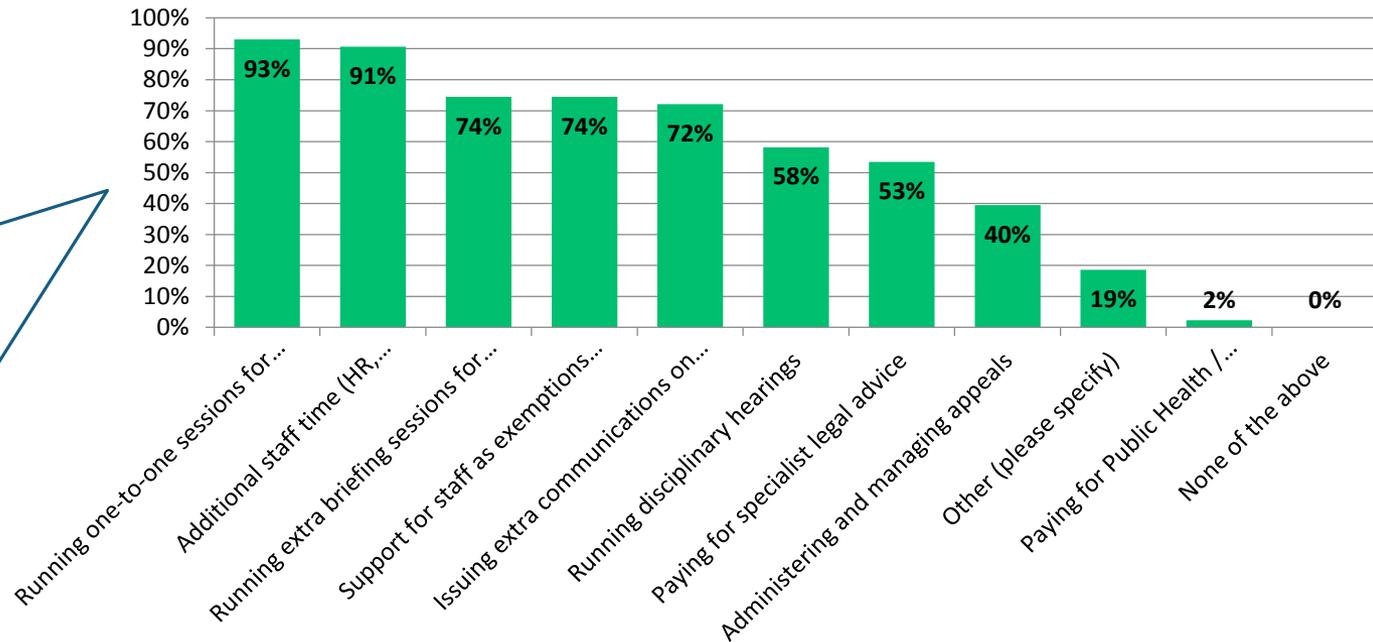
An enormous amount of time has gone into implementation of this policy

Which, if any, of the following activities have you had to undertake as a result of the Vaccination as a Condition of Deployment (VCOD) policy?	
Response category	
Running one-to-one sessions for individual staff	93%
Additional staff time (HR, management)	91%
Running extra briefing sessions for staff	74%
Support for staff as exemptions process changed	74%
Issuing extra communications on VCOD - eg weekly roundup / newsletters	72%
Running disciplinary hearings	58%
Paying for specialist legal advice	53%
Administering and managing appeals	40%
Other (please specify)	19%
Paying for Public Health / vaccination information sessions	2%
None of the above	0%

An enormous amount of time has gone into implementation of this policy

'Our staff are now not only managing a care home, they are expected to be security and medical assessors. We do not have the tools to do this.'

Which, if any, of the following activities have you had to undertake as a result of the Vaccination as a Condition of Deployment (VCOD) policy? (Please choose ALL that apply)



Feedback from care homes on the implementation of the policy is mostly critical

- Poor impact assessment (including impact on staff morale and staff exits.)
- Roll out was rushed and disorganised and guidance was late.
- The exemption process was particularly poor – disorganised, delayed, difficult to manage.
- Poor timing (relative to other workforce challenges such as Brexit, current staffing challenges)
- Policy is seen as unfair and unjust to the care home sector.

'It's been a shambles. Much rests on the medical exemption process and this was a. late, b. unclear, c. poorly written and, d. lacking in 'way points' to allow us to manage staff through this process

'The no job no job initiative was sent out too quickly without due consideration to the impact it would have on an already struggling sector. The divide between the NHS and social care has been made bigger.'

'Ill thought through, rushed through, with no thought on the impact on staff and customers, with advice coming out late and confusing matters (exemption process)'

'...the medical exemption information being available so late was very frustrating.'

'Having to reassure residents and comfort them as they are so upset to see staff go that have supported them for years is the worst thing I have had to do in my 22 year career in the sector.'



Keep in touch!

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