

The Final Countdown to Vaccination as a Condition of Deployment (VCOD)



The countdown is on, with just over two months to go our Domiciliary Care Policy Lead, Emily Kerrigan, outlines how QCS aims to help you with the implementation of VCOD.

For many of you, the 6 January 2022 may have passed you by.

But it was the day that regulations to make it compulsory for health and social care workers to have a COVID vaccination would come into force by April 2022. Last year, the law was implemented for care home workers.

Vaccination as a Condition Of Deployment (VCOD) is applicable for frontline workers – amongst others - in England, unless exempt. For now, workers are going through the 12-week grace period and the new law will start on 1 April 2022.

We know there will be many questions you need answering and we are here to support you throughout. We've been creating a selection of policies, procedures and additional resources to help you with next steps and the implementation process. All of these are ready for you to use now. There will also be a webinar next month where you will have the opportunity to put your questions to our experts.

Countdown to VCOD Policies and Resources

Resource Centre

What to do between now and 1 April 2022

Our legal experts Napthens outline the key things you need to do now until April to ensure you are aware of the regulations coming into force and what it means in practice.

FAQ: Mandatory COVID-19

A round-up of some of the most asked questions and answered by our legal experts Napthens.

Mandatory COVID-19 Vaccination Contract Template

A handy contract template that contains useful information for you to use in relation to the mandatory vaccination requirements.

COVID-19 Mandatory Vaccination Planner

As we count down to the 1 April 2022 QCS have produced a helpful planner, which can be utilised to ensure key tasks are completed during the Government's 12-week grace period. We have highlighted a number of key tasks that need to be completed, alongside important policies and procedures to consider. Additional actions that might be needed at your service, during this period, can also be added to the planner to ensure they are tracked in one document.

Mandatory COVID-19 Vaccination Tracker

In order to adhere to the new regulations, the vaccination status of staff, volunteers, professionals, and contractors, where they have direct face-to-face contact with service users, must be tracked. With this in mind, the QCS Vaccination Tracker will allow you to clearly document each person's vaccination status in one central place. The tracker also includes a column to document the evidence gathered to confirm the person's vaccination status, as well as whether a person is exempt and if any risk assessments might need to be put in place.

Mandatory COVID-19 Vaccination Supervision Log

To ensure the right conversations are being conducted over the 12-week grace period and beyond, and to support staff during implementation of the new regulations, a specific VCOD Supervision Log has also been developed by QCS. The supervision log will allow managers to have one on one conversations with staff specifically in relation to their mandatory COVID-19 vaccination status and any concerns they might have can be discussed. The supervision log will also allow the service to evidence what support has been offered to staff and what action was ultimately taken on a case-by-case basis.

Information Request Forms

To support the tracking process a selection of profile forms are also available, including an:

- Approved Provider/Professionals COVID-19 Vaccination Profile
- Social Care Agency Staff Profile Form
- Social Care Individual Vaccination Profile

All these forms are intended to be sent out to the relevant person to track their vaccination status where they have face-to-face contact with service users. Following receipt of the profile form, the service can log the information to the central Mandatory COVID-19 Vaccination Tracker. This a good way of tracking the vaccination status of those people external to the organisation by sending out the profile form ahead of their contact with any of your service users.

Policy Centre

As well as these important resources, the QCS Management System also contains a suite of key policies and procedures that should be referred to, to support the VCOD process, these include:

- Mandatory COVID-19 Vaccination Policy and Procedure
- Recruitment Policy and Procedure
- Induction and Onboarding Policy and Procedure
- Staff Vaccinations and Immunisations Policy and Procedure
- Self-employment and Zero Hours Contracts Policy and Procedure
- Pandemic Policy and Procedure

You can find all the policies and resources in our system. Start a FREE TRIAL now!

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