

An aerial photograph of a city, likely Glasgow, with a prominent purple overlay. The image shows a mix of urban architecture, including residential buildings and larger commercial structures, with a river or canal visible in the background. The text is centered over the image.

Mandatory Vaccination Plan

Adults and Safer Communities Scrutiny Panel

CARE HOME STAFF MANDATORY VACCINE

CONSULTATION



OCT 2021

Subject to Parliament
Approval



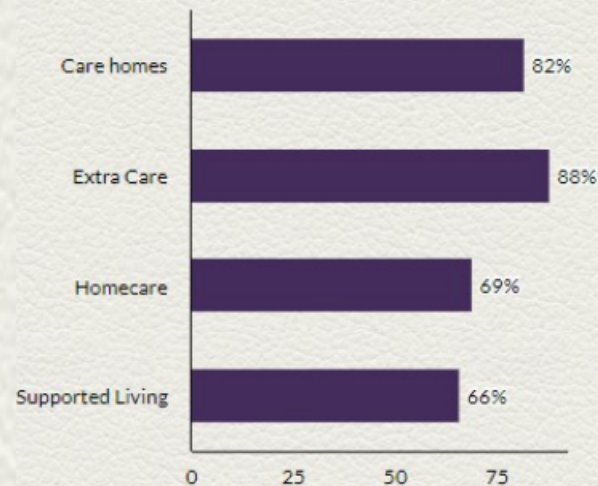
WHERE

CQC registered residential and
nursing homes (all ages)



WHO

Permanent home staff
Agency staff
Volunteers
Ancillary staff
Visiting professionals (non-urgent)



**VACCINE UPTAKE IN
WV (%)**

FUTURE PLANS

FLU VACCINE
CONSULTATION

WIDER CARE
SECTOR

Key Consultation Outcome to note -

The original scope of the consultation proposed applying this to only those care homes who look after someone aged 65 and over, though following the consultation it became clear of the need to extend this to all CQC-registered care homes providing nursing and personal care.

Current situation – Care Homes

- 500 unvaccinated care home staff - 350 have refused.
- c.2500 care home staff work in Wolverhampton
- 23 (out of 72) Care Homes have less than 80% vaccination rates for staff
- There are 1746 residents in Wolverhampton 1611 are vaccinated (92%)
- Contact made with all care homes with <50% of staff vaccinated. Where a reason was identified:
 - 5% due to recently having Covid and needing to wait 28 days
 - 5% based on medical advice – pregnancy/allergies etc
 - 53% were outright refusals
 - 37% were undecided
- Of the 'outright refusals' the following were the most frequent reasons given:
 - Concerns about the impact on fertility
 - Lack of trust/conspiracy theories/lack of knowledge
 - Family members have advised them not to have it
 - Some are waiting to see impact/effectiveness/side effects

Potential Impact on CWC and Care Market

- Risk at least a further 5% reduction in care home staff supply, on top of an already fragile care market
- Regionally this is more likely in local areas with high concentrations of retail and hospitality services.
- Movements of staff returning to these sectors, worryingly away from domiciliary care in particular (where, in general terms, we saw a temporary positive growth during the pandemic), as lockdown measures are eased.
- Increased costs – specifically hourly rate and agency costs if fewer staff in the market
- Frontline staff including social workers, therapists and quality teams will have to be vaccinated to carry out their business as usual
- Possible lengthy HR and legal processes to follow

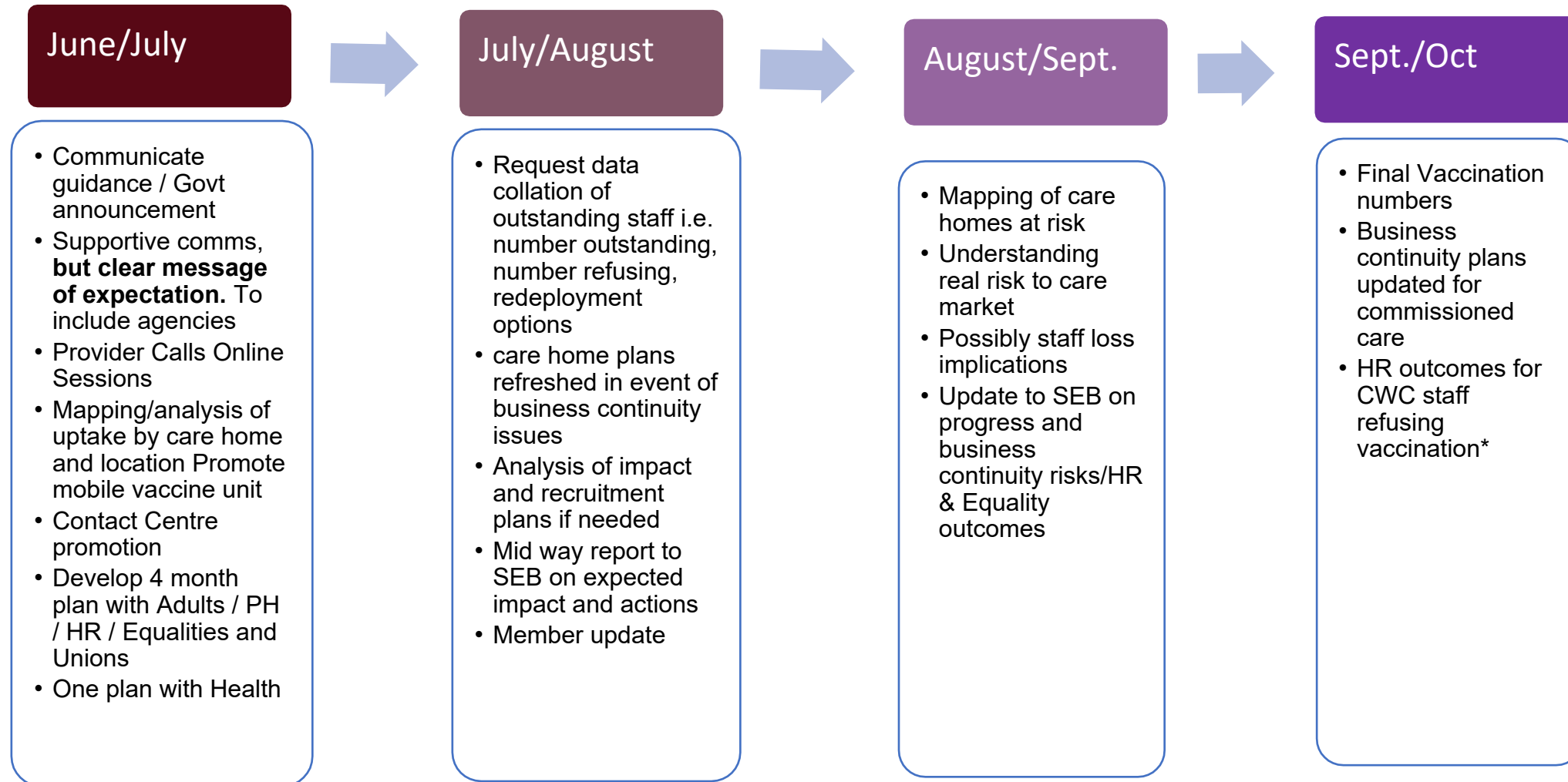
Actions so far

- Communication to all care providers
- Mapping of Care Homes
- Agreement with Vaccination Bus to use care home route
- Initial programme meeting with Public Health, Adults, HR and Health to plan next steps
- Regular email communications with providers to publicise local and national vaccination offer, access and support information/events
- Continued access to local vaccination sites
- Telephone contact with individual providers with low uptake
 - Accuracy of current reported figure for staff who have received first COVID vaccination
 - Remaining barriers to uptake
 - Actions already taken to promote uptake
 - Risk assessments in place for staff who have not received the vaccination

Actions continued

- Site visit by Quality & Safety nurse to one of providers contacted by DHSC to speak to hesitant staff directly
- Vaccine take-up data shared with Clinical Leads and PCNs to assist with targeted support as part of their role in vaccine rollout
- Collaborative work with Public Health colleagues, including their attendance at Provider forums
- Specific, briefings on high-profile risks and themes eg a fertility focussed Q&A shared with all care providers and staff encouraged to attend briefings
- Good practice identified and shared across the sector.
- Financial support has been provided by CWC to allow staff to be paid to attend their vaccination
- Regular monitoring and reporting of uptake through the SitRep and Capacity Tracker
- Request made to providers to review business continuity and contingency arrangements ahead of any legislation changes affecting older people care homes
- Promotion of risk assessment for unvaccinated staff in line with expectations advised by CQC

Timeline - Mandatory vaccine for care homes staff



Unknown factors: Exemption criteria, vaccine evidence requirement and *any legal challenge

Programme Governance

