

## Policy & Resources Scrutiny Committee

20.10.21

### VACCINATION POLICY

**To consider and comment on the following issues:**

The Authority has developed a new vaccination policy for its staff

**Reasons:**

To ensure the Authority has a clear and consistent process and procedure in place in relation to its staff for the roll out of the COVID19 vaccination programme.

**To be referred to the Cabinet / Council for decision:** Yes

**CABINET MEMBER PORTFOLIO HOLDER:-**

Councillor Mair Stephens

**Directorate:****Name of Head of Service:**

Paul R Thomas

**Report Author:**

Paul Thomas

**Designations:**

Assistant Chief Executive  
(People Management)

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**EXECUTIVE SUMMARY**  
**POLICY & RESOURCES SCRUTINY COMMITTEE**  
**20<sup>TH</sup> OCTOBER 2021**

<b>Vaccination Policy</b>
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<p><b>Background &amp; Summary</b></p> <p>Carmarthenshire County Council's role in assisting with the roll of the vaccination programme has been overseen by a Vaccination Tactical Group, and this Group was tasked with developing a vaccination Policy for the Authority that sets out clearly the Authority's approach to vaccination and the ancillary workforce issues that surround it.</p> <p>The policy has been developed to reflect the changes in guidance and regulation coming from Welsh Government.</p> <p>The Policy was originally scheduled for discussion earlier in the year but was held back pending national advice / guidance relating to mandatory vaccination. To date there has been no decision on this matter, and so our policy strongly encourages all staff to take up the offer. The policy will be reviewed as and when new guidance is received.</p>
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DETAILED REPORT ATTACHED ?	YES
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## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

**Signed:** Paul R Thomas, Assistant Chief Executive (People Management)

<b>Policy, Crime &amp; Disorder and Equalities</b>	<b>Legal</b>	<b>Finance</b>	<b>ICT</b>	<b>Risk Management Issues</b>	<b>Staffing Implications</b>	<b>Physical Assets</b>
YES	YES	YES	NONE	NONE	YES	NONE

### 1. Policy, Crime & Disorder and Equalities

This policy supports the wider issue of Employee wellbeing and Welsh Government/National Government's objectives to combat the Covid19 Pandemic.

### 2. Legal

As above. As the Law currently stands, as an Employer, we are unable to enforce our staff to be vaccinated. Should this change, then the policy will be amended accordingly.

### 3. Finance

There is no cost to receiving the vaccination, but there may be direct costs of releasing staff to have their vaccinations, which will be accommodated within existing departmental budgets.

### 4. Staffing implications

As above.

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

**Signed:** Paul R Thomas, Assistant Chief Executive (People Management)

1. Scrutiny Committee N/A

2. Local Member(s) N/A

3. Community / Town Council N/A

4. Relevant Partners N/A

5. Staff Side Representatives and other Organisations

Trade Unions have been consulted on this Policy at the CERF meeting held on 12<sup>th</sup> February 2021

**EXECUTIVE BOARD PORTFOLIO HOLDER(S)**  
**AWARE/CONSULTED** Yes

Include any observations here

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**  
There are none