

To all practices Surrey and Sussex LMCs

13<sup>th</sup> December 2021

Dear Colleagues

## **Vaccination as a condition of deployment within the NHS**

I am writing to all practices as NHS England has now published some additional resources to support the NHS in relation to the anticipated policy of requiring all “front-line” NHS staff [unless medically exempt] to have a Covid19 vaccination. Currently this does not include a Booster vaccination. This policy is subject to legislation, and will not be in force until on or after 1<sup>st</sup> April 2022. In the first instance practices should identify the Covid19 vaccination status of staff working at the practice; this is in part to ensure staff deployed to Care/Residential Homes are vaccinated [unless medically exempt] as this has been a requirement since 11<sup>th</sup> November 2021.

There are three NHS publications accompanying this letter:

C1470 Vaccination as a Condition of Deployment [VCOD] for Healthcare Workers: planning and preparation guidance.

C1471 Update: Vaccination as a Condition of Deployment [VCOD] for all healthcare workers

C1472 Vaccination as a Condition of Deployment [VCOD] Resources to support staff vaccine uptake

Of these three documents, C1471 simply comprises warm words from ‘system leaders’, C1472 gives a list of resources that colleagues may find helpful especially to support in the 1:1 discussions NHS England are encouraging managers/clinicians to have with staff who are not yet vaccinated, this includes information tailored to breastfeeding, fertility and pregnancy and ethnic minority groups.

The main document and guidance is within C1470; this is aimed at all NHS organisations, so some suggestions are not applicable to GP practices, which are usually much smaller. Identifying unvaccinated staff is the first step, and then deciding if they need to be vaccinated under these new arrangements. This is covered in the flowchart in Appendix 1; Appendix 2 includes some flowchart scenarios, which will cover some General Practice situations. Appendix 3 discusses ‘New Starters’.

By the New Year, once the timescales are confirmed, GP practices will need to consider each unvaccinated staff member in scope on an individual basis. The experience of recent LMC Committee discussions is that having 1:1 conversations with unvaccinated staff, in a supportive, listening environment, may often encourage staff to be vaccinated. In addition other concerns, unrelated to the actual Covid vaccine itself, such as needle phobia, may be identified and these can be addressed.

Local Medical Committees for  
Croydon, Kingston & Richmond, Surrey,  
East Sussex and West Sussex

The White House T: 01372 389270  
18 Church Road F: 01372 389271  
Leatherhead  
Surrey KT22 8BB [www.sslmcs.co.uk](http://www.sslmcs.co.uk)

Many GP practices will have access to HR advice which will become more relevant if redeployment , acknowledged as likely to be challenging in General Practice , needs to be considered.

I hope this information is helpful: practice colleagues are welcome to contact Sarah Parsons [ [Sarah.parsons@sslmcs.co.uk](mailto:Sarah.parsons@sslmcs.co.uk) ] in the first instance with any queries.

With best wishes

A handwritten signature in blue ink, appearing to read 'Julius', with a stylized, cursive script.

Dr Julius Parker  
**Chief Executive**

c.c Sarah Parsons