

Care Home Mandatory Vaccination process

Strategic Commissioning and Contracts

Leicester City Council

Legislation overview

Parliament agreed the mandatory double vaccination of staff working in or visiting care homes on 22nd July; associated guidance was released on the 4th August.

Key dates are 16th September (last date for first vaccination) and 11th November when the regulation comes into force.

The Department of Health and Social Care (DHSC) have amended the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 so that, from 11 November 2021, all full time, part time or agency care home workers, volunteers and other visiting professionals will need to be fully vaccinated against COVID-19, unless they have an exemption or there is an emergency. Friends, family (who also may be unpaid carers) and essential care givers will not need to show proof of vaccination or medical exemption.



Process used to assess the impact on Care Homes

- From 17/08/21, Contract Officers undertook weekly calls to all Care Homes (contracted / non-contracted) to discuss the current situation, ask a set of questions, discuss the situation and provide support and guidance if required.
- Responses to these questions were collated into a spreadsheet, which was then reviewed by Group Managers and Senior Quality and Assurance Officers. After each weekly update a review was carried out.
- From the 08/09/21 only Care homes rated of concern were contacted and the data reviewed.
- A survey was send out to all Care Homes on 16/09/21 to capture all figures.

Prime reasons for a Care home to be rated red / amber:

Type of role (Manager, Care Worker, etc.) the unvaccinated staff member is undertaking.

Number of staff unwilling to accept the vaccine offer compared to the overall complement of staff, as well as the minimum number of staff required.

Ability to recruit to any vacant posts and the impact on remaining vaccinated staff members if vacant posts not filled

Impact of ability to consistently deliver current services.

Contingency plans in place / actions taken compared to the previous week

Support / Contingencies

- Contracts staff continue to discuss the situation on a weekly basis with care homes identified as being impacted negatively
- Where other LA's fund placements at these homes regular information sharing is underway
- Staff can seek exemption from the vaccination on medical grounds. Providers surveyed to understand levels of staff falling within this category
- Consideration of whether all current placements can be maintained if staffing pressures are not alleviated
- All City people living at the services to be reviewed / have up to date support information
- Regular LLR system wide discussions on pressures within the market and approaches required / support available
- Direct referral to the LCC Employment Hub hosted by Economic Regeneration if SME based in the City only
- Referral to Inspired to Care if provider has County services
- LCC inhouse staff alerted to the possibility that support may be required on or around 11/11/2021