

COVID-19 Vaccinations and Your Workforce

Conducting a Global Risk Assessment

As we enter a new phase of vaccinating against COVID-19, can employers protect their workforce by requiring employees to be vaccinated before a return to the workplace? For multinational employers, this raises legal issues across the globe and a careful assessment will need to be made.

KEY ISSUES FOR EMPLOYERS

- **Prohibition** – is there a prohibition against a requirement that employees be vaccinated? Even if there is no prohibition, can an employer take lawful disciplinary action for failure to vaccinate?
- **Discrimination** – could a requirement to vaccinate discriminate against certain groups on the grounds of religious belief or non-religious belief systems?
- **Privacy** – how should sensitive employee vaccination data be handled and stored? For what purposes can the data be shared with other employees? Can the data be used for any disciplinary action?
- **Justification** – can a requirement to be vaccinated be lawful taking into account the sector and industry, and the nature of the workplace?

HOW CAN WE HELP?

- **Assessing local laws and whether a requirement to vaccinate can be lawfully justified** given the health and safety objectives, and enabling a safe return to the workplace.
- **Assessing any potential exposure** and the practical risks for your business, including reputational risks.
- Providing **clear practical advice with recommendations**.

WHY DENTONS?

- We are the largest law firm in the world with **offices in 81 countries** across all regions. Our UK employment team has significant experience of managing and advising on global employment projects.
- We have more than **450 employment lawyers** globally.
- Our UK team acts as a **“one-stop shop”** in giving you the advice you need in other jurisdictions. Given the size of our global presence, it avoids you having to deal with multiple law firms to assess COVID-19 vaccination risks.

PRICING

- Our UK employment team sits across London, Milton Keynes, Edinburgh and Glasgow.
- Our delivery model enables us to offer clients cost effective pricing options and competitive rates.
- We can offer **fixed fees** and **capped fees**.

Contacts

**Virginia Allen**

Head of People, Reward
and Mobility UK
London
D +44 20 7246 7659
M +44 7500 952147
virginia.allen@dentons.com

**Sarah Beeby**

Head of People, Reward
and Mobility Milton Keynes
Milton Keynes
D +44 20 7320 4096
M +44 7584 204819
sarah.beeby@dentons.com

**Alison Weatherhead**

Head of People, Reward
and Mobility Scotland
Glasgow
D +44 14 1271 5725
M +44 7748 623339
alison.weatherhead@dentons.com

**Purvis Ghani**

Partner
London
D +44 20 7320 6133
M +44 7552 518002
purvis.ghani@dentons.com

**Mark Hamilton**

Partner
Edinburgh
D +44 14 1271 5721
M +44 7880 787838
mark.hamilton@dentons.com

**Gilla Harris**

Partner
London
D +44 20 7320 6957
M +44 7771 842828
gilla.harris@dentons.com

**Michelle Lamb**

Partner
Milton Keynes
D +44 20 7320 3954
M +44 7471 953019
michelle.lamb@dentons.com

**Rhodri Thomas**

Partner
London
D +44 20 7246 7513
M +44 7741 325898
rhodri.thomas@dentons.com

