

Employer vaccination survey 2021

There is strong support for mandatory vaccinations but businesses are looking for greater leadership and guidance from the Government.

In October 2021, we ran a survey of our employer clients, asking them for their views on vaccinations, and received 219 responses.

Five key findings



1 Clear majority of businesses want mandatory vaccinations for employees

69% of businesses want both current and future employees to be vaccinated and believe that vaccinations should be mandatory in all industries, rather than just those that are classed as being “high risk”. A large majority (74%) of businesses also confirmed that someone’s vaccination status will affect their choice in hiring them.



2 Government needs to provide clearer guidance

There were a large number of comments calling for the Government to provide clearer guidance on employee vaccinations and to further mandate vaccines.

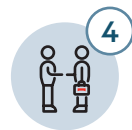
A respondent from an insurance company commented:

“We’d consider mandating for customer facing roles, but preference would be a clear government directive rather than expecting private sector to lead the way possibly incurring legal challenge from employees”.



3 Potential for backlash a concern around making vaccines mandatory

Some employers are concerned that if they make vaccines mandatory they may receive backlash from employees, possibly lose staff and could end up unfairly discriminating against employees who are not vaccinated (whether that’s due to personal beliefs or for medical reasons).



4 Visitors, contractors and suppliers also should be vaccinated

A majority of businesses stated that they would like any contractors and other visitors to their business to be vaccinated and for workers in the supply chain that they contract with to be vaccinated.



5 Businesses proactive on encouraging vaccinations

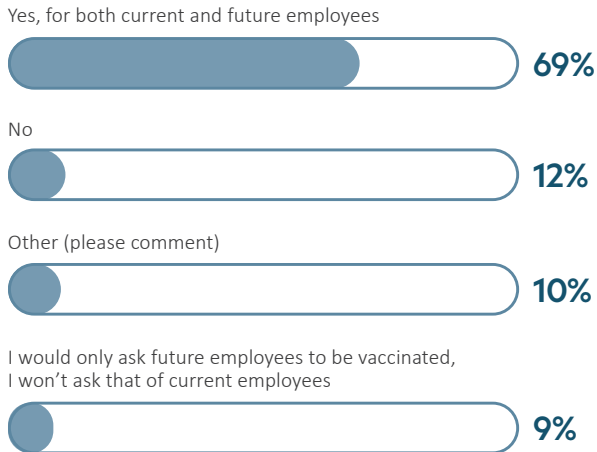
Many employers commented that they have taken measures to encourage employees to be vaccinated including providing paid time off work, financial rewards and incentives, providing information on why the vaccine is important and using senior leadership as role models.

Comments

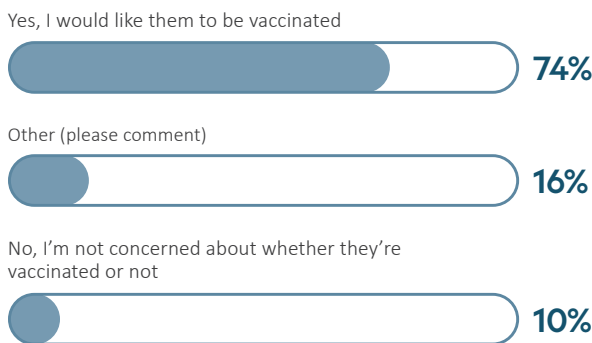
A clear majority of respondents would prefer to make vaccinations mandatory for all employees. Interestingly, only 9% of employers said that they are not concerned about a candidate’s vaccination status. Therefore, it may become increasingly difficult for unvaccinated employees to obtain new employment.

In the absence of a Government mandate, we consider it will still be open to employers to identify certain roles that can only be undertaken by employees who are vaccinated. However, any decision to do so will need to follow a risk assessment or consideration of customer requirements, consultation with employees (and any relevant unions) and consideration of any alternatives to dismissal in relation to employees who decline to become vaccinated.

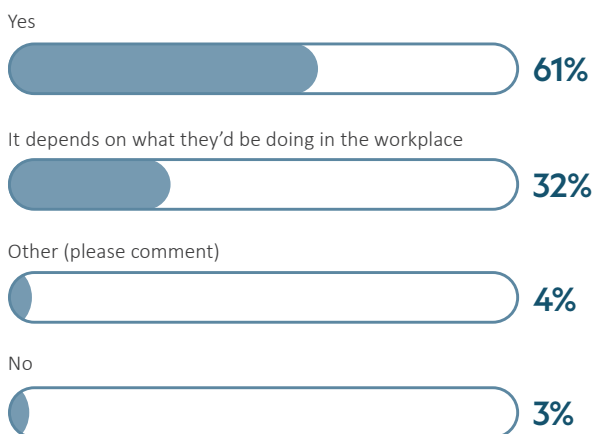
Would you like to make Covid-19 vaccinations compulsory for employees (current and/or future)?



Will someone's vaccination status affect your choice in hiring them?

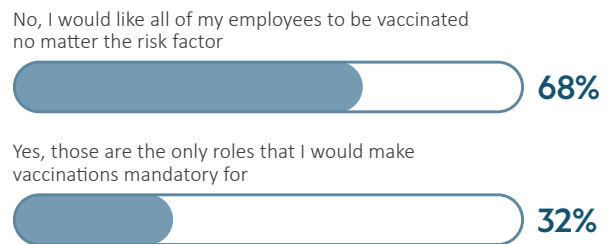


Would you want contractors/visitors to your workplace to be vaccinated?



“We would like to have assurances that people coming into our business are not putting our team members at risk. At this stage, we are keen for those who are our front line workers to be vaccinated, so I'd expect the same as our vendors.”

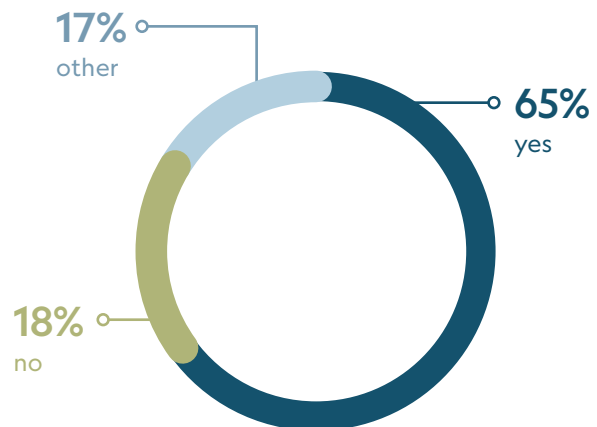
Would you consider mandatory vaccinations only for those roles in your business that are 'high-risk' eg those that deal with customers or other members of the public face to face?



“While we would prefer all our employees to be vaccinated, we would only resort to compulsion if the law allowed it. Until then we have instituted a support and award system to encourage compliance.”

“This is currently being discussed. It's likely that for some roles we would hire only vaccinated employees due to customer requirements, otherwise the role will be difficult to complete.”

Would you want the workers in the supply chain that you contract with to be vaccinated?



“Definitely if they might have any contact with our staff. The risk if a number of staff in our supply chain were not vaccinated, is that if a number became contracted Covid that it might adversely impact in supply chain delays”

Do you think mandatory vaccinations should be limited to industries working closely with people who could be infectious eg health workers, airlines, ports?

No, I think other industries should consider mandatory vaccinations as well



Yes

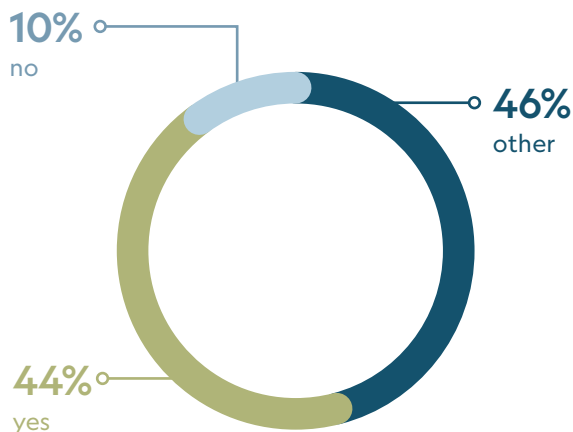


Other (please comment)



“Whole communities need protection, as people at the border, even fully vaccinated can transfer the virus to others in their homes, therefore schools, and then it is everywhere. We need the whole country if possible to be fully vaccinated to protect those who for health reasons cannot be vaccinated.”

If you are in the events business, are you in favour of a mandatory ‘vaccination passport’ for attendees?



“Yes but only if it changes the restrictions put on our industry eg if only vaccinated attendees then we can operate without any limits on number of attendees. Government would need to support this with a Health Order, it can’t be up to businesses to act on their own, too much risk legally.”

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