

IADT Guidance Document - COVID-19 Vaccination

1. INTRODUCTION

The purpose of this document is to set out IADT's position as an organisation in relation to vaccinations against COVID-19. The Government's national COVID-19 vaccination programme began at the end of 2020 and the programme is continuing to roll out vaccinations to groups of individuals in line with national COVID-19 vaccination allocation strategy and as published.

2. The Institute's position

Under the Safety, Health and Welfare at Work Act 2005 (the Act), IADT, as an employer has a duty to ensure, so far as reasonably practicable, the safety health and welfare at work of Its employees. We take this duty seriously and in compliance with that obligation, we encouraged our staff and students, , to receive the vaccine when offered it (unless otherwise directed in line with HSE guidance or by a medical professional) in line with public health advice and guidance.

Our employees also have a duty, under the Act, to take reasonable care to protect their own safety, health, and welfare at work as well as that of their colleagues as well as a general duty to co-operate with their employer (IADT).

Consistent with Public Health advice, The Institute believes that receiving one of the recommended public health vaccines is the best possible way in which employees can carry out their duty to protect others.

Every reasonable accommodation will be made to allow employees to attend appointments to receive the vaccine but we encourage all employees to try to secure a vaccine appointment outside of their normal working hours, or as close to the start or the end of the working day as possible. Reasonable time taken off work to attend the appointment will be paid.

3. Further Guidance and the Vaccine Process

The Health Service Executive (HSE) and World Health Organisation (WHO) have produced guidance on getting the COVID-19 Vaccine. The guidance from the HSE is that getting the COVID-19 vaccine offers the greatest protection from

serious illness that COVID-19 can sometimes cause. There will be no charge for getting the vaccine and it will be offered to you free of charge by the HSE.

Any employees with questions or concerns regarding the receipt of COVID-19 vaccinations should review the details on the HSE websites and/or contact the HSE in the first instance.

Any employees with specific underlying illnesses and have queries or concerns regarding the receipt of COVID-19 vaccinations should contact their GP.

Any employees with queries on the employment implications relating to the vaccination programme and its implications for their employment should contact the HR Department in IADT and we will do our best to answer your queries.

- Further information in relation to the COVID-19 vaccinations from the HSE can be found [here](#).

IADT will update this guidance as and when the National Vaccine programme issues further advice on targets and schedules as they are published.

This is good news for IADT and we look forward to the return of a growing number of staff in the coming months.

DISCLAIMER

Please note, this note is for information purposes only and the Institute accepts no responsibility for any adverse reactions or side effects that an employee may experience upon receipt of any of the COVID-19 vaccinations. COVID-19 vaccinations are administered and provided for by the HSE and employees should follow the HSE guidance if they experience any side effects following the vaccine.