



Department
of Health &
Social Care

CARE

Social Care Group
39 Victoria Street
Westminster
London
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To:

Providers of CQC-regulated Adult Social Care activities (excepting care homes)

2 February 2022

Dear Colleagues,

Vaccination as a condition of deployment (VCOD) in wider social care (social care settings other than care homes)

As you will be aware, in December 2021, Parliament approved legislation requiring vaccination as a condition of deployment in health and wider social care. This was due to come into force from 1 April 2022.

[On 31 January, the Secretary of State for Health and Social Care announced](#) the Government's intention to revoke the regulations making [vaccination a condition of deployment \(VCOD\) in all health and social care settings](#) (care homes and wider social care), subject to consultation and the will of Parliament. This decision was taken in the light of the latest scientific evidence, based on the now dominant variant Omicron.

Irrespective of this decision, we are clear that vaccination is the best way to protect ourselves against COVID-19. The vast majority of health and social care workers have been vaccinated, but we encourage everyone who is eligible to get their vaccinations and their booster.

In light of the announcement, we want to clarify how the 3 February deadline (for the first dose for those currently working in CQC-regulated wider social care settings) would be impacted by the Government's intention to revoke the regulations.

We are aware that, based on the guidance already issued, those who employ or engage staff working in wider social care settings will have begun to prepare for formal meetings with staff if they remain unvaccinated. The announcement on 31 January means our clear advice is that these employers **do not** serve notice of termination to employees in connection with the VCOD regulations.



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The Secretary of State plans to lay a written ministerial statement on this before Parliament tomorrow (3 February 2022).

I want to acknowledge the incredible efforts of the sector to encourage tens of thousands of staff to receive their COVID-19 vaccination over the past year. These efforts have been very much appreciated.

As the Secretary of State said on Monday, we will press on with the consultation process as legally required and will continue to keep all those affected updated as this moves forward.

I should be grateful if you would share this letter widely with all those affected by these changes.

Yours sincerely,

Michelle Dyson

Director General for Adult Social Care