



**This joint statement has been agreed between UCEA and the HE trade unions:
EIS, GMB, UCU, UNISON and Unite**

UCEA and the joint trade unions have agreed this statement in their continued efforts to ensure the safety and wellbeing of Higher Education staff.

This statement will continue to apply to the Covid-19 vaccination booster programme or any follow-on vaccination programme that is rolled out across the respective nations.

UCEA and the joint trade unions:

- support the roll out of Covid-19 vaccines across the UK
- will work together to encourage uptake of the vaccination across the sector
- encourage all Higher Education (HE) staff to get vaccinated when offered the opportunity through the NHS
- recommend and encourage that all HE employers give paid time off to enable staff to attend vaccination appointments where it is not possible to schedule an appointment outside working hours
- support HEIs engaging with contractors, student unions and other employers operating on campus to encourage paid time off for the appointments for everyone working there where it is not possible to schedule an appointment outside working hours
- advise that if setting a vaccination policy, HE employers should follow a voluntary approach as part of their aims and objectives recognising that some may not be in a position to get vaccinated
- encourage HEIs, where staff have concerns about the vaccination process, to listen to them with respect and to seek to reassure them through the provision of factual material from e.g. PHE/NHS
- acknowledge that although vaccines work very well, they are not 100% effective; therefore, appropriate risk assessments and controls are still required
- reiterate that HEIs follow the [Principles for working safely on campus during the coronavirus \(Covid-19\) pandemic](#) and remind staff that they are required to comply with the necessary precautions/social distancing requirements and wear necessary PPE (unless exempt), even after being vaccinated.

Insert here:

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18 March 2021 and updated October 2021

