

4. My staff member has experienced side effects to the vaccination and is unfit for work; how should this be recorded?

Like all medicines, vaccines can cause side effects. Most of these are mild and short-term, and not everyone gets them. Very common side effects include:

- having a painful, heavy feeling and tenderness in the arm where you had your injection. This tends to be worst around 1-2 days after the vaccine
- feeling tired

- headache
- general aches, or mild flu like symptoms

If an employee is off sick as a result of side effects of the vaccine, this should be recorded as a **normal sickness absence**. Such absences will be considered sympathetically for the purposes of the application of sickness absence procedures. It should **not** be recorded as a COVID sickness absence, which is specifically for when someone has the primary COVID infection.

