



Coronavirus (COVID-19) - HR Policy Guidance



Employee feels unwell following vaccination

If the employee is not fit to attend work due to sickness as a result of any adverse side effects following vaccination, the absence should be recorded as normal sickness absence. Departments should exercise caution around these absences triggering formal action and, whilst not automatically disregarded for sickness, we would expect managers to view this sympathetically.



COVID-19 (coronavirus)

Frequently asked questions (FAQs) for managers, staff and Agency workers

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.

Formatted: Font: (Default) Arial, Bold

Formatted: List Paragraph, Dot pt, No Spacing 1, List Paragraph Char Char Char, Indicator Text, Numbered Paragraph 1, List Paragraph 1, Bullet 1, Bullet Points, MAIN CONTENT, List Paragraph 2, OBC Bullet, List Paragraph 11, List Paragraph 12, FS List Paragraph, Colorful List - Accent 11, L, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0 cm + Indent at: 0.63 cm

Formatted: Font: (Default) Arial, Bold

Formatted: List Paragraph, Dot pt, No Spacing 1, List Paragraph Char Char Char, Indicator Text, Numbered Paragraph 1, List Paragraph 1, Bullet 1, Bullet Points, MAIN CONTENT, List Paragraph 2, OBC Bullet, List Paragraph 11, List Paragraph 12, FS List Paragraph, Colorful List - Accent 11, L, Indent: Left: 0.63 cm

[REDACTED]

From: Cooke, Michael (HR)
Sent: 14 September 2021 13:34
To: Cooke, Michael (HR)
Subject: FW: Official - FAQs Version 43 - Vaccination Questions

[REDACTED]

Sent: 16 February 2021 15:12
To: Cooke, Michael (HR) <Michael.Cooke2HR@finance-ni.gov.uk>
Subject: RE: Official - FAQs Version 43 - Vaccination Questions

Michael,
Further to your response below CTUS are content to agree the updated FAQ's


[REDACTED]

Regards

[REDACTED]

From: Cooke, Michael (HR) [<mailto:Michael.Cooke2HR@finance-ni.gov.uk>]
Sent: 11 February 2021 12:27
To: [REDACTED]
Subject: FW: Official - FAQs Version 43 - Vaccination Questions

[REDACTED]



Additional point for TUS to consider:

Other points

4 [redacted] and vaccination

MC - Additional question [redacted] receipt of the vaccination.

Michael

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.

