

Penderels Trust: Coronavirus COVID-19

Information for Individual Employers: Personal Assistant (PA) Testing and Vaccine

This document is specifically around PA testing and vaccinations for Covid-19. For our general Frequently Asked Questions document on the Covid-19 pandemic which covers topics including self-isolation, statutory sick pay and what to do if your PA can't work, please click here:

<https://www.penderelstrust.org.uk/pdf/EmployerFAQ.pdf>

What are the different types of Covid-19 tests?

The main way of testing for Covid-19 is by using the Lateral Flow Test – you get results from this test very quickly (within 30 minutes). The PCR test is no longer available free of charge in England.

Q: Should my PA still be doing regular lateral flow tests (LFT)?

Not anymore. As of Wednesday 24th August 2022, the Government has said adult social care workers, including PAs, no longer need to take regular tests as long as they feel well. If they have symptoms of Covid-19, they should take a test and follow the advice as before.

When will my PA be invited to go for a Covid-19 Vaccination?

All adults and young people aged 5 and over can have the vaccination. They should book via this link: <https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/book-coronavirus-vaccination/>

They should let you as their employer know they've booked their vaccination.

My PA wants to know why having the vaccine is important. Do you have any information I can give them?

If you want to know more about why having the Covid-19 vaccine is important, this short video produced on behalf of Department of Health and Social Care explains it.

<https://www.youtube.com/watch?v=e6UHLcM1vo&feature=youtu.be>

This video is primarily aimed at staff working in a care home but the explanation is relevant to those working in the community too.

My PA doesn't want the vaccine. Can they be made to have it?

The short answer is no. The UK government cannot make anyone have a vaccination against their will. It is against their human rights.

Can I end my PA's employment if they refuse to have the vaccine?

This is a very difficult situation as there are many factors to consider. We strongly recommend that you speak to your Employer Liability Insurance provider for more information on this before you take any action.

The Independent Living Group (ILG) (part of Premier Care insurance) has produced a factsheet on this topic which can be accessed here: https://be-human.org.uk/wp-content/uploads/2021/01/ILG_Support_PA_vaccine_advice_note_Ver2.pdf

We know other insurance providers have also provided similar guidance.

Please remember to get advice from your insurance provide for all employment matters.

For all our Covid-19 information, please visit the home page of our website www.penderelstrust.org.uk

Is my PA eligible for the booster jab?

Yes, all frontline health and social care workers are eligible for the booster. They must wait six months after their second vaccination before booking a booster jab.

They can book on the following link once that time has passed:

<https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/book-coronavirus-vaccination/book-or-manage-a-booster-dose-of-the-coronavirus-covid-19-vaccine/>