

## HEE Thames Valley and Wessex

### Advice for educational supervisors and Training Programme Directors regarding COVID vaccinations

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As you are aware HEE guidance has been sent out regarding mandatory COVID vaccinations for all NHS workers, which includes doctors in training.

The guidance is also around what to do if a doctor in training hasn't had their first vaccination by 3<sup>rd</sup> February 2022 to achieve full vaccination by 1<sup>st</sup> April 2022.

**The decision in relation to clinical activities and your vaccination status will remain between the doctor in training and the relevant employing authority.**

Doctors in training however should be aware of their vaccination status and the impact this will have on their progression.

In view of this we recommend that educational supervisors and/or programme directors have conversations with their trainees who have not yet been vaccinated with the following guidance in mind and start the conversations now to enable trainees to make their decision to start their vaccination courses by 3<sup>rd</sup> February 2022:

1. Likely time course that vaccination will be an issue and whether a limited period out of programme can be used to allow resolution e.g., reflection on any decision to refuse vaccine.

2. Is it possible to cover the required curriculum and achieve completion of training without the need for further patient contact? This may be possible for doctors in the final stages of training who have completed all clinical capabilities / competencies requiring patient contact. However even if this is the case, please also encourage them to consider their options of employment post CCT.

3. For a small number of doctors in training who may have a valid exemption or other reason preventing vaccination now or in foreseeable future, it is acknowledged they may not be able to satisfactorily complete training. For these individuals, an early one to one discussion to establish what educational and career support can be offered to aid decisions around future career direction.

This can also be made with a reference to GMC: Duties of a doctor guidance which states:

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/good-medical-practice/domain-2----safety-and-quality#paragraph-24>

***29. You should be immunised against common serious communicable diseases (unless otherwise contraindicated).***

**It should be made clear to doctors in training that not completing a course of vaccination by 3<sup>rd</sup> April 2022 brings a risk to their progression in that training programme.**

