

VACCINATION AGAINST COVID-19

OBJECTIVE

This huddle is to help staff to feel confident sharing concerns and asking questions to improve their understanding of how the COVID-19 vaccine is now an important part of workplace safety; and, for teams to reflect on the importance of being understanding and kind in conversations about immunization.

AFTER THIS HUDDLE

Staff should:

- Feel confident and empowered to discuss vaccination with their manager and colleagues.
- Understand that this is a sensitive issue and that all conversations about vaccination should be approached with civility and respect, regardless of any personal difference in opinion.
- Know where they can go to find reliable information on vaccination, including common concerns such as side-effects and risks.

SCENARIO

British Columbia recently announced it will require all staff in long-term care and assisted living to be fully vaccinated by October 12. We expect this will soon apply to all healthcare settings. In the meantime, staff must report their vaccination status and PHN to their employer, and unvaccinated individuals will be asked to take additional safety measures such as rapid testing before shifts.

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INSTRUCTIONS

1. Before the huddle, read: [Talking to staff about COVID-19 vaccination: Q&A for managers.](#)
2. Begin the huddle by setting out that this huddle is a safe space for people to ask questions and express genuine worries. Set a clear expectation that staff will be respectful of one another and approach the issue with understanding.
3. Read the scenario to the group.
4. Note that COVID-19 vaccination is now a part of infection prevention and control practices in their workplace, just like PPE use and hand hygiene. We know it is safe and effective. Having said that, it is completely normal to have questions, worries or concerns. People should feel comfortable having conversations about that.
5. Use the guiding questions to lead a conversation about staff's concerns about COVID-19 vaccination.
6. End the huddle by letting the group know that their managers are available to discuss any worries or questions they may have about themselves or their colleagues in relation to vaccination. You may also want to offer support with booking vaccine appointments and remind staff that they are entitled to 3 paid hours of time off to get their vaccine.

GUIDING QUESTIONS

1. What concerns do you have about discussing COVID-19 vaccination with your manager or colleagues? What can be done to help alleviate these concerns?
2. What can we do together to make one another feel psychologically safe having these sorts of conversations?
3. Where would you go to find reliable information on COVID-19 vaccination?

NOTES TO THE HUDDLE LEADER

- The intention of this huddle is not for you to give staff all the answers about COVID-19 vaccination. It is to help people feel comfortable having conversations about the vaccine in a respectful way.
- Don't make up answers to questions if you don't know them. Direct people to the resources provided for more information.
- Vaccination is a sensitive topic for many people, as is the disclosure of personal health data. Because of this, staff – regardless of their views – are likely to be feeling frustrated and anxious.
- It is important to listen to people without judging. If the conversation becomes heated or confrontational, remind staff that the main purpose of this huddle is to discuss how to work together to understand and implement this new required safety measure in a respectful, civil way.

RESOURCES

- [How to Find Trusted Information About Vaccines \(BCCDC\)](#)
- [COVID-19 Vaccine Information \(BCCDC\)](#)
- [COVID-19 Vaccination \(SafeCare BC\)](#)
- [Credible Sources \(Science Up First\)](#)



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