

## **Frequently Asked Questions: Recording C-19 vaccination status**

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### **Why do you need to record information about who has been vaccinated?**

We are collecting data about the names of staff who are eligible for vaccination under group 2 of the [JCVI priority](#) list as a result of their employment with us and whether or not they have received the vaccine. This is so that we can report weekly to the NHS to confirm whether all eligible staff who want to receive the vaccine have received it. This will allow the NHS to understand if and when they can release vaccination capacity for other population groups.

Collecting the information will also enable the council to effectively monitor vaccine take up in frontline staff as part of its duties as a responsible employer for health safety and welfare of staff and others. It will be crucial to our business continuity planning.

The information we collect may also be used to inform risk assessments to make sure that Camden are doing their utmost to protect residents and colleagues from becoming unwell with COVID-19. As we learn more about the vaccine and its effect on reducing risk of COVID-19 illness to those around us, this will become more important.

### **Why are you only recording vaccination details for some staff?**

We are only currently collecting this information for staff who are eligible for vaccination under group 2 of the [JCVI priority](#) list as a result of their employment with us. As more people become eligible for vaccination under the JCVI groups we may extend our data collection to more of our staff – we will keep you all updated if this does happen.

### **Are colleagues required to provide information on their vaccination status?**

Although it is not mandatory for staff to share this information with us, we would really like to encourage individuals to share it as it will have a big impact on how accurate our reporting is, which in turn will inform the ongoing rollout of the vaccination.

### **If I am not taking the vaccine do I need to tell you why?**

No. Where staff choose not to take the vaccine we are not asking the reason for this. We understand that staff may have various personal reasons for not taking the vaccination either during this 'priority window' or at all, including when they have health conditions that mean they cannot take the vaccine.

### **What is the privacy impact of this on staff?**

You can read the council's employee privacy notice [here](#) – it has been updated in line with the latest COVID-19 changes, and includes this data processing. We are working closely with our colleagues in the Information Rights Team who oversee data protection matters, and taking their advice on our legal basis and governance needs.

The council has completed a Data Protection Impact Assessment for the processing of this data. This is where all the privacy and security possible impacts are considered and assessed, and mitigations (risk reducing steps) are considered. You can find more about DPIAs [here](#). The DPIA will shortly be published on the council's website with the other DPIAs [here](#).

### **Do colleagues need to give individual consent for this data to be used?**

The council needs a legal basis under UK\_GDPR to process personal data. Consent is one available legal basis along with several others. The council must (and does) use the most appropriate legal basis for each part of its data processing. In this case, consent is not the appropriate legal basis for processing the data, and so we do not need to ask for individual consent to use this data in the ways we have outlined. This is due to the employee/employer relationship - you can read more about this [in the privacy notice](#). You can find out more about data protection consent [here](#).

The legal basis we are using is: UK\_GDPR Article 6(1)(e) (public task) and Article 9(h) (processing necessary for the purposes of preventive or occupational medicine or for the assessment of the working capacity of the employee) 9 (g) (public task) and 9(i) (public health).

### **How long will you keep this data for?**

The data will be kept for as long as required as per the COPI notice. This is currently until 30 September. At the end of the COPI notice the council will consider whether there is a requirement to delete the data or not and if not whether there is a legal basis to keep it longer term if this is considered necessary. You can read more about the COPI notice [here](#).

### **Who will you share this data with?**

We understand the importance of privacy and confidentiality and will only share the information we collect with designated individuals who have a valid requirement to access the data. We will share the information we collect with our colleagues in the NHS who have legitimate cause to view the information to help with their reporting and monitoring of the vaccination programme. Currently we are only sharing total numbers of those eligible and vaccinated – we are not currently sharing any personal information such as names. We will not share it with other third parties such as new employers, your landlord, HMRC etc, unless there is a court order that forces us to do it or a piece of law that says we must. The council is not aware currently of any law that would make us share this information beyond the relevant parties in the NHS.

### **I accidentally gave you the wrong information – what should I do?**

Just email [COVID-19queries@camden.gov.uk](mailto:COVID-19queries@camden.gov.uk) and HR will correct your Oracle record for you.

**Why can't I put this on Oracle myself?**

Oracle does not allow us to open up the option to file vaccination status to specific employee groups. We therefore would not be able to restrict the option to add vaccination uptake data to only eligible frontline colleagues. This is why HR will input the data, to make sure that we are only collecting it for relevant colleagues.

**I'm not an eligible frontline worker. Can I give you my vaccination status?**

No, we are only collecting it for eligible staff in frontline care roles. Our legal basis would not cover us collecting it for other groups, so we are asking other employees not to provide us with this information. If the situation changes in the future we will let everyone know.