



FluidRock Compliance and Ethics is the leading independent compliance and ethics firm.

MANY EMPLOYERS ARE ASKING....

Vaccine policy? **No Vaccine policy?**

- Do we need a vaccine policy?
- What does the law say?
- Mandatory vs. voluntary vaccinations?
- What are the rights of employees?
- What are employers' rights and responsibilities?

Ethical Employer

TOP 5 REASONS FOR HAVING A VACCINE POLICY

1. Clarity of the rules and regulations
2. Create a safe emotional and physical space
3. Balance employees' rights and responsibilities
4. Understand the rights and duties of the employer
5. De-risk your organisation

Governments across the globe have unified their efforts towards approving a vaccine to stabilise the devastating effects of the COVID-19 pandemic.

Some governments are implementing mandatory vaccination policies.

The South African government has published directions relating to mandatory vaccine policies in the workplace, in some instances.

Did you know?

All employers are required to:

1. provide information and training on the nature, benefits and risks of vaccines;
2. give employees paid time off and assist them with transportation to be vaccinated; and
3. give employees paid time off where employees received the vaccine and are experiencing side effects.



FluidRock Compliance and Ethics advises numerous organisations on their approach to vaccine policies.

- Practical application of the law
- Fit-for-purpose
- Company specific advise

Contact us today to book a free consultation.

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OUR 3 PHASE APPROACH

1

Risk Assessment

Includes assessment of company specific environment, e.g.:

- Do employees work in close proximity to each other?
- Do they have regular dealings with the public?
- What are the work traveling requirements?

2

Identify Employees

Includes analysis of employees who will be required to receive the COVID-19 vaccination, by virtue of the risk of transmission through their work or due to their age or co-morbidities.

3

Draft Policy

FluidRock drafts a vaccine policy for your organisation based on the situational analysis and unique circumstances.

