

# CONSIDERATIONS FOR MANDATORY VACCINATION

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# Mandatory vaccination becoming commonplace across many countries



Australia decided in late June to make vaccinations mandatory for high-risk aged-care workers and employees in quarantine hotels.



Made vaccinations mandatory for nursing home staff and healthcare workers. Only vaccinated customers are allowed in bars, cinemas, theatres and other closed spaces.



Mandatory for care home workers in England to have vaccinations from October. Patrons of large venues too



Indonesia made inoculations mandatory in February, threatening fines of up to 5 million rupiah (\$357).



Will soon require vaccination of all federal public servants and many other workers. This will include travellers and staff of long-term care homes



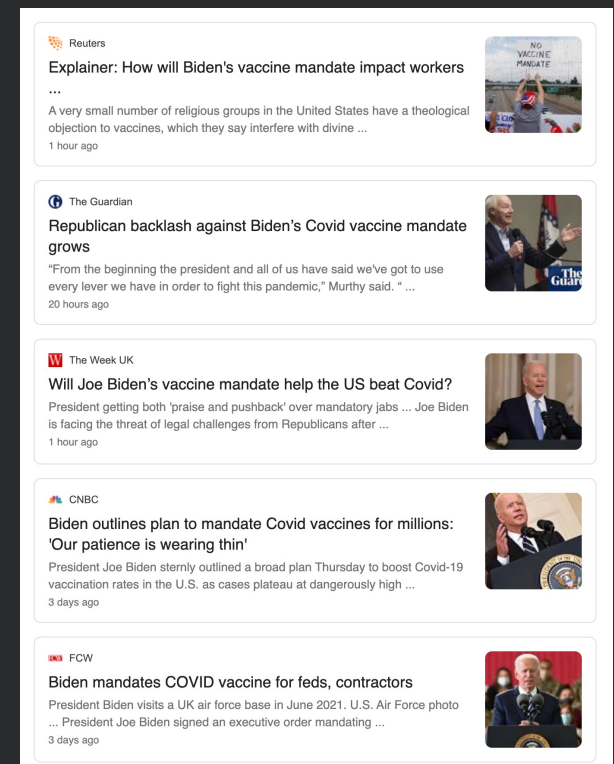
Mandates that health workers, including pharmacists, get vaccinated. Those who refuse could be suspended without pay for the rest of the year



Parliament approved a bill that will make vaccinations mandatory for health workers as well as require a health pass for venues.



Ordered all public workers to be vaccinated against COVID-19. Companies were given a month to ensure at least 60% of staff or face penalties



# Mandatory vaccination commonplace across US companies, increasingly across SA companies too



Vaccine requirement for employees who are coming back to the office



All Facebook employees must get vaccinated before coming back to the office, with a process for those who cannot be vaccinated for medical or other reasons



Require Covid-19 vaccines for the casts of all its US productions, as well as the people who come in contact with them. Return to office protocol that include an option to implement mandatory vaccination policies for casts and crews



Introducing mandatory vaccination for employees to maintain workplace safety and prevention of loss of life



Implemented a mandatory vaccination policy for all employees across both tour operator and property businesses



Set a target of vaccinating 90% of all its workers by middle or towards the end of September 2021



All US-based corporate employees must be vaccinated by October 4



Requires all its salaried and non-union hourly employees in the US to be vaccinated. Workers who are working on-site but are not yet vaccinated must get their shots within the next 60 days



New York office has banned all unvaccinated staff and clients from entering its headquarters



Only allowing vaccinated employees to return to the office, with an updated policy planned for the launch of "Hybrid"



All staff require to be vaccinated by year-end to create a safe teaching and learning space. Company may consider retrenchment for those who fail to oblige



Staff required to be vaccinated by Q1 2022



# Considerations for mandatory vaccination across workplaces



## 1 The 'why'

In-depth consideration of the organisation's moral, social, ethical and legal obligations; culture, purpose and values to form the back-bone of the policy

## 2 Legal considerations

Legal frameworks balancing the rights of all employees, the employer, and the workplace and public health imperative

## 3 Moral and ethical considerations

Alignment with organisational culture, values and purpose; ethical considerations providing a safe working environment

## 4 Operational benefits and risks

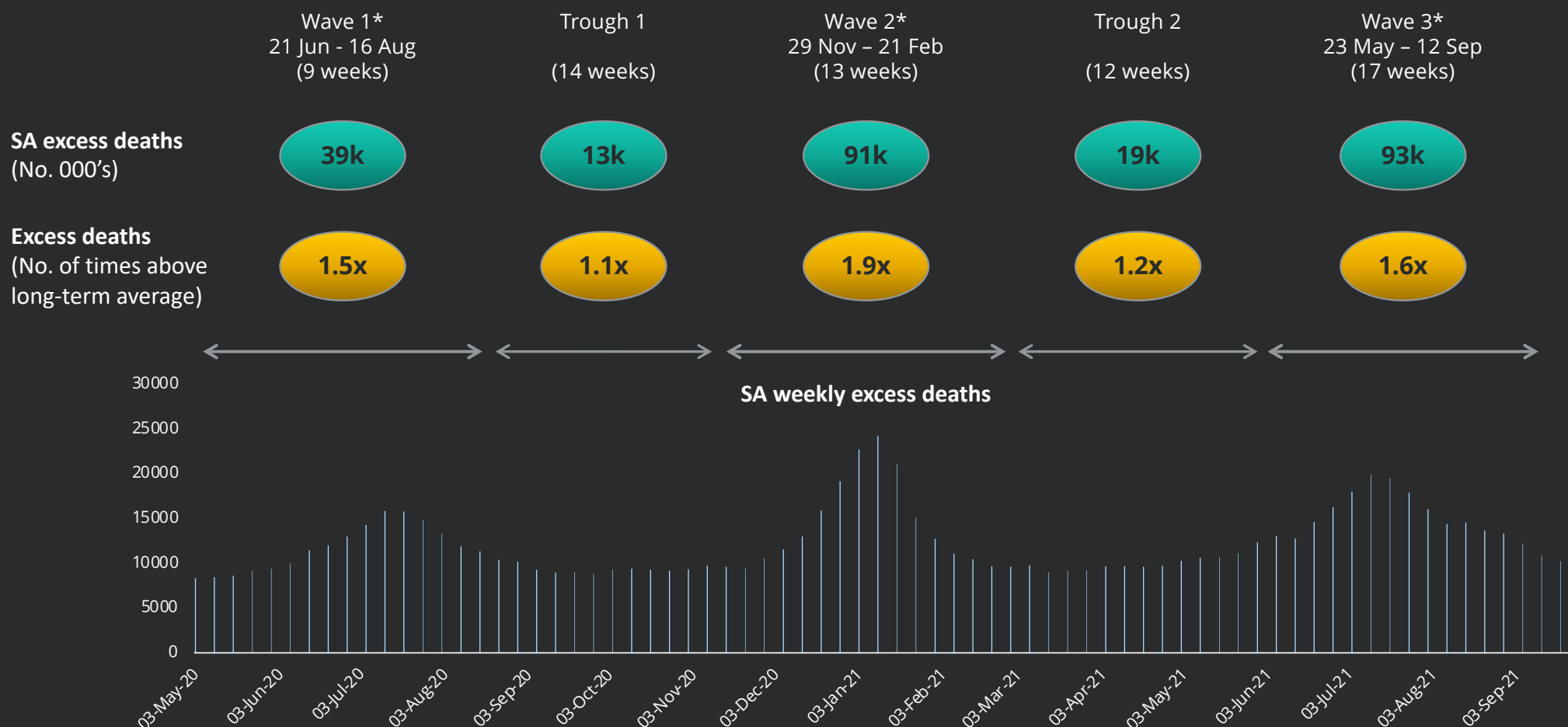
Consideration of operational, legal, organisational and reputational risks and benefits

## 5 Implementation

- **Objections and exceptions process** incl. reasonable accommodation, IR process
- **Proactive employee engagement and communication;** union engagement
- **Operational implementation** e.g., validation of vaccination status
- Convenient **access to vaccination**

**Vaccination mandate**

# COVID-19 an unprecedented health tragedy – more than 255,000 excess deaths in SA since May 2020



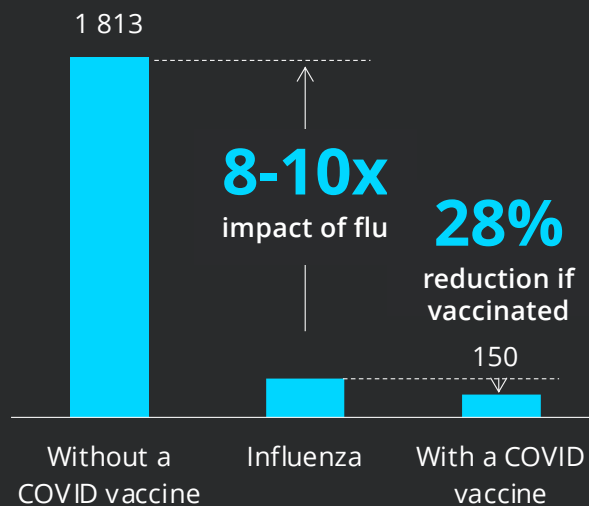
\* Waves defined as periods where natural cause deaths 25% greater than projected for that particular week  
Source: SA MRC excess deaths report; Discovery Health analysis

# Data unequivocally supports efficacy of vaccination against COVID-19



## COVID-19 vaccination reduces risk of mortality relative to influenza<sup>1</sup>

Deaths per million of the population

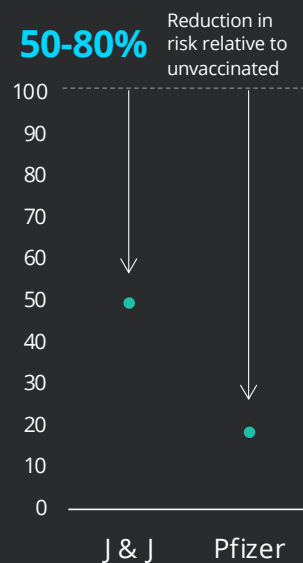


## Vaccine is >90% effective in reducing death

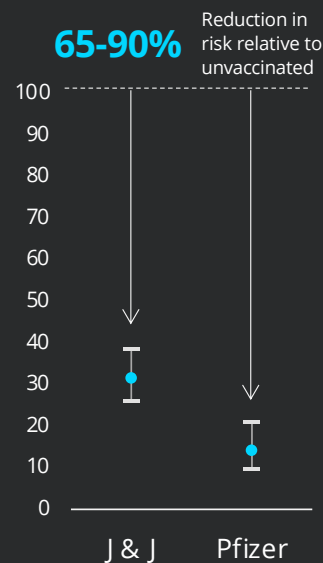
Discovery Health data on vaccine effectiveness\*



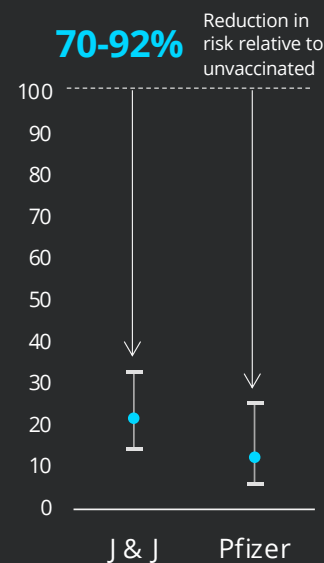
### Infection



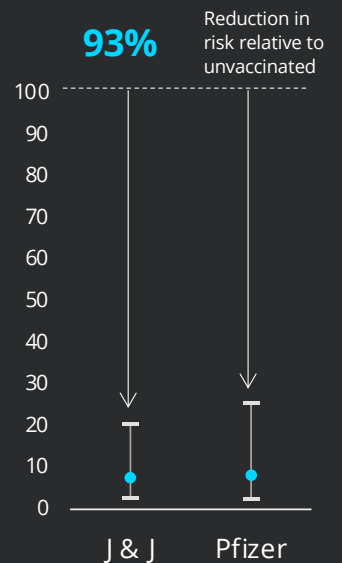
### Admission



### High care/ICU



### Death



J & J 28+ days since vaccination<sup>2</sup>

Pfizer 7+ days - second dose<sup>3</sup>

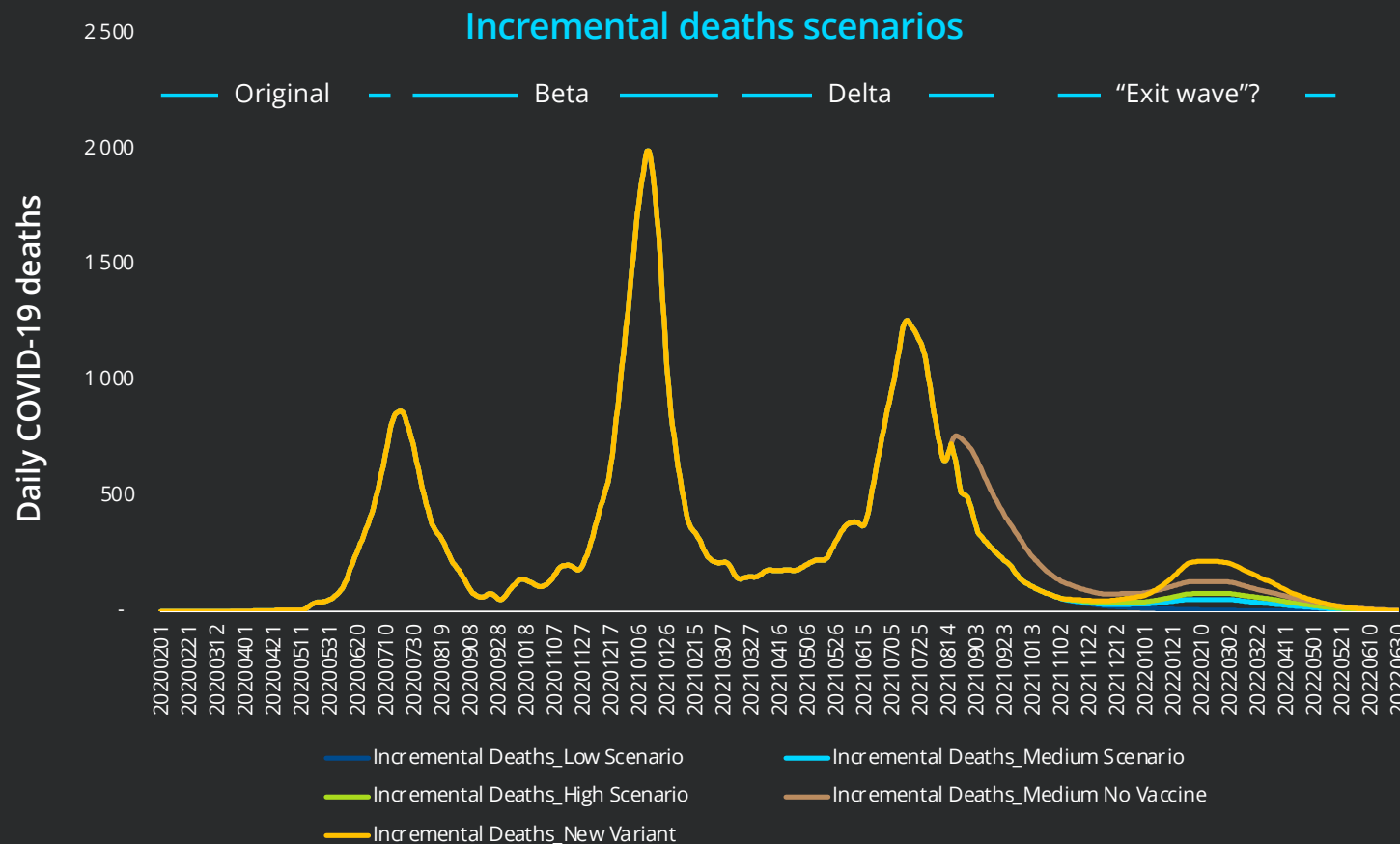
<sup>1</sup> Surveillance of influenza and other respiratory viruses in the UK Winter 2019 to 2020

<sup>2</sup> Sisonke and SAMRC, test negative refreshed to 17 July

<sup>3</sup> Test negative study refreshed to 15 August

\*Excludes data on members vaccinated in the public sector. To be submitted for peer review and publication

# 4<sup>th</sup> wave projected to start in Dec 2020; SA could avert 25,000 deaths by vaccinating 60% of adult population by Dec 2020



\*Vaccine implementation expected to peak at 60% of adult population

Total deaths at end of 3<sup>rd</sup> wave expected at 230k COVID-19 deaths

By June 2022, at the end of the 4<sup>th</sup> wave, incremental deaths expected to be between 10k – 25k

Medium scenario total deaths expected at 240k growing to 265k in a scenario without vaccines

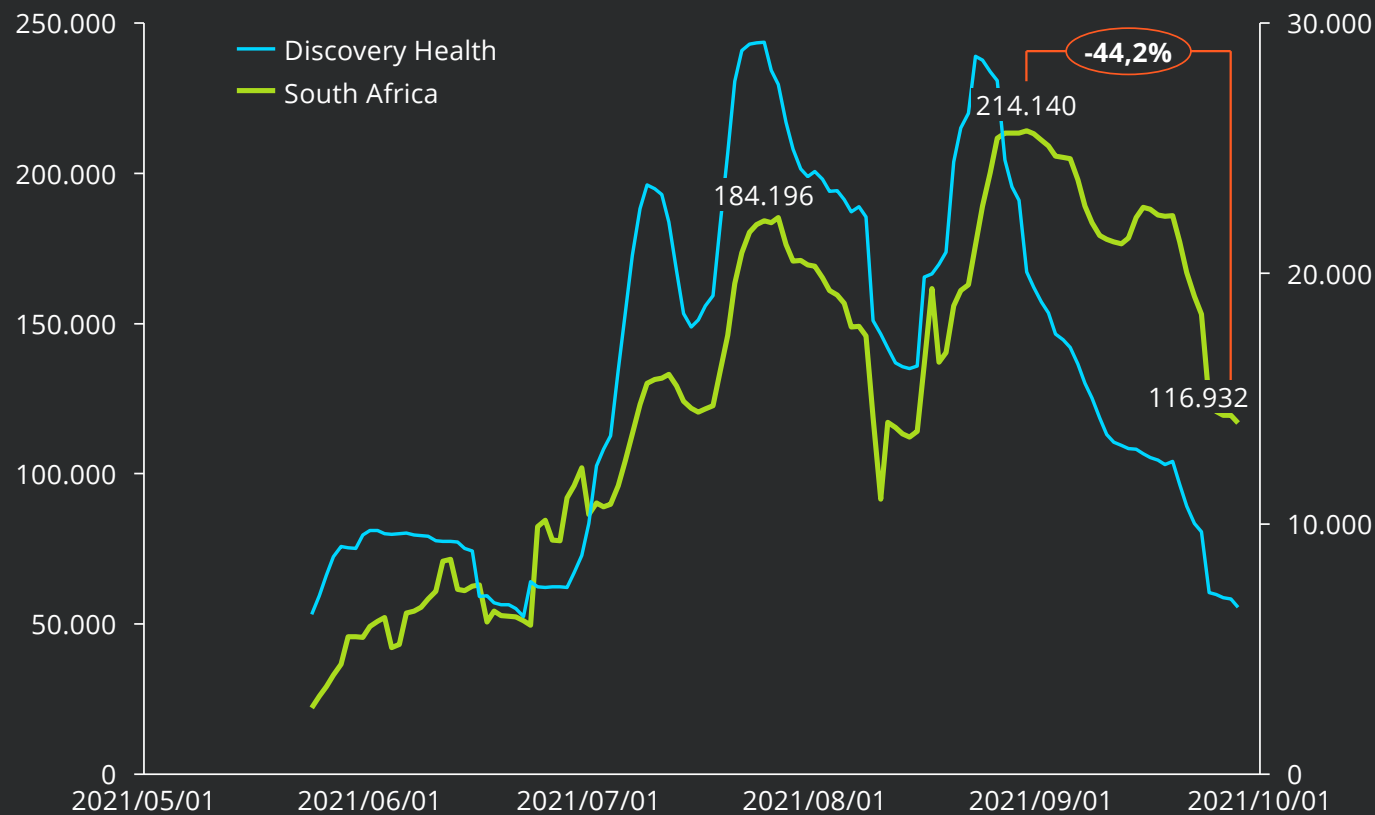
Vaccinating 60% of the population would lead to 25k lives saved



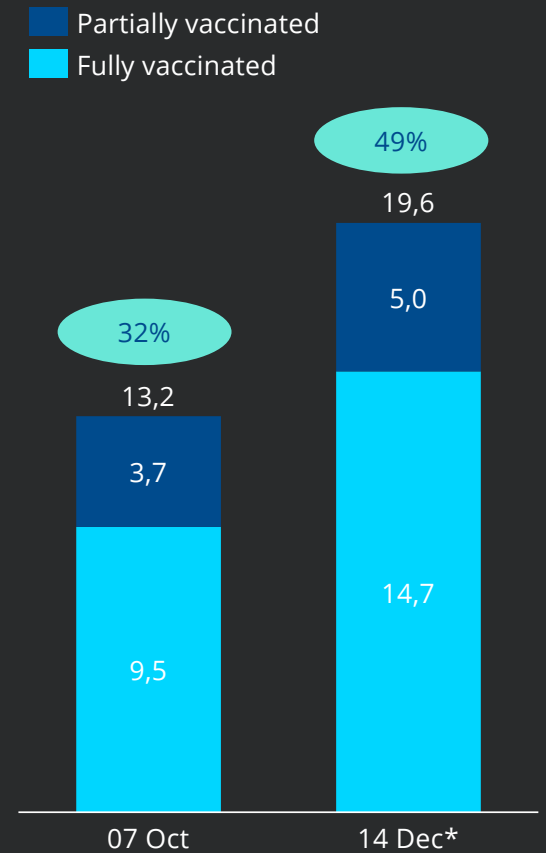
44% reduction in 7-day moving average vaccinations since end August; at current cadence ~50% of SA adult population vaccinated by mid-Dec



### Daily vaccinations – 7 –day moving average



### Population vaccinated (million)

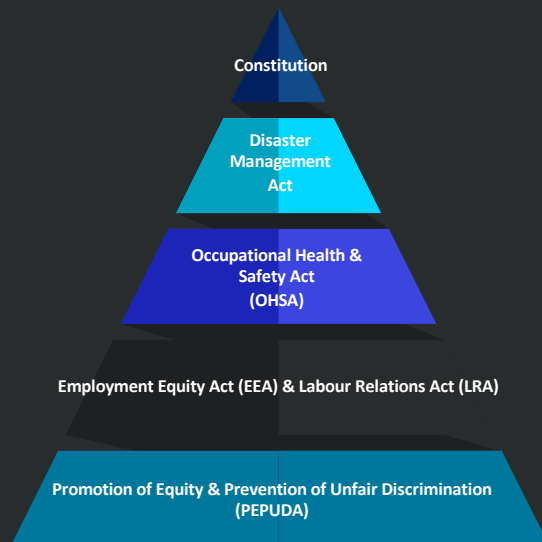


Source: sacoronavirus.co.za; Discovery Health analysis

\* Assumes 9 million vaccinations delivered between 07 Oct and 14 Dec: 30% J&J, 70% Pfizer; 40% of doses delivered Pfizer second doses



# Main legal, moral and ethical principles for mandatory vaccination



1. **All employees have rights** (not only unvaccinated employees)
2. **Employers and businesses also have rights**
3. **Rights are not absolute** (rights can be limited if in the broader public and societal interest)
4. **Employers have a legal and moral obligation to provide a safe workplace** (incl. protection from hazardous biological agents)
5. **Unfair discrimination** avoided through:
  - **Objections and exceptions process**
  - **Reasonable accommodation**

# Discovery implementation overview (not exhaustive)



## POLICY IMPLEMENTATION PRINCIPLES

### 1) Mutual respect

Implement vaccination policy in strict accordance with mutual respect between employee and employee and in alignment with our values as an organisation

### 2) Balance the rights of all employees

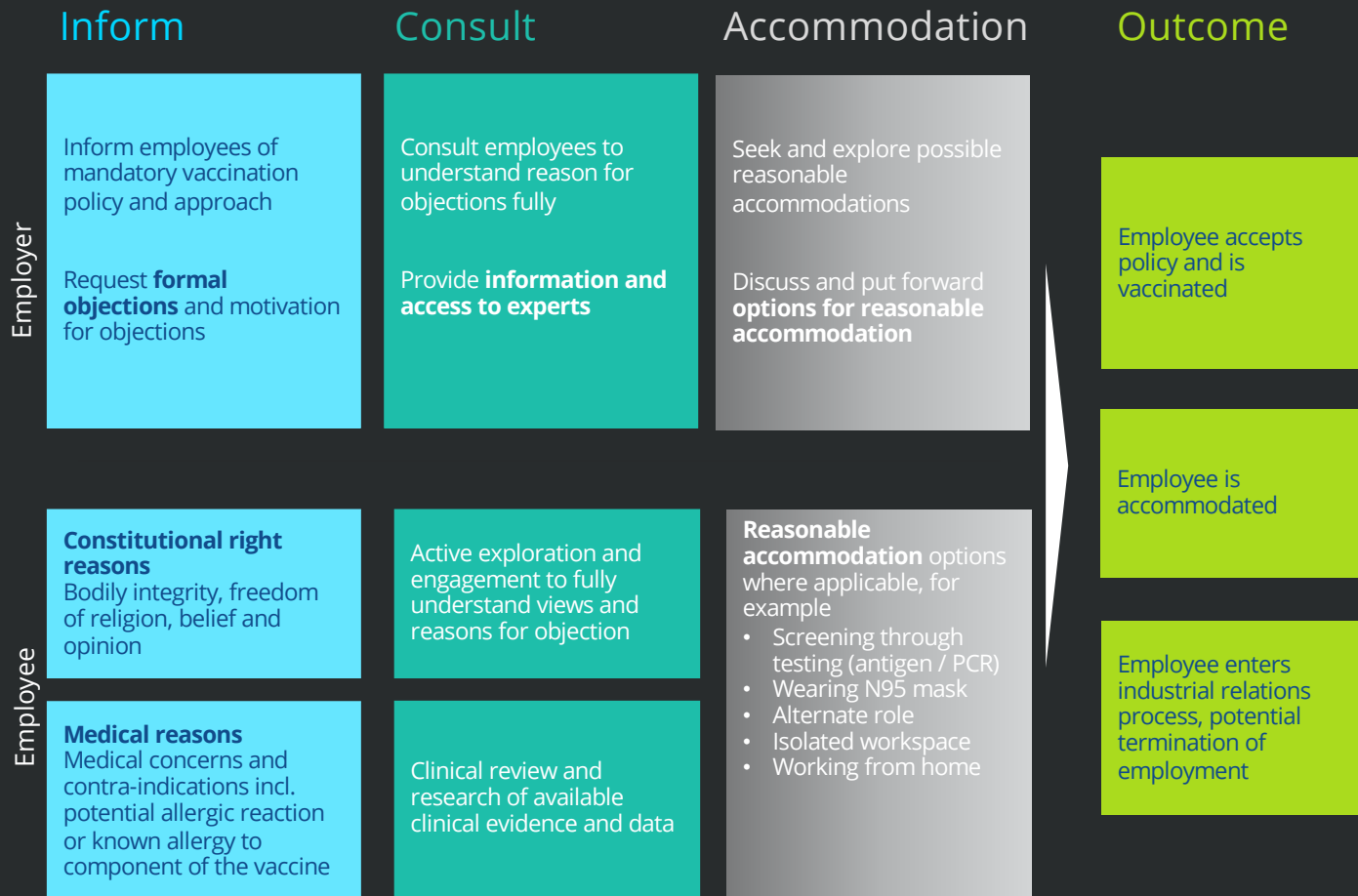
Concerted effort to balance individual rights and liberties of all employees (vaccinated and unvaccinated) with the operational and broader stakeholder obligations of the business

### 3) Reasonable accommodation

Structured process to consider objections on the basis of constitutional rights and concerted effort to explore reasonable accommodation if and when required

### 4) Proactive engagement

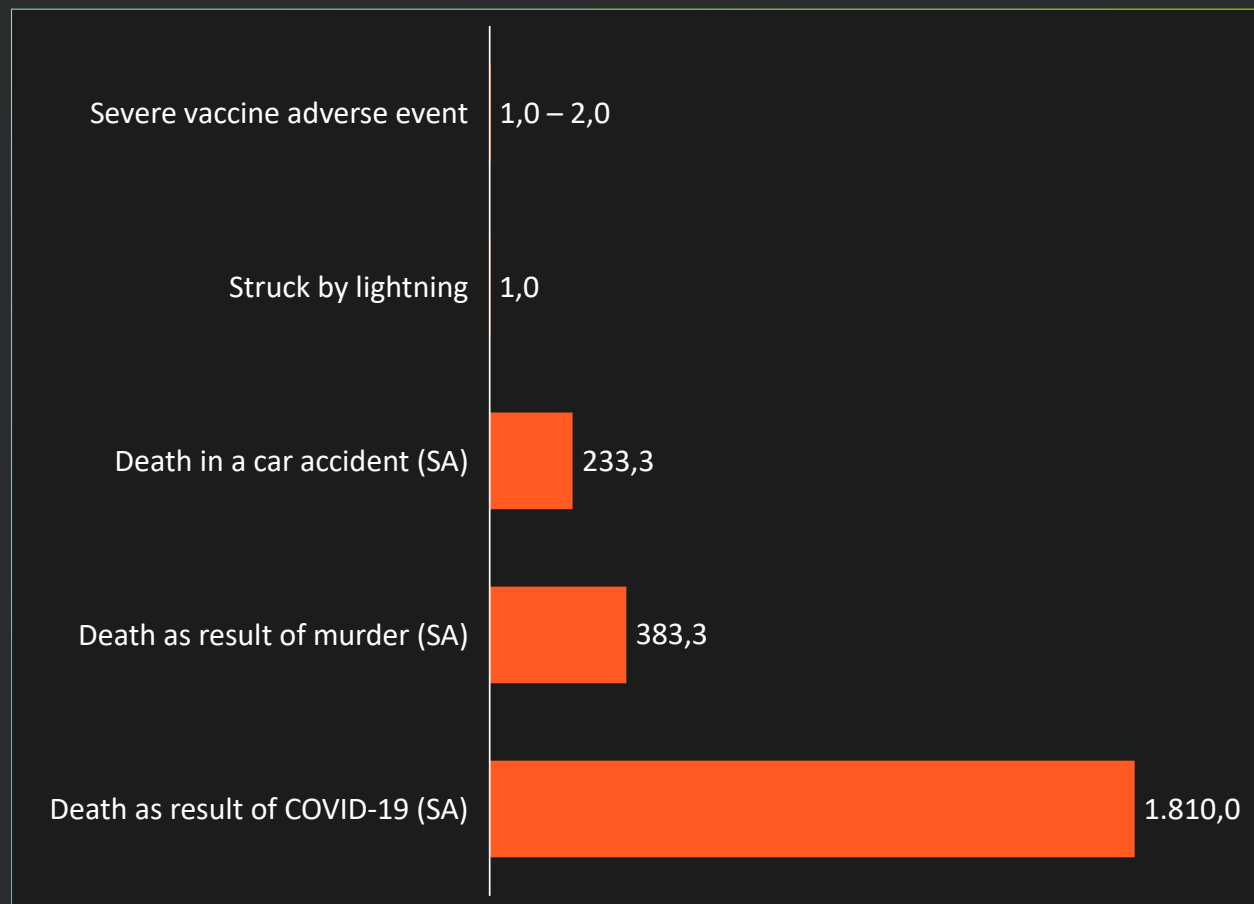
Regular and proactive discussion and engagement to discuss and refine the implementation of the policy and to provide information and support to employees



# Risk of severe vaccine adverse effects and mechanisms for cover and compensation



## Relative risk of severe adverse effects (per million)



## Cover and compensation mechanisms for vaccine-related adverse events

- **Employees on medical schemes,** treatment of adverse events as a result of COVID-19 vaccination is covered as a prescribed minimum benefit
- **Compensation for Occupational Injuries and Diseases Act,** provides for compensation of medical expenses and loss of income in relation to certain adverse events as a result of vaccination
- **Coronavirus COVID-19 Vaccine Injury No-fault Compensation Scheme** established in April 2021, provides for severe injury and may be claimed by employee

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