

Country	Vaccination Strategy
Belgium	Vaccination is not an obligation for any groups.
Canada	No government in Canada has mandated vaccination, including for health or social care workers, but in British Columbia this is being considered – https://bc.ctvnews.ca/b-c-absolutely-considering-mandatory-covid-19-vaccines-for-long-term-care-staff-henry-says-1.5465880 Elsewhere there are strong incentives in place to increase vaccine uptake.
Cyprus	Vaccination is not mandatory for any group of workers /employees in Cyprus. But it is a matter for public debate and reflection. The government is currently trying to persuade those who have not been vaccinated, mainly by offering incentives to persuade them to get vaccinated.
Czech Republic	Covid-19 vaccination is not mandatory for any group of population in Czechia. While there is a mandatory vaccination schedule specifically for healthcare professionals, covid-19 has not yet been added to it.
Denmark	COVID-19 vaccinations are voluntary, also among front-line staff like health professionals.
Estonia	There is no mandatory vaccination and currently there is no political interest to introduce it.
Finland	The vaccination is not obligatory for any groups. However, if a health professional is not vaccinated, she or he is not able to work in positions which may cause the spread of the infection / put the patient in danger. In those cases, the employer needs to find a new type of work for the employee.
France	Vaccination will become mandatory for all health workers including those working in nursing homes and providing long-term care at home from 15 September. All health care workers must be fully vaccinated against Covid-19 by the 15 September or risk not being paid. Moreover, Health passes (proving two doses of vaccination or a negative PCR or antigenic test in 48h, or had Covid in the past six months) already used to enter some venues, such as nightclubs, will be expanded to include more places including, commercial centers, bars and restaurants (even in terrace), theatres, trains and planes from 21 July. Those aged over 12 years old will also need health passed from end of August. To encourage vaccination, PCR covid tests that are currently free will have to be paid for, unless accompanied with a doctor's prescription.
Germany	Vaccination is no obligation for health professionals. There were some debates about obligation of vaccination for teachers, pupils and children in childcare. And very recently, fines for those who do not cancel their vaccination appointment were discussed.
Greece	In June: Vaccination is not mandatory for health professionals or any other professional groups. However, this is an issue of public concern and intense political debate. The government is currently trying to persuade those who have not been vaccinated, mainly by offering incentives to persuade them to get vaccinated and by

	<p>introducing restrictions and certain prerequisites to meet in case, for example, they want to visit the islands for vacations.</p> <p>In July: Vaccination became mandatory for health workers in nursing homes and will be obligatory for other health workers from the 1st September.</p>
Hungary	<p>Vaccination is not yet compulsory for any group, but there are certain health care institutions which require negative PCR tests from unvaccinated health professionals at their own expense. This makes the vaccination de facto compulsory, but this is a highly debated practice.</p>
Ireland	<p>Since June 2021, unvaccinated healthcare workers can be reassigned, the reassignment is temporary usually to where they have no patient contact and subject to review as the situation changes. The purpose is to lower exposure risk and is viewed as an important option for managing risk of exposure for people who are not vaccinated.</p>
Italy	<p>Vaccination is required for health professionals and healthcare workers who perform services in both public and private healthcare facilities, socio-health structures, social welfare facilities, pharmacies.</p> <p>Failure to comply with the vaccine requirement determines the suspension of the right to provide services involving interpersonal contact or the risk of spreading the infection in any other form. It is up to employers to re-assign those who do not comply to other tasks (even of lower ranking and with correspondent/consequent lower wages). When re-assignment is not available, suspension without remuneration, is to be imposed.</p> <p>Vaccination is not required when it is contraindicated for specific and documented clinical conditions (professionals and HCW in such conditions are still to be re-assigned to other tasks to safeguard patients without any pay cuts).</p> <p>The dispositions are being implemented at regional level. Formal letters are being sent out requesting non-vaccinated personnel to regularize their status. Many conformed and vaccinated whereas a few sent out letters of objection as the topic has been largely object of public debate and ongoing protests. A total of 1300 healthcare professionals have appealed to their Regional Administrative Courts asking to suspend the obligation to vaccinate.</p>
Latvia	<p>Vaccination is not yet obligatory, but <u>the</u> Government passed the plan in early July that the employer will have the right to dismiss an employee who has not obtained a Covid-19 certificate by September 15, this relates to medical, social care, educational institutions.</p> <p>Amendments to the law are envisaged, which will give the employer the right to request a vaccination or disease certificate for employees who perform work duties that are associated with an increased risk of infecting other persons or increased opportunities to infect themselves.</p> <p>These obligations can enter in to force only after the amendments to the law are accepted by the Parliament. The compliance of the planned requirements with the Constitution still have to be assessed.</p>
Malta	<p>COVID vaccination is not mandatory in Malta in any population group</p>

Netherlands	Vaccination is not compulsory in the Netherlands. Compulsory vaccination is considered to be against the constitution. Employers are (formally) not allowed to ask you about your vaccination status, because this is considered private information. As a result, there is no obligation for employees (including medical personnel) to get vaccinated.
Norway	Vaccination is voluntary for all people. Health personnel who are not vaccinated should not be working in position where they may put patients or others at risk and must be reassigned to other tasks. Responsibility of governance at local institution.
Romania	There is no obligation of vaccination for health professionals or any other category, but there are plans to introduce the obligation of periodical testing of not vaccinated health personnel at their own expense. Currently the testing of not vaccinated health personnel is free. Testing is required (a rapid antigen testing every 3 days or RT-PCR testing every 7 days) when the cumulative incidence in the catchment area is over 1.5 per 1000 inhabitants and for all hospitals with SARS-CoV-2 delta variant cases, disregarding the incidence.
Slovakia	Vaccination is voluntary and even though the minister “opened” the debate that social care and healthcare employees could be required to get a vaccine shot, this does not seem likely (due to populist parties).
Spain	Vaccination is not mandatory in any group. In March more than 80% of health professionals had been vaccinated (? Not sure if this includes social care workers)
United Kingdom	New <u>legislation</u> in England (not yet approved by parliament) means that care workers in CQC-registered care homes will need to be fully vaccinated from October, with a 16 week grace period once the legislation is enacted. This has been put into place following a public consultation and due to concerns over high death rates in care homes and the number of care workers remaining unvaccinated - an estimated one in six care staff, rising to almost one-third in some parts of London, have not yet received one dose, despite being eligible. A further public consultation will be held soon on whether to make COVID-19 and flu vaccinations compulsory in other health and care settings for patient facing staff. Northern Ireland, Scotland and Wales currently have no plans to introduce mandatory COVID-19 vaccinations for any group.
United States	No vaccination mandates at any governmental level. Voluntary vaccination has been underway since January. Biden has made free vaccine's available since January and has encouraged adults to get fully vaccinated (starting with the elderly and working down age groups). Biden's goal of having 70% of the population vaccinated with their first shot by July 4 was missed by a few percentage points (68%).

The information was collected and summarised by the Health Systems Policy Monitor (<https://www.hspm.org/mainpage.aspx>) of the European Observatory on Health Systems and Policies following a contribution by its country representatives.

