



HC-One faces 'landslide of legal action' over forced covid jobs

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Company must partake in genuine negotiations for change or GMB Union will take further action

GMB, the union for carers, says HC-One faces a 'landslide of legal action' if it goes ahead with plans to force all staff to get a covid job if they want to keep their jobs.

The union wrote to the company this morning asking why staff had been told the changes would come into effect from September 13 - before consultations with GMB.

GMB also questions why the changes are being implemented in Scotland and Wales where there is no mandate for compulsory vaccines.

Kelly Andrews, GMB National Care Lead, said:

"GMB has supported the vaccination programme and encouraged our members to take the opportunity to be vaccinated if they can.

"We're aware some people don't want to be – or can't for a variety of reasons.

“ GMB intends to fully participate in the proposed consultation process, but there must be genuine negotiations for change or we will take further action.

Kelly Andrews, GMB National Care Lead

"HC-One faces a potential landslide of legal action if the company change people's terms and conditions unilaterally without taking into account why employees are unable to be vaccinated, or what alternative there might be to the dismissal.

"The fact HC-One has told staff this will happen before consultation with GMB suggest the decision has already been made.

"GMB intends to fully participate in the proposed consultation process, but there must be genuine negotiations for change or we will take further action."

