



UK Healthcare Sector Questionnaire Instructions

Please read these instructions first to assist in the completion of this form.

In order to edit this document on your phone, tablet or computer you will need some free software (an app) called Adobe Acrobat Reader (DC) – check you have the latest version



Adobe Acrobat Reader DC

Download (all versions): <https://get.adobe.com/uk/reader/>

It could be that your device is running an older operating system and you're unable to install and edit. If that is the case, then either arrange for a friend or neighbour to assist with either completing the form on their device or print and complete the form by hand.

IMPORTANT: Please complete one form per place of work or employer, your personal circumstances may mean you have multiple questionnaires covering employment, self-employment and/or student status. Use the **Save As** function in the [File] section to rename the file, e.g. include your name & employer in the filename (one for each situation)

Once completed please return this form to: **admin@jobsnotjobs.uk**

Please submit all correspondence (emails), screenshots and notes from verbal conversations and meetings in your email containing your completed questionnaire(s). These will be stored securely in potential client case files as part of the proposed group actions.

NB: Please ensure the Privacy Consent box is checked, without it we are able to process your information and include you in any further proposed group legal actions.

Personal contact details section please include all details and means of contacting you to avoid emails going into spam or being missed when you are contacted by the solicitor.

Registration body means the professional body or regulatory body with whom you are required to register with e.g. GMC, NMC, GDC, GOsC, CSP ...

Registration number means the unique identifier (number) given to you by your registration body.

Name of Employer / Education Establishment (as applicable), as explained above if you have more than one work place/ employer or perhaps you are both employed, self-employed and studying – please complete a new form for each one. Please include a contact name and email address for the CEO, President of Chancellor.

Section 1 – please reflect your current situation, it is expected that this will change with time. Do not delay submitting your form, even if you haven't been individually contacted to provide your vaccination status. You will be able to provide us with updates as time progresses.

Section 2 – Please reflect your status to correspond to the employer section. You may have multiple working engagements. The definition of 'worker' is as per the HMRC [<https://www.gov.uk/employment-status/worker>]

Section 3 – Please reflect as clearly as possible your employment conditions, use the text box to elaborate.

Section 4 – Please provide as much detail as possible for us to understand the grounds for reasonable exemption.

Section 5 – Please reflect as best you can what has been communicated to you directly or indirectly.

Section 6 – Please outline the current view of any meetings either held or planned, including any representation.

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Please note, this information will be used to better understand your individual circumstances and identify the legal advice and steps that are most likely to be relevant to you. The information may be used in anonymised form to help us understand better the numbers of people affected generally and the numbers within each organisation. No personal information will be shared with third parties without your express prior consent.

This questionnaire will be administratively processed by the clerks at Celestial Chambers, grouped into categories such as employer, regulatory or professional body for example.

First name	
Last name	
Your email address:	
Your contact telephone:	
Your address: House Street Town County Postcode	
Job or professional title:	
Who is your registration body?	
Registration Number:	
Do you carry out CQC regulated activities?	Yes No
Do you have a protected title? (e.g. Osteopath)	Yes No
Number of years in your profession:	

Are you on a low income or under severe financial crisis due to having either been dismissed, threatened with dismissal, prevented from working or by the nature of your role? (e.g. zero hour contract, student, unable to practice) Yes No

Name of Employer / Education Establishment (if applicable)	
Address: House Street Town County Postcode	
Date employment / study commenced:	
Do you have a contract with place of work? (This covers self-employed with fixed term contracts etc.)	Yes No
Are you employed by NHS?	Yes No
Name of CEO / Chancellor / President:	
CEO / Chancellor / President Email address:	
Are you on maternity leave?	Yes No
Are you on sick leave?	Yes No
Has your employer accessed your vax status?	Yes No
Did you consent to access to your vax status?	Yes No
Have you been subjected to bullying linked to your position on vaccination?	Yes No

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1. Which of the following describes your current situation regarding the COVID-19 vaccination?

- a) Threatened with dismissal if not committing to have a COVID-19 vaccination?

Please state date that the first demand was made:

and last of such demands were made:

- b) Dismissed (sacked) for either refusing or stating that you do not intend to have a COVID-19 vaccination?

Please state date on which you were given notice of dismissal:

and when your employment ended or is due to end:

Please state whether or not you have been dismissed with your full contractual and/or statutory notice entitlement?

Yes

No

- c) Resigned as a consequence of being required to have a COVID-19 vaccination?

Please state date of resignation:

and date employment ended or is due to end:

Please state whether you resigned with immediate effect or with notice?

Immediate

Notice

- d) Are you being prevented from performing your role / profession as a consequence of rules/procedures/restrictions placed upon you by your Registration Body? (e.g. requirements for masks, vaccination, testing) Please provide details at the end of the questionnaire.

- e) Having my educational course terminated due to placement/job COVID-19 vaccination requirements at the end of my course

Yes

No

2. What is the status of your employment?

- a) I am self employed
- b) I am employed by an agency
- c) I am employed directly by a healthcare provider
- d) I am 'worker'
- e) I am a student

3. Terms and conditions of employment

Yes

No

- a) Do you have a written contract of employment/statement of terms and conditions of employment?
- b) Do you have normal working hours?
- c) Do you have variable working hours?
- d) Are you on a zero hours contract?
- e) Have your hours of work been or are likely to be reduced as a result of your refusal to agree to the vaccination mandate?
- f) Have you suffered any form of unfair or detrimental treatment as a result of refusing to comply with the vaccine mandate?
(if so, please state the nature of the detriment and the date suffered)
- g) None of the above (please state below)?

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Details:

4. Exemptions

Yes

No

- a) Do you have underlying medical / health conditions?
- b) Do you have any allergies or had adverse reactions to COVID-19 vaccination ingredients (e.g. PEG)?
- c) Historical vaccination status and any adverse reactions?
- d) Have you had a COVID-19 vaccination and suffered an adverse reaction?
- e) Are you pregnant, breast feeding or undergoing IVF?

Please provide full details:

- f) Do you hold any religious or philosophical beliefs regarding injections or the COVID-19 drugs or the requirement to submit to the Covid vaccination mandate or face the loss of your livelihood?
e.g. Jehovahism, Sikh, Veganism, Freedom of Choice, Right to bodily autonomy, Right to life, Freedom of expression.

Yes

No

Please provide further information:

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Yes No

5. Requirements from the letter/communications received from your Employer/Educator
- a) Requirement to have COVID-19 drug (with or without a set date)
 - b) Requirement for use of NHS App to determine 'Vaccination status'
 - c) Rely upon self-exemption

Please provide copies of all correspondence whether via letter, email or statement on company website/intranet.

Yes No

6. Disciplinary/other meetings
- a) Have you been subjected to the threat of or actual disciplinary proceedings as a result of your refusal to comply with the vaccine mandate?
If yes, please provide dates and outcomes of any meeting below
 - b) Have you been required to attend any other form of meeting with your employer to discuss your refusal to comply with the vaccine mandate?
If so, please provide dates and outcomes of any meeting below.

Please use this space to provide any other information you consider relevant to your situation/case.

Email this completed form to: admin@jobsnotjabs.uk

Yes No

I consent to the processing of the information provided in this questionnaire in accordance with the attached privacy notice.

Celestial Chambers Privacy Policy

January 2022

Our contact details

Name: Celestial Chambers

E-mail: celestialchambers@protonmail.com

The type of personal information we collect

By asking you to complete and return the questionnaire to which this notice is attached we shall be processing the following information:

- Personal identifiers, contacts and characteristics (for example, name and contact details)
- Details about your employment and work history
- Details about your income
- Details about your health
- Details about your personal ethical, religious and philosophical views
- Details about your training contracts and professional qualifications
- Other related personal information from which it would be possible to identify you, including (in relevant cases) any information pertaining to a criminal record.

How we get the personal information and why we have it

Most of the personal information we process is provided to us directly by you or by organisations or public bodies involved as a party in your case for one of the following reasons:

- In connection with advice and assistance with legal issues

We shall be using the information that you have given us in order to:-

- collate data on an anonymised basis to better formulate strategies and plans of action
- to identify advice relevant advice and assistance that may benefit you personally

We may share this information with other lawyers and interested groups with whom we collaborate for the purpose of providing appropriate advice and assistance to you.

Under the General Data Protection Regulation (GDPR), the lawful bases we rely on for processing this information are:

- (a) Your consent. You are able to remove your consent at any time. You can do this by contacting celestialchambers@protonmail.com. We ask you to confirm your consent to the processing of the information you provide in the questionnaire and any subsequent communications between us by ticking the relevant box on the questionnaire itself**
- (b) We have a legitimate interest, namely, the provision to you, at your request, of legal advice and assistance.**

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How we store your personal information

Your information is securely stored electronically by Celestial Chambers and the 3rd parties with whom we collaborate as indicated above.

We intend to keep the information you provide in the questionnaires and any subsequent communications for such time as is reasonably necessary to provide you with the legal advice and assistance you have requested and should that advice include assistance with any form of litigation, for a period of 6 years following the end of that litigation. We will then dispose your information by the permanent deletion of the electronic data and the secure shredding of any paper documents that it has been necessary to produce.

Your data protection rights

Under data protection law, you have rights including:

Your right of access - You have the right to ask us for copies of your personal information.

Your right to rectification - You have the right to ask us to rectify personal information you think is inaccurate. You also have the right to ask us to complete information you think is incomplete.

Your right to erasure - You have the right to ask us to erase your personal information in certain circumstances.

Your right to restriction of processing - You have the right to ask us to restrict the processing of your personal information in certain circumstances.

Your right to object to processing - You have the right to object to the processing of your personal information in certain circumstances.

Your right to data portability - You have the right to ask that we transfer the personal information you gave us to another organisation, or to you, in certain circumstances.

You are not required to pay any charge for exercising your rights. If you make a request, we have one month to respond to you.

Please contact us at celestialchambers@protonmail.com if you wish to make a request.

How to complain

If you have any concerns about our use of your personal information, you can make a complaint to us at celestialchambers@protonmail.com.

You can also complain to the ICO if you are unhappy with how we have used your data.

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The ICO's address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Helpline number: 0303 123 1113

ICO website: <https://www.ico.org.uk>

Appropriate Policy Document

The Data Protection Act 2018 (DPA 2018) outlines the requirement for an Appropriate Policy Document (APD) to be in place when processing special category (SC) data under certain specified conditions. Any details about your health or employment may be classified as SC data.

In accordance with that requirement this document is intended to demonstrate that the processing of SC is compliant with the requirements of the General Data Protection Regulation (GDPR) Article 5 principles.

Description of data processed

The data we shall be collecting and processing includes SC data relating to matters concerning your health and employment.

Schedule 1 GDPR condition for processing

As specified in the above privacy notice we rely on the lawful processing conditions of legitimate interest and consent.

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Procedures for ensuring compliance with the principles

Accountability principle
<ul style="list-style-type: none">i. We maintain appropriate documentation of our processing activitiesii. We have appropriate data protection policiesiii. We carry out data protection impact assessments (DPIA) for uses of personal data that are likely to result in high risk to individuals' interests?
Principle (a): lawfulness, fairness and transparency
<ul style="list-style-type: none">i. We have identified an appropriate lawful basis for processing and a further Schedule 1 condition for processing SC/CO dataii. We make appropriate privacy information available with respect to the SC/CO data?iii. We open and honest when we collect the SC/CO data and do we ensure we do not deceive or mislead people about its use?
Principle (b): purpose limitation
<ul style="list-style-type: none">i. We clearly identified our purpose(s) for processing the SC/CO dataii. We included appropriate details of these purposes in our privacy information for individualsiii. We plan to use personal data for a new purpose (other than a legal obligation or function set out in law), do we check that this is compatible with our original purpose or get specific consent for the new purpose
Principle (c): data minimisation
<ul style="list-style-type: none">i. We are satisfied that we only collect SC/CO personal data we actually need for our specified purposesii. We satisfied that we have sufficient SC/CO data to properly fulfil those purposesiii. We periodically review this particular SC/CO data, and delete anything we don't need
Principle (d): accuracy
<ul style="list-style-type: none">i. We have appropriate processes in place to check the accuracy of the SC/CO data we collect, and do we record the source of that dataii. We have a process in place to identify when we need to keep the SC/CO data updated to properly fulfil our purpose, and do we update it as necessaryiii. We have a policy or set of procedures which outline how we keep records of mistakes and opinions, how we deal with challenges to the accuracy of data and how we ensure compliance with the individual's right to rectification
Principle (e): storage limitation
<ul style="list-style-type: none">i. We carefully consider how long we keep the SC/CO data and can we justify this amount of timeii. We regularly review our information and erase or anonymise this SC/CO data when we no longer need it

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- iii. We clearly identified SC/CO data that we need to keep for public interest archiving, scientific or historical research, or statistical purposes

Principle (f): integrity and confidentiality (security)

- i. We analysed the risks presented by our processing and used this to assess the appropriate level of security we need for this data
- ii. We have an information security policy (or equivalent) regarding this SC/CO data and do we take steps to make sure the policy is implemented? Is it regularly reviewed
- iii. We put other technical measures or controls in place because of the circumstances and the type of SC/CO data we are processing

Retention and erasure policies

We retain information and documentation until the matter is concluded (including after any appeal has concluded).

All briefed papers will be returned to the Instructing Solicitor (who will retain for the minimum of 6 years).

All electronic material will be deleted once the period for any appeal being lodged has expired or following advice that no appeal arises.

APD review date

Jan 2023