



Dear

We are the NHS100K and we write to you to demand a published and public apology to all the staff affected by the vaccination as a condition of deployment legislation.

A divide has occurred, and the staff affected have experienced a distrust with our employers to which we wish to heal with an open and public apology for the grievances caused.

We wish for you to address the NHS Constitution for England that has been breached:

***"All staff should have rewarding and worthwhile jobs, with freedom and confidence to act in the interest of patients. To do this, they need to be trusted, actively listened to and provided with meaningful feedback. They must be treated with respect at work..."***

*Staff: your rights and NHS pledges to you (NHS Constitution for England)*

These rights are there to help ensure that staff:

- Have healthy and safe working conditions and an environment free from harassment, bullying or violence.
- Are treated fairly, equally and free from discrimination.

The NHS pledges to:

- provide a positive working environment for staff and to promote supportive, open cultures that help staff do their job to the best of their ability.

We wish to highlight that for the past few months, the points above have not been present at all for those of us who choose to stand against vaccine mandates and who choose to be vaccine free. We have constantly been told that the issue is "out of our hands", orders have "come from above", and that there is nothing our managers can do about the issue.

We have been told by the actions of our teams and our managers that the many years of experience we have, and the specialist roles that we entered, are not worth fighting for. We have been publicly declared by Danny Mortimer, CEO of NHS Employers, to be less than these vaccines.

***"...the value of the vaccine far outweighs the loss of a few thousand people." The Telegraph, 23/01/2022***

We have been told that we are a minority in the health care sector worth losing, yet a minority enough to affect those who are already protected from these vaccines. We are now 1 in 20 staff members who 93% of the NHS who are double jabbed and protected, are frightened of.

We have been harassed through the VCOD period with many members being contacted during their maternity leave and their sick leave. Members have received multiple phone calls in a day and multiple emails regarding vaccination status, where normally we would receive one "well-being" call for stressful jobs.

We have been bullied by our managers or upper managers who have never met us, demanding that we be vaccinated. We have had colleagues make snide comments about our choice and our stand, and even worse, these comments have been made about our PATIENTS who choose to be vaccine free.

We have been stigmatised for our choice, to which the science is showing that those of us who have natural immunity are just as protected as those doubly vaccinated. Our concerns for side effects is becoming clearer everyday with more evidence showing concerns for myocarditis, clotting issues and menstruation concerns. We stand by the statement, "where there is risk, there must be choice."

We have suffered from a top down response about those who choose to be vaccine free, with vitriolic language used by the Secretary of State for Health and Social Care, Sajid Javid in his statement revoking VCOD legislation, as well as Danny Mortimer's public declaration that vaccines are more valuable than the staff the NHS would lose. We experience the same vicious sentiments expressed by our colleagues who once upon a time, happily worked beside us when vaccines were unavailable and PPE was scarce.

So we write to you to demand a public apology to begin the healing of the staff who suffered during the VCOD period.

We wish for you to address the discrimination that has inadvertently occurred during this process.

We wish for you to address the undue stress caused for staff that had to face choosing their livelihoods or a vaccine they simply did not want.

We wish for you to acknowledge that there are staff who have been vaccinated against their choice.

We wish for you to acknowledge natural immunity as the science has acknowledged it, and to offer proof of covid antibodies or covid T-cell existence as an alternative to vaccination.

We wish for you to acknowledge that asymptomatic transmission is based on modelling and is likely to be minimal in causing spread of the disease. Please highlight Sajid Javid's statement, "quite simply, if you are not infected, you cannot infect someone else."

We wish for you to acknowledge that those who had been doubly vaccinated or boosted still suffered from covid and did not reduce sickness in the workplace.

We wish for you to commit to ceasing the discrimination that is occurring between colleagues and colleagues, and colleagues and patients, to remind NHS staff that:

***"You have a duty not to discriminate against patients or staff and to adhere to equal opportunities and equality and human rights legislation."***

*Staff: Your Responsibilities, NHS Constitution of England*

We wish for you to dispel the use of "professional duty" to vilify us, as we ARE professional and responsible despite our vaccine status and continue to follow infection control protocols now that we have appropriate and approved PPE available. We respect all patients in their choices regardless of whether they have been vaccinated or not. We believe you should highlight your concerns on the discrimination occurring between clinicians and patients based on vaccination status as this is not what the NHS stands for.

We wish for you to confirm that health discrimination will cease and staff will be hired or promoted based on their experience and skills, and not on their vaccination status.

We look forward to your apology.

Regards,

NHS100K