



Dear <Sir/Madam>,

Firstly, we would like to wish you a safe festive period and a happy New Year. We at NHS100k would like to take the time to thank you for voting against vaccine mandates for NHS and social care staff and for speaking out against the proposals, as we know all too well how challenging it can be to put your head above the parapet.

We would like to highlight to you the individuals who will be affected by these vaccine mandates, who you can see come from a variety of NHS roles, with many irreplaceable years of experience. Our reasons for not taking the vaccines are many and varied, and what the NHS100k advocate for is for bodily autonomy and the individual right to choose, which are core values of health care.

May I highlight to you the **Four Principles of Biomedical Ethics (Beauchamp & Childress)**:

- 1) Respect for Autonomy: Respecting the decision-making capacities of autonomous persons; enabling individuals to make reasoned informed choices
- 2) Beneficence: This considers the balancing of benefits of treatment against the risks and costs; the healthcare professional should act in a way that benefits the patient
- 3) Non-Maleficence: Avoiding the causation of harm; the healthcare professional should not harm the patient. All treatment involves some harm, even if minimal, but the harm should not be disproportionate to the benefits of treatment
- 4) Justice: Distributing benefits, risks and costs fairly; the notion that patients in similar positions should be treated in a similar manner.

We understand the narrow view that vaccinations are a way to provide a misled confidence that it will protect our vulnerable community, but we would like to highlight that it will not. Many of us have worked through the first and second wave, and we have encountered Covid cases and deaths. During that time, many of us were unvaccinated. What was encouraged was excellent infection control protocols, which we still use, despite being vaccinated. Vaccination has been stated to reduce symptom severity and does not limit the spread of the virus. Like previous vaccines, covid-19 vaccinations are to protect the individual, which then becomes an individual choice.

May we also highlight the **NHS Constitution**, to which, 'the Secretary of State for Health, all NHS bodies, private and voluntary sector providers supplying NHS services, and local authorities in the exercise of their public health functions are required by law to take account of the Constitution in their decisions and actions', particularly:

1. The NHS provides a comprehensive service, available to all

.... It has a duty to each and every individual that it serves and must respect their human rights.

We are currently being discriminated against in the workplace for our beliefs in bodily autonomy.

3. The NHS aspires to the highest standards of excellence and professionalism

....Respect, dignity, compassion and care should be at the core of how patients and staff are treated not only because that is the right thing to do but because patient safety, experience and outcomes are all improved when staff are valued, empowered and supported.

Our current teams that we work with do not provide a work environment that is safe to discuss our values and beliefs. In fact, the media push to demonise unvaccinated individuals has created an often hostile environment, affecting our ability to perform, and we also have concerns regarding treatment of patients who choose not to be vaccinated.

4. The patient will be at the heart of everything the NHS does

.... The NHS will actively encourage feedback from the public, patients and staff, welcome it and use it to improve its services.

The NHS has currently discouraged any form of feedback regarding vaccination and the concerns around it. Staff and patients are told a blanket statement that vaccines are safe and effective, despite patients raising concerns to their vaccine injuries, side effects, and the ever clear evidence that having a highly vaccinated population is not reducing covid-19 cases.

We also highlight these two NHS Values which we believe are not being upheld within the NHS and its allies:

Respect and Dignity: *We value every person - whether patient, their families or carers, or staff - as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest and open about our point of view and what we can and cannot do.*

Everyone Counts: *We maximise our resources for the benefit of the whole community, and make sure nobody is excluded, discriminated against or left behind. We accept that some people need more help, that difficult decisions have to be taken, and that when we waste resources we waste opportunities for others.*

These values are not being utilised. Those of us who choose not to be vaccinated or choose not to continue with the booster regime are not being heard, are quickly shut down, and are being labelled as anti-vaxxers. We who choose our bodily autonomy are set to lose the livelihoods that we have specifically trained in. We are concerned that the government, and the NHS, have become narrowly focused on Covid, and that they are willing to forfeit a valued and respected NHS and risk the wider public health by losing 100,000 staff.

Again, thank you for expressing your views and for voting against this mandate. Please be assured that we at the NHS100k support you.

With best wishes,