

Mandatory Vaccination Policies and Bold Back-to-Work Strategies Gaining Momentum to Support a Safe Workplace

Toronto, Canada – August 12, 2021 – With herd immunity looking elusive and the Delta variant now accounting for an increasing number of COVID-19 cases in Canada, business leaders are being urged to embrace immunity passports and mandatory vaccination policies to help bring their teams back to the office, according to Innovation Health Group’s latest research.

In the second of three white papers published, Innovation Health Group (IHG) addresses cultivating resiliency in a post-COVID world. A compelling case is made for companies to embrace technology and begin bringing their teams back to the workplace supported by bold and comprehensive health and safety policies.

“Remote work has really started to rupture social cohesion among teams, and with government not stepping up across the board in Canada to embrace immunity passports as a way to help kick-start the economy and support a safe workplace, business leaders have to start leading with conviction as they look for ways to regain a sense of control and welcome their teams back,” says Dr. Elaine Chin, the founder of Innovation Health Group.

“Despite vaccination rates continuing to climb above 80%, the more transmissible Delta variant and other variants of concern mean the prospect of a fourth wave is likely looming,” says Dr. Chin. “The scientific data is clear that those who are unvaccinated pose a real threat to the health and safety of our communities and threaten the speed of our economic recovery. We now need to find ways to safely live with the virus as we begin to see the shift from COVID-19 being a pandemic to being endemic.”

The second white paper published by IHG lays out a number of reasons why businesses need to begin welcoming back their team members, fully vaccinated, back into the workplace in order to improve overall employee engagement, productivity, and well-being.

Along with implementing an immunity passport, the paper lays out three bold strategies grounded in technology and science as organizations look to rebound from the pandemic.

The first is mandating vaccination for all team members who work in a physical space with one another. The second is regular screening for asymptomatic infections in the workplace along with antibodies testing to understand how well the vaccines are suppressing infection. And the third is a technological solution supported by a licensed health team that allows for tracking employees and visitors and their vaccination and booster status as well as their antigen screening and antibody status.



“A vaccination policy that is tailored to the specific circumstances of the workplace and is grounded in ‘strongly recommend’ is the immediate minimum standard,” says Dr. Chin. “But we also need to streamline the ongoing need to track and trace,” says Dr. Chin. “And the emergence of variants of concern like the Delta variant mean we will continue to require regular testing in the workplace to screen for COVID-19 as well as consider monitoring for immunity status with antibodies testing.”

The mandating of vaccines in the workplace is supported by IHG’s survey of more than 800 employees from 12 diverse organizations which found that employees who are vaccinated would feel safer to return to work with such a policy, and more importantly, a mandatory vaccine policy would help to encourage those who have been reluctant to get vaccinated. Only a small minority of respondents indicated they would find another job if their company adopted such a policy.

“After completing our vaccination survey with Innovation Health Group, my senior partners and I realized we had a lot of work to do to improve our vaccination update rate,” says John Yiokaris, a partner with the law firm Sotos LLP. “During the summer, our firm’s management felt the correct action to take was to mandate the requirement of being fully vaccinated with two vaccines before anyone can return to the office after Thanksgiving Day. What surprised me was that so many of our people confidentially thanked me for being bold by doing the right thing to ensure the office was as safe as it could be.”

“Employees have a legal obligation under occupational health and safety legislation to provide their employees with a safe workplace,” says Dr. Chin. “For many employers, implementing a bold COVID-19 vaccination policy, supported by a virtual Chief Wellness Officer who can provide unbiased medical information, may be one of the most effective ways of meeting this legal obligation.”

[Download White Paper #2 here](#)

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About Dr. Elaine Chin

Dr. Elaine Chin, MD, MBA (U of Toronto) is one of Canada’s leading wellness and prevention doctors. She has been on the leading edge of transforming healthcare through the power of personalized medicine and has been helping patients take a more proactive approach to their health and well-being.



About Innovation Health Group

Under the leadership of Dr. Chin, Innovation Health Group has been embracing technology and reshaping the delivery of healthcare for over 20 years, leveraging advanced diagnostics and genetic testing to actively engage patients in their healthcare journey.

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