

Health Care Worker Flu Vaccinator

6 November 2019

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Agenda Item No: 8.3

Trust Board Report

Meeting Date:	6 th November 2019
Title:	Health care worker flu vaccination
Executive Summary:	The national programme to offer NHS staff flu vaccination is to achieve 80% of frontline staff vaccinated by February 28 th 2020. A CQUIN payment is attached to achieving the expected vaccination rate.
Action Requested:	Action
For the attention of the Board	Expectation has been communicated widely within the Trust and a record of Board commitment to 100% of frontline staff having the flu vaccination is required. All board members are also expected to receive the flu vaccination and publicise this.
Assure	The attached best practice management check list is to be available for public assurance by December 2019.
Advise	Trust action to promote the flu vaccination.
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Links to Trust Strategic Objectives	<ol style="list-style-type: none"> 1. Create a culture of compassion, safety and quality 2. Proactively seek opportunities to develop our services 5. Maintain financial health – Appropriate investment to patient services 6. Be in the top 25% of all key performance indicators
Resource Implications:	Revenue: none Capital: none Workforce: none Funding Source: none
CQC Domains	<p>Safe: patients, staff and the public are protected from abuse and avoidable harm.</p> <p>Effective: care, treatment and support achieves good outcomes, helping people maintain quality of life and is based on the best available evidence.</p> <p>Well-led: the leadership, management and governance of the organisation make sure it's providing high-quality care that's based around individual needs, that it encourages learning and innovation, and that it promotes an open and fair culture.</p>
Equality and Diversity Impact	None
Risks: BAF/ TRR	
Risk: Appetite	No change
Public or Private:	Public
Other formal bodies involved:	Infection Prevention and Control Group, Local Negotiating Committee (LNC) Joint negotiating Committee (JNC).
References	NHS England and NHS Improvement. 17 th September 2019. Letter: Health care worker flu vaccination.

NHS Constitution:	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> • Equality of treatment and access to services • High standards of excellence and professionalism • Service user preferences • Cross community working • Best Value • Accountability through local influence and scrutiny
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Report Details

On 17th September all trusts were written to in order to provide assurance of support for the receipt of the flu vaccination.

Evaluation of the flu vaccination programme for 2018/19.

- Overall uptake was 60.19% (56.75% in 2017/18) amongst all staff and 63.1% (61.73% in 2017/18) amongst front line staff. The target was 75% of front line staff vaccinated.
- Some directorates and groups achieved over 70% uptake for frontline staff including– Clinical Haematology, Rheumatology, Respiratory, Acute Medicine, Renal, and General Medicine Medics.
- 73 Peer vaccinators (including IP but not Occupational Health and Well Being (OHWB)) supported the campaign. 29 peer vaccinators (not including OHWB or IP) gave more than 10 vaccines.
 - Top 5 peer vaccinators gave **500**
 - IP (10 staff) vaccinated **2800**
 - IP Bank (2) vaccinated **420**
 - OHWB (6 staff) vaccinated **1260** staff
- The communications were mainly factual and had a 40,349 (20,890 in 2017/18) reach, 4,300 (593) interactions/engagements through: 30 (29) bulletins, 90 (76) tweets, 43 (26) Facebook posts, Trust Talk double page spread and press releases.
- A flu debrief occurred in April 2019.

Campaign for 2019/20

The flu vaccination campaign launched on Monday 30th September. To encourage uptake incentives include draws for gift card vouchers and theme park tickets, snacks and drinks vouchers for use in Trust outlets. The Flu group has met monthly for planning since June and weekly from September.

Promotional materials have been sourced from Public Health England for distribution around the organisation, the Communications team have also created posters with hard hitting messages about flu designed to dispel myths and encourage staff to take up the offer of the vaccine. Communication regarding flu vaccine offer placed on ESR and in a payslip message. Peer vaccinators have again been sought for clinical areas across the Trust and corporate nursing teams. As part of the approved business case for the campaign nurses have been actively sought from the nurse bank to compliment the staff that will be vaccinating.

The World Health Organization (WHO) took a decision to delay the selection strains to be included in the vaccine by one month. This has had an effect on the manufacturing timelines which impacted the vaccine distribution timelines. This has resulted in the RWT order being broken down into 3 deliveries (September, October and November).

	<ul style="list-style-type: none"> • The practice of best performing trusts has been scrutinised and regional flu campaign debrief event attended, for which RWT already uses elements used in other organisations with good uptake of the vaccine in staff. • LNC and JNC have confirmed support of this year's campaign. • Trust Boards are an important part of the communication of the vaccine promotions and are requested to achieve 100% of members vaccinated and publically promoting the vaccine. • A champion is required at Board level. This is proposed to be Prof. Steve Field, Dr Jonathan Odum and Prof. Ann-Marie Cannaby. • The attached checklist provides further information on this year's campaign and has been used as a benchmark and check list to ensure RWT has done the maximum needed to achieve compliance. • As of 24th October 2019 the staff vaccination data is as follows: <ul style="list-style-type: none"> ➤ 37.92% of all staff vaccinated ➤ 40.99% of frontline staff vaccinated
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Appendices	
1	Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards by December 2019.

Appendix 1 - Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards by December 2019 A
Committed leadership (number in brackets relates to references listed below the table) Trust self-assessment

A Committed leadership (number in brackets relates to the references listed below)		Trust self-assessment
A1	Board record commitment to achieving the ambition of 100% of front line healthcare workers being vaccinated, and for any healthcare worker who decides on the balance of evidence and personal circumstance against getting the vaccine should anonymously mark their reason for doing so	Presented at Board 6 th November 2019.
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers (1)	Confirmed. Vaccines commenced delivery 27/09/19, schedule provided to trust lead. Trust order will be delivered on 3 staggered dates due to delay in manufacturing of the vaccine.
A3	Board receive an evaluation of the flu programme 2018/19, including data, successes, challenges and lessons learnt	Presented at Trust Board
A4	Agree on a board champion for flu campaign	Presented at Trust Board 6 th November 2019
A5	All board members receive flu vaccination and publicise this	Flu vaccination offered to Board 07/10/19
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	The flu planning team has clinical and non-clinical representation. The broader team has representations from all directorates, these staff will receive weekly performance data for all directorates. They are aware of their role in providing correct information to staff and monitoring uptake for their area.
A7	Flu team to meet regularly from August 2019	The flu planning team have been meeting regularly since June 2019.
B Communications plan		
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trade unions	Photographs have been arranged at key point of the vaccination campaign launch including board members and well known staff in the Trust. Trade unions have confirmed their support.
B2	Drop in clinics and mobile vaccination schedule to be published	These are prepared and communicated. A specific flu

	electronically, on social media and on paper	vaccination web page has been published.
B3	Board and senior managers having their vaccinations to be publicised	Publicised via social media and internal Trust communications.
B4	Flu vaccination programme and access to vaccination on induction programmes	Vaccination is planned on all Trust Induction dates.
B5	Programme to be publicised on screensavers, posters and social media	The hashtag #GettingTheJabDone has been developed to support the campaign.
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups (2)	Data will be available to share in late October.
C Flexible accessibility		
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered	Over 60 peer vaccinators have been trained. The Infection Prevention Team is heavily supporting the campaign.
C2	Schedule for easy access drop in clinics agreed (2)	Most sessions this year are roaming; however, any staff member can drop in the OHWB department. Sessions are also arranged at CCH and WP hospitals. A specific drop in is provided for community nurses.
C3	Schedule for 24 hour mobile vaccinations to be agreed	2 'Jabathons' are arranged to ensure night staff are offered the vaccine. Out of hours sessions are also available.
D Incentives		
D1	Board to agree on incentives and how to publicise this (2)	Incentives were approved through business case by TMC in July 2019.
D2	Success to be celebrated weekly (2)	There are weekly prize draws and celebrations for high performers/most improved planned.

Reference links

- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/788903/Annual_national_flu_programme_2019_to_2020_.pdf
- <https://www.nice.org.uk/guidance/ng103/chapter/Recommendations>