

# Health care worker flu vaccination 1 October 2018

Agenda Item No: 10.3

## Trust Board Report

<b>Meeting Date:</b>	14 <sup>th</sup> September 2018
<b>Title:</b>	Health care worker flu vaccination
<b>Executive Summary:</b>	The national programme to offer NHS staff flu vaccination is to achieve 75% of frontline staff vaccinated by Feb 28 <sup>th</sup> 2019. In Oncology and Haematology and neonatal units the expectation is raised to 100% due to increased mortality in this age group associated with flu acquisition. A CQUIN payment is attached to achieving the expected vaccination rate.
<b>Action Requested:</b>	Action
<b>For the attention of the Board</b>	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.
<b>Assure</b>	The attached best practice management check list is to be available for public assurance by December 2018.
<b>Advise</b>	Trust action to promote the flu vaccination.
<b>Author + Contact Details:</b>	Tel 01902 695282 Email Vanessa.whatley@nhs.net
<b>Links to Trust Strategic Objectives</b>	<ol style="list-style-type: none"> <li>1. Create a culture of compassion, safety and quality</li> <li>2. Proactively seek opportunities to develop our services</li> <li>5. Maintain financial health – Appropriate investment to patient services</li> <li>6. Be in the top 25% of all key performance indicators</li> </ol>
<b>Resource Implications:</b>	Revenue: none Capital: none Workforce: none Funding Source: none
<b>CQC Domains</b>	<p><b>Safe:</b> patients, staff and the public are protected from abuse and avoidable harm.</p> <p><b>Effective:</b> care, treatment and support achieves good outcomes, helping people maintain quality of life and is based on the best available evidence.</p> <p><b>Well-led:</b> 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>
<b>Equality and Diversity Impact</b>	None
<b>Risks: BAF/ TRR</b>	
<b>Risk: Appetite</b>	No change
<b>Public or Private:</b>	Pubic
<b>Other formal bodies involved:</b>	Infection Prevention and Control Group, Local Negotiating Committee (LNC) Joint negotiating Committee (JNC).
<b>References</b>	NHS England. 7 <sup>th</sup> September 2018. Letter: Health care worker flu vaccination.

<b>NHS Constitution:</b>	<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"> <li>• Equality of treatment and access to services</li> <li>• High standards of excellence and professionalism</li> <li>• Service user preferences</li> <li>• Cross community working</li> <li>• Best Value</li> <li>• Accountability through local influence and scrutiny</li> </ul>
--------------------------	---

## Report Details

On 7<sup>th</sup> 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 2017/18.

- Overall uptake was 56.75% amongst all staff and 61.73% amongst front line staff. The target was 70% of front line staff vaccinated.
- Some directorates achieved over 70% uptake – Respiratory, Gastroenterology and Infection Prevention Groups.
- 86 Peer Vaccinators supported the Occupational Health and Wellbeing Team in delivering the vaccine. The top 5 peer vaccinators gave approx. 800 vaccinations, the IP Team (7 staff) vaccinated approx. 400 and OHWB (7 staff) vaccinated approx. 1600 staff.
- The communications were mainly factual and not themed but had a 20,890 reach, 593 interactions/engagements through: 29 bulletins, 76 tweets, 26 Facebook posts, Trust Talk double page spread' Press releases to support P3 milestones (a charitable donation aspect to the campaign).
- Following a flu debrief in March 2018 a Staff Flu Vaccination Group has been meeting monthly in order to improve uptake in 2018/19.

### Campaign for 2018/19

- The practice of best performing trusts has been scrutinised and advice sought from NHS employers on how to improve vaccination uptake for 18/19. The main features of these have been restricting the campaign to shorter periods of time (6-8 weeks) and engaging staff in a fun campaign with a variety of benefits for the flu vaccination including competitions and rewards for areas achieving target locally.
- LNC and JNC have been attended and both committees have confirmed support of support of this year's campaign.
- Trust Boards are an important part of the communication of the vaccine promotions and are requested to be achieve 100% of members vaccinated and publically promoting the vaccine.
- A champion is required at Board level. This is proposed to be Ann-Marie Cannaby and Dr Jonathan Odum.
- Incentives, cereal bars and coffee vouchers/water with additional promotions for a launch party at each of the 3 hospital sites and an event for community nurses supported by Ann-Marie Cannaby. In addition both Ann-Marie and Jonathan Odum are undertaking walk around to specific areas to support the vaccination on all 3 sites.

	<ul style="list-style-type: none"><li>• The attached checklist provides further information on this year's campaign (24th September to 18<sup>th</sup> November) and has been used as a benchmark and check list to ensure RWT has done the maximum needed to achieve compliance.</li></ul>
--	---

<b>Appendices</b>	
1	Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards by December 2018.

Appendix 1 - Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards by December 2018 A  
Committed leadership (number in brackets relates to references listed below the table) Trust self-assessment

<b>A Committed leadership</b> (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 1 <sup>st</sup> October 2018
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers (1).	Confirmed. Vaccines commenced delivery 17/09/18, schedule provided to trust lead.
A3	Board receive an evaluation of the flu programme 2017-18, including data, successes, challenges and lessons learnt (2,6)	Presented at Trust Board 1 <sup>st</sup> October 2018
A4	Agree on a board champion for flu campaign (3,6)	Presented at Trust Board 1 <sup>st</sup> October 2018
A5	Agree how data on uptake and opt-out will be collected and reported	Process agreed with HR using ESR.
A6	All board members receive flu vaccination and publicise this (4,6)	Flu vaccination offered to Board 01/10/18
A7	Flu team formed with representatives from all directorates, staff groups and trade union representatives (3,6)	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 and are already engaged in ensuring accurate staff lists. They are aware of their role in providing correct information to staff and monitoring uptake for their area.
A8	Flu team to meet regularly from August 2018 (4)	The flu planning team have been meeting regularly since April 2018
<b>B Communications plan</b>		
B1	Rationale for the flu vaccination programme and myth busting 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

	(3,6)	well known staff in the Trust. Trade unions have all confirmed their support via JNC/LNC.
B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper (4)	These are prepared and communicated. A specific flu vaccination web page has been published
B3	Board and senior managers having their vaccinations to be publicised (4)	In progress
B4	Flu vaccination programme and access to vaccination on induction programmes (4)	Vaccination is planned on all Trust Induction Dates
B5	Programme to be publicised on screensavers, posters and social media (3, 5,6)	The hashtag #DontDateTheFlu has been developed to support a fun campaign based on recent popular TV series.
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups (3,6)	This has been arranged and planned commencing Tuesday 2 <sup>nd</sup> October.
<b>C Flexible accessibility</b>		
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered (3,6)	Over 60 peer vaccinators have been trained. The Infection Prevention Team is supporting.
C2	Schedule for easy access drop in clinics agreed (3)	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 (3,6)	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 (3,6)	Incentives were approved through business case by TMC in July 18.
D2	Success to be celebrated weekly (3,6)	There are weekly prize draws and celebrations for high performers/most improved planned.

Reference links

1. <http://www.nhsemployers.org/-/media/Employers/Documents/Flu/Vaccine-ordering-for-2018-19-influenza-season-06022018.pdf?la=en&hash=74BF83187805F71E9439332132C021EFA3E6F24C>

2. <http://www.nhsemployers.org/-/media/Employers/Publications/Flu-Fighter/Reviewing-your-campaign-a-flu-fighter-guide.pdf>
3. <http://www.nhsemployers.org/-/media/Employers/Documents/Flu/Flu-fighter-infographic-final-web-3-Nov.pdf>
4. <http://www.nhsemployers.org/-/media/Employers/Publications/Flu-Fighter/good-practice-acute-trusts-TH-formatted-10-June.pdf>
5. <http://www.nhsemployers.org/-/media/Employers/Publications/Flu-Fighter/good-practice-ambulance-trusts-TH-formatted-10-June.pdf>
6. <https://www.nice.org.uk/guidance/ng103/chapter/Recommendations>