

Trust Board Meeting in Public: Wednesday 13 November 2019

TB2019.116

Title	Healthcare worker Flu vaccination – Self Assessment
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Status	This is a new paper
History	

Board Lead(s)	Sam Foster, Chief Nursing Officer Professor Meghana Pandit Chief Medical Officer			
Key purpose	Strategy	Assurance	Policy	Performance

Executive Summary

1. The vaccination of healthcare workers against seasonal flu is a key action as part of our system winter plan to help protect patients, staff and their families. Provider flu plans for 2018/19 saw a national uptake rate amongst front line staff of 70.3%, with some organisations vaccinating over 90% of staff. It is the ambition of NHS England and NHS Improvement to improve on these figures.
2. In March 2019, the Department of Health and Social Care (DHSC), NHS England and Improvement and Public Health England (PHE) wrote to all trusts setting out the appropriate vaccines for adults up to 64, the egg and cell-based Quadrivalent influenza vaccines (QIVe and QIVc) and for over 65s, the adjuvanted trivalent influenza vaccine (aTIV) as well as QIVc.
3. As required by NHS England and NHS Improvement, this paper details the completed best practice management checklist for healthcare worker vaccination [appendix 1] which represents the Trust's self-assessment against these measures.

Recommendation

4. The Trust Board is asked to receive assurance against the best practice management checklist for healthcare worker vaccination for information.

Healthcare worker Flu vaccination – Self Assessment**1. Context / Background**

- 1.1. The vaccination of healthcare workers in our Trust against seasonal flu is a key action to help protect patients, staff and their families. OUHFT in 2018/19 achieved an uptake of 67.1% against a national uptake rate amongst front line staff of 70.3%. Operational planning for 2019/2020 commenced in June 2019 with an anonymous evaluation of last year's flu programme to inform the forthcoming programme.
- 1.2. Flu programme planning for 2019/2020 aims to achieve 80%. See appendix1.
- 1.3. In March 2019, the Department of Health and Social Care (DHSC), NHS England and Improvement and Public Health England (PHE) wrote to all trusts setting out the appropriate vaccines for adults up to 64, and for those 65 and over. OUHFT will be providing the egg based Quadrivalent influenza vaccine (QIVe) and the adjuvant trivalent influenza vaccine (aTIV) for this year's programme.

2. Challenges

- 2.1. Whilst there are always a number of challenges in relation to delivering the flu vaccination programme within the organisation, the protracted nature of the delivery schedule this year will inevitably result in a staggered administration of vaccination to staff within the organisation. After nearly 3000 doses were used for staff (and some patients) within the first 4 days of the programme (exhausting the initial stock received) it was decided to target frontline staff only with the second delivery. It is expected that further delays in the programme will occur due to remaining delivery dates however vaccine will be available to all frontline staff by December 2019.
- 2.2. 24hr access to flu vaccine is offered by ward vaccinators, in addition to some static clinics commencing between 07.00 – 08.00hrs and also 15.00 – 17.00hrs to offer administration to healthcare workers before and after shifts. It is not possible however to offer mobile clinics over a daily 24hr period due to other operational demands.

3. Recommendation

- 3.1. To continue to target frontline staff via ward vaccinators and static clinics throughout the programme.
- 3.2. Provide regular communication updates to ensure all staff aware of availability of vaccine and vaccinators and to share the flu programme progress.


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October 2019

Appendix 1

	Committed leadership	Trust self-assessment
A		
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.	Yes
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Completed. Staggered delivery from suppliers has led to restricted provision in October 2019. Adjuvant trivalent influence vaccine (aTIV) also ordered and provided for those healthcare workers aged 65 and over.
A3	Board receive an evaluation of the flu programme 2018/19, including data, successes, challenges and lessons learnt	Evaluation completed for 2018/2019. CNO shared findings with divisions (appendix 2)
A4	Agree on a board champion for flu campaign	Agreed – Sam Foster, Chief Nursing Officer and Meghana Pandit, Chief Medical Officer
A5	All board members receive flu vaccination and publicise this	Achieved
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	The Flu team is formed of flu task force, ward vaccinators and the Trade Unions (via RCN and Unison conveners) are provided with updates following each meeting.
A7	Flu team to meet regularly from September 2019	Meetings regarding flu commenced August with CNO and OH commenced August 2019 with regular Flu taskforce meetings set up from early October 2019
B	Communications plan	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	Available to all staff via Trust Intranet site; Link to site is positioned top, central on the Intranet homepage

		
B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	<p>All information included on the Intranet site</p> <p>Flu programme publicised on staff computers by regular ticker tape notifications</p> <p>Flu programme and details, with links to intranet, included in weekly Staff Bulletins sent to all staff</p>
B3	Board and senior managers having their vaccinations to be publicised	Achieved. Board vaccinations took place on 9 October 2019 via CNO.
B4	Flu vaccination programme and access to vaccination on induction programmes	Flu vaccination available to frontline staff as part of New Starter Induction programme and Doctor Induction also to being targeted via OH
B5	Programme to be publicised on screensavers, posters and social media	<p>Flu programme publicised on staff computers by regular ticker tape notifications</p> <p>Flu programme and details, with links to intranet, included in weekly Staff Bulletins sent to all staff</p> <p>Twitter feed from OUHIPC includes tweets every week on Flu</p>
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups	Weekly feedback provided to flu task force and disseminated to Divisional Nurses and HIPC Team

C	Flexible accessibility	
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered	Currently 86 vaccinators trained with a further 16 in progress.
C2	Schedule for easy access drop in clinics agreed	Completed; Drop in clinics taking place in communal areas including restaurants, cafes, and hospital entrance atria across all sites.
C3	Schedule for 24 hour mobile vaccinations to be agreed	24 hr coverage via vaccinators but not mobile
D	Incentives	
D1	Board to agree on incentives and how to publicise this	Incentives have been agreed relating to prizes for conference days and have already been advertised via Staff Briefing
D2	Success to be celebrated weekly	Staff updated via communications weekly but due to interrupted vaccine deliveries, to ensure equity, prizes will be notified at the end of the programme.

Appendix 2 – Flu programme 2018-2019 evaluation

