

HEALTHCARE WORKER INFLUENZA VACCINATION PROGRAMME 2018-2019

Presented by:	Pat Campbell Director of Human Resources	Author:	Michael Cockayne Occupational Health Manager
Previously considered by:			

Key points	Purpose:
1. Overview of the 2017/2018 Influenza campaign.	To discuss and note
2. 2018/2019 target 75% by the end of February 2019.	To discuss and note
3. Proposed plans.	To discuss and approve

Executive Summary:
<p>This paper provides an overview of the 2017/2018 Influenza campaign, the target for 2018/2019 and the proposed plan to achieve the target.</p> <p>The Executive Management Team are asked to note and approve, plus consider any further ideas to add to the plan.</p>

Appendix 2

Executive Management Team Operational Meeting: 21/08/2018

Agenda Item: E18/243.2

Financial implications:
Yes – Expenditure

Regulatory relevance: CQUIN

Monitor:	
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Equality Impact / Implications:	
	<p>Is there likely to be any impact on any of the protected characteristics? (Age, Disability, Gender, Gender Reassignment, Pregnancy and Maternity, Race, Religion or Belief, Sexual Orientation, Health Inequalities, Human Rights)</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If yes, what is the mitigation against this?</p>

Other:	
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Strategic Objective: <i>Reference to Strategic Objective(s) this paper relates to</i>	
	To deliver our financial plan and key performance targets
	To be in the top 20% of NHS employers

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Background

Trusts have been set CQUIN targets for vaccine uptake of 70% for 2017/18 and 75% for 2018/2019.

The 2017/18 campaign has been evaluated and is outlined below.

Update on Vaccination Campaign 2017/18

The BTHFT 2017-2018 campaign resulted in an uptake of 3236 vaccinations of which 2997 doses were administered to front line healthcare workers by the end of February. This equated to 71.7%. The national average by Trust was 70.8%. The CQUIN target was 70% uptake by the end of February 2018.

Several strategies were employed locally following consultation with colleagues throughout the organisation and the use of NHS employers Flu Fighter resources and guidance. These included mobile 'flu nurses as in previous years and 14 peer vaccinators in addition to:

- Pop up 'flu clinics at large training events such as Grand Round and Trust Induction.
- Targeted 'flu vaccination sessions in areas of low uptake.
- Use of small incentives such as pens and stickers for all staff taking up the vaccine.
- Use of 'flu fighters' across the Trust to dispel myths and encourage uptake.
- Frequent targeted email campaigns advising of uptake levels and availability.
- Weekly articles in 'Let's Talk' with a feature of individual staff's reasons for receiving the vaccine.
- Out-of-hours sessions throughout October to December.

2018/19 Vaccination Campaign

The target is 75% for the year 2018/19 to be achieved by 28 February 2019. Payment for this CQUIN is as below:

Rules for partial achievement of indicator 1c – Year 2

Final indicator value for the partial achievement threshold	% of CQUIN scheme available for meeting final indicator value
<50%	No payment
50% up to 59.99%	25% payment
60% up to 64.99%	50% payment
65% up to 74.99% uptake	75% payment
75% or above	100% payment

In terms of advanced planning the Patient Group Direction (PGD) has already been signed off with the Occupational Health Manager and Occupational Health Consultant, having met with the Senior Pharmacy Team.

A review of last year's campaign will occur in August with members of the OH team, Infection Prevention and peer vaccinators. It is anticipated that the provision of peer vaccinators will increase dramatically this year with support from the Infection Prevention Lead Nurse and Team and other senior nurses throughout the Trust.

The recommended vaccine for <65 year old staff is quadrivalent as opposed to the trivalent vaccine administered in the 2017/18 campaign. This is believed to be more expensive, and colleagues from pharmacy are currently working on the exact cost per vaccine.

Improving and Enhancing Uptake

We are going to approach the campaign this year by doing:

- Campaign launch late September/ early October (date to be confirmed once availability of vaccine is known).
- Appointing Board Members as 'Flu Champions' to reinforce messages being sent out by Occupational Health.
- Regular Trustwide communications based on 'Flu Fighter' materials cascaded and reinforced by line managers.
- Personalised BTHFT posters explaining why particular members of staff have had their flu vaccine and encouraging staff to take up the offer of the vaccine.
- A personal invitation to have the 'flu vaccine' for each member of staff to be included in online payslip.
- Weekly updates illustrating overall uptake, 'top teams' and/or departments receiving vaccine to encourage competitiveness.

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- Promotion of the campaign via weekly bulletins, Let's Talk, screen savers and via Trust Induction.
- A dedicated 'flu vaccination page on the Occupational Health intranet site advertising clinics, peer vaccinator information, links to clinical evidence and dispelling myths.
- Increasing the number of peer vaccinators across the Trust with support from the Infection Prevention Team, Infection Prevention link nurses and other senior nursing colleagues.
- Aiming greater level of Occupational Health clinical resource at visits to clinical areas during shifts at times convenient to clinical staff.
- Utilising bank/agency nurses to assist with target of various areas including community hospital sites at a variety of shift times, using funding from resilience monies.
- Involve any available qualified nursing and midwifery staff on the Trust redeployment list to assist with the programme.
- Consider Occupational Health clinical activity to reduce to core minimum levels for the first 1-2 weeks in October to maximise focus on uptake in wards and clinical settings.
- Visits to increase in areas of low uptake evidenced in previous years' statistics.
- Hold pop-up clinics for staff at large educational events/meetings including Trust Induction.
- Hold regular early morning pop-up clinics in the main concourse area to capture staff at the start/end of their shifts.
- Hold 'drop in' sessions for staff in the Occupational Health Department over lunchtime periods throughout the campaign.
- Small incentives such as pens/stickers for staff receiving vaccine from Trust appointed vaccinators.
- Every staff member who receives the vaccine will be placed into a monthly 'raffle'.
- Peer vaccinators assisting with the programme will also be provided with letters of thanks evidencing their contribution adding to CPD evidence for revalidation purposes.
- Refinement of Occupational Health data systems/ESR to ensure optimal data collection and dissemination back to the Trust.
- Use of a dedicated email for staff to report that they have attended elsewhere for vaccination (GP surgery, pharmacies etc).

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Conclusion

The Executive Management Team are asked to note the plans for meeting the Influenza uptake target this year and to put forward any additional ideas that may help.

Michael Cockayne

Occupational Health Manager

10 July 2018