

Meeting Title	Board of Directors		
Date	8 November 2018	Agenda item	Bo.11.18.16

Healthcare Worker Flu Vaccination Best Practice Assurance

Presented by	Pat Campbell, Director of Human Resources		
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Lead Director	Pat Campbell, Director of Human Resources		
Purpose of the paper	For Public Assurance		
Key control			
Action required	For approval		
Previously discussed at/informed by	Executive Management Team/JNCC/LNC		
Previously approved at:	Committee/Group	Date	
	N/A		

Key Options, Issues and Risks

It was reported to September Board of Directors that Chief Executives had received a letter signed jointly by national clinical and staff side professional leaders stating expectations around the Flu vaccination campaign for 2018/19.

A requirement is that we complete the best practice management checklist for health care worker vaccination and publish a self-assessment against these measures in our Trust Board papers before the end of 2018.

This is attached in Appendix 1.

Whilst we have a 75% CQUIN target for Flu uptake there is an ambition for this to move to 100% of Healthcare workers with direct patient contact to be vaccinated with a new opt out form to be completed where staff are offered the vaccine and decline being asked anonymously to mark the reason.

Analysis

The Trust has completed the best practice management checklist and is confident in its plans to maximise uptake.

All staff have received a letter signed by the Chief Executive, Medical Director, Chief Nurse and our staff side leads recommending that everyone has the vaccination.

Recommendation

The Board restates its commitment to the ambition of 100% Healthcare workers being vaccinated and to have the opt out process in place for those who chose not to have the vaccine.

The Board notes the self-assessment that has been undertaken.

The Board to note that Flu uptake will be included in the dashboard until March 2019 so that uptake can be monitored.

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Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients		g				
To deliver our financial plan and key performance targets			g			
To be in the top 20% of NHS employers			g			
To be a continually learning organisation				g		
To collaborate effectively with local and regional partners					g	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low		Moderate	High	Significant	
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)						

Risk Implications (see section 4 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments		
Quality implications	x	
Resource implications	x	
Legal/regulatory implications		
Diversity and Inclusion implications		

Regulation, Legislation and Compliance relevance
NHS Improvement: (Risk assessment framework, quality governance framework, code of governance , annual reporting manual)
Care Quality Commission Domain: (Safe, caring, effective, responsive, well led drop down)
Care Quality Commission Fundamental Standard:
Other (please state):

Relevance to other Board of Director's Committee:					
Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
x		x			

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1 PURPOSE/ AIM

The Board of Directors to be assured of the plan in place to maximise flu vaccination uptake.

2 BACKGROUND/CONTEXT

The letter of the 7 September 2018 to Chief Executives with regard to Healthcare worker flu vaccination.

3 PROPOSAL

The confidence rating is attached in Appendix 1. In respect of the key sections the position is as follows:

A. Committed Leadership

A letter has already gone out to staff signed by the Chief Executive, Medical Director, Chief Nurse and staff side leads encouraging everyone to have the vaccination. The Board are asked to restate their commitment today which will then be added to our communications campaign.

Karen Dawber, Chief Nurse is our Board level champion and an article by Karen in Let's Talk launched the campaign this year.

EMT received an evaluation of the 2017-18 campaign and this has been used to plan our campaign this year.

B. Communications Plan

A detailed communications plan is in place which covers all suggested elements. Our Trade Unions have been active in 'myth busting' and profiles of people from different professional groups having their vaccination are being covered weekly in Let's Talk.

C. Flexible Accessibility

This section is marked as partial confidence because at present we do not have peer vaccinators that cover all clinical areas. We have however already doubled the number of peer vaccinators that we had last year and have coverage of St Lukes Hospital and the Community Hospitals which is seen as critical in improving uptake. 25 Peer Vaccinators are in place with a further 20 who initially volunteered being chased up. The Chief Nurse has

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been instrumental in encouraging nursing staff to be peer vaccinators as this is seen as key to increasing uptake and the ability to provide 24 hour mobile vaccinations. We anticipate being able to rate this as confident before the end of November.

D. Incentives

Small incentives are being provided as per last year through sweets, pens, stickers and monthly raffles. Success is being celebrated and is part of the communications plan.

4 | RECOMMENDATIONS

The Board restates its commitment to the ambition of 100% Healthcare workers being vaccinated and to have the opt out process in place for those who chose not to have the vaccine.

The Board notes the self-assessment that has been undertaken.

The Board to note that Flu uptake will be included in the dashboard until March 2019.

5 | Appendices

Appendix 1 - Best practice checklist

Appendix 2 – EMT Healthcare Worker Vaccination Programme 2018-2019 paper E18/243.2.