

<b>Meeting Title</b>	<b>Open Board</b>		
<b>Date</b>	<b>9<sup>th</sup> May 2019</b>	<b>Agenda item</b>	<b>Bo.5.19.23</b>

## Healthcare Worker Flu Vaccination

<b>Presented by</b>	Pat Campbell, Director of HR		
<b>Author</b>	Pat Campbell, Director of HR/Michael Cockayne, Health & Wellbeing Manager		
<b>Lead Director</b>	Pat Campbell, Director of HR		
<b>Purpose of the paper</b>	For public assurance		
<b>Key control</b>	Top 20%		
<b>Action required</b>	To note		
<b>Previously discussed at/ informed by</b>	Flu uptake discussed through EMT and Workforce Committee.		
<b>Previously approved at:</b>	<b>Committee/Group</b>	<b>Date</b>	
	N/A		

### Key Options, Issues and Risks

The Board of Directors received a completed best practice management checklist of healthcare worker vaccination and a completed self assessment at November Board of Directors. At this meeting the commitment was re-stated to ensure all frontline staff were vaccinated and to have an opt out process in place for those who chose not to have the vaccine.

Flu uptake was included in the Board Dashboard and was discussed through Workforce Committee on a regular basis.

The Trust met its CQUIN target with an overall vaccination rate of 76.9%. This was an improved uptake from last year but fell short with the ambition of 100% frontline staff being vaccinated.

### Analysis

The Trust's campaign was championed by the Chief Nurse. Both the Chief Nurse and Medical Director were active in "myth busting" and supporting the Occupational health team. A dedicated communication plan was in place, we saw an increase in peer vaccinators to 28 compared with 14 last year and were able to provide good coverage across the Trust, covering all work patterns. To increase take up further will need a continued increase in peer vaccinators.

### Recommendation

The Board of Directors is asked to note our performance and overall vaccination uptake rates, the number of staff who declined and the actions we have undertaken.

The Board of Directors should also note that the CQUIN target has increased to 80% for 2019/20 and a group will be set up to plan the campaign for this year.

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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)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quality implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Diversity and Inclusion implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Performance Implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Regulation, Legislation and Compliance relevance
NHS Improvement: (please tick those that are relevant)
<input type="checkbox"/> Risk Assessment Framework <input type="checkbox"/> Quality Governance Framework
<input type="checkbox"/> Code of Governance <input type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain: Safe
Care Quality Commission Fundamental Standard: Staffing
NHS Improvement Effective Use of Resources: People
Other (please state):

Relevance to other Board of Director's Committee: (please select all that apply)					
Workforce	Quality	Finance &	Partnerships	Major Projects	Other (please

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		Performance			state)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>