

Meeting Title	Board of Directors		
Date	07 November 2019	Agenda item	Bo.11.19.25

Healthcare Worker Flu Vaccination Best Practice Assurance

Presented by	Pat Campbell, Director of Human Resources		
Author	Pat Campbell, Director of Human Resources/Michael Cockayne, Occupational Health Manager		
Lead Director	Pat Campbell, Director of Human Resources		
Purpose of the paper	For Public Assurance		
Key control	To be in the top 20% of NHS employers		
Action required	For approval		
Previously discussed at/ informed by	Senior Leadership Team/JNCC		
Previously approved at:	Committee/Group	Date	
	N/A		

Key Options, Issues and Risks

Pauline Philip, National Director of Emergency and Elective Care at NHSE/I wrote to Trusts in September 2019 setting out the expectations around health care worker vaccination for 2019/20.

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 2019.

This is attached in Appendix 1.

Whilst we have a 80% 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. An opt out form will 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.

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 Workforce dashboard until March 2020 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)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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: Well Led
Care Quality Commission Fundamental Standard:
NHS Improvement Effective Use of Resources: Clinical Support Services
Other (please state):

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Relevance to other Board of Director's Committee: (please select all that apply)					
Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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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 17 September 2019 to Chief Executives and chairs 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

Karen Dawber, Chief Nurse is our Board level champion and articles in Let's Talk have pictured a number of Board members receiving their vaccination. The Senior Leadership team received an evaluation of the 2018-19 campaign and this has been used to plan our campaign this year. We are confident in all elements of leadership.

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 coverage at SLH which is an improved position on last year. 23 Peer Vaccinators in place with a further 30 who initially volunteered being chased up. The Chief Nurse has 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 and stickers. We have introduced 'have a jab, give a jab' campaign this year which is proving very successful with staff. This means that for every flu vaccine given to a member of staff the Trust will donate the cost of one tetanus vaccine (approx. 8p) to Unicef to help keep children safe. Success is being celebrated and this is part of the communications plan.

4 BENCHMARKING IMPLICATIONS

We were in quartile 3, mid-high for our 2018/2019 performance at 76.9% against a peer median of 77% and a national median of 75.4%.

5 RISK ASSESSMENT

Campaign on track, any risk to delivery to be kept under review.

6 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.

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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 2020.

7	Appendices
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Appendix 1 – Best practice checklist

Appendix 2 – SLT Healthcare Worker Vaccination Programme 2019/20 paper S.8(1).19.7.