

<b>Meeting Title</b>	<b>Senior Leadership Team Meeting</b>		
<b>Date</b>	<b>06 August 2019</b>	<b>Agenda item</b>	<b>S.8(1).19.7</b>

## Healthcare worker influenza vaccination programme 2019-2020

<b>Presented by</b>	Patricia Campbell, Director of HR		
<b>Author</b>	Amanda Grice, Acting Occupational Health Manager		
<b>Lead Director</b>	Director of HR		
<b>Purpose of the paper</b>	To agree 2019/20 Influenza campaign		
<b>Key control</b>	To be in the top 20% of NHS Employers		
<b>Action required</b>	For approval		
<b>Previously discussed at/ informed by</b>	Chief Nurse team		
<b>Previously approved at:</b>	<b>Committee/Group</b>	<b>Date</b>	
	n/a		

### Key Options, Issues and Risks

The Flu cquin for 2019/20 requires an uptake rate of 80% of frontline workers to be achieved by the end of February 2020.

The 75% target for 2018/19 was achieved with an uptake of 76.9% but this required a considerable effort by the Occupational Health department alongside a small number of peer vaccinators.

A different approach is required this year to ensure that the target is reached without impacting adversely on Occupational Health's activity and ensuring the target is reached as quickly as possible.

### Analysis

The paper covers the strategies deployed last year and the proposal to improve and enhance uptake for this year.

The Chief Nurse has agreed that Jo Hilton, Assistant Chief Nurse, will hold a Flu task and finish group to support and monitor the process throughout the campaign.

### Recommendation

SLT are asked to agree the following:

1. Performance responsibility falls to the Associate Directors of Nursing/Heads of Nursing in each Care Group with performance managed at CBU level
2. The Head of Nursing to be responsible for increasing the number of peer vaccinators to cover all their areas of responsibility with the availability of resilience/winter monies to fund agency/bank resource if this is needed
3. To agree the use of 'have a jab give a jab' campaign, for every flu vaccine given to a member of staff the Trust would donate the cost of one tetanus vaccine [approx. 8 pence] to Unicef to help them keep children safe
4. To consider the approach to incentives.

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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)						

<b>Benchmarking implications (see section 4 for details)</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>
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"/>

<b>Risk Implications (see section 5 for details)</b>	<b>Yes</b>	<b>No</b>
Corporate Risk register and/or Board Assurance Framework Amendments	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>

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

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