

<b>Meeting Title</b>	<b>Board of Directors</b>		
<b>Date</b>	<b>12 November 2020</b>	<b>Agenda item</b>	<b>Bo.11.20.16</b>

## Healthcare Worker Flu Vaccination Best Practice Assurance

<b>Presented by</b>	Pat Campbell, Director of Human Resources	
<b>Author</b>	Pat Campbell, Director of Human Resources/Amanda Grice, Manager Workplace Health & Well-Being Centre	
<b>Lead Director</b>	Pat Campbell, Director of Human Resources	
<b>Purpose of the paper</b>	For Public Assurance	
<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>	Executive Management Team/JNCC/System Delivery Flu Group	
<b>Previously approved at:</b>	<b>Committee/Group</b>	<b>Date</b>
	Executive Team Meeting	24.08.20
<b>Key Options, Issues and Risks</b>		
<p>In light of the risk of Flu and Covid-19 circulating in the winter, the vaccination of healthcare workers is a critical part of the NHS Flu Prevention Strategy.</p> <p>There is an expectation that all frontline health and social care workers should receive a vaccination this season to protect staff and patients and ensure the overall safe running of services. We are expected to run a service which makes access easy to the vaccine for all frontline staff, encourage staff to get vaccinated, and monitor the delivery of the programme.</p> <p>Our ambition is to vaccinate 100% of frontline healthcare workers. An opt out form will be completed where staff are offered the vaccine and decline.</p>		
<b>Analysis</b>		
<p>The Trust has completed the best practice management checklist and is confident in its plans to maximise uptake.</p> <p>The Trust's Flu programme feeds into the System Flu Delivery Group chaired by Karen Dawber which monitors progress.</p>		
<b>Recommendation</b>		
<p>The Board of Directors to restate its commitment to the ambition that 100% of frontline healthcare workers are vaccinated.</p> <p>The Board of Directors to note the self assessment that is being undertaken.</p> <p>The Board of Directors to note that Flu uptake will be included in the People Academy dashboard for October 2020 to March 2021 so that uptake can be monitored.</p>		

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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
<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:</b> Choose an item.
<b>NHS Improvement Effective Use of Resources: Clinical Support Services</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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix 1: Best Practice Management Checklist

Appendix 2: Paper to Executive Team Meeting