

Meeting Title	Executive Team Meeting		
Date	24 August 2020	Agenda item	E.8(4).20.11

## Healthcare worker influenza vaccination programme 2020-2021

Presented by	Pat Campbell, Director of HR		
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Lead Director	Pat Campbell, Director of HR		
Purpose of the paper	To agree 2020/21 Influenza campaign		
Key control	To be in the top 20% of NHS Employers		
Action required	For approval		
Previously discussed at/ informed by	Chief Nurse as system lead		
Previously approved at:	Committee/Group	Date	
	n/a		

### Key Options, Issues and Risks

The Flu cquin for 2020/21 requires a vaccine update of 90% by the end of February 2021 with an uptake ambition for frontline health and social care workers of 100%.

The 80% target for 2019/20 was achieved with an uptake of 82.9% but this required a considerable effort by the Occupational Health department alongside a small number of peer vaccinators. This was an increase from 76.09% the previous year.

### Analysis

The paper provides an update on the 2019/20 campaign and the proposal to improve and enhance uptake for this year.  
A local flu team will be established which will feed into the system group.

### Recommendation

ETM are asked to agree the following:

Given the challenges this year of Covid the priority has to be vaccinating in the work areas as far as possible hence priority for peer vaccinators being identified for each clinical area.

To consider the approach to incentives and to consider if funding can be made available for a 'pin' badge rather than a sticker and for an incentive such as a hot drinks voucher.

To note that our local plan will feed into the system wide plan which is being led by the Chief Nurse.

To note that Appendix C: Healthcare worker flu best practice. (page 12) Management checklist will be presented to November board.

### 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			g			

## Appendix 1

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performance targets						
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>	

<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"/>