

BTHFT OCCUPATIONAL HEALTH DEPARTMENT HEALTHCARE WORKER INFLUENZA VACCINATION PROGRAMME 2020-2021

Background

Trusts have been set CQUIN targets for vaccine uptake of 90% by end of February 2021. The PHE uptake ambition for frontline health and social care workers is 100%.

The 2019-20 campaign has been evaluated and is outlined below.

Update on Vaccination Campaign 2019/20

The BTHFT 2019-2020 campaign resulted in an uptake of 4,282 vaccinations of which 4,109 doses were administered to frontline healthcare workers by the end of February. This equated to 82.9% of this group compared with a 76.9% uptake in the previous season. 6.7% of frontline staff declined the flu vaccination with the majority of these citing concerns about the side effects of the vaccine as the reason. The national uptake of frontline healthcare workers was 74.3%. The CQUIN target was 80% uptake by the end of February 2020.

Several strategies were deployed locally following consultation with colleagues throughout the organisation and the use of Public Health England resources and guidance. These included mobile flu nurses as in previous years and 33 peer vaccinators in addition to:

- Performance responsibility fell to the Head of Nursing / Assistant Head of Nursing in each CBU and performance was managed at CBU level with weekly uptake reports generated for each area.
- Pop up flu clinics at large training events such as Grand Round, Trust Induction and Fire Safety Lectures.
- Targeted flu vaccination sessions in areas of low uptake.
- Signing up to Unicef's "get 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 (approximately 8p) to Unicef to help them keep children safe.
- Frequent targeted email campaigns advising of uptake levels and availability.
- Weekly articles in 'Let's Talk' with a feature of individual staff's reasons for receiving the vaccine.
- Use of social media to promote clinics.
- Out of hours sessions throughout Oct – Dec.

2020/21 Vaccination Campaign

In light of the risk of flu and COVID-19 co-circulating this winter, the national flu immunisation programme will be absolutely essential to protecting vulnerable people and supporting the resilience of the healthcare system.

Appendix 2

Many of the groups who are vulnerable to flu are also more vulnerable to COVID-19. Not only do we want to help protect those most at risk of flu, but also protect the health of those who are vulnerable to hospitalisation and death from COVID-19 by ensuring they do not get flu. Flu kills over 11,000 people every year on average (PHE 2020); and it hospitalises many more each year. This year is anything but an average year. The flu virus spreads from person to person, even amongst those not showing any symptoms. Whilst the threat may be invisible, the protection is clear, protect yourself and others by getting the flu vaccination.

A target has been set by the Commissioning for Quality & Innovation scheme. This is an uptake of a 90% target for year 2020-21, with the date of submission being 28.02.2021 (NHS England). Payment levels for this CQUIN is Minimum 70% and Maximum 90%. The PHE uptake ambition for frontline health and social care workers is 100%.

In planning for the 2020-21 campaign, the Occupational Health Department are planning to have the Written Instruction and PGDs in place as soon as practicably possible so that peer vaccinator training can take place before the flu vaccine arrives. The OH Manager is pursuing this with pharmacy and online training is being developed in conjunction with Education.

Consideration also needs to be given to the additional infection control requirements that the Coronavirus pandemic has warranted, and the restrictions that this would impose on training of peer vaccinators and the organisation and implementation of flu immunisation clinics.

Key issues from last year's campaign included:

- Dispelling the myths, in particular concerns about the side effects of the vaccine.
- The number of peer vaccinators increased, however these did not cover all areas across the Trust.
- Staff were reluctant to complete the decline form.

The PHE recommended vaccine for <65 year old staff is quadrivalent, the adjuvant trivalent vaccine is recommended to the 65 and overs. A small stock of cell derived vaccine has been ordered which will allow vaccination of staff with true egg allergy. Pharmacy has provided cost information as:

- Quadrivalent vaccine £4 / dose (5500 doses ordered).
- Adjuvant trivalent vaccine £5.99 / dose (250 doses ordered).
- Cell derived vaccine £6.25 / dose (200 doses ordered).

Improving and Enhancing Uptake

A local flu team to be established which will feed in to the system wide respiratory programme. Local plans will feed into a wider plan where there will be enhanced support as a system which may include mutual aid, sharing of best practice and communications. The governance is:

Trust Operational lead:	Amanda Grice
Trust Executive Lead:	Pat Campbell
System Lead:	Karen Dawber

The plan is for peer vaccinators to be responsible for the majority of vaccination this year. The Chief Nurse has been instrumental in stating this as the intent. 50 peer vaccinators (nurses & AHPS have volunteered to date).

Appendix 2

The following will form part of the campaign:

- Campaign launch late September / early October (date to be confirmed once availability of vaccine is known).
- Once again Chief Nurse and Chief Medical Officer appointed as 'Flu Champions' to reinforce messages being sent out by Occupational Health.
- Performance responsibility falling to the Associate Directors of Nursing/Matrons in each CBU and performance to be managed at CBU level. The Associate Director of Nursing to be responsible for ensuring peer vaccinators cover their whole area.
- Regular Trustwide communications based on PHE "I've had my flu jab" materials cascaded and reinforced by line managers.
- Promoting the use of the shield sticker, or a pin badge, this is intended to show the protective/preventative measure of having the vaccine. Highlighting the sticker as a visual symbol of positive action taken by staff which is something to wear with pride.
- A personal invitation to have the flu vaccine for each member of staff to be included in online payslip.
- Weekly updates illustrating overall uptake, 'top teams' and/or departments receiving vaccine to encourage competitiveness and celebrate successes.
- Promotion of the campaign via weekly bulletins, Let's Talk, screen savers and via Trust Induction.
- A dedicated flu vaccination page on the Occupational Health intranet site advertising clinics, peer vaccinator information, links to clinical evidence and dispelling myths.
- Utilising bank/agency nurses to assist with target of various areas including community hospital sites at a variety of shift times, and utilising nursing, midwifery and AHP staff on the Trust redeployment list to assist with the programme.
- Consider Occupational Health clinical activity to reduce to core minimum levels for the first two weeks in October to maximise focus on uptake in wards & clinical settings.
- Pop up clinics: Main Reception area
Educational events
Occupational Health

Subject to booking in advance. Reviewing use of Eventbrite as per anti body testing booking.

- Small incentives such as metal badges/stickers or hot drink voucher for staff receiving vaccine from Trust appointed vaccinators.
- Peer vaccinators assisting with the programme will also be provided with letters of thanks evidencing their contribution adding to CPD evidence for revalidation purposes.
- Refinement of Occupational Health data systems / ESR to ensure optimal data collection and dissemination back to the Trust.

Appendix 2

- Use of a dedicated email for staff to report that they have attended elsewhere for vaccination (GP surgery, pharmacies etc).

Statistics

These will be collated by the Occupational Health Department.

Subject to confirmation by ImmForm of collection criteria these will be as in earlier years.

Data will be provided weekly broken down to CBU, Work area and staff group. This will be repeated via the Dashboard and through the System meeting.

Request for consideration by the Executive Team

The Associate Directors of Nursing to be responsible for ensuring peer vaccinators cover their whole area, suggesting at least 1-2 vaccinators identified, trained and released to vaccinate for each ward/department.

Funding for small incentives such as metal badges or hot drink voucher for staff receiving vaccine from Trust appointed vaccinators.

Amanda Grice
Occupational Health Manager
6th August 2020