

2020/21 season

Healthcare worker (HCW) flu vaccination approach with completed best practice management checklist – for public assurance via trust boards by December 2020.

Introduction

The annual flu campaign is firmly embedded within the culture of the Trust, with a track record of front line staff uptake that is consistently well above the national average year on year.

The 2019/20 HCW flu vaccination campaign resulted in an 85.3% front line staff uptake – the highest achieved since the flu programme began and nearly 4% higher than what was achieved in the 2018/19 campaign. The CQUIN target of vaccinating >80% of front line staff was achieved in less than 8 weeks, and 3 months before the deadline. This was despite a 3 week manufacturer's delay in the delivery of the vaccine which meant that the flu clinics could not start until October.

The CQUIN target for 2020/21 is to achieve 90% front line uptake by 28 February 2021. Demand from HCW's for flu vaccine is expected to be even higher this season because of the COVID-19 pandemic.

Vaccine

Influvac Tetra (quadrivalent) vaccines have been ordered, as well as some cell based (egg free) vaccines for staff that have an egg allergy. The egg free vaccine is also suitable for staff > 65 years old.

The flu vaccine delivery is expected to be received in pharmacy week ending 18 September 2020. Clinics are planned to start week commencing 21 September 2020.

Approach for 2020/21 season

The approach will be based on last season's as this proved very successful, with some modifications required because of covid-19 pandemic.

- Annual flu vaccination programme will be led by OH.
- The organisation and co-ordination of the campaign will be achieved via a Trust HCW flu vaccination group chaired by the Head of OH (first meeting took place 15 July 2020, monthly meetings planned up to December 2020).
- The campaign will be supported by a strong and innovative Communication strategy which includes using Trust staff in publicity material.
- Trained teams of peer vaccinators spread throughout the Trust will proactively vaccinate colleagues. More peer vaccinators will be trained this season than ever before to facilitate maximum uptake, with the Corporate Head of Nursing having an ambition of a minimum of one per ward/department and introduction of a competitive element to help enhance uptake. Members of the

senior nursing team (e.g. matrons) will also support this season by undertaking roving vaccinations.

- OH will provide a large number of the very successful drop in 'grab a jab' pop up flu clinics. However, following advice from infection control because of COVID-19, the following modifications will be required:
 - ✓ Grab a jab clinics will not be held in public areas
 - ✓ Vaccinators will be required to use PPE as detailed: masks only, no need for aprons or gloves; however hands will need to be gelled between each vaccination.
 - ✓ Staff waiting in a queue to be vaccinated will need to wear a mask
- Individual bookable appointments with the OH Department will be available with a bespoke on-line booking system (developed by IT.)
- OH and peer vaccinators will attend opportunistic events throughout the season to offer vaccination (e.g.at mandatory update training for front line staff)
- A range of incentives will be offered:
 - ✓ Healthy choice 'meal deal' voucher redeemable at the staff canteen for all Trust staff who have the vaccination (including those who notify OH they have received the vaccine elsewhere e.g.at their GP). This season staff will also be given a new option to donate a value of their meal deal voucher to the street health project instead of redeeming for themselves (this was requested by staff last season).
 - ✓ Every staff member who has the job in September, October and November entered into a monthly prize draw to win a 'fit bit' (donated by Unison Dukeries Branch).
 - ✓ Ward/peer vaccinators also incentivised - when vaccinated 50 colleagues a £20 high street voucher can be claimed
- Weekly uptake rates will be communicated to the Trust, starting from the end of September 2020

The Trust has achieved a front line staff flu vaccination uptake that has been consistently well above the national average with an excellent uptake year on year:

Year	Front line uptake achieved
2015/16	63.4%
2016/17	75.6%
2017/18	78.4%
2018/19	81.6%
2019/20	85.3%

Based on past performance, it is anticipated that using this approach will facilitate meeting the 2020/21 CQUIN target of achieving 90% front line uptake.

Rebecca Loveridge
Head of Occupational Health /Lead Nurse
September 2020

Appendix 1 – Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards by December 2020

A	Committed leadership	Trust self-assessment
A1	Board record commitment to achieving the ambition of vaccinating all front line healthcare workers	Yes – planned commitment recorded at Trust Management team meeting 5 August 2020
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Yes – egg based and cell based quadrivalent vaccines ordered November 2019. Delivery expected week ending 18 September 2020. 1/9/20 - confirmed with manufacturer that 70% of vaccine order will be received week ending 18 September, and the rest by week ending 23 October.
A3	Board receive an evaluation of the flu programme 2018/19, including data, successes, challenges and lessons learnt	Yes –campaign evaluation and plan for the 2020/21 season presented to Trust Management team meeting 5 August 2020
A4	Agree on a board champion for flu campaign	Yes - Chief Nurse
A5	All board members receive flu vaccination and publicise this	Yes - to take place at Trust Board meeting 1 October 2020
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	Yes - HCW flu group has been established for a number of years, includes trade union representation
A7	Flu team to meet regularly from September 2019	Yes, flu group meets regularly from July 2019
B	Communication plan	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	Yes – Communication strategy in place, commenced mid-September

B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	Yes – dedicated intranet page supported by daily and weekly communications
B3	Board and senior managers having their vaccinations to be publicised	Yes – arrangements in place
B4	Flu vaccination programme and access to vaccination on induction programmes	Yes – all front line staff throughout flu season are offered flu vaccination at that point
B5	Programme to be publicised on screensavers, posters and social media	Yes - Communication strategy in place from mid-September
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups	Yes – uptake percentages to be communicated from mid-October
C	Flexible accessibility	
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered	Yes, established peer vaccinator model in place for many years. More peer vaccinators being trained this year than in previous years
C2	Schedule for easy access drop in clinics agreed	Yes, drop in ‘grab a jab’ pop up flu clinics will be held in a variety of areas at all Trust sites throughout the flu season
C3	Schedule for 24 hour mobile vaccinations to be agreed	Yes –many peer vaccinators work 24/7 shifts and available to offer vaccines, additionally two peer vaccinators work predominantly night shifts
D	Incentives	
D1	Board to agree on incentives and how to publicise this	Yes – incentives agreed and publicised as part of communication strategy
D2	Success to be celebrated weekly	Yes – weekly uptake will be celebrated through CEO blog and staff

		bulletin along with monthly prize draw winner communications
--	--	--