

Board of Directors - Cover Sheet

Subject:	Occupational Health Staff Flu and COVID-19 Vaccination Campaign Plan 2024/25 Season		Date:	7 November 2024		
Prepared By:	Victoria Kirkbride – Deputy Head of Occupational Health/Deputy Lead Nurse / Adam Grundy – Head of Occupational Health and Wellbeing/Lead Nurse					
Approved By:	Deborah Kearsley – Deputy Director of People					
Presented By:	Robert Simcox – Director of People					
Purpose						
To provide an update and assurance on the SFH Staff Flu Vaccination Campaign plan for 2024/25 season and the agreed plans to provide access to a COVID-19 vaccine on site for staff.			Approval			
			Assurance	X		
			Update			
			Consider			
Strategic Objectives						
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community	
	X	X				
Principal Risk						
PR1	Significant deterioration in standards of safety and care					
PR2	Demand that overwhelms capacity					
PR3	Critical shortage of workforce capacity and capability					X
PR4	Insufficient financial resources available to support the delivery of services					
PR5	Inability to initiate and implement evidence-based Improvement and innovation					
PR6	Working more closely with local health and care partners does not fully deliver the required benefits					
PR7	Major disruptive incident					
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change					
Committees/groups where this item has been presented before						
None						
Acronyms						
HCW – Healthcare Worker CQUIN – Commissioning for Quality and Innovation aQIV – Adjuvanted Quadrivalent Influenza Vaccine QIVc – Cell Based Quadrivalent Influenza Vaccine OH – Occupational Health SFH – Sherwood Forest Hospitals ICS – Integrated Care System						
Executive Summary						
This report sets out the plan agreed by the Sherwood Forest Hospitals NHS Foundation Trust Staff Flu Vaccination Group.						

The report acknowledges the importance of the flu vaccination campaign and notes the uptake form 2023/24. The report notes that although there is no recognised CQUIN target for flu this cycle the group have agreed an internal target of 75% frontline staff uptake.

There is detailed information on the vaccines chosen this year with the main vaccine being egg free and available for colleagues aged 18 – 64. A vaccine will be available from Occupational Health specifically for staff aged 65+.

The approach for this year is set out in the report acknowledging that a more traditional approach will be taken with pop up 'grab a jab' clinics being run as well as roaming occupational health clinics and support from peer vaccinators. The campaign will also aim to target high traffic areas as well as opportunistic events such as mandatory training.

Monthly prize draws will be included in the incentive package as well as incentives for peer vaccinators.

The end of the report contains the National assurance checklist.

Vaccine uptake progress to date (24th October 2024)

The following gives an overview of the uptake so far at SFH:

Total vaccines given to SFH staff (All): **2276**

Total vaccines given to SFH frontline staff: **1656**

Uptake by profession:

Staff Group	Count	Vaccinated	Uptake %
Doctors	782	239	30.6%
Qualified Nurse	1798	577	32.1%
Other Professional Qualified Clinical staff	604	215	35.6%
Support to clinical staff	1578	625	39.6%
Total front line staff uptake	4762	1656	34.8%
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Non front line staff	1442	620	43.0%
Total Staff	6204	2276	36.7%

Uptake by division:

Rank	Divisional	Numbers	Uptake %
1	Corporate	256	40.1%
2	CSTO	372	30.7%
3	Medicine	378	28.3%
4	Surgery	333	26.3%
5	Urgent & Emergency Care	175	26.1%
6	Women & Children's	138	22.5%

In addition to the plans relating to staff flu vaccination the paper goes on to outline the agreed plan for providing SFH staff with access to a COVID-19 vaccine on site.

The focus of this is the arrangement for a mobile vaccine unit to come to Sherwood Forest Hospitals NHS Foundation Trust sites (Kings Mill and Newark Hospitals) to provide on site access

for staff.

A robust communications programme will also be released to ensure staff are aware of the national booking system to make arrangements for a COVID-19 vaccine and to make them aware of the other locations in the County where they can access a COVID-19 vaccine.

In addition to this the demand for COVID-19 vaccine amongst staff will be monitored and should demand exceed what we expect at this point conversations will be revisited to explore community pharmacy holding pop up clinics at SFH to deliver COVID-19 vaccine to staff.

Recommendation

Trust Board are asked to take assurance from the paper in relation to the Trust's approach to the annual people vaccination programme for flu and COVID-19.

Staff Influenza Vaccination Programme at Sherwood Forest Hospitals 2024-25

2024/25 season Healthcare worker (HCW) flu vaccination approach with completed best practice management checklist – for public assurance via Trust boards by November 2024.

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 2023/24 HCW flu vaccination campaign resulted in a 58.9% front line staff uptake – although a lower uptake than historically for the Trust this was still significantly higher than the national average (42.8%) and locally in when compared to other Nottinghamshire NHS Trusts.

There is no CQUIN target for 2024/25. We have agreed on an internal target of 75% of front-line staff uptake. However, we want every single member of staff to be offered the opportunity to be vaccinated against flu.

The potential for significant co-circulation of flu and other respiratory viruses could substantially affect the pressure on the NHS from winter 2024 to 2025.

This means that the 2024/25 HCW flu vaccination programme remains a very important priority this year to reduce morbidity and mortality associated with influenza, and to reduce hospitalisations during a time when the NHS and social care may also be managing winter viral infection outbreaks.

Vaccine

6000 cell-based egg free vaccines (Quadrivalent Inactivated Seasonal Influenza Vaccine (QIVc)) have been ordered as well as 300 vaccines that will be available for over 65s (Adjuvanted Quadrivalent Influenza Vaccine (aQIV)). Both vaccines are manufactured by Seqirus and will not have traditional brand names but be known as described above.

The flu vaccine was delivered on Wednesday 11th September 2024. Clinics officially commenced on 16th September 2024 however vaccines began to be administered opportunistically from Thursday 12th September 2024.

QIVc egg free vaccine will be available for Peer Vaccinators to use however the vaccine intended for 65 years and over (aQIV) will only be available from the Occupational Health Team. The aQIV vaccine is not egg free.

Approach for 2024/25 season.

The approach will be based on previous seasons as this has historically proved very successful.

- 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 Deputy Head of OH
- 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.
- OH will aim to provide a large number of the very successful drop in 'grab a jab' pop up flu clinics.
 - Grab a jab clinics will be held in high traffic staff areas.
 - OH and peer vaccinators will attend opportunistic events throughout the season to offer vaccination (e.g. at mandatory update training for front line staff)
 - Any staff member who attends OH for any reason during the flu season will be offered a flu vaccine.
- The following incentives will be offered:
 - Every staff member who has the jab before Christmas will be entered into a monthly prize draw to win a prize (donated by Unison Dukeries Branch).
 - Ward/peer vaccinators are also incentivised – when they have vaccinated 50 colleagues a £20 high street voucher can be claimed.

Weekly uptake rates will be communicated to the Trust, starting from the 2nd week of October 2024.

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Staff COVID-19 Vaccination Programme at Sherwood Forest Hospitals 2024-25

Introduction

Vaccination is a high priority action for the NHS, to protect our people from serious illness and to support NHS resilience.

In August 2024, the Joint Committee on Vaccination and Immunisation (JCVI) advised that health and social care service providers may wish to consider whether vaccination provided as an occupational health programme to frontline health and social care workers is appropriate in future years; and that ahead of such considerations, health departments may choose to continue to extend an offer of vaccination to frontline health and social care workers and staff working in care homes for older adults in autumn 2024.

Previous COVID-19 vaccination programmes have been facilitated via the vaccination hub which was on the King's Mill Hospital site. This facility closed in the spring of 2024.

As outlined notification for the COVID-19 vaccination was not received until 21 August 2024. Acknowledging the financial and logistical challenges to offering the vaccine in house through the existing Occupational Health Service it was agreed that where staff would like to access the vaccine SFH will work with partners at the ICS to provide opportunities to access the vaccine on site. The Trust will also ensure a robust Communications approach to sign posting staff to the available options.

Mobile Vaccination Unit

Discussion have taken place with the ICS around the opportunity for SFH to host a mobile vaccine unit at Kings Mill and Newark Hospitals. The mobile vaccine unit is commissioned by the ICS to support the increasing of vaccine uptake across Nottingham and Nottinghamshire to all eligible individuals.

The mobile vaccine unit carries a range of vaccine including COVID-19 vaccine. The ICS has agreed the following dates for a mobile vaccine unit to attend SFH sites and as part of this any SFH staff who would like to be vaccinated against COVID-19 can do so:

- **Friday 8/11 Newark Hospital**
- **Monday 11/11/Kings Mill Hospital**
- **Thursday 21/11 Kings Mill Hospital**
- **Monday 25/11 Kings Mill Hospital**
- **Friday 6/12 Kings Mill Hospital**
- **Monday 9/12 Newark Hospital**
- **Tuesday 10/12 Kings Mill Hospital**
- **Thursday 19/12 Kings Mill Hospital**

The vaccine unit will be positioned at the front of the Kings Mill Hospital site, in easy reach of the main entrance and bus stops to ensure both staff and the public can find the unit and access it with ease. At Newark Hospital the unit will be positioned in the main front car park again within easy reach of the main entrance and bus stops on the main road.

National Booking Offer

Along side providing access on site to the COVID-19 vaccine the Trust will also ensure, through a robust Communications campaign, that staff are aware of how to access the COVID-19 vaccine through the National Booking Offer. This may prove to be more convenient for some colleagues.

The Trust have also requested details from the ICS about other locations for the Mobile Vaccine Unit across the county to again provide as much information as possible to staff wishing to access the COVID-19 vaccine.

Ongoing discussions

In addition to the above the possibility of engaging a local community pharmacy to run COVID-19 vaccine clinics at KMH has been discussed. At the time of writing there is some reluctance from the community pharmacy group around this as they feel these clinics would not be well attended. It has been agreed at this point to push the mobile vaccine unit and wider community offer to staff at SFH. Uptake through the onsite offers will be monitored and should demand exceed initial expectations the idea to engage community pharmacy on site will be revisited.

Recommendation

Trust Board are asked to take assurance from the paper in relation to the Trust's approach to the annual people vaccination programme for flu and COVID-19.

Appendix 1 – Healthcare worker flu vaccination best practice management checklist – for public assurance via Trust boards by November 2024

A	Committed leadership	Trust self-assessment
A1	Board record commitment to achieving the ambition of vaccinating all front-line healthcare workers	Yes – planned commitment to be recorded at Trust Management team meeting
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Yes – 6000 cell-based QIV and 300 adjuvanted QIV vaccines ordered. Planned delivery W/C 16 September 2024.
A3	Board receives an evaluation of the flu programme 2023/24, including data, successes, challenges and lessons learnt	Yes – summary of last year’s flu programme presented to Board
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 October Trust Board meeting (3 rd October 2024)
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	Yes – long established group reconvened with trade union representation
A7	Flu team to meet regularly from September 2024	Yes – group will meet regularly from August 2024
B	Communication plan	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	Yes – Comms strategy in place to commence mid - September
B2	Drop-in clinics and mobile vaccination schedule to be published electronically, on social media and on paper.	Yes – OH availability given to Comms for publication via social media and dedicated Intranet page
B3	Board and senior managers having their vaccinations to be publicised	Yes – To be arranged for next available board meeting
B4	Flu vaccination programme and access to vaccination on induction programmes	Yes – all front-line staff throughout flu season are offered flu vaccination at induction
B5	Programme to be publicised on screensavers, posters, and social media.	Yes – Comms strategy in place to commence 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 and will be mobilised again this year.
C2	Schedule for easy access drop-in clinics agreed.	Yes – drop-in clinics will be co-ordinated across the Trust in a number of accessible areas.
C3	Schedule for 24-hour mobile vaccinations to be agreed.	Yes – peer vaccinators often work a range of hours across the shift spectrum which will increase availability.
D	Incentives	
D1	Board to agree on incentives and how to publicise this	Yes – Incentives agreed and publicised as part of communication plan
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