

Staff Flu Vaccination Plan 2022/23

Healthcare worker (HCW) flu vaccination approach with completed best practice management checklist – for public assurance via Trust boards by November 2022.

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 2021/22 HCW flu vaccination campaign resulted in a 76.3% front line staff uptake – although a lower uptake than historically for the Trust this was achieved against a difficult backdrop of increased workload pressures and restrictions to practice. The national vaccine uptake ambition for 2022/23 for healthcare workers is 100% offer with a 90% uptake ambition.

As a result of non-pharmaceutical interventions in place for COVID-19 (such as mask-wearing, physical and social distancing, and restricted international travel) influenza activity levels were extremely low globally in 2020/21 and this continued to be the case for 2021/22. As social contact returns towards pre-pandemic norms, it is anticipated that a resurgence in flu activity will be seen for winter 2022 to 2023 with levels at or above those seen before the pandemic.

The potential for significant co-circulation of Flu, COVID-19 and other respiratory viruses could substantially affect the pressure on the NHS from winter 2022 to 2023.

This means that the 2022/23 HCW flu vaccination programme is an even more 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 outbreaks of COVID-19.

Vaccine

7000 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 first flu vaccine delivery is expected to be received in pharmacy week beginning 26th September 2022. Clinics are planned to start week commencing 3rd October 2022.

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 2022/23 season

The approach will be based on previous seasons as this proved very successful, with appropriate modifications because of the covid-19 pandemic. However, with changes to COVID-19 restrictions it is hoped that a more business as usual approach to the flu campaign can be achieved.

- 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
- 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 job' pop up flu clinics. However, following advice from infection control because of COVID-19, the following modifications will be required:
 - Grab a job clinics will not be held in high traffic 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 and maintain appropriate social distance
 - 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)
 - Work will also be done in conjunction with the SFH Hospital Vaccine Hub to be able to provide Flu vaccine alongside COVID-19 boosters.
- A range of incentives will be offered:
 - Every staff member who has the job in October, November and December 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
 - Every staff member who receives a flu vaccine before 31st December 2022 will also receive a Meal Deal voucher. This year there will be no option to donate the value of the voucher to Street Health.

Weekly uptake rates will be communicated to the Trust, starting from the end of October 2022

Conclusion

In summary this plan hopefully acknowledges the difficulties seen in delivering last years staff flu vaccination plans and demonstrates a robust process that will be followed to obtain the highest possible vaccine uptake amongst staff at SFH.

Through good use of resources in Occupational Health to deliver vaccinations and through the continued support of Peer Vaccinators and their management teams who facilitate this additional role we will hopefully achieve our aims.

Appendix 1 – Healthcare worker flu vaccination best practice management checklist – for public assurance via Trust boards by November 2022

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 6 th October 2022
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Yes – 7000 cell-based QIV and 300 adjuvanted QIV vaccines ordered. Planned delivery W/C 26 th September 2022.
A3	Board receive an evaluation of the flu programme 2021/22, including data, successes, challenges and lessons learnt	Yes – summary of last years 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 Trust Board meeting on 6 th October 2022
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 2022	Yes – group will meet regularly from July 2022
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 should 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