

2019/20 season.

Healthcare worker (HCW) flu vaccination approach with time line and completed best practice management checklist – for public assurance via trust boards by December 2019.

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 2018/19 HCW flu vaccination campaign resulted in a 81.6% front line staff uptake – the highest achieved since the flu programme began (average uptake of Trusts in England was 70.3%). Out of a total of 252 Trusts, only 23 (9%) achieved a higher uptake than SFHT.

Final uptake 2018/19 by staff category:

Doctor	76.7%
Qualified Nurse	70.9%
Other professional qualified clinical staff	82.6%
Other – working in patient areas/with patient contact	93.5%
Other - not working in patient areas/no patient contact	36%

Final uptake 2018/19 by Division:

Women and Children's	83.4%
Medicine	79.6%
Corporate	73%
Diagnostic and Outpatients	70%
Urgent and Emergency care	69.3%
Surgery	67.9%
Facilities	64.5%

The CQUIN target of vaccinating >75% of front line staff was achieved 4 months before the deadline. The CQUIN target for 2019/20 is to achieve 80% front line uptake by 28 February 2020. The funding associated with achieving this is £600K.

A letter was received on 17 September 2019 from NHS England and NHS Improvement stating an ambition for 100% uptake in front line healthcare workers. Completion of a best practice management practice self-assessment checklist for HCW vaccination is required, which needs to be included for public assurance in the Trust board papers before the end of December 2019. This has been completed, details of which can be found at appendix 1.

Vaccine for 2019/20 season

A quadrivalent flu vaccine was ordered, along with a supply of egg free vaccine (not previously available) which will be offered to staff with an egg allergy.

A two week delay in delivery was experienced from the flu vaccine manufacturer (Mylan) and vaccines were received 1 October 2019 (vaccines originally expected week ending 13 September). HCW vaccinations started 1 October 2019.

For the 2019/20 flu season, all manufacturers are producing flu vaccines with strains recommended by the World Health Organisation. The strains contained in the 2019/20 vaccine are:

- ✓ an A/Brisbane/02/2018 (H1N1)pdm09-like virus;
- ✓ an A/Kansas/14/2017 (H3N2)-like virus;
- ✓ a B/Colorado/06/2017-like virus (B/Victoria/2/87 lineage);
- ✓ a B/Phuket/3073/2013-like virus (B/Yamagata/16/88 lineage)

Australia experienced an early spike in flu illness this year. The strain that is causing the most serious illness is influenza A strain H3N2 virus, which is contained in the vaccine.

Approach for 2019/20 season

The approach for the 2019/20 season is based on last season's approach as this proved very successful.

- Annual flu vaccination programme led by OH.
- The organisation and co-ordination of the campaign achieved via a Trust HCW flu vaccination group chaired by the Head of OH (first meeting took place 17 July 2019, monthly meetings planned up to December 2019).
- The campaign is supported by a strong and innovative Communication strategy which includes using Trust staff in publicity material.
- Trained ward/clinically based Registered Nurse peer vaccinators spread throughout the Trust (29 in total as of 11/11/19) will proactively vaccinate colleagues. Link peer vaccinators will be allocated to 'high risk' areas and managerial ownership for uptake in high risk areas will be encouraged. The support of peer vaccinators is really important in helping achieving optimal uptake.

Last season 8 peer vaccinators vaccinated over 50 colleagues and received a 'star peer vaccinator' certificate of acknowledgement signed by Suzanne Banks.

This season to date 7 peer vaccinators have vaccinated over 50 colleagues details of which are shown in the table below:

Name	Designation	Number of colleagues vaccinated
Donna Yates	Night Team Leader HOOHP	350
Rachel Barker	Matron for children/young people	100
Paula Evans	Sepsis Nurse	100
Deb Farn	Sister clinic 11	50
Tania Willetts	Deputy Sister ward 25	50
Helen Green	Recovery Staff Nurse	50
Christian Brailsford	Matron Critical Care	50

- OH provide a large number of drop in 'grab a jab' pop up flu clinics at a variety of areas with high staff footfall at all Trust sites throughout the flu season. 450 staff were vaccinated at first grab a jab clinic held on 2 October 2019.
- Individual bookable appointments with the OH Department available with a bespoke on-line booking system (developed by IT.)
- OH and peer vaccinators attend opportunistic events throughout the season to offer vaccination (e.g.at mandatory update training for front line staff).
- From mid-November, roving vaccinators from OH will trawl wards/clinical areas to 'mop' up front line staff.
- A range of incentives are being 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).
 - ✓ 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 are communicated to the Trust, starting from the beginning of October 2019.

The time line below outlines the steps taken to ensure a successful 2019/20 campaign:

November 2018	Vaccines for 2019/20 season ordered from supplier Mylan (51% discount secured, price per vaccine = £3.92)
July 2019	First meeting of staff seasonal flu vaccination planning group
July 2019	Dates for flu clinics and grab a jab sessions organised

July 2019	Incentives determined
July – September 2019	Flu vaccinator training undertaken
August 2019	Flu vaccine written instruction signed off by DTC
August 2019	Bespoke flu database (with direct link to ESR) upgrade complete
Early September 2019	Flu comms strategy commences
30 September 2019	Vaccines delivered to Trust. Due to a manufacturers delay, the vaccines were not received by the Trust until 30 September (originally expected week ending 13 September)
30 September 2019	HCW vaccination starts
Weekly from October 2019 to end of season	Uptake reported to Trust and NHSi
Monthly from October 2019 to end of season	Uptake reported to PHE
28 February 2020	End of 2019/20 flu vaccination season

Conclusion.

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
2013/14	76%
2014/15	70%
2015/16	63.4%
2016/17	75.6%
2017/18	78.4%
2018/19	81.6%

Based on past performance, it is anticipated that using this approach will facilitate meeting the 2019/20 CQUIN target of achieving 80% front line uptake

Appendix 1 – Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards by December 2019

A	Committed leadership	Trust self-assessment
A1	Board record commitment to achieving the ambition of 100% of front line healthcare workers being vaccinated, and for any healthcare worker who decides on the balance of evidence and personal circumstance against getting the vaccine should anonymously mark their reason for doing so.	Yes – planned commitment recorded at September Board
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Yes – egg based and cell based quadrivalent vaccines ordered November 2018. Due to a manufacturers delay, vaccines not received by the Trust until 1 October 2019 (originally expected week ending 13 September 2019)
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 2019/20 season presented to Exec team August 2019
A4	Agree on a board champion for flu campaign	Yes -Medical Director and Chief Nurse
A5	All board members receive flu vaccination and publicise this	Yes – vaccinations took place at 3 October 2019 Board meeting
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	Yes – dedicated intranet

	paper	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 attend for OH assessment pre-employment. Throughout flu season they 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
C2	Schedule for easy access drop in clinics agreed	Yes, many drop in 'grab a jab' pop up flu clinics will be held in a variety of areas with high staff footfall 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
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