

REPORT TO THE TRUST BOARD (PUBLIC)

TITLE	Healthcare Flu Vaccination Best Practice Checklist
AUTHOR	Louise Tibbert, Chief People Officer
EXECUTIVE SPONSOR	Louise Tibbert, Chief People Officer
DATE OF MEETING	30 November 2020
PRESENTED FOR	For assurance

PURPOSE OF THE REPORT

1. To provide assurance on the progress of the 2020 staff flu vaccination programme.

EXECUTIVE SUMMARY

The annual flu vaccination campaign remains a challenge and a high priority.

Despite a good start as soon as the vaccines arrived in the Trust, progress has been slower than planned due to a number of factors. These include delayed deliveries of the second batch of vaccines resulting in cancelled clinics and postponed marketing, and peer vaccinator capacity to deliver local vaccinations as staff come onto shift.

Re-prioritisation and enhanced OH capacity is targeting areas of low take up and is making an impact.

Flu vaccination rates are 60% for NWA staff as at 25 November 2020 – this includes vaccinations obtained by staff at their local GP or pharmacy. The target for the NWA programme was to offer the vaccine to 100% of front workers, which we continue to do and to reach 75% take up by 31 March 2021.

The national ask (from mid-November) is that we reach 90% take up by 30 November 2020, which is simply not achievable despite best efforts. Some staff remain reluctant to have the vaccines even after all the communications and encouragement to do so.

The Trust has signed up and is using the National Immunisation and Vaccination System (NIVS) to submit daily data on flu vaccination take up.

The attached NHSI Best Practice checklist provides assurance on the efforts taken so far to deliver the flu programme in 2020.

RECOMMENDATIONS

To note the Best Practice Management checklist and to confirm assurance on progress to date for flu vaccinations in 2020.

STRATEGIC GOALS THIS REPORT SUPPORTS *(Check all that apply)*

Delivering outstanding care and experience	<input checked="" type="checkbox"/>
Recruiting developing and retaining our workforce	<input checked="" type="checkbox"/>
Improving and developing our services and infrastructure	<input type="checkbox"/>
Working together with local health and social care providers	<input type="checkbox"/>
Delivering financial sustainability	<input type="checkbox"/>

STRATEGIC RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description
None	None

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	NHSE/I requirements for flu vaccination of health care workers
NHS Constitution Delivery	None
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications *(Check all that apply)*

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Additional comments</i>								

Best Practice Management Checklist

Healthcare worker flu vaccination best practice management checklist

For public assurance via Trust Boards by December 2020

A	Committed leadership	Trust self-assessment	Updated 26 Nov. 2020
A1	Board record commitment to achieving the ambition of vaccinating all frontline healthcare workers	Yes	September 2020
A2	Trust has ordered and provided a quadrivalent (QIV) flu vaccine for healthcare workers	Yes	Orders placed Feb 2020 for delivery from Sept 2020, with later batches in Oct, Nov and Dec. (some issues with orders being delivered on time)
A3	Board receive an evaluation of the flu programme 2019/20, including data, successes, challenges and lessons learnt	No	The 2020 programme learning will be presented to PPC /Board in early 2021.
A4	Agree on a board champion for flu campaign	Yes	Chief People Officer
A5	All board members receive flu vaccination and publicise this	Yes	Vacs received 25/09/2020. Marketing material used in comms – photos of HMC receiving the vaccination
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	Yes	Steering Group in place from Aug 2020 - meets fortnightly.
A7	Flu team to meet regularly from September 2020	Yes	Steering group - fortnightly
B	Communications plan		
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	Yes	Complete and in place – ongoing programme of communications

B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	Yes	In progress – extra OH resources for clinics and trolley rounds in place
B3	Board and senior managers having their vaccinations to be publicised	Yes	HMC - Vacs received 25/09/2020. Photos used as marketing.
B4	Flu vaccination programme and access to vaccination on induction programmes	Yes	OH in attendance at induction events
B5	Programme to be publicised on screensavers, posters and social media	Yes	Screensavers not possible technically. Full use of social media and internal comms. Pull ups/posters
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups	Yes	In place
C	Flexible accessibility		
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered	Yes	Training complete – capacity pressures an issue. Senior managers and Matrons/others have led flu front door sessions
C2	Schedule for easy access drop in clinics agreed	Yes	At HH and PCH sites – extra capacity brought into OH for clinics and trolley rounds
C3	Schedule for 24 hour mobile vaccinations to be agreed	No	Peer vaccinators out of hours
D	Incentives	Trust self-assessment	
D1	Board to agree on incentives and how to publicise this	Yes – agreed by steering group	3x iPads in prize draw for 31 Dec 2020 Team prize of £250 for peer vaccinator with higher take up
D2	Success to be celebrated weekly	Yes	Part of communications strategy

Notes:

- Flu vaccination rates are 60% for all NWA staff as at 25 November 2020 – this includes vaccinations obtained by staff at their local GP or pharmacy.
- Delays with deliveries of flu vaccines in October and November have affected the momentum of the programme.
- The flu vaccination programme continues with communications, marketing and trolley rounds to areas of low take up. Drop-in clinics remain in place.
- Peer vaccinators have been affected by capacity and other pressures across the Trust and have not been able to fully engage in the flu vaccination programme this year.
- Even though the Covid vaccinations will start in December, flu vaccinations will continue to be offered to existing and new staff until all supplies are exhausted.
- The target for the NWA programme was to offer the vaccine to 100% of front workers, which we continue to do and to reach 75% take up by 31 March 2021.
- The national ask is (from mid-November) that we reach 90% take up by 30 November 2020, which is simply not achievable despite best efforts.