

Cover page

Meeting	Trust Board
Paper Title	Flu campaign self assessment
Date of meeting	6 February 2020
Date paper was written	6/01/2020
Responsible Director	Rhia Boyode, Acting Workforce Director
Author	Paula Dabbs Workforce & Karla Jennings Preece Infection Prevention Control

Executive Summary

The vaccination of healthcare workers against seasonal flu is a key action to help protect patients, staff and their families. All Provider flu plans for 2018/19 saw a national uptake rate amongst front line staff of 70.3%, with some organisations vaccinating over 90% of staff.

In order to reduce such variability NHSE/I wrote to all trusts providing support to delivery of the healthcare worker flu vaccination programme. The support included detailed learning and requested that each organisation consider a best practice management checklist and to publish a self-assessment against the measures included in the tool, through Trust board papers by December 2019 (This paper has been scheduled to be presented after this date due to the availability of Trust Board meetings)

The Trust Board is absolutely supportive of the healthcare worker vaccination programme delivery within SaTH and is fully abreast of planning and delivery progress.

This report confirms through self-assessment detail of how the organisation is fully compliant with the NHSE/I healthcare worker flu vaccination best practice management checklist.

Previously considered by	Workforce Committee
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The Board is asked to:

<input type="checkbox"/> Approve	<input type="checkbox"/> Receive	<input checked="" type="checkbox"/> Note	<input type="checkbox"/> Take Assurance
To formally receive and discuss a report and approve its recommendations or a particular course of action	To discuss, in depth, noting the implications for the Board or Trust without formally approving it	For the intelligence of the Board without in-depth discussion required	To assure the Board that effective systems of control are in place

Link to CQC domain:

<input checked="" type="checkbox"/> Safe	<input checked="" type="checkbox"/> Effective	<input checked="" type="checkbox"/> Caring	<input checked="" type="checkbox"/> Responsive	<input checked="" type="checkbox"/> Well-led
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Link to strategic objective(s)	<p>Select the strategic objective which this paper supports</p> <p><input type="checkbox"/> PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare</p>
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	<input type="checkbox"/> SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care <input type="checkbox"/> HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities <input type="checkbox"/> LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions <input checked="" type="checkbox"/> OUR PEOPLE Creating a great place to work
Link to Board Assurance Framework risk(s)	

Equality Impact Assessment	<input checked="" type="radio"/> Stage 1 only (no negative impact identified) <input type="radio"/> Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval)
Freedom of Information Act (2000) status	<input checked="" type="radio"/> This document is for full publication <input type="radio"/> This document includes FOIA exempt information <input type="radio"/> This whole document is exempt under the FOIA
Financial assessment	None.

Main Paper

Situation

Through 2019/20 NHSE/I have requested that every provider organisation completes a self-assessment against best practice in coordinating and delivering a Flu vaccination programme. This self-assessment has to be shared through Board governance so that every board member is sighted and recognises the role of Board leadership. As such the accompanying paper demonstrates our assessment.

Background

The Trust has met every national target set for Flu vaccinations of frontline healthcare workers for the previous 3 years and has received full CQUIN income.

With a view to continuously improve we have continued to look for ways to increase our uptake and considered all available evidence that may support delivery. The multi-disciplinary flu action group welcomed the framework from NHSE/I and used it to guide further developments within our campaign.

Assessment

Our Organisational approach to the 2019/20 campaign was developed further by consideration of the recognised best practice framework. The campaign this year (still underway) has achieved over 80% uptake for frontline healthcare support workers, improving our performance from last year's result of 75.8%.

Recommendation

The Trust Board is asked to note the information contained within the covering self- assessment template.

Shrewsbury and Telford Hospitals NHS Trust Self-assessment against best practice guidelines for seasonal Flu Vaccination

This paper aims to provide further assurance to the Board on our annual Flu vaccination programme by the completion of the NHSE/I self- assessment against agreed best practice

Background

Healthcare workers with direct patient contact need to be vaccinated because:

- Flu contributes to unnecessary morbidity and mortality in vulnerable patients
- Up to 50% of confirmed influenza infections are subclinical (i.e. asymptomatic).
Unvaccinated, asymptomatic (but nevertheless infected) staff may pass on the virus to vulnerable patients and colleagues
- Flu-related staff sickness affects service delivery, impacting on patients and on other staff – recently published evidence suggests a 10% increase in vaccination may be associated with as much as a 10% fall in sickness absence
- Whilst overall uptake levels have increased every year since 2015/16, there is significant variation in the uptake rates achieved as some trusts have developed excellent flu programmes that deliver very high level of vaccination coverage, however others have not made the same progress.

An evaluation of last year's flu season showed that the development of a multicomponent approach achieved higher uptake levels. Innovative methods to reach staff, going ward-to-ward, holding static and remote drop-in clinics and encouraging staff to contact vaccinators directly had been established. The Trust also used incentives to encourage staff, and the communications team worked to reinforce positive messages.

But above all, Board and ward leadership are critically important to promote vaccination to staff, providing visibility and transparency.

In order to ensure our organisation is doing everything possible as an employer to protect staff and patients from flu, we work with our staff to maximise uptake of the vaccine within our workforce

NHSE/I wrote to all trusts providing support to delivery of the healthcare worker flu vaccination programme. The support included detailed learning and requested that each organisation consider a best practice management checklist and to publish a self-assessment against the measures included in the tool, through trust board papers by December 2019.

Details of the self-assessment are as follows:-

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.	Confirmed: Evidenced in board reports of close monitoring and assurance on delivery of the flu programme. Confirmed: staff that decline the flu vaccines are encouraged to inform the flu team of their decision. Support for staff in encouraging take up is provided through several routes including a dedicated flu action group. Staff are also asked to inform the flu delivery team if they have the vaccine at alternative sites e.g. GP, Pharmacy or supermarket
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Confirmed: Arrangements are in place where Lead Pharmacist places our supply order in January/February for subsequent campaign
A3	Board receive an evaluation of the flu programme 2018/19, including data, successes, challenges and lessons learnt	Confirmed: Reported to trust board through Sub committees of the Board for assurance. Weekly updates provided to executive team on progress.
A4	Agree on a Board champion for flu campaign	Confirmed: Dr Arne Rose, Medical Director
A5	All Board members receive flu vaccination and publicise this	Confirmed: Publicised on social media, Local radio and communications to staff.
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	Confirmed: Membership includes Pharmacy services, Medicines management, Workforce, Nurses, Allied Health Professionals, Team Prevent, Infection Prevention & Control, Communications team and Union representative.
A7	Flu team to meet regularly from September 2019	Confirmed: Flu Steering Group meets monthly.
B	Communications plan	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	Confirmed: Flu Communication Plans reported to board including planning and delivery. Further work with Union representatives required

B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	Confirmed: Published on Intranet, social media, posters and printed off locally. Programme includes drop ins, requests to deliver at teams and schedule of available peer vaccinators
B3	Board and senior managers having their vaccinations to be publicised	Confirmed: Chief Exec, Medical Director, and DON. (Paula Clarke, Dr Arne Rose, Barbara Beal) publicised via trust communications
B4	Flu vaccination programme and access to vaccination on induction programmes	Confirmed: Through Health and wellbeing session and signposting to occupational health