


## Board of Directors' Meeting 5<sup>th</sup> August 2021

<b>Agenda item</b>	225/21		
<b>Report</b>	Flu Vaccination Campaign 2021/22		
<b>Executive Lead</b>	Director of People and OD, Rhia Boyode		
	<b>Link to strategic pillar:</b>		<b>Link to CQC domain:</b>
	Our patients and community		Safe <span style="float: right;">√</span>
	Our people	√	Effective
	Our service delivery		Caring
	Our partners		Responsive
	Our governance		Well Led
	<b>Report recommendations:</b>		<b>Link to BAF / risk:</b>
	For assurance		
	For decision / approval	√	<b>Link to risk register:</b>
	For review / discussion		
	For noting		
	For information		
	For consent		
<b>Presented to:</b>	-		
<b>Dependent upon</b> (if applicable):			
<b>Executive summary:</b>	<p>2021/2022 Flu Campaign</p> <p>The Trust will offer the vaccination to 100% of with a target of vaccinating 85% of all frontline health care workers, this equates to 6025 staff.</p> <p>There is currently no system wide programme to support this so it is recommended that the Trust recruit on a temporary basis to two roles to support the project.</p> <p>It is recommended that the Trust uses an electronic booking and recording (Flumis system) again this year with enables staff to be able to book into vaccination slots and for the Trust to monitor uptake.</p>		
<b>Appendices</b>	Appendix 1: Best practice checklist		
			

## **1.0 Introduction**

### **1.1 Latest Information**

**1.2** In a letter from the department of Health and Social Care and public Health England dated 17<sup>th</sup> July 2021 they set out their plans for the 2021/22 flu campaign.

**1.3** Those eligible for NHS influenza vaccination in 2021 to 2022 are:

- all children aged 2 to 15 (but not 16 years or older) on 31 August 2021
- those aged 6 months to under 50 years in clinical risk groups
- pregnant women
- those aged 50 years and over
- those in long-stay residential care homes
- carers
- close contacts of immunocompromised individuals
- frontline health and social care staff employed by:
  - a registered residential care or nursing home
  - registered domiciliary care provider
  - a voluntary managed hospice provider
  - Direct Payment (personal budgets) and/or Personal Health Budgets, such as Personal Assistants.

**1.4** All frontline health and social care workers are expected to have influenza vaccination to protect those they care for. A separate communication will follow about staff vaccination.

**1.5** The recommended vaccines are:

- for those aged 65 years and over – the adjuvanted quadrivalent influenza vaccine (aQIV), with the cell-based quadrivalent influenza vaccine (QIVc) or the recombinant quadrivalent influenza vaccine (QIVr) offered if aQIV is unavailable
- for under-65s (including those at risk, pregnant women and 50 to 64 year old cohort) offer QIVc or QIVr, as an alternative if these are not available, the egg-grown quadrivalent influenza vaccine (QIVe) should be considered for use.

**1.6** Vaccine Update Ambitions in 2021 to 2022

**1.7** For frontline health care workers the ambition is that we offer the vaccination to 100% of our staff with an 85% ambition of take-up. All frontline health and social care workers should have the vaccine provided by their employer.

**1.8** For the Trust this equates to:

Substantive Staff:

<b>Staff Group</b>	<b>Total Headcount</b>	<b>85% Ambition</b>
All Scientific, Therapeutic and Technical Staff	766	651
Medical and Dental	662	563
Nursing & Midwifery Registered	1968	1673
Support to Clinical Staff	2331	1981
<b>Grand Total</b>	<b>5727</b>	<b>4868</b>

Bank Staff:

<b>Staff Group</b>	<b>Total Headcount</b>	<b>85% Ambition</b>
All Scientific, Therapeutic and Technical Staff	83	71
Medical and Dental	240	204
Nursing & Midwifery Registered	345	293
Support to Clinical Staff	693	589
<b>Grand Total</b>	<b>1361</b>	<b>1157</b>

This gives us a total of 7088 staff to offer the vaccine with a target of 6025 vaccinated.

1.9 In order to give assurance Trusts should complete a self-assessment against a best practice checklist which has been developed based on 5 key components of developing an effective flu vaccination programme. This is detailed at the end of this paper and will be updated and reported to the board regularly.

## **2.0 Recommendation**

2.1 It is recommended that the Board are supportive of Appendix 1 check list and progress will be brought back to the board, and of a short term project team be created to oversee the roll out and implementation of the flu campaign.

2.2 This project team will include:

- Staff Vaccination Clinical Lead – Band 7
- Project Support Lead – Band 6

2.3 These staff will be integral to the leadership of the staff vaccination programme and will be supported by both our occupational health (Team Prevent 70 hours within current contract) and will link in with the Trusts Infection Prevention teams.

2.4 In addition to the additional staffing the Trust will continue to use the Flumis system to allow staff to book their vaccination and track the numbers of staff who have been vaccinated.

## **3.0 Risks and actions**

3.1 Seasonal influenza has the potential to add substantially to the winter pressures usually faced by the NHS. Influenza vaccination is therefore an important priority this coming autumn.

3.2 Setting up of flu project group to include input from corporate nursing, workforce, medicines and infection control.

3.3 Continued links with the ICS system to ensure that any system wide programmes are linked to our project.

3.4 Working with the system to ensure that the flu vaccination campaign is aligned with the covid booster campaign for our staff.

3.5 This years 'incentive' for staff to be costed and ensure that it offers a healthy option following feedback from previous campaigns.

- 3.6 Linking in with communications to ensure the campaign is well advertised and includes links to clinicians explaining the importance of having the vaccination.
- 3.7 Secondment/recruitment into the two additional project posts.
- 3.8 Advertising for peer to peer vaccinators and training for all vaccinators.
- 3.9 Monthly reporting on progress and % uptake.

#### **4.0 Conclusion**

- 4.1 The Board to approve the target of 85% of all frontline staff to be vaccinated.
- 4.2 Approval of the additional staffing and costs required (approximately £80,000 including System, People and Promotion / incentives).
- 4.3 Approval of Appendix 1 timescales.

## Appendix 1 – Best Practice Checklist

A	Committed leadership	Trust self-assessment
A1	Board record commitment to achieving the ambition of vaccinating all frontline healthcare workers	
A2	Trust has ordered and provided a quadrivalent (QIV) flu vaccine for healthcare workers	
A3	Board receive an evaluation of the flu programme 2020 to 2021, including data, successes, challenges and lessons learnt	
A4	Agree on a board champion for flu campaign	
A5	All board members receive flu vaccination and publicise this	
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	
A7	Flu team to meet regularly from September 2021	
	<b>B Communications plan</b>	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	
B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	
B3	Board and senior managers having their vaccinations to be publicised	
B4	Flu vaccination programme and access to vaccination on induction programmes	
B5	Programme to be publicised on screensavers, posters and social media	
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups	
	<b>C Flexible accessibility</b>	
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered	
C2	Schedule for easy access drop in clinics agreed	
C3	Schedule for 24 hour mobile vaccinations to be agreed	
	<b>D Incentives</b>	
D1	Board to agree on incentives and how to publicise this	
D2	Success to be celebrated weekly	