

Board of Directors

3 November 2022

Report Title:	Staff Influenza Vaccination Plan 2022/23
Executive/NED Lead:	Deborah O'Hara Deputy Director of People and Organisational Development
Report author(s):	Margaret Grant Head of Occupational Health
Previously considered by:	N/A

Approval
 Discussion
 Information
 Assurance

Executive summary

This report gives an overview of the 2022/23 staff seasonal influenza immunisation programme which aims to achieve 80% vaccination of staff.

The plan is to run for a set period from 10 October 2022 to 30 November 2022.

In line with national guidance the vaccine was ordered in March and was increased from previous years as it is likely there will be a greater uptake and demand from staff.

Lessons learnt from the 2021/22 scheme have supported the development of this year's plan and are set out in the paper. A key part of this is the change to the receipt and distribution of the vaccine and data collection which will be managed in totality by pharmacy. Public assurance via Trust Boards is required by November 2022. The self-assessment is included within this report.

Action Required of the Board

The Board is asked to confirm that sufficient assurance has been provided.

Link to Strategic Objectives (SO)		Please tick
SO1	Keep people in control of their health	<input checked="" type="checkbox"/>
SO2	Lead the integration of care	<input type="checkbox"/>
SO3	Develop our centres of excellence	<input type="checkbox"/>
SO4	Support and develop our staff	<input checked="" type="checkbox"/>
SO5	Drive technology enabled care	<input type="checkbox"/>

Risk Implications for the Trust <i>(including any clinical and financial consequences)</i>	A flu pandemic resulting in staff being off work with seasonal flu
Trust Risk Appetite	
Legal and regulatory implications <i>(including links to CQC outcomes, Monitor, inspections, audits, etc)</i>	Vaccine uptake is a regulatory target
Financial Implications	Vaccine purchase is within budget
Equality and Diversity	Applicable to all staff

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Seasonal Flu Campaign 2022/23

For the last two years during the coronavirus (Covid19) pandemic the NHS have had the largest influenza vaccines programmer ever and have seen an increase in the uptake of the seasonal flu vaccine by some cohorts but we need to increase the uptake within East Suffolk and North Essex Foundation Trust (ESNEFT), further.

As a result of non-pharmaceutical interventions in place for Covid -19 such as mask wearing, reduced social interactions and international travel, influenza activity levels were extremely low globally in 2020 to 2021 and remind low in early 2022. As social contact returns to pre pandemic norms and the predicted resurgence of influenza activity in winter 2022 to 2023 to levels similar to or higher than before the pandemic. There the potential for a co-circulation of influenza and other respiratory viruses.

The Trust has commitment to offer all health care workers the seasonal influenza vaccine as per the Public Health guidance issued in the seasonal flu letter dated 22nd April 2022. **See Appendix 1.**

This season's influenza programme is based on the Gov.UK National flu immunisation programme plan 2022 to 2023, healthcare worker influenza vaccination best practice management checklist. **See Appendix 2.**

A. Committed leadership

A.1 Board has recorded commitment to achieving the ambition of vaccinating all frontline healthcare workers (both clinical and non-clinical staff who have contact with patients)

A.2 Quadrivalent (QIV) vaccines ordered – by pharmacy 25th February 2022
8000 vaccines, these vaccines are cell-cultures quadrivalent inactivated influenza vaccines, which are egg free and should be offered to all age groups.

Provisional Delivery Dates are:

5000	03/10/22
1000	17/10/22
1000	24/10/22
1000	31/10/22

A.3 Key learning points from last year include:

- Peer vaccinators were not utilised as much as previous years, this was due to a number of factors, staff demands in many clinical areas, they did not have the time to be peer vaccinators due to the acuity of the patients they were looking after. The infection prevention and control measures in place during heightened Covid- 19 prevalence. The vaccine hubs were expected to increase the uptake of seasonal influenza vaccine alongside Covid 19 boosters.
- Staff liked to receive something for having their vaccination, stickers, lollies and other giveaways were welcomed
- The campaign being focussed on a distinct period of time rather than over many weeks with a clear trajectory focussed efforts and reduced the 'flu fatigue' felt in previous years
- There needed to be a greater presence in high traffic areas

- The stock management of vaccines will be managed by pharmacy to ensure accurate robust stock control.
 - The data collection from all parties undertaking vaccinations was improved by the introduction of documentation on NIVS. This needs to continue and be more robust, particularly as many staff have their vaccine elsewhere. We also need to be able to accurately record those staff members who refuse as these count towards our target.
 - The communication campaign to target those hard to reach colleagues in a range of formats.
- A.4. The lead for the influenza campaign is – Deborah O’Hara, Deputy Director of People and Organisational Development who is the ESNEFT board champion
- A.5. The board will be offered their influenza vaccine at the earliest opportunity and this will be publicised with the support of the communication lead for the flu campaign, Hazel Byford Communications Manager, who will produce the communications plan for the 2022 to 2023 season

B. Communications Plan

- B.1. The plan will include the rationale for having a flu vaccines and well as factual information about the vaccines, this will include encouragement of senior clinical leaders and trade unions for the support in the uptake of the flu vaccine.
- B.2. Drop in sessions will be available at both vaccine hubs on Colchester and Ipswich sites, community hospital outpatient departments and from peer vaccinators locally including community hospitals.
- B.3. Communication team will include in the “news” and other communication senior managers having their vaccinations, the communications team use a variety of mediums to deliver their news items, via weekly newsletters, social media and posters.
- Managers and team leaders will need to cascade information to their teams, particularly in areas where staff do not routinely access email or corporate communications.
- B.4. Peer vaccinator will be present at all induction sessions and any other trust events to offer flu vaccines
- B.5. Programme to be publicised on, posters and social media. Key messages will be informed and influenced by the national NHS vaccination campaign.
- B.6. Weekly feedback via power bi of the percentage of uptake per directorate, team and professional groups
- B.7. Email signatures to carry flu clinic information
- B.8. Mental Health First Aiders (MHFA) provided with flu flyers to target x 20 trust employees per MHFA.
- B.9. Wellbeing team to promote the vaccine hub, high traffic areas and peer vaccine at all health and wellbeing events.

C Flexible accessibility

- C.1 Peer vaccinators have been identified in the majority of clinical areas, will be directed to online training, this will be recorded on ESR as a competency. See Appendix 3
- C.2 Various drop in sessions at seasonal vaccine hubs and community hospital outpatient departments. Drop in sessions outside the Multifaith garden at Ipswich Hospital and Brightlingsea Ward at Colchester Hospital at scheduled times, which will be advertised as detailed in section B
- C.3 Schedule 24 hour vaccines within clinical areas with the support of divisional senior clinical team to deliver this out of hours.

D Incentives

- D.1 In stock branded pens, lollies, and stickers for staff to receive after having their vaccine.
- D.2 Power bi will enable the communication team to identify those areas who have a high success rate and celebrate these areas as good positive examples
 - Weekly in the area/department with the highest uptake per % of staff, they will receive a treat tray – tea, coffee, biscuits, lollies and pens.

Delivery plan

The plan is to start the 2022/23 flu campaign at the earliest opportunity to achieve the highest impact. The exact start date is dependent on the vaccine delivery which commenced on the 10th October 2022 in 4 separate deliveries last delivery date is 31st October 2022.

Once the national work on identifying the vaccine 'content, the written instruction will be published and all vaccine hub and peer vaccinators will be signed up to administer the flu vaccine. Peer vaccinators will have their training and competencies logged on ESR. **See Appendix 3 & 4***.

There are mobile vaccinators travelling around Ipswich and Colchester sites to offer the vaccine on an ad-hoc basis. This will be supported by the outpatient teams at all sites.

Flu vaccines were ordered in February 2022 (as required nationally) and this order was validated by Chris Galloway, Assistant Chief Pharmacist, and Dr Jose Sanchez, Consultant OH Physician. We have ordered 8000 vaccines, which covers the expected increase in demand this year for the seasonal flu vaccine. This number does not include the separate order for maternity which is managed by women and children's. The key points of the 2022/23 plan includes:

- Peer vaccinators in all areas – Human Resource Business Partners (HRBP) have identified areas with peer vaccinators, some divisions have not identified any peer vaccinators, at the time of this report. Occupational Health (OH) will work with these divisions to assist in the identification of peer vaccinators or provision of an OH nurse to attend the areas on a regular basis to provide access to the flu vaccine locally.
- All identified peer vaccinators have been sent the eLearning training links in preparation for

Core knowledge for flu

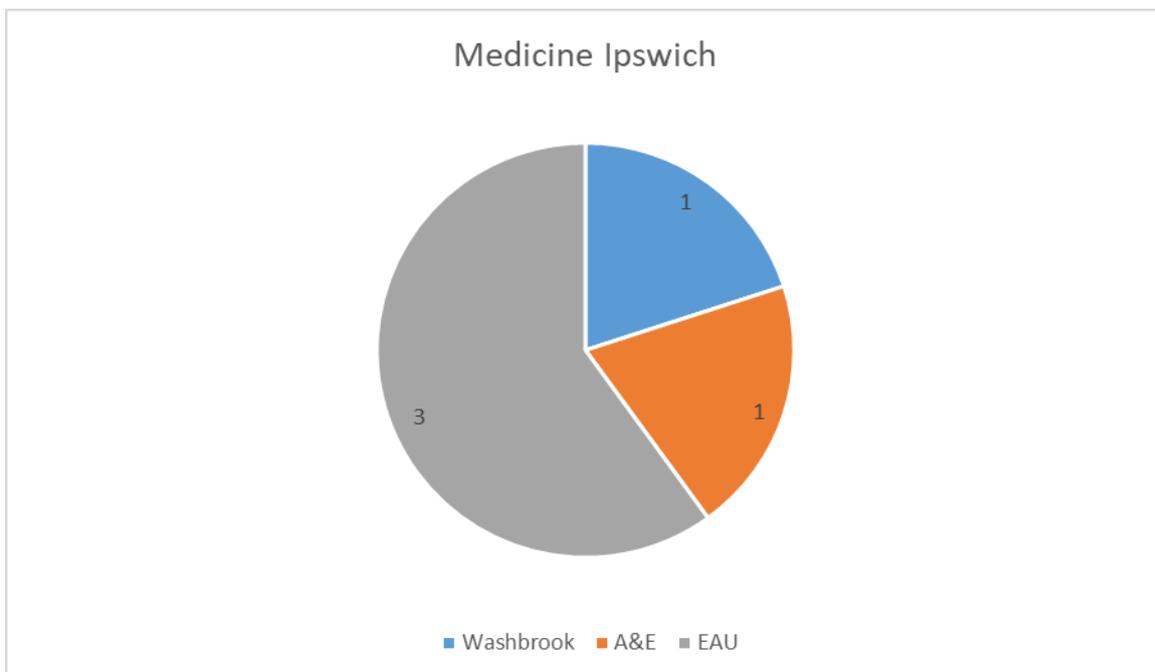
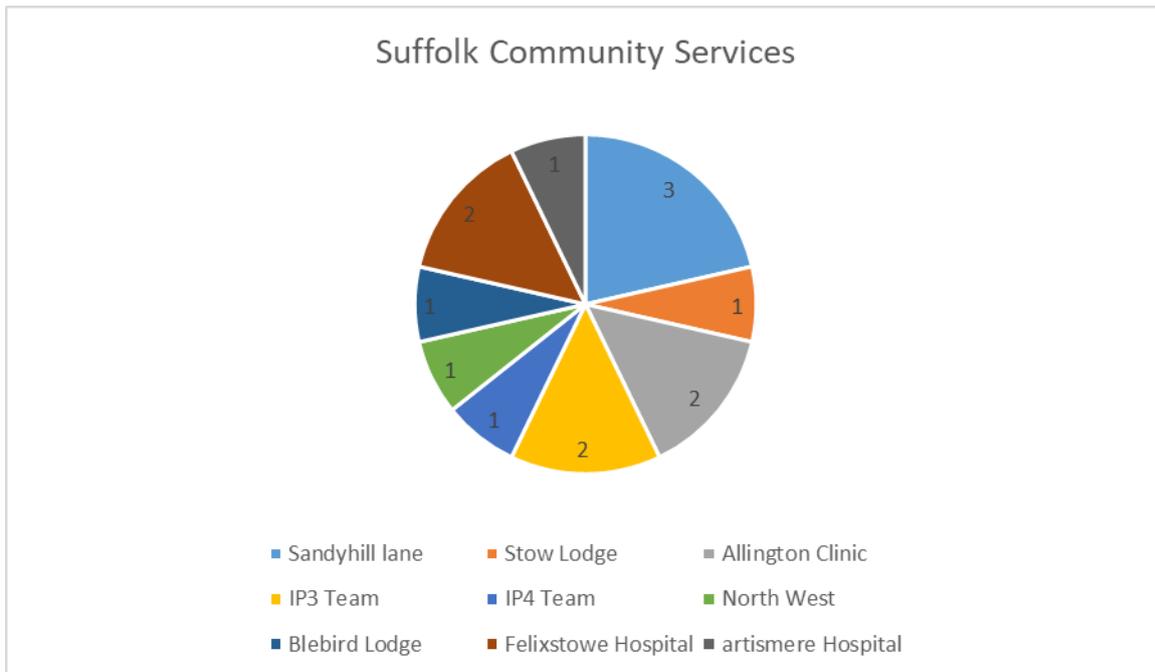
Core knowledge for flu immunisation assessment

How to register on the National Immunisation and Vaccination System (NIVS)

NIVS users guide

- Sue Brixley, Matron, Out Patient Matron will support those who wish to have face to face training on NIVS if they contact her at sue.brixley@esneft.ns.uk.
- Director of Medical Education and deputies to be peer vaccinators and immunise junior doctors.

Peer vaccinators

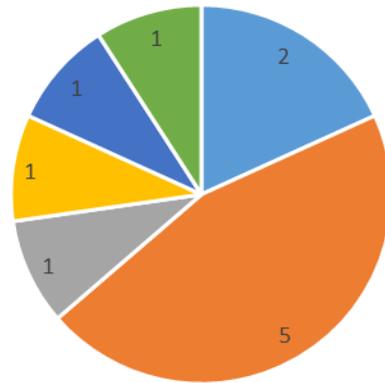


Medicine Colchester



- ED
- AMSDEC
- EAU
- UTC
- Acute Cardiac Unit
- Cardiac Cathether Lab
- Cardiac Rehab and Resp
- Langham Ward
- Nephrology
- Stroke Care &Unit
- Med Div Mgt
- Eastthorpe, Endocrinology
- Layer Marney
- Nayland Ward
- Neurology
- Pallative Care
- Thoracic Medicine

NEECS



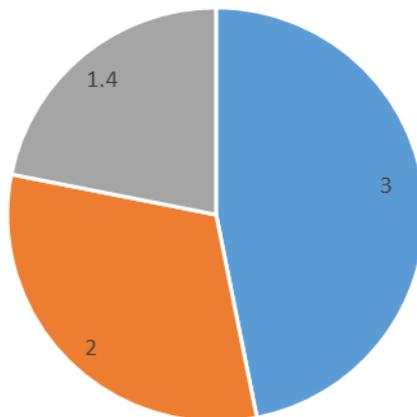
- Community Rehab
- Out patient physio/MSK/Pain
- Paediatric Therapies
- Community Nursing
- Cardiology
- Divisional Management

MSK& SS



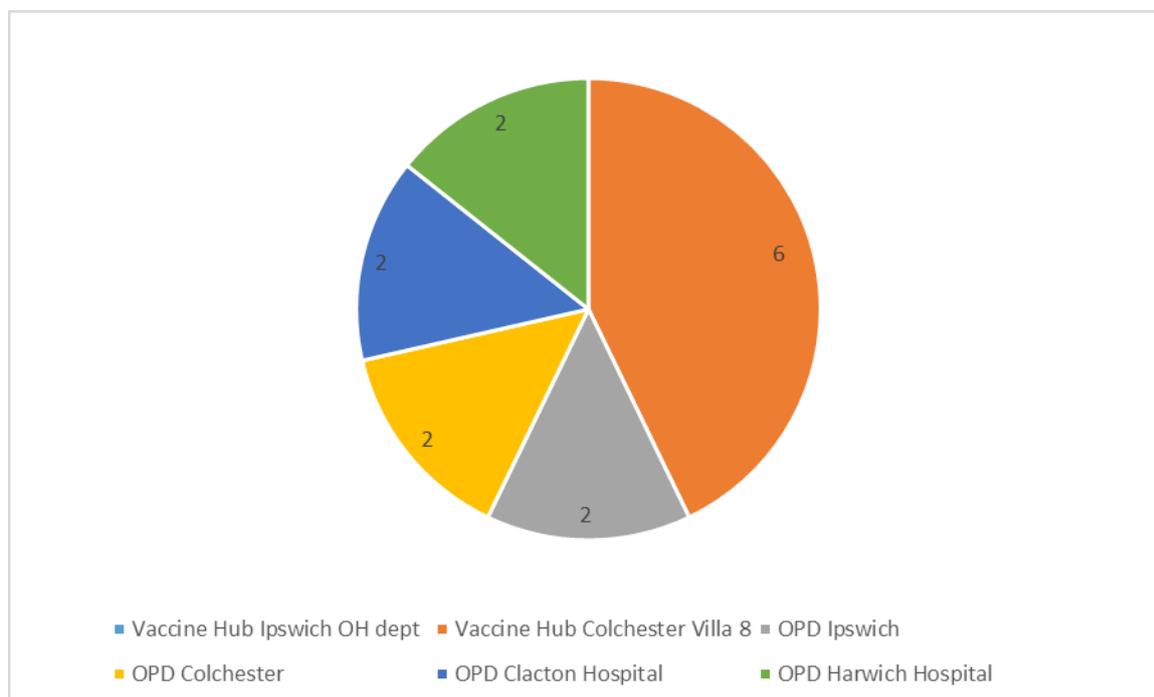
■ PCC ■ Special Surgery ■ Ophthalmology ■ MSK Wards ■ T&) Non ward based

Surgery Gastro and Anaesthetics



■ Urology and Vascular ■ Theatres and Anaesthetics Colchester ■ Theatres and Anaesthetics Ipswich

Other Locations (not including Roaming & Corridor Vaccinators)



- Pharmacy are delivering the flu vaccines to all areas with peer vaccinators, this will be on regular scheduled drug deliveries to community hospitals or alternatively by courier to community hub sites. Give-aways – branded stickers, lollies, pens have been ordered and will be distributed to the peer vaccinators on completion of their on line training, signed off on written instructions.
- Communication campaign – started early and away from other trust communication activity so it takes centre stage with a specific time period for the campaign. Hazel Byford has been allocated the communication lead for the 22/23 season.
- Executive leadership – key roles for the Chief Medical Officer, Divisional Directors, Chief Nurse and ADONs in promoting the need for vaccination and lead by example.
- Collation of data will be via National Immunisation and Vaccination System (NIVS) all peer vaccinators will be allocated an account on NIVS by Jon Cameron, Assistant Director of Automation (ICT) and provided with training on recording the vaccination on NIVS for national reporting.
- Clear process and methods for data recording to ensure the data reported to the Trust, NHSi and Department of Health is timely and accurate, this is via NIVS and the trust power bi reports
- Agreed trajectory for achieving the 100% target as set out below.
- All HRBPs will have access to the trust power bi reporting system and will discuss within the divisional board meetings the uptake for flu vaccines against the trajectory.
- Any problem areas identified will be fed back to the seasonal flu lead and weekly vaccination meeting to identify support offered to help increase uptake. Support option could be (these are not exhaustive)

OH clinic nurse support to the area to increase visibility

Additional peer vaccinators trained in that area

Senior Clinicians/Management visit the area to offer encouragement to staff to have their vaccine

Roaming vaccinator attend the area on a regular basis

Current Progress



flu board.xlsx

Appendix 1

<https://www.gov.uk/government/publications/national-flu-immunisation-programme-plan/national-flu-immunisation-programme-2022-to-2023-letter>

Appendix 2

<https://www.gov.uk/government/publications/national-flu-immunisation-programme-plan/appendix-h-healthcare-worker-flu-vaccination-best-practice-management-checklist>

Appendix 3 – Standard operating procedure for training staff for Covid Booster and Flu vaccine



Appendix 4 – ESNEFT Staff Covid Immunisation SOP Flu & Booster*



ESNEFT Staff Covid
Immunisation SOP F

* 2021 SOP will be updated for 2022/23 season once written instruction is finalised and JVCI have published the Covid 19 plan.