

Public Trust Board meeting – 26 October 2021

Staff Covid-19 booster and Flu Vaccination delivery Programme 2021/ 2022 update

Purpose of the report

The purpose of the report is to outline the Trust staff/frontline healthcare worker (FHCW) Flu and Covid-19 vaccination plan to achieve the national flu immunisation programme for 2021 / 2022 and Covid-19 booster programme. The Trust action plan supplements the NHSE/I regional and LLR STP/ICS flu and Covid-19 delivery plans and incorporates PHE frontline healthcare worker (FHCW) flu vaccination five key components of developing an effective flu vaccination programme.

Analysis of the issue

In light of the risk of flu and Covid-19 co-circulating this winter, the national flu immunisation and Covid-19 booster programme is absolutely essential to protect vulnerable people and support resilience of the health and care system. There are a number of key issues for consideration driven by the evolving Covid-19 pandemic and the increased risk of flu this year.

There is a predicted increase risk of flu this year as there was low flu incidence globally in the 2020 – 2021 winter and this is thought to reduce individual immunity to the flu virus. This coupled with 'lockdown', social distancing, wearing of masks and increased hand hygiene last winter due to the COVID-19 pandemic it is anticipated that this will increase the prevalence and severity of flu during this winter season.

In line with new advice set out by the Joint Committee on Vaccination and Immunisation (JCVI) on Tuesday 14 September 2021, the NHS vaccination programme commenced invitation to eligible people, who had their second Covid-19 jab at least six months ago, for a top up (booster). All Trusts are expected to lead on vaccinating their staff with COVID-19 boosters through Hospital Hubs, as well as supporting the delivery of vaccinations to primary and social care staff as needed in the local system. In LPT the COVID-19 booster programme commenced on 23 September 2021

The key issues are outlined below:

- **National expansion of the flu programme** this year which includes all front line health and social care workers, anyone over 50, anyone living in or working in a residential or nursing home, pregnant women, pre-school and school aged children, anyone looking after an older person or someone with a disability and anyone with a long term condition. In addition non-clinical staff with potential contact will be included in the FHCW baseline as well as workforce bureau staff for 2021-22.

- **Co-delivery** of the COVID-19 vaccination and the flu vaccine has been available for LPT staff at the Loughborough hospital hub from 30 September 2021. The hospital hub is able to offer flu vaccine to any LPT staff member who attends for a COVID-19 vaccination to maximise the uptake. The flu leads are also working with UHL to release FHCW flu vaccines to the UHL vaccine hubs to ensure that LPT staff are offered the flu vaccine when attending for COVID-19 boosters to maximise uptake and opportunity.
- **Vaccine supply;** LPT have a total of 6,000 quadrivalent (QIV) flu vaccines ordered, with 75 doses of the over 65 vaccine. Delivery is staged over a 4 – 6 week period. (1,500 doses were delivered in Sept 2021)
- The national flu and Covid-19 booster programme outlines the importance of increasing vaccination levels for those who are living in the most deprived areas and from BAME communities, to ensure equitable uptake and help protect those who are more at risk if they are to get Covid-19 and flu.
- All front line health care workers should receive a vaccination and we have ordered sufficient flu vaccine to make a 100% offer to all LPT staff. COVID-19 vaccinations are ordered weekly and booster sessions are offered at both the Loughborough Hospital hub and the vaccination centre 2 or 3 times each week
- The flu vaccines available are not vegetarian or vegan based.
- **Committed Leadership and Culture:** Our peer flu vaccinators have been offered training in initiating supportive conversations around vaccine hesitancy to work with their clinically based colleagues to address vaccine hesitancy and quality improvement to support increased uptake

Proposal - Proposals for the board to consider include;

1. The Trust high level action plan for staff/FHCW flu immunisation programme

The plan (Appendix 1) has been developed to align and supplement the NHSE/I and LLR STP/ICS Flu and Covid-19 vaccination plans and incorporates best practice principles developed based on five key components of developing an effective flu vaccination programme. The Trust action plan has been reviewed monthly until August 2021 and fortnightly from September 2021, with weekly operational huddles.

2. The Trust communication plan for the flu immunisation programme.

The purpose of the communications plan (Appendix 2) is to facilitate engagement with the flu and Covid-19 booster campaign and to support the increase uptake of the vaccine across LPT, through positive messaging and providing updates and frequently asked questions.

3. PHE frontline healthcare worker (FHCW) Best Practice Checklist (Flu only)

NHS Trusts should complete a self-assessment against a best practice checklist which has been developed based on five key components of developing an effective flu vaccination

programme. The completed checklist should be published in public board papers at the start of the flu season. See Appendix 3.

4. Committed Leadership

LPT Flu trust board group has met monthly, now fortnightly and is chaired by Anne Scott as executive lead for flu. The group now meets meet fortnightly and is aligned to the LLR programme board meeting. The group reports progress against staff vaccination, school age immunisation and supporting housebound and household member's vaccination. The terms of reference for this Trust meeting was reviewed and updated in September 2021 to include the Covid-19 booster programme

5. Quality Improvement

Quality improvement is at the heart of this programme this year and the aim to increase the uptake of staff in receiving a flu or Covid19

Taking forward what was learned has been pivotal to developing and implementing interventions to improve LPT staff vaccination uptake.

- Peer vaccinators have attended the externally-facilitated vaccine confidence training to initiate conversations with colleagues who have previously not taken up the Flu or Covid-19 vaccination offer to LPT staff. Building on last years 'vaccination hesitancy' and developing 'Conversations to build trust in the flu vaccination' (WHO, 2017) a programme of focused training by an external facilitator has been offered to flu vaccinators and is informed by research and systematic reviews into previous vaccination programmes. They are trained in the principle of 'making every contact count' to decrease risk of flu / Covid-19 and the importance of keeping fit and well this winter
- 70 flu peer vaccinators have been recruited into the programme as a flu champion for their clinical area and trained in the flu vaccination of colleagues. Their aim is to vaccinate all staff working within their clinical area focusing on those 'harder to reach' staff who work weekend and night shifts and to include all the bank staff who work in their area
- Roving vaccinators in place to deliver planned flu clinics across the LPT sites and to support the peer vaccinators
- The vaccinators from the COVID-19 programme at the Loughborough Hospital hub have been trained up to deliver peer flu vaccinations and are now able to offer co-delivery of the flu and COVID vaccinations. This will be rolled out to the Peepul centre by mid-October.
- Covid-19 booster programme/offer at LPT is available for all LPT staff 182 days after their 2nd COVID vaccination. At the Loughborough hospital Hub staff are able to have their flu vaccine at the same time (co delivery model)

Decision required

The board is asked to give its approval to;

- The Trust Covid-19 booster and flu immunisation action plan and communications plan
- The completed best practice checklist

Governance table

For Board and Board Committees:	Trust Board 26 th October 2021	
Paper sponsored by:	Anne Scott, Interim Executive Director of Nursing, AHPs	
Paper authored by:	Emma Wallis, Interim Deputy Director of Nursing and Quality Sarah Clements ICC clinical lead	
Date submitted:	15.10.2021	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	Operational Executive Board 15.10.21	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:	.High level delivery plan, communications plan and best practice checklist approved for submission to Trust Board	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	Monthly update reports to be provided to the Quality Forum.	
STEP up to GREAT strategic alignment*:	High Standards	✓
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	✓
	Single Patient Record	
	Equality, Leadership, Culture	✓
	Access to Services	
	Trust wide Quality Improvement	✓
Organisational Risk Register considerations:	List risk number and title of risk	Number 49. Staff Flu Vaccination
Is the decision required consistent with LPT's risk appetite:	Yes	
False and misleading information (FOMI) considerations:	None identified	
Positive confirmation that the content does not risk the safety of patients or the public	Yes	
Equality considerations:	It is essential to increase flu vaccination levels for those who are living in the most deprived areas and from BAME communities. 100% to FHCWs	