

Trust Executive Board – 29 November 2022

Trust Annual Frontline Healthcare Workers (FHCWs) Flu Vaccination Programme 2022/ 2023 update on delivery and high level action plan.

Purpose of the report

The purpose of the report is to detail the Trust Strategic Staff Flu Vaccination Programme and high level action plan in response to the national FHCWs flu immunisation programme for 2022/2023. The report provides update and progress against the strategic action plan.

Key learning from previous flu delivery programmes at both an organisation and national level was used to create the Trust high level action plan for the 2022/2023 flu vaccination programme, using the NHS 'Healthcare worker Influenza Vaccination best practice' management checklist. This is submitted to be reviewed alongside this report.

National FHCWs Flu Immunisation Programme 2022 to 2023 guidance

- This guidance provides information on the recommended vaccines and eligible cohorts for the 2022/23 seasonal flu vaccination programme.
- In 2022/23, the NHS flu vaccination programme is being offered to patient groups eligible in line with pre-pandemic recommendations.
- Seasonal flu vaccination remains an important public health intervention and a key priority for 2022/23 to reduce morbidity, mortality and hospitalisation associated with flu at a time when the NHS and social care will be managing winter pressures, potentially including further outbreaks of COVID-19.
- Within the Trust guidance has been followed with all FHCWs being offered the flu vaccination within a Trust site close to where they live or work, recognising our responsibility to help protect staff, patients and clients and ensure the overall safe running of services.
- The Trust staff flu vaccination programme leads have implemented a programme delivery which makes access to the vaccine easy for all frontline staff, encourages staff to get vaccinated, and monitors the delivery of their programme.
- As for last season, the definition of a frontline healthcare worker for the influenza programme is aligned with that of the COVID-19 vaccination booster programme to include both clinical and non-clinical staff who have contact with patients.

- For the flu delivery programme 2022 / 2023 the quality indicator for vaccinating between 70 – 90% staff has been re-introduced by the Commissioning for Quality and Innovation (CQUIN)
- The plan incorporates The UKHSA frontline healthcare workers flu vaccination key components of developing an effective flu vaccination programme;
 - committed leadership,
 - communications plan,
 - flexible accessibility,
 - incentives
 - using performance data to inform actions

Analysis of the issue

The FHCW flu vaccination programme runs between October and February every year. Within the Trust, previous programme analysis has shown a peak uptake occurring between October – December.

The current uptake for the Trust as of 15 November 2022 for FHCWs is 42.9%. Analysis of Midland's data from Foundry (national reporting) places the Trust above average compared with NHS Trusts across the Midlands region.

The national guidance has promoted the drive to co-deliver flu vaccinations for health care staff alongside the COVID-19 booster programme. This has been effective throughout Trust sites utilising the experience of the COVID-19 vaccination roving team working alongside the flu vaccination team to co-deliver where safe and practical to do so.

Data Analysis – Mid November 2022

Data for the Staff flu vaccination programme is recorded at the point of vaccination using the National Immunisation and Vaccination System (NIVS) as per national requirement. NIVS links into the national reporting system Foundry for reporting of staff vaccinations

From 1 November 2022 the Trust has had access to national data via the Foundry system which also pulls data from community pharmacy and GP vaccination programmes.

Foundry produces information by Trust, staff employee group, age, gender and ethnicity only as a result the data is not able to be presented by Directorate, service or team on Foundry. Foundry is also unable to differentiate between patient facing and non-patient facing staff.

To mitigate, staff are asked to confirm their vaccination via a QR Code, regardless of where the vaccine was administered (e.g. by LPT, UHL, GP Practice or Pharmacy). Workforce can then extract this data and match it to ESR records. This is used to populate the Staff Vaccination SitRep spreadsheet.

To note, uptake reported via the QR code is currently only representative of one third of staff vaccinated, which means two thirds of vaccinated staff have not recorded via the webform. The Staff SITREP using the QR Code data gives a trend and indication of high and low uptake areas. The Foundry data produces an accurate staff uptake total.

Programme Analysis

What is working well?

- Operational and clinical leads for flu and covid-19 vaccination programmes established in post utilising previous programme delivery experience and commenced planning for the programme delivery early in the year.
- Previous roving vaccinators were contacted and asked to confirm their interest in the programme early. This resulted in a group of experienced flu vaccinators who were able to work alongside the COVID-19 vaccinators to co-deliver vaccinations where it was safe and practical to do so.
- Peer flu vaccinators were recruited from a number of clinical areas across the Trust and those areas unable to support a peer vaccinator were identified from the start of the programme allowing an enhanced focus in these areas by the roving team.
- All Flu vaccinators completed the training required to vaccinate colleagues and a record kept of all training completed early.
- Flu vaccine was ordered directly by the Trust pharmacy again this year, allowing much improved vaccine management across our sites.
- The combination of roving vaccinators allocated to set clinics for planned times, working alongside local peer vaccinators has enabled a flexible and wide range of clinic options for staff access.
- The initial flu vaccination programme commenced across several Trust sites with increased capacity and a high demand for co-delivery (Phase 1).
- Phase 2 commenced from 15 November 2022 where the focus has changed towards vaccinating 'at the point of work'. This has allowed staff in busy clinical areas to be vaccinated in their work area. This focus also uses the principle of MECC (Making every contact count) as the roving team will visit a site or ward areas several times over a 2 – 3 week period to maximise the opportunity for staff. There are also clinics in place for evenings and several local peer vaccinators working to support night staff . Initial response indicates a good impact to this flexible approach.
- The Trust Board approved incentives for staff having their flu vaccination. Verbal feedback from staff and vaccinators has indicated on multiple occasions that the incentives have been very much appreciated.
- The use of the QR code has been incentivised to promote and increase uptake but with limited success in October 2022 with approximately only one third of staff scanning their details. Following the announcement of winners in October 2022 it is hoped this will improve uptake of the code and enhance local data capture.

Challenges;

- Maintaining momentum and building on success achieved during the first 6 weeks when there is increasing staffing pressures impacting on local clinical peer vaccinators being released to deliver vaccinations locally to their teams.

- Timely and accurate data reporting that produces meaningful information to identify low uptake areas and therefore to identify those areas to focus activity.
- Sharing key messages across clinical teams who are not routinely able to access their emails: the use of screen savers to promote the flu vaccination is an action currently being worked on through the Strategic Flu and Covid-19 group

Decision required

The board is asked to give its approval of the updated Trust high level action plan for FHCW flu vaccination programme.

Governance table

For Board and Board Committees:																			
Paper sponsored by:	Anne Scott, Executive Director of Nursing and Professional Practice																		
Paper authored by:	Sarah Clements, Clinical lead for the COVID vaccination programme and staff flu vaccinations																		
Date submitted:	17 November 2022																		
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):																			
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:																			
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 the Quality Forum and SEB Weekly update to CEO and Deputy CEO																		
STEP up to GREAT strategic alignment*:	<table border="1"> <tr> <td>High Standards</td> <td>√</td> </tr> <tr> <td>Transformation</td> <td></td> </tr> <tr> <td>Environments</td> <td></td> </tr> <tr> <td>Patient Involvement</td> <td></td> </tr> <tr> <td>Well Governed</td> <td>√</td> </tr> <tr> <td>Single Patient Record</td> <td></td> </tr> <tr> <td>Equality, Leadership, Culture</td> <td>√</td> </tr> <tr> <td>Access to Services</td> <td></td> </tr> <tr> <td>Trust wide Quality Improvement</td> <td>√</td> </tr> </table>	High Standards	√	Transformation		Environments		Patient Involvement		Well Governed	√	Single Patient Record		Equality, Leadership, Culture	√	Access to Services		Trust wide Quality Improvement	√
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Organisational Risk Register considerations:	List risk number and title of risk																		
Is the decision required consistent with LPT's risk appetite:																			
False and misleading information (FOMI) considerations:																			
Positive confirmation that the content does not risk the safety of patients or the public																			
Equality considerations:	Review of the low uptake staff data by staff group and protected characteristics Increasing flu vaccination levels access across the Trust to ensure equitable uptake and help protect those who are more at risk if they are to get Covid-19 and or flu.																		