



Trust Board – 28 November 2023

Trust Annual Frontline Healthcare Workers (FHCWs) Flu Vaccination Programme 2023/ 2024 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 2023/2024. 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 2023/2024 flu vaccination programme, using the NHS 'Healthcare worker Influenza Vaccination best practice' management checklist (see appendix)

National FHCWs Flu Immunisation Programme 2023 to 2024 guidance

This guidance provides information on the recommended vaccines and eligible cohorts for the 2023/24 seasonal flu vaccination programme. Seasonal flu vaccination remains an important public health intervention and a key priority for 2023/24 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. The Trust Clinical lead for staff flu vaccination has implemented a programme delivery model to enable all frontline staff to easily access the vaccine, utilising peer vaccinators and a roving team, encouraging staff to get vaccinated, and monitoring the delivery of the programme.

As for previous seasons, the definition of a frontline healthcare worker for the influenza programme includes both clinical and non-clinical staff who have contact with patients. The Commissioning for Quality and Innovation (CQUIN) for the staff flu vaccination programme 2023 / 2024 is an uptake between 75-90%. The flu delivery 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, previous programme analysis has shown a peak uptake occurring between October – December.

The current Trust uptake as of 9 November 2023 for FHCWs is 40%. This is comparable to last year when the Trust uptake was at 42.9% on 15 November 2022. Analysis of Midland's data from Foundry (national reporting) places the Trust above average compared with NHS Trusts across the Midlands region. National guidance promotes the drive to co-deliver flu vaccinations for health care staff alongside the COVID-19 booster programme where viable. Although this has not been possible at LPT sites a number of LPT colleagues have accessed both flu and COVID-19 vaccinations at UHL sites or at their GP or local pharmacy.

Data Analysis – Early November 2023

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 2023 the Trust has had access to national data via the Foundry system which also pulls data from community pharmacy, GP practices and UHL 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 this and to support request for uptake by directorate and at team level, all LPT staff who have their flu vaccination outside LPT sites are asked to confirm their vaccination via the flu campaign inbox, then recorded on the SharePoint Database. Staff receiving their flu vaccination at an LPT site either with the roving team or with a local peer vaccinator have their details recorded onto Sharepoint at the time of vaccination which allows team and directorate level of uptake to be available for analysis.

The Foundry data produces an accurate staff uptake total. Sharepoint is accurate for the LPT peer vaccinators as all are trained to input at the time of vaccination. Reaching out to collect this information from colleagues vaccinated outside LPT continues to be a challenge with the Sharepoint data showing an uptake of approximately 10% below Foundry figures. Sharepoint local LPT data of team and directorate uptake enables themes to be collected from the data. The data from Sharepoint identifies high uptake teams that enable us to recognise and promote this via our weekly comms messages and enable the Clinical lead for the Flu programme to identify the low uptake teams to focus the delivery programme. The aim is to maximise the opportunity for staff to get their flu vaccination when on duty.

Programme analysis - What is working well?

The Clinical lead for the staff flu programme is able to utilise 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 and clinical directorates were asked for expressions of interest for local peer vaccinators to complete the delivery programme. To date there are 40 staff flu vaccinators which includes 8 bank vaccinators who form the roving vaccination team. 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 in-depth training required to vaccinate colleagues and a record of all

training is held and the vaccine was again ordered directly by the Trust pharmacy 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/delivery options for staff access. The initial flu vaccination programme commenced across all Trust sites in the first 2 weeks with increased capacity and a high demand for co-delivery (Phase 1).

Phase 2 commenced from 1 November 2023 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. The roving team will visit a site or ward areas several times throughout November and December to maximise the opportunity for staff to get their flu vaccination. Utilising the data from the local database, low uptake teams have been identified for a focused approach, working closely with senior clinical colleagues in these areas.

Working closely with the learning and Development teams, the flu vaccinators have offered flu vaccinations to all staff attending for Trust induction with approximately 50% getting their flu vaccination at each session. This will continue throughout January 2024. In addition, staff attending for clinical training are offered their flu vaccination during their lunch break. This has also proved to be successful as staff are able to prioritise their flu vaccination at this time. Staff feedback is that this is appreciated, as when on a clinical shift they are often so busy they are unable to get their flu vaccination during their shift. The Trust Board also 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 and the team are working closely with the Comms team to share key messages on a weekly basis; the use of the screensaver has enhanced this sharing.

Key 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 note the updated Trust high level action plan for FHCW flu vaccination programme.

Governance table

For Board and Board Committees: Paper sponsored by:	Trust Board 28 th November 2023 Anne Scott, Executive Director of Nursing, AHPs and Quality	
Paper authored by:	Sarah Clements, Clinical lead for the COVID vaccination programme and staff flu vaccinations	
Date submitted:	14 November 2023	
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):	N/A	
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 to Quality Forum	
STEP up to GREAT strategic alignment*:	High Standards	√
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	√
	Reaching out	
	Equality, Leadership, Culture	√
	Access to Services	
	Trust wide Quality Improvement	√
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 from respiratory illness.	

LPT High Level Staff Flu Vaccination Action plan November 2023

Using the Department of Health – ‘Healthcare worker Influenza Vaccination best practice’ management checklist

Action	Lead	Date due	Update	Status
Committed Leadership				
Board record commitment to achieving the ambition of vaccinating all frontline healthcare workers (both clinical and non-clinical staff who have contact with patients)	Executive Director of Nursing and AHPs and Quality	Report to EMB 4 July 2023	Update towards achievement of plan presented to executive management Board on 28 November 2023	Complete
Board receives an evaluation of the evaluation influenza programme 2022 / 2023	Clinical lead for staff flu vaccination programme	Report to EMB 4 July 2023	Presented to EMB 4 July 2023	Complete
Trust has ordered quadrivalent (QIV) influenza vaccine for all healthcare workers	Pharmacy services Manager	March 2023	Confirmed 2,000 egg free vaccines ordered for delivery 26 September 2022 and 2,000 mid-October 2023	Complete
Trust agrees on a Board champion for the staff flu campaign	Executive Director of Nursing and AHPs and Quality	August 2023	Confirmed: Anne Scott Executive Director of Nursing and AHPs and Quality	Complete
All Board members receive the flu vaccination and publicise this	Executive Directors Associate Director of Communications	December 2023		Ongoing

Action	Lead	Date due	Update	Status
Flu team formed with representatives from all Directorates, staff groups and Union representative	Clinical lead for staff flu vaccination programme	June 2023	Confirmed with exception of Union representative	Complete
Flu team to meet regularly from September 2023	Clinical lead for staff flu vaccination programme	June 2023	Monthly meetings in place for strategic and workforce groups	Complete
Communications plan				
Rationale for the flu vaccination programme and facts to be published and supported by senior clinical leaders	Associate Director of Communications	Sept 2023	Comms plan in place with weekly comms update and clinics published on Staffnet Detailed actions below	Complete
Board and senior managers having their flu jab to be published		Dec 2023		Ongoing
Flu clinic programme to be published on screensavers, posters and through social media	Associate Director of Communications and Communications team	Sept 2023	Timetabling planning in place and updated weekly Use of screensaver in place to share key messages about staff flu vaccination programme	Complete Complete
Drop in clinics and mobile vaccination schedule to be published electronically including screensavers and on social media	Clinical Lead for staff flu vaccination programme Associate Director of Communications and Communications team	Sept 2023	Timetabling planning in place and updated weekly Use of screensaver in place to share key messages about staff flu vaccination programme	Complete Complete
Fortnightly feedback on percentage uptake for Directorates, teams and professional groups	Head of Workforce Transformation & Planning	October 2023	Update from Foundry gives numbers vaccinated by staff group, age, ethnicity and gender only. Use of SharePoint to identify uptake by team and Directorate in place.	ongoing

			Key message to all staff who have been vaccinated outside the Trust to let the vaccination team know to improve the reliability of this data. SharePoint currently 10% behind Foundry figures so trends only available	
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Action	Lead	Date due	Update	Status
Flu vaccination programme and access to vaccinations is available at induction	Clinical Lead for staff flu vaccination programme	October 2023	Dates timetabled in to include induction of new starters from October to January 2024 Induction team notify new starters of flu vaccination availability during Trust induction. Vaccination team in place to support new starters to receive their flu jab at induction	Complete
Flexible Accessibility				
Peer vaccinators, ideally one per clinical area, to be identified, trained, released to vaccinate and empowered in role	Clinical Lead for staff flu vaccination programme	August 2023	Peer vaccinators recruited using a combination of roving vaccinators from education teams and bank staff to provide planned clinics, support local clinical peer vaccinators and maximise uptake Training plans established throughout July and August for start date in September. 40 LPT peer vaccinators are active in the staff flu vaccination programme	complete
Schedule for easy access to drop in clinics agreed	Clinical Lead for staff flu vaccination programme	Sept 2023	Timetabling plans in place to include 6 day vaccination programme (Monday – Saturday) across all sites and to include non-clinical sites as well	complete

Incentives				
Board to agree on incentives and how to publicise this	Executive Directors	Aug 2023	Incentives presented and approved at SEB 1 st August 2023 Incentives confirmed at SEB: <ul style="list-style-type: none"> • Pens stickers, and chocolate bars 	Complete
Success to be celebrated fortnightly	Associate Director of Communications	October 2023	November high achieving teams identified and shared in Comms	Ongoing