

<b>GMMH Board Assurance Paper</b>
<b>Healthcare Worker Flu Vaccination Best Practice Management Assurance Report</b>
<b>November 2019</b>

<b>1.0 Introduction</b>
-------------------------

On the 17<sup>th</sup> of September 2019 the Trust received a letter from NHS England in regards to Flu vaccinations for healthcare workers. The Trust was asked to provide public assurance via the Trust Board that the organisation is doing everything possible to protect patients and staff from seasonal Flu. We were asked to complete and publish a self-assessment against measures outlined at the healthcare worker Flu vaccination best practice management checklist.

The CQUIN target for 2019/2020 season in regards to Flu vaccination for frontline healthcare workers is 85%, however we aspire to achieve 100% of healthcare workers with direct patient contact to be vaccinated. The Trust's progress towards the CQUIN target so far is 22.29% of frontline staff.

<b>2.0 Self-Assessment Check List</b>
---------------------------------------

### 2.1 Committed Leadership

A	Committed leadership (number in brackets relates to references listed below the table)	Trust self-assessment
A1	Board record commitment to achieving the ambition of 100% of front line healthcare workers being vaccinated, and for any healthcare worker who decides on the balance of evidence and personal circumstance against getting the vaccine should anonymously mark their reason for doing so.	
A2	Trust has ordered and provided the Quadrivalent (QIV) Flu vaccine for healthcare workers.	
A3	The Trust Board receive an evaluation of the Flu programme 2018/2019, 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 across the Trust including representation from different staff groups and trade union representatives.	
A7	Flu Team to meet regularly from September 2019.	

The Trust is committed to achieve the ambition of 100% of frontline healthcare workers being vaccinated and initiated preparations for the Flu campaign in June 2019 by developing a Seasonal Flu action plan and by organising fortnightly meetings with GMMH representatives. GMMH has organised training sessions for new dedicated Flu Fighters and a re-accreditation process for Flu Fighters trained from previous years. All GMMH staff are encouraged to be vaccinated and if they decide against having the vaccine they are asked to provide feedback on their reason for doing so.

GMMH is providing the QIV cell-cultivated flu vaccine suitable for all age groups of healthcare workers.

GMMH is using a Flu recording database through SharePoint to record Flu vaccination uptake and opt-out rates. The database was updated in August 2019 and more accurately reflects recording requirements.

## 2.2 Communications Plan

B	Communications plan	
B1	Rationale for the Flu vaccination programme and myth busting to be published sponsored by senior clinical leaders and Trade 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 publicised via social media.	
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 the Trust, teams and professional groups.	

GMMH has a dedicated seasonal Flu intranet page explaining the importance of the Flu campaign. It contains useful resources and it has been updated following the new Flu Campaign launched by PHE and NHS England. The intranet page also has a “GMMH Jabometer” which is updated weekly and informs GMMH staff on the progress of the Flu vaccination programme. There was an official GMMH Flu Campaign Launch on 2<sup>nd</sup> October, which was well attended by and covered myth busting, benefits of vaccination and motivating healthcare workers to have the vaccine.

In addition to the intranet page, the Flu campaign has actively been promoted to all staff via posters, social media and screensaver splash screens.

Drop in clinics are organised across the Trust and are published locally but also Trustwide through the intranet page and Twitter. Dedicated Infection Control Nurses are running drop in clinics centrally, and provide access to the Flu vaccination programme through staff induction and training days. Board and Senior Managers’ vaccinations are published through social media.

Business Intelligence is running weekly performance reports and ‘unvaccinated staff’ reports which are shared with Flu lead representatives across the Trust in order to monitor and further promote the Flu vaccination uptake.

## 2.3 Flexible accessibility

C	Flexible accessibility	
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.	

GMMH currently has 113 registered Flu Fighters who act as peer vaccinators. Peer vaccinators have been identified in all clinical areas and dedicated Infection Control Nurses provide additional support when needed. GMMH is also promoting staff Flu vaccination through a Flu voucher programme where staff can request a voucher to receive free vaccination at their local pharmacy. Easy access drop in clinics are organised for staff working in inpatient and community settings with Flu Fighters providing clinics for staff working on night shifts.

#### 2.4 Incentives

D	Incentives	
D1	Board to agree on incentives and how to publicise this.	
D2	Success to be celebrated weekly.	

Flu Fighters achieving the highest numbers of staff vaccinated but also dedicated Flu Fighters actively promoting the campaign will be given 'LoveToShop' vouchers. 10 vouchers will be given to selected community services and inpatient wards for their participation in the Flu vaccine programme and 20 vouchers will be given to staff through a random draw. Incentives given out are publicised weekly on social media and we celebrate success by weekly updating the Jabometer on the intranet page and by encouraging and empowering our Flu Fighters via emails and Flu lead representatives meetings.

#### Summary

Overall, the Trust continues to be committed to achieving 100% of frontline staff being vaccinated against seasonal Flu. The Nursing and Governance Team will continue leading the fortnightly Flu CQUIN Meetings working on actions required to promote the Flu Campaign and full reports on progress will be produced at the end of Quarters 3 and 4 to in line with CQUIN submission.

EMT are asked to note and approve this self-assessment for publication on the Trust website and noting in November 2019 Board report.

**Stuart Edmondson**  
**Head of Integrated Healthcare**  
**31/10/2019**