



Wards 6 & 7



# Health Care Worker Flu Vaccination Plan 2020/21

## Chief Executive's Foreword

This Flu Plan is part of the Western Trust's commitment to safeguard staff and services during a pandemic. It has also been developed to maximise the achievement of the 75% target.

As in previous years, the mixed methods of engaging with staff and the way in which the Trust is communicating the message have been designed to reach staff in every facility across the Trust's extensive geography. Since the Plan reflects best practice we are confident that it will make a difference.

In developing and implementing the Plan we will collaborate across the HSC system and engage with our independent sector providers to encourage wider impact. The Plan is a collective effort in the Trust and progress will be closely monitored.

The Trust's Plan has the full endorsement of the Corporate Management Team and will be ratified by Trust Board on 10 September.

Dr Anne Kilgallen

**Chief Executive**

**Western Health and Social Care Trust**

## 1.0 Introduction

The purpose of this plan is to outline the Western Health & Social Care Trust's approach to implementing a successful health care worker flu vaccination programme and achieve the Department of Health target of 75% uptake.

The specific objective of this year's influenza vaccination programme takes on greater importance due to the requirement to reduce concomitant circulation of influenza and Covid-19 during this forthcoming winter. This is in keeping with Public Health recommendations, and the directive of the Chief Medical Officer. Health and social care workers have a direct role in assisting the prevention and management of flu in their uptake of vaccination.

The plan for the Trust this year encompasses the details of leadership and accountability, capacity on delivery, the publicising of the details of the Flu Campaign, and mechanism for data capturing that would allow for the use of quality improvement in addressing emerging challenges. It includes elements that have served the Trust well in previous campaigns as well as introducing innovative aspects that have worked elsewhere.

We are mindful that in the past year the Trust uptake was only 29% for Healthcare workers in the Trust. We are confident that adherence to the plan that has been presented, and working closely with our stakeholders and Staff, will result in a significant improvement.

## 2.0 Leadership and Partnership Working

This year it is more important than ever that the Trust has a successful flu vaccination programme to keep staff and patients safe as we provide services over a winter whilst still living with a pandemic. In this context the flu campaign is of significant strategic importance.

The Trust is taking steps to ensure there is strong leadership across the organisation to maximise the success of the vaccination programme.

The Director of Human Resources has been identified as the Board Level lead, and will be supported by the Associate Medical Director.

A Flu Steering Group is in place with representatives from all directorates, Occupational Health, Human Resources, Trade Union Side, Communications, Health Improvement, Communications, Pharmacy, Peer Vaccinators, Infection Prevention & Control, Estates, IT and Facilities Management.

Directorate Leads will be identified and structures in place locally to maximise and monitor uptake of the vaccine.

Corporate Management Team and Trust Board will be vaccinated by a Board Level Peer Vaccinator at the commencement of the campaign.

A Flu Coordinator will be introduced for the first time in the Trust. The coordinator will have a leadership role in ensuring that the any emerging issues including capacity and

The Trust recognises that partnership working with both Trade Unions and local stakeholders is vital in maximising uptake of the vaccine.

- Trade union side are represented on the Trust Steering Group.
- Trade Union colleagues will be trained as a peer vaccinator.
- The Trust will engage with our Independent Sector Providers to maximise uptake.
- The Trust will work with Northern Ireland Ambulance Service to maximise uptake in more remote areas of the Trust.

## 3.0 Vaccination Programme

The Flu Vaccination Programme will commence in the Trust on 28 September 2020. Flu vaccinations will be offered to all staff across the Trust, with particular focus on staff groups that provide direct patient and client care. The Trust will also provide vaccinations to staff from the Independent Sector.

The Flu Vaccination Programme for staff will be led by the Trust Occupational Health Department and a Flu Co-Ordinator will be appointed to oversee all aspects of the programme.

The Flu Vaccination Programme will be multi-faceted.

### **1. Occupational Health led vaccination clinics:**

#### **Weeks 1-6**

The main campaign will run for 6 weeks from 28 September 2020 to 9 November 2020. This will consist of drop in clinics in Altnagelvin Hospital, South West Acute Hospital and Omagh Hospital & Primary Care Centre. All clinics will take measures to ensure adherence to Covid 19 Infection Control Guidance. There will be a minimum of 2 nurses at each vaccination clinic.

Clinics will be arranged as follows:

Altnagelvin Hospital	5 days per week
South West Acute Hospital	3 days per week
Omagh Hospital & Primary Care Centre	2 days per week

In addition to the above, clinics will be arranged for evenings and weekends to ensure staff who work unsocial hours have the opportunity to receive the vaccine.

#### **Weeks 7 - 12**

Following main campaign, there will continue to be 1 drop-in clinic per week in Occupational Health in both Altnagelvin Hospital and South West Acute Hospital. This will continue until the end of December 2020. Flu vaccines will also be available by appointment at all three hospital sites within the Occupational Health Department.

In addition there will be a mobile vaccination team who will travel to facilities across the Trust to provide vaccinations to teams at their base location. This will be arranged through Flu Champions with the Flu Co-ordinator and will target areas where uptake has been identified as low. The Trust is currently exploring the option of a Trust vehicle being identified with driver to support this.

#### **Weeks 12+**

The final weeks of the programme will focus on targeting areas where uptake of the vaccine has been identified as low. Clinics will be arranged on an ad hoc basis as required.

## **2. Peer Vaccinators:**



Learning from previous flu campaigns indicates that the peer vaccinator model is a crucial element to increased uptake of the vaccine amongst frontline staff. The success is predicated on the principle that peer vaccinators provide the vaccine to their colleagues at their base, thus being more convenient than a drop in clinic option. This is also preferable in the context of Covid as it minimises footfall across hospital sites.

With this in mind, the Trust intends to significantly increase the numbers of trained peer vaccinators to participate in this year's flu programme.

- The aim is to have a peer vaccinator at as many facilities as possible. All peer vaccinators will be expected to provide the vaccine for all staff in situ at their base. To date 181 peer vaccinators have been identified and it is anticipated that this number will increase in advance of the start of the campaign.
- Progress will be tracked and regular information will be provided to peer vaccinators via flu co-ordinator on uptake in their area.
- The expectation is that peer vaccinators will provide vaccines to staff working on all shift patterns in their area (over the course of campaign).
- A comprehensive training programme will be provided to all peer vaccinators, facilitated by the Clinical Education Centre, Occupational Health, Human Resources Department & Pharmacy. This will be delivered via a blended learning approach.
- The Trust will acknowledge the contribution of the peer vaccinators.

## **3. Community Pharmacy programme**

A pilot ran in the Western Trust area in 2019, whereby healthcare staff could avail of the flu vaccine in their local community pharmacy. This provision will be rolled out further this year. Robust measures will be in place to provide timely communication of details of staff who avail of this option to ensure figures are included in local data analysis and monitoring.

## **4. GPs**

Some Trust staff will be called by the GP for vaccination. The Trust will put measures in place to collect this data to ensure the figures are included in the local data analysis and monitoring.

## **5. Flu Champions**

It is acknowledged that not all areas in the Trust will have a peer vaccinator. However, there is an important role within every team Trustwide for a Flu Champion.

The role of the Flu Champion is to serve as an ambassador for the vaccination, emphasising the importance of getting the vaccine and to help educate our staff and encourage them to get protected.

The Trust will recruit flu champions from teams across the Trust and engage with them throughout the flu campaign to maximise uptake of the vaccine in their area of work.

## 4.0 Data Collection

Robust and timely data collection is key to a successful flu vaccination programme.

- The Trust is developing a database, based on information held on HRPTS. This will be updated in situ at the point of vaccination, in line with information governance guidelines. Clerical Officers will be employed to support this activity in the drop in clinics and the peer vaccinators will update at local level.
- Uptake of the vaccine will be monitored daily. Reports will be provided to Corporate Management Team, Directorate Leads and Trust Board on a weekly basis as a minimum. This frequency may increase during the course of the programme.
- Monitoring will be provided by directorate (including breakdown by cost centre) and by professional group.
- Uptake of the flu vaccine will be examined as part of the Chief Executive's Accountability meetings with directors.
- A robust process will be put in place to capture the information of staff vaccinated in GP practices and community pharmacies. This will be included in the monitoring data.
- Progress updates will be publicised to increase awareness of the vaccine and to further promote the importance of high uptake.

## 5.0 Communication Plan

The Communications Department has developed a Communications Action Plan to support the Staff Flu Programme. The action plan commenced in August 2020 with a renewed call for Peer Vaccinators.

The launch of the 2020/21 Flu Programme and new flu brand identity will begin week commencing 7 September.

The Communications Department will utilise a mix of the following communications channels to raise awareness, dispel any myths and promote clinics and the vaccine.

- Social Media;
- Videos;
- Posters;
- Staff West;
- Twist West;
- NOW.

The Communications Department will work closely with Health Improvement, Occupational Health and the Flu Committee throughout the 2020/21 campaign.



## **6.0 Approval and Review**

This plan has been approved by the Trust Corporate Management Team and shared with Trust Board. It will be submitted to Trust Board for final approval on 10 September.

The Trust will keep this plan under regular review to monitor effectiveness as the flu campaign progresses and will amend as necessary in order to increase uptake of the vaccination.