



Report Cover Sheet

Report to:	Trust Board
Date of the Meeting:	27 th March 2019
Agenda Item:	
Title:	Health Care Worker Flu Vaccination Programme
Report prepared by:	Karen Kay : Deputy Director of Nursing
Executive Lead:	Sheila Lloyd : Director of Nursing and Quality
Status of the Report:	Public - YES Private

Paper previously considered by:	
Date & Decision:	

Purpose of the Paper/Key Points for Discussion:	<ul style="list-style-type: none"> To confirm all trust staff were offered the flu vaccine The trust achieved its highest ever total for vaccination of front line staff >80%. To update Trust Board regarding Flu campaign To assure Trust Board that as an employer the organisation has delivered best practice management regarding the flu vaccination programme for healthcare workers as set out in NHSE/PHE letter to CEO's September 2018.
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Action Required:	Discuss	
	Approve	
	For Information/Noting	YES

Next steps required	<ul style="list-style-type: none"> Debrief Session planned for 6th April 2019 Plan for 19/20 campaign including lessons learned to commence May 2019.
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The paper links to the following strategic priorities (please tick)

Deliver outstanding care locally	X	Collaborative system leadership to deliver better patient care	
Retain and develop outstanding staff		Be enterprising	
Invest in research & innovation to deliver excellent patient care in the future		Maintain excellent quality, operational and financial performance	X

The paper relates to the following Board Assurance Framework (BAF) Risks

BAF Risk	Please Tick
1. If we do not optimise quality outcomes we will not be able to provide outstanding care	X
2. If we do not prioritise the costs of the delivering the Transforming Cancer Care Programme we will not be able to maintain our long-term financial strength and make appropriate strategic investments.	
3. If we do not have the right infrastructure (estate, communication & engagement, information and technology) we will be unable to deliver care close to home.	
4. If we do not have the right innovative workforce solutions including education and development, we will not have the right skills, in the right place, at the right time to deliver the outstanding care.	
5. If we do not have an organisational culture that promotes positive staff engagement and excellent health and well-being we will not be able to retain and attract the right workforce.	X
6. If we fail to implement and optimise digital technology we will not deliver optimal patient outcomes and operational effectiveness.	
7. If we fail to position the organisation as a credible research partner we will limit patient access to clinical trials and affect our reputation as a specialist centre delivering excellent patient care in the future.	
8. If we do not retain system-side leadership, for example, SRO for Cancer Alliance and influence the National Cancer Policy, we will not have the right influence on the strategic direction to deliver outstanding cancer services for the population of Cheshire & Merseyside.	
9. If we do not support and invest in entrepreneurial ideas and adapt to changes in national priorities and market conditions we will stifle innovative cancer services for the future.	
10. If we do not continually support, lead and prioritise improved quality, operational and financial performance, we will not provide safe, efficient and effective cancer services.	X

Equality & Diversity Impact Assessment		
Are there concerns that the policy/service could have an adverse impact on:	YES	NO
Age		X
Disability		X
Gender		X
Race		X
Sexual Orientation		X
Gender Reassignment		X
Religion/Belief		X
Pregnancy and Maternity		X

If YES to one or more of the above please add further detail and identify if a full impact assessment is required.

Name of NHS Trust	The Clatterbridge Cancer Centre NHS Foundation Trust
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1. Total uptake and opt-out rates (all trusts)

	Total numbers	Rates
Number of frontline HCW	773	100%
Uptake of vaccine by frontline HCW	619	80.17%
Opt-out of vaccine by frontline HCW	83	10.73%

2. Higher-risk areas (only trusts with relevant areas – a minimum of which are set out in 7 September letter)

Area name	Total number of frontline staff	Number who have had vaccine	Number who have opted-out	Staff redeployed? Y/N	Actions taken
Conway Ward	35	30	5	0	No clinical movement undertaken. Strict daily oversight management by IPC team including identification of potential staffing contacts.
Mersey Ward	42	41	1	0	As Above
Sulby Ward	43	41	2	0	As Above
BMT	40	34	5 (1 opt out form still awaited)	0	As above
7Y Ward	33	32	1	0	As above

3. Actions taken to reach 100% uptake ambition (all trusts)

The trust appreciate the importance of all healthcare workers protecting themselves, their patients, their colleagues and their families by being vaccinated against seasonal flu, because of the potential serious and even fatal consequences, especially for vulnerable patients.

- The Trust campaign targeted and offered the vaccine to all staff
- Exec Team and Board Champion photographed having vaccine –lead by example
- Peer vaccinators, open vaccination sessions and additional vaccinators visited all clinical work areas. Bespoke sessions offered and delivered to teams
- Continuous communications circulated re: rationale and myth busting.

- Screensavers and posters utilised and refreshed
- Campaign commenced in September 2018 and completed on the 28th February 2019.
- All areas had access to own trained vaccinators to ensure access 24/7
- A small number of staff have medical conditions which prohibited them having a jab but in line with Imms - Form guidance, they were not removed from the trust headcount.
- A number of staff refused the flu vaccination. Opt out forms were then completed by 83 staff in total, some of which gave more than one reason. These are listed in the table below (4.)
- A number of staff refused to complete the Opt Out form provided.

4. Reasons given for opt-out (all trusts)

Reason	Number
I don't like needles	19
I don't think I'll get flu	5
I don't believe the evidence that being vaccinated is beneficial	45
I'm concerned about possible side effects	44
I don't know how or where to get vaccinated	0
It was too inconvenient to get to a place where I could get the vaccine	5
The times when the vaccination is available are not convenient	0
Other reason	2