



Report Cover Sheet

Report to:	Trust Board	
Date of the Meeting:	30 th September 2020	
Agenda Item:	P1-143-20	
Title:	Flu Campaign Plan & Trajectory	
Report prepared by:	Karen Kay Deputy Director of Nursing Lauren Gould Matron Infection Prevention & Control	
Executive Lead:	Sheila Lloyd Director of Nursing & Quality	
Status of the Report:	Public	Private

Paper previously considered by:	Quality Committee 17 th September 2020
Date & Decision:	17 th September 2020 - Noted

Purpose of the Paper/Key Points for Discussion:	<p>The purpose of this report is to update Trust Board on progress to date regarding the staff influenza campaign for 2020/2021.</p> <p>Planning for the trust 2020/21 staff flu vaccination campaign commenced in April 2020. A debrief meeting took place to review the 19/20 campaign, highlight any lessons learned and agree the way forward for 2021. Vaccine delivery to Clatterbridge Cancer Centre (CCC) is anticipated on 29th September 2020.</p> <p>All vaccinators have been mobilised to undertake the mandated annual vaccination update. Due to Covid 19 and social distancing restrictions this has been delivered exclusively on line using an approved package provided by Liverpool University Hospitals NHS FT Occupational Health service (LUHFT-OH).</p> <p>The national flu campaign communication material has now been delivered. Engagement with the CCC communication team has been secured and will ensure the effective delivery of a robust internal advertisement campaign, due to “go live” 21st September 2020. Contact details of local peer vaccinators in each area and the dates and times of supplementary drop in sessions at CCCL & CCCW sites will be displayed. Hub sites (due to small staff numbers within each hub) all have an allocated peer vaccinator who will</p>
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	<p>deliver flu vaccines to all staff.</p> <p>Staff who receive a vaccine before the 31st October will be entered into a prize draw £100 shopping voucher. Every staff member will receive a pen, sticker and a drinks voucher to be redeemed at all food outlets within CCC.</p> <p>To demonstrate assurance re: delivery target (National 90% and CCC planned trajectory), LUHFT-OH will collate all of the data related to vaccinations and provide a weekly update report to trust flu leads, with detailed breakdown of staff groups/directorates and services. This process will also identify any hotspots within CCC that need additional support with vaccine uptake.</p> <p>The following points will be discussed:</p> <ul style="list-style-type: none"> • Leadership • Communications • Accessibility • Data capture • Incentives <p>As a Trust, CCC is compliant with the following standards:</p> <table border="1"> <thead> <tr> <th>Standard</th><th>Compliant</th></tr> </thead> <tbody> <tr> <td>PHE National flu immunisation programme plan</td><td>√</td></tr> <tr> <td>NHSEI CQUIN – staff flu vaccinations</td><td>√</td></tr> <tr> <td>PHE The Green Book: Immunisation against infectious disease</td><td>√</td></tr> </tbody> </table>	Standard	Compliant	PHE National flu immunisation programme plan	√	NHSEI CQUIN – staff flu vaccinations	√	PHE The Green Book: Immunisation against infectious disease	√
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Action Required:	Discuss	
	Approve	
	For Information/Noting	√

Next steps required	<p>Trust Board is requested to;</p> <ul style="list-style-type: none"> • Note the content of this report and • Request any further assurance as required.
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The paper links to the following strategic priorities (please tick)

Deliver outstanding care locally	√	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	√

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	√
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.	√
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.	√

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

1.0 Introduction

Planning for 2020/21 staff flu vaccination campaign commenced in April 2020. A debrief meeting took place to review the 19/20 campaign, highlight any lessons learned and agree the way forward for 20/21. The trust corporate flu lead (Deputy Director of Nursing) and the IPC team also attended a local webinar workshop on flu management, facilitated by St Helens & Knowsley Hospitals NHSFT (who achieved 95% vaccine delivery in 2019/2020) and Public Health England (PHE). It was clear from this session that 3 main considerations were key to their success;

- High level robust communication team engagement, utilising local TV reporters to help support uptake and message delivery/reminder as well as driving the incentives available
- Employment of additional dedicated staff for 4 months to deliver robust vaccination process – Vaccination available in central location on a daily basis.
- Secured substantial additional funding for staff and vaccinator incentives (prize draws, free lunches, freebies, badges/awards etc)

2.0 Leadership

The Clatterbridge Cancer Centre (CCC) staff flu vaccination campaign will be supported by Liverpool University Hospital Foundation Trust (LUHFT) Occupational Health Service (OH) who will provide drop in vaccination sessions at CCC-L between October 2020 and November 2020.

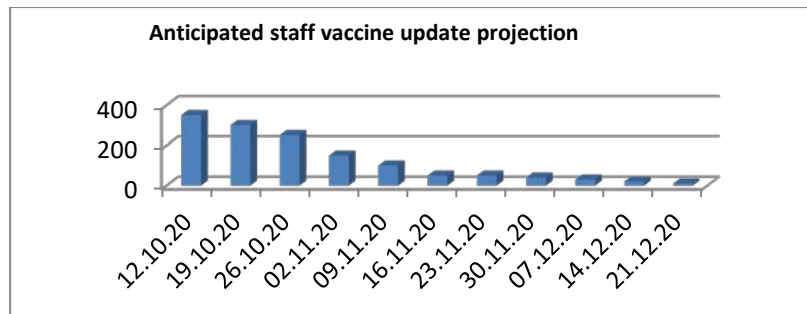
Table 1

Monday 12th October 2020	18.00 – 23.00 hours
Thursday 15 th October 2020	19.00 – 23.00 hours
Sunday 25 th October 2020	10.00 – 18.00 hours
Monday 2 nd November 2020	20.00 – 24.00 hours
Tuesday 10 th November 2020	18.00 – 23.00 hours
Sunday 22 nd November 2020	10.00 – 18.00 hours
Thursday 26 th November 2020	18.00 – 23.00 hours

(Session dates are subject to change and additional dates may be added if necessary);

The Deputy Director of Nursing is the corporate lead for the staff flu vaccination campaign supported by the Infection Prevention and Control (IPC) Matron as clinical lead. The campaign will also be supported by approximately 24 peer vaccinators across all CCC sites. At Clatterbridge Cancer Centre Wirral (CCCW) the trust Health and Safety Advisor will act as clinical on site lead to support/co-ordinate vaccination delivery.

The trust objective is to vaccinate (as a minimum) 90% of frontline healthcare staff. It is anticipated that this will be achieved by December 2020. The graph below outlines weekly projected vaccination uptake, based upon staff figures of approximately 1500.



A Flu Operational Group (FOG - led by the IPC Matron) has been established in September 2020. The group meet fortnightly to discuss campaign progress, identify any areas of concern and escalate issues as required.

3.0 Communications

National flu vaccination campaign materials arrived 16th September 2020. Occupational Health will also share their 'Jab at the Hut' promotional posters. The Communications Team will adapt these for CCC and will support with advertising dates and times of drop in sessions. The location of peer vaccinators will be advertised on the intranet, with posters located within their work areas to signpost staff. From September 2020, any additional communications will also be raised via the incident team to ensure strengthened alignment with Bronze/Silver and Gold command structure.

4.0 Accessibility

Vaccines were ordered by Pharma-C and are scheduled for delivery on 29th September 2020. Occupational Health will provide drop in sessions based in the TYA rooms on Level 5 at CCCL (See Table 1), some of which take place out of hours to capture night staff. It is anticipated that this will commence on Monday 12th October (to mitigate any delays to vaccine provision) and will operate each week throughout the campaign, although Occupational Health can provide additional sessions if necessary.

Pharma-C has provision for vaccine storage on both the Liverpool and Wirral sites. As the largest of the CCC hubs, Wirral will have a designated flu lead to promote the campaign and co-ordinate vaccination sessions. Aintree will have 2 designated peer vaccinators. CCC staff working at the Aintree site will also have access to the drop in sessions facilitated by Occupational Health within Aintree Hospital, (numbers will be captured to include in CCC figures).

It has been mandated that all areas have at least one peer vaccinator, the majority of areas have now responded with support from Matrons. There are 7 vaccinators who are not assigned to a specific work area and can provide further flexibility in roving vaccine session locations when/where required, in addition to the 24 peer vaccinators now recruited. Face to face training sessions were arranged for 15th September; however, online training is also available for staff unable to attend.

A letter from the Chief Medical officer (CMO) dated 4th August 2020 has suggested that flu vaccines are also made available to eligible patients. However, the letter also states that a national service specification is in development to further advise on this. CCC will await this specification before proceeding with any further plans.

5.0 Data Capture

Data will be uploaded by Occupational Health in accordance with the terms of the Service Level Agreement (SLA). Occupational Health can provide data relating to the numbers of staff vaccinated by directorate or peer group on a weekly basis. This process will also identify areas that require additional support. Occupational Health will collect the completed vaccination forms each Monday during the campaign and upload the data. To facilitate the

timely return of completed forms a collection point will be created on each floor; the Infection Prevention and Control Team will retrieve the completed forms daily and return them to the Clinical Business Lounge to await collection by OH. Collection points will also be established in each hub for forms to be returned to CCC-L

The consent form for the vaccine is currently under review and will capture data relating to staff who receive the vaccine at CCC, staff who receive the vaccine elsewhere and staff who refuse the vaccine. This will allow for reporting of numbers of staff offered the vaccine compared to numbers of staff who have received the vaccine.

6.0 Incentives

Pens have been ordered for all staff who receive a flu vaccine and shield stickers will also be provided. Human Resources have secured financial incentives such as a free drink, free lunch and weekly prize draws for staff, based on early vaccination rewards, as well as for vaccinators who achieve the greatest number of vaccines.

7.0 Position update (16/9/2020)

Vaccine delivery to Clatterbridge Cancer Centre (CCC) is anticipated 29th September 2020 and the launch of the 20/21 flu campaign will be supported via a robust communication strategy due to commence 21st September 2020.

Campaign information is planned to be displayed across all trust sites and include contact details of local peer vaccinators in each area and the dates and times of supplementary drop in sessions at CCCL & CCCW sites. Hub sites (due to small staff numbers within each hub) have an allocated peer vaccinator who will deliver vaccination sessions for all staff.

Engagement with the communication team has been secured and will ensure the effective delivery of a robust internal advertising campaign.

All vaccinators have been mobilised to undertake the mandated annual vaccination update. Due to Covid 19 and social distancing restrictions this has been delivered exclusively on line, using an approved package provide by Liverpool University Hospitals NHS FT Occupational Health service (LUHFT-OH).

To demonstrate assurance re: delivery target (National 90% and CCC planned trajectory), LUHFT-OH will collate all data related to vaccinations and provide weekly update reports to trust flu leads, with detailed breakdown of staff groups/directorates and services. They will also identify any hotspots within CCC that need additional support with vaccine uptake.

8.0 Recommendations

Trust Board is asked to;

- Note the content of this report and
- Request further update/assurance as necessary.