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# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

**BOD 73/2022**

(Agenda item: 8)

# Board of Directors

**30 November 2022**

**Staff Covid/Flu vaccination update report**

**For: Information/Assurance**

**Executive Summary**

This paper is an update to the Board on the Trusts staff flu and Covid vaccination programme. The Chief Nurse is leading the flu campaign with both clinical and operational support from Human Resources, the Immunisation Team & Occupational Health, the message being that staff need to protect themselves, their vulnerable patients and their families. The Executive Managing Director for Primary, Community and Dental services, manages the Covid vaccination prorgamme within business as usual. The project group for the flu campaign commenced planning in August 2022 and runs until the 28th February 2023. Weekly project meetings are in place, with a core project delivery team & representation from each directorate. The aim of the group is to monitor progress, discuss any risks or issues, determine gaps and share ideas and learning.

For 2022/23 there is a CQUIN target to achieve 90% flu vaccination compliance for patient facing staff. Last year 2021/22, we vaccinated 54% of frontline staff which was a 28% decrease from the previous year.

The Trust commenced the vaccination programme on 1October 2022. As of 11th November, the Trust vaccination uptake rate (frontline staff only) was around 30%, this is almost 10% less than at this point last year and 20% less that at this point in 2020.

Currently the Trust is unable to report on the compliance rate with regards to the Covid Booster vaccination progamme.

**MAIN REPORT**

Every year the Chief Nurse is responsible for delivery of a staff flu vaccination progamme. This paper is an update to the Board on the Trusts staff flu vaccination programme. This update will include a very brief update regrading the Covid booster vaccination programme.

The Chief Nurse is leading the flu campaign with both clinical and operational support from Human Resources, the Immunisation Team & Occupational Health, the message being that staff need to protect themselves, their vulnerable patients and their families. The project group commenced planning in August 2022 and the campaign runs until the 28th February 2023. Weekly project meetings are in place, led by the Chief Nurse, with a core project delivery team & representation from each directorate. The aim of the group is to monitor progress, discuss any risks or issues, determine gaps and share ideas and learning. In addition, in previous years NHSE have produced a Board Assurance Framework (BAF) in relation to the flu campaign. Although this year the Trust is not expected to produce this, all aspects of the framework have been applied.

For 2022/23 there is a CQUIN target to achieve 90% flu vaccination compliance for patient facing staff. Last year 2021/22, we vaccinated 54% of frontline staff which was a 28% decrease from the successful previous year where we vaccinated around 82% of frontline staff. There is currently no financial risk attached to this unlike previous years, pre pandemic.

The Trust commenced the vaccination programme on 1October 2022. **As of 11th November, the Trust vaccination uptake rate (frontline staff only) was around 30%,** this almost 10% less than at this point last year and 20% less that at this point in 2020.

Data is collected via the Trusts internal mechanisms using the managers web portal. Staff can update their own record via the employee portal or let the team know to update on their behalf. The record of anyone vaccinated at work will automatically be updated following their vaccination, the National Immunisation Vaccination Database (NIVs) is also updated at the point of vaccination. Data is submitted to the national team monthly via Immform and is reviewed at the Oxfordshire Flu group. In addition, the ICB will be collecting reports on the % of frontline staff vaccinated per Trust.

The Trust has initially focused on frontline staff to optimize use of vaccine stock, but this offer will be extended to all staff in December. Non-patient facing staff who don’t wish to wait, can get their vaccination at their GP (if they are eligible) or pharmacy and are asked to let us know if they do.

Our approach this year has seen us:

* recruit 4 core vaccinators (from existing staff) on a part time sessional basis to cover flu clinics
* use of approx. 50 peer vaccinators to specifically support in their own areas, including many newly trained and signed off following a comms led recruitment campaign
* offer bookable and walk in clinics across the Trust’s geographic bases across many clinics and venues and at varying times and days
* a roving model where peer vaccinators target specific ward/departments/bases and seek out staff wishing to be vaccinated
* offer targeted vaccinations for wards and teams
* arrange vaccinators to attend any large training events or team meetings & visit any site or venue in and out of hours as required at their request
* stock satellite fridges across the Trusts geographical area to enable easy access to vaccines for peer vaccinators with a robust stock monitoring process in place
* offer flu vaccinations alongside Covid boosters at the Trust run mass vaccination centres
* Occupational Health offering flu vaccinations alongside other vaccinations
* increase communications messaging to encourage uptake including education, staff and vaccinator stories a jab-ometer and introduction of six, monthly prize draws of £100 in vouchers
* payment to bank staff who attend work to be vaccinated
* reimbursement for vaccinations paid for at the pharmacy

The Trust commenced the vaccination programme on 1October 2022. As of 11th November, the Trust vaccination uptake rate (frontline staff only) was around 30%, this is almost 10% less than at this point last year and 20% less that at this point in 2020. In part the flu campaign group feel there is a ‘vaccine fatigue’ which is affecting our numbers.

Although this report gives the Board the assurance that there are no significant gaps in our planning or implementation of the staff flu vaccination campaign, there remains a significant risk we will not hit the required target of 90% of frontline staff vaccinated by the end of the campaign (28th February 2023).

Work is being done to ensure that patient facing staff information is accurate and therefore the data is a true reflection of the vaccinated workforce. The Chief Nurse with the project lead is ensuring all those staff on our portal who are not patient facing are listed as that. A communication will be sent to all patient facing staff who are not vaccinated by mid-December reminding them to get vaccinated or to tell us if they have received the vaccine elsewhere. A key risk to not achieving the target is staff not informing the staff imms team they have been vaccinated outside of the Trust ie at their GPor at a local phramacy.

The Trust’s Primary, Community & Dental Care Directorate delivers the mass vaccination clinics providing the Covid vaccination across BOB ICS (booked through the national NHS booking service) as part of the national programme. The service cannot identify which Trust employees have used the service as it does not have authority to access this information, which is personal data protected by GDPR. The emergency covid legislation that previously enabled access to this information has expired and the national patient booking/administration system no longer shares the data with the Trust for data protection and patient confidentiality reasons. Also, some staff choose to have their vaccine through a local pharmacy or through their GP/PCN. As we can no longer access the vaccination booster data directly, the Trust could choose to seek this information from the employees themselves. One option would be to require staff to record their vaccination booster date/evidence in the employee portal – or require line managers to record it as part of the employee’s covid risk assessment process.

**Governance Route/Escalation Process**

Regular updates are provided to the Executive Directors via the Chief Nurse and the Oxfordshire Flu Group via the Project Lead and ICB Chief Nurse.

**Statutory or Regulatory responsibilities**

The Trust is obliged by NHSE to report data via Immform & the National Immunisation System (NIVs) and the OH Staff Flu project group is responsible for reporting to the Board to provide Board oversight.

**Recommendation**

That the Board is assured with regards to the process and progress of the campaign & that the project group are doing everything they can to encourage uptake and collect meaningful data to support us towards protecting staff and the CQUIN target.

For the Board to be aware of the issues regarding lack of uptake data regarding the Covid booster vaccination progamme.

**Author and Title: Charlotte Watts, Project Manager**

**Lead Executive Director: Marie Crofts, Chief Nurse**

1. *A risk assessment has been undertaken around the legal issues that this report presents and there are no issues that need to be referred to the Trust Solicitors*
2. ***Strategic Objectives/Priorities*** *– this report relates to or provides assurance and evidence against the following Strategic Objective(s)/Priority(ies) of the Trust*

*1) Quality - Deliver the best possible care and health outcomes*

*2) People - Be a great place to work*