



Great Ormond Street Hospital Flu Plan 2020/21

Flu Plan

In light of the risk of flu and COVID-19 co-circulating this winter, the flu immunisation programme this year is more important than ever to protecting vulnerable people and supporting the resilience of the health system. For this reason we have been set an ambitious target of offering the flu vaccine to 100% of frontline staff, with an uptake of 75%.

NHS England (2020) together with Public Health England and The Department of Health and Social Care produces annual guidance on the national flu immunisation programme and eligibility for vaccination which includes the immunisation of front line health and social care workers. They state that immunisation of front line health and social care workers should be provided by their employer as part of the organisation's policy for the prevention of the transmission of flu to help protect both staff and those that they care for.

Public Health England also gives the following guidance:

- vaccination of health and social care workers protects them and reduces risk of spreading flu to their patients, service users, colleagues and family members
- evidence that vaccination significantly lowers rates of flu-like illness, hospitalisation and mortality in the elderly in long-term healthcare settings
- frontline health and social care workers have a duty of care to protect their patients and service users from infection
- reduces transmission of flu to vulnerable patients, some of whom may have impaired immunity and may not respond well to immunisation
- vaccination of frontline workers also helps reduce sickness absences and contributes to keeping the NHS and care services running through winter pressures
- trusts/employers must ensure that health and social care staff directly involved in delivering care are encouraged to be immunised and that processes are in place to facilitate this
- this scheme is intended to complement, not replace, any established occupational health schemes that employers have in place to offer flu vaccination to their workforce
- overall level of flu vaccine uptake in health care workers with direct patient contact is still below the 100% ambition

The Department of Health and Social Care (2015) state that NHS and social care bodies also have a responsibility to ensure, as far as is reasonably practicable, that health and social care workers are free of, and are protected from exposure to infections that can be caught at work and that this should include arrangements for provision of influenza vaccination for healthcare workers where appropriate.



In line with these recommendations and guidance, GOSH organises an annual free flu immunisation programme for staff. The document lays out the plan for the flu immunisation as part of the GOSH annual flu plan for the flu season 2020-2021.

Introduction

The annual flu programme saves thousands of lives every year, and reduces GP consultations, hospital admissions and pressures on A&E. Vaccinating our staff is essential in protecting both our workforce (and their families), our patients and all visitors to our hospital and services. Information for staff on how to access vaccines on the GOSH site is available in appendix 2.

National figures on flu vaccine uptake from Public Health England (2020) uptake report an overall uptake figure of 74.3% for 2019-20. This represents a 4% improvement from 2018-19 (overall 70.3%) The flu immunisation programme for GOSH 2019-2020 achieved an overall compliance uptake of 58.7 % a reduction of 1.3% compared to the uptake of 60% 2018-19

The 2020-21 flu immunisation programme for GOSH staff will run from launch on 28th September 2020 until February/March 2021, as part of the national flu immunisation programme.

This year there is a requirement for all front line staff to be offered the vaccine. The offer and if accepted or declined must be recorded. This responsibility lies with the line manager to have this important conversation, encouraging individuals to accept the offer of a flu vaccine to protect themselves, their colleagues, patients and families. During this conversation the manager will signpost the employee as to where and how they can get the vaccination and record the outcome of the conversation; that is whether the employee will have the vaccine, or declines as well as if they will get the vaccine from the Trust or off site either through their GP, local pharmacy or another employer. This conversation will be recorded via an online flu questionnaire that will collate the outcomes and enable reporting by directorate.

The percentage uptake ambition for flu immunisation set by Public Health England (2020) for this year's campaign is 75%. The Hospital leadership have an ambition to significantly increase uptake of the flu vaccine.

Vaccination plans GOSH

The delivery of the immunisation programme to GOSH staff will be a multi component approach as recommended by NICE (2018) involving; site based flu leads, OH support (flu nurse facilitator and roving clinics) and peer vaccination programmes together with clear communications strategies and thorough record keeping of vaccines offered/administered and declined (see appendix 1).

Occupational Health Support

The OH Flu Nurse facilitator will run their own roving clinics around the Trust and will be available to support our Flu Leads and Peer vaccinators. The Flu Nurse Facilitator will be available via Cisco mobile phone (extension 6844) to provide support or advice when on site. The Flu Nurse facilitator contact details will be published on the Flu Intranet page.



Although this role is not new, previously this was filled by Bank staff, and at times was left vacant. For 2020-2021 we have employed a 6 month fixed term full time nurse.

Flu Leads

In the flu season 2020-19, we had one single site based flu lead from occupational health, which given the size of GOSH made it very difficult to achieve the uptake ambitions and have the desired impact on the success of the campaign. Based upon this learning there is a need to ensure sufficient flu-lead representation within each directorate, who will plan and lead their directorate flu vaccination programme and help drive the campaign as well attending/reporting into the trust-wide flu plan meetings which in turn report to the executive teams and board.

For the season 2020-21 we will have the following structure of flu leads:

A cross discipline flu lead per directorate, who will work together to coordinate and deliver the strategy for GOSH. This will feed into the directorate structure and process in order to track and monitor performance as the flu season progresses to ensure appropriate steer to the campaign as indicated by uptake rates.

GOSH Flu Leads 2020

Directorate	Name
Brain	Kate Ellis
Sight & Sound	Chantelle Clavier
Medicines, Therapies & Tests	Orlagh McGarrity/Caroline Dalton
Body, Bones & Mind	Amelia Painter
Blood, Cells & Cancer	Mary Foo-Caballero/Michelle Da Silva
Operations & Images	Kathryn Fawkes
Heart & Lung	Claire Steele
IPP	Claudia Tomlin
R&I	Lucinda Dawson/Allyson Gray
Education	Sally Robertson/Ben Low
Medical Champion	Dr Sian Pincott



Role of the lead

- attend/dial into the trust flu plan meetings
- coordinate the peer vaccinators for their area/ensure uptake of training required as identified on the Flu intranet pages
- coordinate/oversee peer vaccination activity in their areas (including the monitoring of uptake)
- feed into the central communications team for promotion of directorate activity
- support the promotion of the flu campaign across their directorate, engaging colleagues, ensuring this is on meeting agendas/safety huddles
- identify key meetings/events which take place in their directorate on at which we can arrange vaccinations
- respond to issues that arise as the campaign progresses

Peer vaccination within services/divisions

This year, following Covid and the requirement for social distancing and inability to gather large groups together, peer vaccination will form a major part of the strategy for the delivery of the vaccine across GOSH. Additionally following learning from the previous flu-season we aim to deliver a new strategy towards the use of peer vaccinators. In the flu-season 2019-20 peer vaccinators were pre-dominantly from the nursing workforce and were often put forward for this task by ward managers. These vaccinators were from a range of staff grades (band 5, 6, 7) and had varying degrees of confidence and ability in their peer vaccinator roles. Of staff names that were put forward a proportion of which never attended training to enable them to carry out these duties and of those that attended training not all of them went on to offer vaccinations as a live peer vaccinator.

It was evident that the areas which had the most success in terms of vaccination uptake were areas with relatively senior peer vaccinators who knew the teams and had influence, but also had the ability and confidence to articulate the rationale for the vaccine and give all the related information required to staff, as well as being able to counsel staff appropriately when opting out (as there was a general reluctance for this across the site). It was our observational experience previously that if managers/leaders in areas were not in favour of the vaccine or declined the vaccine, this subsequently affected the team uptake rates.

Upon this basis the aim is to identify senior peer vaccinators (e.g. ward managers/PEs, clinical leads) across the services who will be trained to administer the flu vaccine to staff across our wards and clinical departments (appendix 2). If there are former peer vaccinators who were 'active' as vaccinators in their clinical areas who are keen to continue in that role, they will be encouraged to do so in addition to the senior designated peer vaccinator for each area to support the success of the campaign. This year we are exploring allied health professionals and medical champions as peer vaccinators.



Peer vaccinators will be responsible for recording the consent and administration of each vaccine they give. This will be uploaded to a central electronic register (FLUMIS) to maintain a live picture of uptake compliance. They will be supported by the Occupational Health (OH) Team who will continue to offer roving clinics as detailed in appendix 1, 2, and 3.

Comms considerations

- With the COVID-19 pandemic, up to 1/3 of GOSH staff* (*estimate) are working remotely, so an increasing number of staff may be vaccinated at their local pharmacy rather than on-site.
- PHE messaging will be heavily relied on, particularly related to myth busting.
- Additional considerations around those staff who are working remotely and are shielding/immunocompromised, and what this means for them and their flu jab.

Comms timeline

	Comms actions	Messaging
Polling staff August	Polling question in Big Briefing	To be confirmed by group. Draft ideas: -Did you have a flu jab last year? -Are you planning on having a flu jab this year?
Gather and finalise 2020/21 flu messaging Mid-late August	<ul style="list-style-type: none"> • Confirm all messaging from PHE. Download all PHE assets and save in folders, ready for use. • Confirm GOSH clinics times and locations, peer vaccinators, flu champions, roving clinics, etc. • Confirm if there's a GOSH theme/branding, or just using PHE. • Create ppt slides for SLT/screensavers, so they're ready to go. 	N/A
Pre-launch comms Late August	Comms to support OH with intranet page updates Draft launch comms Week before launch, Darren	All 2020/21 updated info on campaign theme, peer vaccinators, flu champions, etc



17 Sept	to present one slide at SLT	
Launch week comms w/c 21 Sept	Mon: Flu campaign launches via Headlines Tues: GOSHWeb news story and rotational banner live Thurs: SLT just a slide for the SLT host to reference Thurs: Big Briefing promotion Friday: Screensavers begin	Flu campaign launch messaging, drawing from PHE and GOSH theme (if there is a particular GOSH focus) Where GOSH roving/clinics are Link to pharmacy finders
w/c 28 Sept	Headlines Screensavers	Reiterate launch messaging, and where/how staff can go about getting their vaccination
w/c 5 Oct	Headlines Screensavers	Myth busting

ONGOING: The Internal Comms team will continue to support the flu campaign over flu season (Sept-January time), with regular messaging across Trust-wide channels (including Headlines, screensavers, GOSHWeb news and banners, Trust Brief, Big Briefings, etc), focusing on regular myth busting, testimonials from staff who've been vaccinated (at work and at their local pharmacy), directorate results.

In addition to the Trust wide communications sessions, the aim is for our site leadership team to support in direct communication/briefing of peer vaccinators in advance of the vaccination launch as to the importance of the campaign and the vaccine and the critical role they play in the messaging to their teams (dispelling some of the myths about the vaccine) and about maintaining the grip on the vaccine uptake in their own areas. Plans include:

- Updates at the Virtual Big Brief
- Weekly update at SLT
- Posters across site
- Flu is an agenda item at the Hospital Infection prevention committee

Ensuring supplies are available in all areas

Previously campaigns had cited access to obtaining the vaccine as a potential barrier. The central supply will be stored within the Pharmacy. This year supplies will be delivered to wards as ward stock items and supplies kept topped up by the ward pharmacists to enable ongoing ease of access to vaccines.



Flu meetings

Throughout the flu season, fortnightly meetings will be held to discuss vaccine uptake and progress with delivery of flu plans across the site.

Tracking progress with vaccine uptake

Throughout the flu season, progress with vaccine uptake will be monitored and shared via trust communications and at SLT. Service/department/divisional progress will be included routinely as part of PR packs/agendas.

Flu will be an agenda item at core and Hospital Executive boards.



Appendix 1

INFORMATION FOR STAFF IN OBTAINING THE VACCINE AT GOSH

This document outlines all you need to know about the vaccine and how to get it at GOSH. Public Health England (2020) has given the following information and guidance:

- getting vaccinated against flu can help protect you, your patients and family
- everyone is susceptible to flu, even if you are in good health and eat well
- you can be infected with the virus and have no symptoms but can still pass flu virus to others including patients or residents
- duty of care as professionals to patients or residents to do everything in your power to protect them against infection, including being immunised against flu
- good infection control measures reduce spread of flu and other acute respiratory infections in healthcare settings but are not sufficient alone to prevent them
- impact of flu on frail and vulnerable patients can be fatal and outbreaks can cause severe disruption in communities, care homes and hospitals
- flu vaccine has a good safety record and will help protect you. It cannot give you flu. Having the vaccination can encourage your colleagues to do likewise
- throughout the last ten years there has generally been a good to moderate match between the strains of flu virus in the vaccine and those that subsequently circulated

The Trust Flu details, downloadable information leaflets can be found on the Trust Intranet page http://goshweb.pangosh.nhs.uk/staff/occupational_health/Pages/2018-Flu-Champions.aspx

The free flu vaccine is available for all GOSH staff and there is a particular drive to vaccinate staff working in a patient-facing roles (clinical or non-clinical) as you have a higher level of exposure to the flu virus and an increased risk of passing it on to patients. Remember you can carry the flu virus even if you do not display symptoms yourself.

It is worth noting that;

- For vulnerable people such as pregnant women, people aged over 65, those with long term health conditions and those who have a weakened immune system - which includes many patients in our hospital - flu can lead to severe infections, complications and even death.
- Infection control measures are essential in reducing the spread of flu, but alone they are not sufficient to prevent it. The single best way to protect yourself from catching and passing on the virus is to get a seasonal flu jab.
- One of the most common reasons for not getting vaccinated is: "I've never had flu before". There's no such thing as natural immunity to influenza. With new strains circulating this year, it's best to get vaccinated. Be flu safe, not sorry!

This flu season the vaccine being offered is the quadrivalent vaccine available in OH sessions, roving clinics and via peer vaccination. For staff over 65years it is recommended



that the trivalent vaccine is used. The trivalent vaccine will be available via GPs/Pharmacies. The standard vaccine does contain egg. An alternative vaccine is available for individuals with a serious egg allergy /vegans via their GP.

How to get the vaccine at GOSH

Peer vaccination within services/divisions/sites

Senior peer vaccinators (e.g. ward managers/PDN, clinical leads) across the Directorates will be identified and will be trained to administer the flu vaccine to staff across our wards and clinical departments (appendix 4). If there are former peer vaccinators who were 'active' as vaccinators in their clinical areas who are keen to continue in that role, they will be encouraged to do so in addition to the senior designated peer vaccinator for each area to support the success of the campaign.

Peer vaccinators will be responsible for maintaining a register of staff for those that have received the vaccine, those that do not wish to have it and those that have had it elsewhere as we need to ensure that every member of staff is offered the vaccine and that their response to captured electronically This will be uploaded to Flumis by the peer vaccinators to maintain a live picture of uptake compliance. They will be supported by the Occupational Health (OH) Team who will continue to offer fixed and roving clinics.

Each week we will have a roving team of vaccinators visiting the wards/departments.

Giving consent for your vaccination

Flu vaccine consent/declined flu vaccines can be recorded electronically on our Flumis database to improve real-time reporting of vaccine uptake.

Other ways to get your flu vaccination

Vaccination by a ward/department colleague

As well as the nominated peer vaccinators within wards and departments, a number of other staff from around the Trust have been trained to provide the flu vaccination to staff in their own ward/department – check with your senior sister/charge nurse for details. Alternatively see the flu champions in the intranet page

http://goshweb.pangosh.nhs.uk/staff/occupational_health/Pages/2018-Flu-Champions.aspx

If you would like to volunteer to become a peer vaccinator for your area please also contact your senior sister/charge nurse or Occupational Health.

Work in a large department with few peer vaccinators?

For areas that have a high number of staff– we can arrange a department specific session(s) with Occupational health for example attending team meetings.

Work nights or weekends?

We are particularly keen to ensure that night/weekend workers are able to access the vaccine. If you work nights or weekend shifts and are unable to access the vaccine through your ward or department manager or any of the advertised flu clinics, please email



Occupational Health for help organising a flu vaccine at a time to suit you. Ward managers (as peer vaccinators) will be able to offer the vaccine at shift handover time (early morning).

Vaccinations from London Pharmacies

Front line NHS workers can also obtain the vaccine in London Pharmacies according to the following criteria:

An appointment can be booked for this at the following web address:
<https://www.londonflu.co.uk>

Anyone obtaining the vaccine in a pharmacy would need to let their manager know so we can update the trust records.

Recording your vaccination

All staff who are vaccinated against flu will be centrally recorded by their ward or department manager, whether you attend a clinic organised by the OH team or a local ward/department session. Please let your manager know that you have either; had the vaccine (and state where this was) or you would not like the vaccine. This information will be reported at the local and IPCC meetings and cascaded to central teams.

Medical staff

Please take advantage of the ward based peer vaccinators

Had your job already elsewhere?

Let your ward manager know so they can update Trust records. This is to help us understand how well our staff and patients are protected from the flu virus and where we need to target our vaccination efforts.

Decided not to have the jab?

Please let you manager know so that this information can be recorded onto your flu questionnaire.

If you have been a flu peer vaccinator previously and are happy to continue to peer vaccinate however we still recommend you complete the new training available for 2020.

Training is online http://goshweb.pangosh.nhs.uk/staff/occupational_health/Pages/2018-Flu-Champions.aspx

(approx. 1 hours).

If you are new to peer vaccination you will need to be trained as a peer vaccinator and undertake the online training.

http://goshweb.pangosh.nhs.uk/staff/occupational_health/Pages/2018-Flu-Champions.aspx

Appendix 2

LIST OF PEER VACCINATORS

http://goshweb.pangosh.nhs.uk/staff/occupational_health/Pages/2018-Flu-Champions.aspx



Appendix 3

The OH flu nurse facilitator will be undertaking roving sessions across site. If you would like to arrange for her to come to your department at a specific day/time then please contact her on her Cisco phone.

Roving OH Flu facilitator Cisco number 6844

Appendix 4

Peer vaccinator training

http://goshweb.pangosh.nhs.uk/staff/occupational_health/Pages/2018-Flu-Champions.aspx

Appendix 5

Peer vaccinator Training

Online Immunisation Training can be accessed here:

<https://lms.goshgold.org/course/view.php?id=1048>

Please note that there are 3 mini self-assessment tests (each has a certificate and you can save and go back to complete each module) to gain the full certificate at the end, these cover:

- 1) Core Knowledge for Flu Immunisers – Self Assessment
- 2) Live Flu Vaccines - Self Assessment
- 3) Inactivated Flu Vaccines - Self Assessment

Appendix 6

Healthcare worker flu vaccination best practice management checklist

For public assurance via trust boards by December 2020

A	Committed leadership	Trust Self-Assessment
A1	Board record commitment to achieving the ambition of vaccinating all frontline healthcare workers	To go to November Board
A2	Trust has ordered and provided a quadrivalent (QIV) flu vaccine for healthcare workers	Complete
A3	Board receive an evaluation of the flu programme 2019/20, including data, successes, challenges and lessons learnt	Included within 2020 flu plan
A4	Agree on a board champion for flu campaign	Caroline Anderson



A5	All board members receive flu vaccination and publicise this	TBA
A6	Flu team formed with representatives from all directorates, staff groups and trade union representatives	Flu team in place, all directorates represented
A7	Flu team to meet regularly from September 2020	Flu team meet monthly with increased meetings from Aug
B	Communications plan	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	Comms Plan in place
B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	Roving clinics across site. Static Drop in clinics not appropriate post covid & social distancing
B3	Board and senior managers having their vaccinations to be publicised	Comms Plan in place
B4	Flu vaccination programme and access to vaccination on induction programmes	In place for face to face inductions
B5	Programme to be publicised on screensavers, posters and social media	Comms Plan in place
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups	Available via intranet, Comms and reported at SLT
C	Flexible accessibility	
C1	Peer vaccinators, ideally at least one in each clinical area to be identified, trained, released to vaccinate and empowered	Peer vaccinators recruited
C2	Schedule for easy access drop in clinics agreed	Not appropriate see above
C3	Schedule for 24 hour mobile vaccinations to be agreed	Available via peer vaccinators in each clinical area over each shift

Appendix 7

Pre-Planning Check list

Action	When	Lead	Notes	Status
Recruit and on-board flu nurse facilitator	To commence in post Mid September	Head of Staff Health & Wellbeing	Conditional offer 20.07.20	Complete Commences in post 14.09.20
Numbers required from Workforce for reporting	By 28 August	Head of Staff Health & Wellbeing	Workforce made aware & will provide	Received Aug 2020
Leaflets posters etc to be ordered from PHE	Jul 2020	Head of Staff Health & Wellbeing	Complete	Delivered
Renew online flu system	Jul 2020	Head of Staff	Complete, system	Complete



licence		Health & Wellbeing	running	31.07.20
Develop Comms Plan with Comms	Jul 2020	Comms	Comms sent PHE link SLT slide Web pages Screen saver and article planned for newsletter	Comms Plan developed
PGD update and sign off	Mid Sept	Pharmacy	To Include AHPs	Complete
Directorates to Identify Flu Lead and develop directorate flu plan	By Sept 2020	D Darby	Directorate flu Leads identified 19.08.20	Complete
Directorates to identify peer vaccinators from last year & recruit new peer vaccinators where there are gaps	By end Sept 2020	Directorate Flu Leads	Names forwarded to OH	Complete
Training new vaccinators	By end Sept	Nicola Wilson	Training being developed , to go online via intranet. Training packaged to be reviewed 15.09.20 prior to upload to intranet	Complete
Update Intranet Flu pages	By Mid Sept	Lisa Liversidge Nicola Wilson	Ongoing	Complete
Put peer vaccinator packs together and distribute	By end Sept	Staff Health & Wellbeing		Complete
Put posters up around areas		Flu Leads/ vaccinators	Included in peer packs	Complete
Flu vaccines delivery due 18.09.20		Pharmacy		Arrived, further 3 deliveries scheduled.
Storage of vaccines on all wards for access by peer vaccinators		Pharmacy		ongoing
Promotion and guidance for vaccination our long term patients	Beginning Oct	Sian Pincott	?AMS rounds to identify which patients require vaccination.	Ongoing



References

Department of Health and Social Care (2015) *Health and Social Care Act 2008: code of practice on the prevention and control of infections* [accessed 03.07.19] Available: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/449049/Code_of_practice_280715_acc.pdf

NHS England (2020) *The national flu immunisation programme 2020 to 2021 letter* [accessed 06.08.20] Available: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/907149/Letter_annualflu_2020_to_2021_update.pdf

NICE (2018) *NICE guideline [NG103] Flu vaccination: increasing uptake* [accessed 03.07.19] Available: <https://www.nice.org.uk/guidance/ng103/chapter/Recommendations#employers-of-health-and-social-care-staff>

Public Health England (2020) *Flu Immunisation Training Recommendations 2020-2021* [accessed 19.08.20] Available:

https://www.gov.uk/government/publications/flu-immunisation-training-recommendations?utm_source=27465a16-0300-4a32-a6a5-9331f2f1f548&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily