

Report of the Director of Public Health :  
**REVIEW OF STAFF FLU VACCINATION PROGRAMME 2013/14 IN NHSGGC**

**1. Recommendations:**

1. The NHS Board is asked to receive and note the content of the report.

**2. Background**

The staff flu vaccination programme has been running for several years in Scotland and in NHSGGC. Historically the uptake of vaccine has been very low varying from 15 to 20%.

Since 2010/11, the Public Health Protection Unit (PHPU) has worked closely with NHSGGC Occupational Health Service and other key stakeholders to deliver the annual staff flu vaccination programme. In 2010/11 the uptake among NHSGGC staff was approximately 24%, improving to 36% in 2012/13. Uptake for 2012/13 had previously been reported as 40%, however an increase in staffing numbers since the previous year had not been taken into account when calculating this figure. Uptake for 2013/14 was 32%.

The Planning Group has identified a number of priority areas to consider during planning for 2014/15:

- Representation from Acute on planning group to facilitate more effective engagement and targeting of clinical/medical staff
- Consult with staff regarding motivations for and barriers to flu vaccination using surveymonkey questionnaire
- Review and refresh communications strategy, including weekly “myth-busting”
- Evaluate and strengthen the role of Flu Champions
- Ensure data is recorded consistently each year to enhance applicability of analysis and reduce time screening data, including location of peer immunisation sessions
- Further promote peer immunisation as an accessible method for NHSGGC clinical/medical staff to receive vaccine, and encourage return of forms
- Investigate potential learning from Boards with higher uptake

## Review of NHS Greater Glasgow & Clyde Staff Flu Vaccination Programme 2013/14

### Authorisation

	<b>Name</b>	<b>Title</b>	<b>Date</b>
Prepared by	Jennifer Reid	Immunisation Programme Manager	31/03/14
Reviewed by	Dr Gillian Penrice	Consultant in Public Health Medicine	31/03/14
Approved by	Dr Linda de Caestecker	Director of Public Health	03/04/14

## INTRODUCTION

This report provides an overview of NHS Greater Glasgow & Clyde's (NHSGGC) staff flu vaccination programme 2013/14 and compares with previous years. Conclusions from the data are presented and an overview of planning for 2014/15 included.

## BACKGROUND

The Scottish Government previously set a target of 50% uptake for staff flu vaccination [http://www.sehd.scot.nhs.uk/cmo/CMO\(2011\)11.pdf](http://www.sehd.scot.nhs.uk/cmo/CMO(2011)11.pdf) for all health boards. Uptake amongst health boards in 2013/14 is variable, ranging from 18% to 67% (reported so far).

Since 2010/11 the Public Health Protection Unit (PHPU) has worked closely with NHSGGC Occupational Health Service and other key stakeholders to deliver the annual staff flu vaccination programme. In 2010/11 the uptake among NHSGGC staff was approximately 24%, improving to 36% in 2012/13. Uptake for 2012/13 had previously been reported as 40%; however this figure did not take into account an increase in staffing numbers since the previous year.

Significant changes to the Scottish immunisation programme in 2013/14 meant that PHPU had significant additional work to implement new immunisation programmes.

As per previous years, four modes of vaccination delivery to staff in NHSGGC were used in the 2013/14 programme:

1. Peer Immunisation
2. Mass Staff Vaccination Clinics
3. Roving Teams (as and when possible/appropriate)
4. Appointment at Occupational Health Department

A communications strategy was used to raise awareness amongst staff of how to access the flu vaccine and challenge the myths surrounding flu vaccination through "myth busters". Information was shared via established internal communications e.g. Staffnet/Hot Topics/Core Brief/Staff Magazine and a series of all staff and site specific emails.

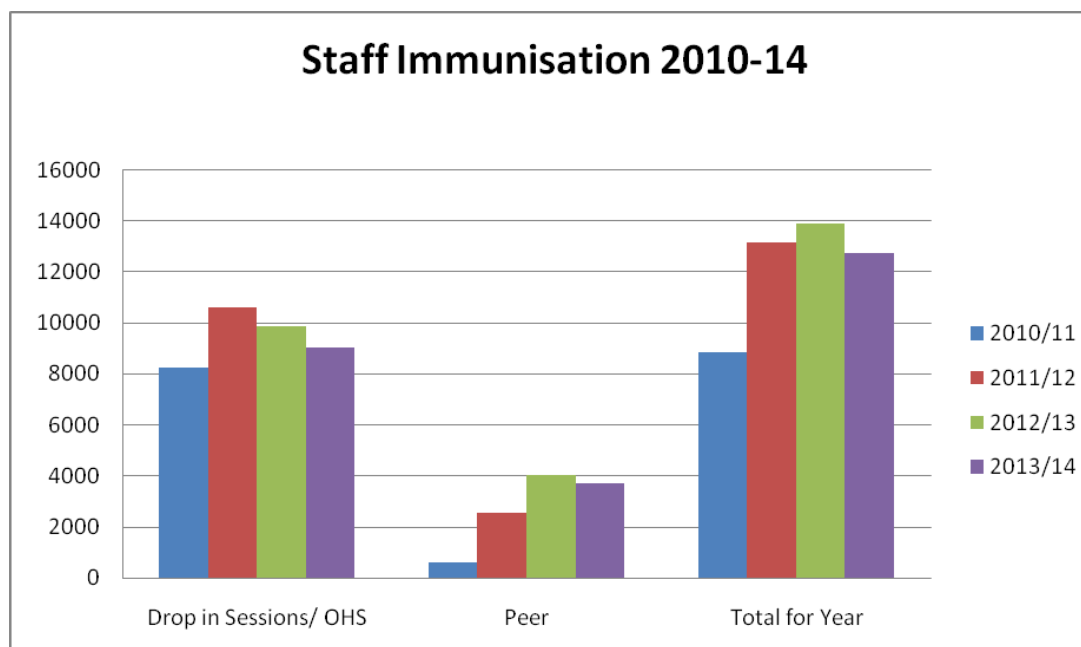
In 2012 health boards were asked to identify Staff Vaccination/Flu Champions as a way to promote uptake of vaccine amongst staff [http://www.sehd.scot.nhs.uk/cmo/CMO\(2012\)06.pdf](http://www.sehd.scot.nhs.uk/cmo/CMO(2012)06.pdf); an initiative in England which saw vaccine uptake rate being very high in units with a local senior figure acting as an advocate and champion and promoting the flu vaccine to staff. Training for identified NHSGGC Flu Champions was organised and offered in 2012. Less than 50% of those identified attended despite repeated offer.

In an effort to streamline staff flu clinics, electronic registration was introduced in 2013/14 with the aim of reducing waiting times for staff at clinics whilst improving data collection and subsequent analysis.

## 2013/14 RESULTS COMPARED WITH PREVIOUS YEARS

### Overview

When comparing 2012/13 performance with 2013/14, there is an overall decrease in the number of staff vaccinated both at staff flu clinics and through peer immunisation.



**Figure 1** – Numbers of staff having flu vaccination from 2010 to 2014 at mass staff flu clinics and peer immunisation

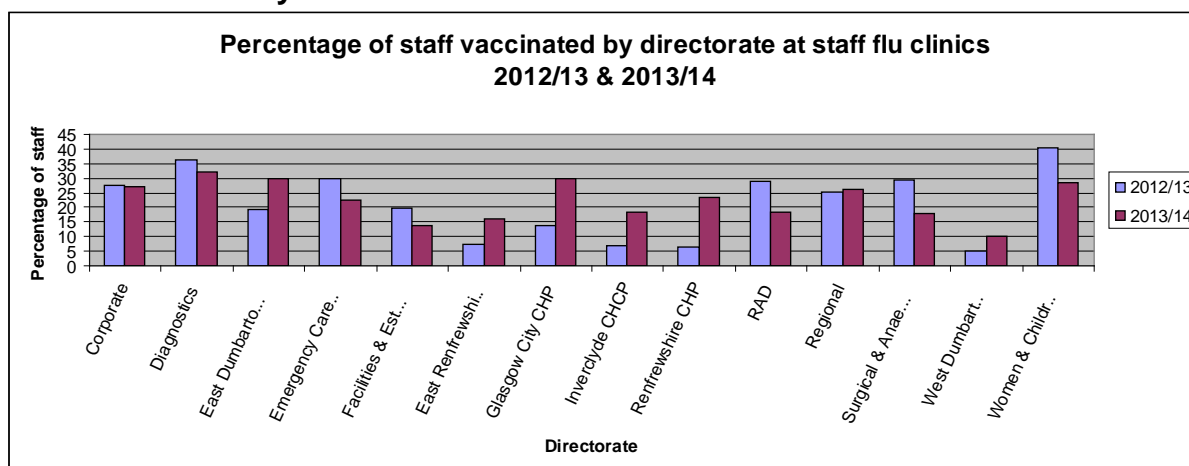
Figure 1 shows the overall statistics for mass staff flu clinics, including appointments at Occupational Health, peer immunisation as well as combined totals for years 2010/11 to 2013/14.

	2010/11	2011/12	2012/13	2013/14
Staff Flu Clinic and OH appointments	8241	10585	9833	9006
Peer Immunisation	605	2550	4022	3692
Total Vaccinated	8846	13135	13855	12698
<b>Uptake</b>	<b>25% (based on 35,000 staff)</b>	<b>37% (based on 35,000 staff)</b>	<b>36% (based on 37,500 staff)</b>	<b>32% (based on 39,292 staff)</b>

**Table 1** – Numbers of staff vaccinated and uptake by each method and total from 2010/11 to 2013/14 (staff numbers provided by Workforce Information)

Table 1 shows the performance of NHSGGC's staff flu vaccination programme over a four year period. Peer immunisation was first introduced in 2010/11. In 2013/14 approximately one third of staff vaccinated were done so through peer immunisation. The table shows a reduction of 827 staff vaccinated through mass staff clinics and a 330 reduction through peer immunisation from 2012/13 to 2013/14.

## Staff vaccinated by directorate



**Figure 2** – Percentage of staff vaccinated at mass staff flu clinics by directorate for years 2012/13 and 2013/14

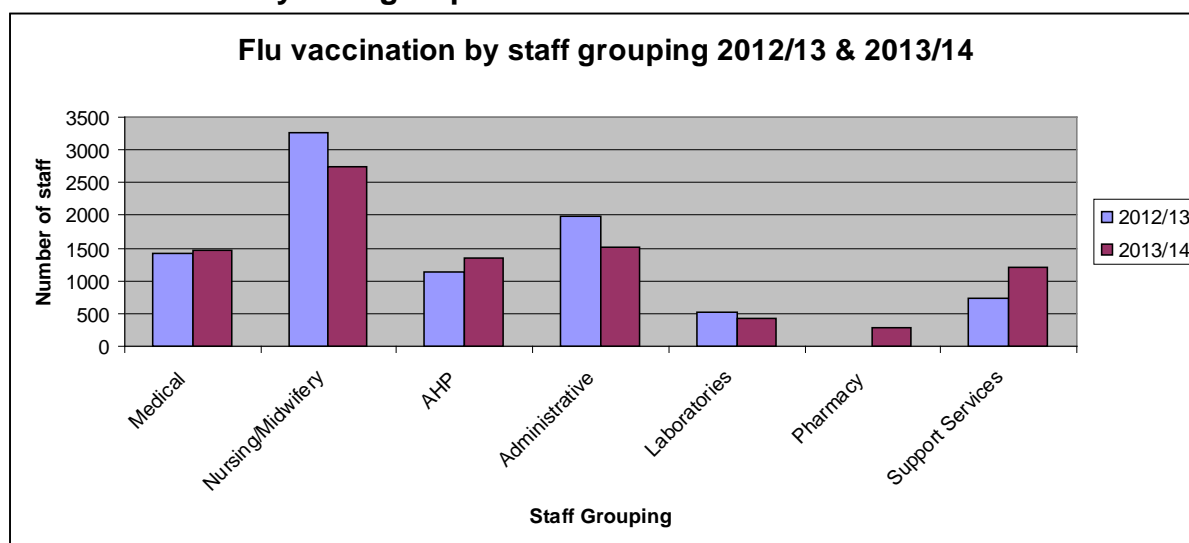
Figure 2 shows the percentage of staff vaccinated, by directorate, at mass staff flu clinics throughout a four week period. Noticeable decreases in uptake are noted in Surgical and Anaesthetics, Emergency Care and Medical Services, and Women and Children (including Pharmacy).

In comparison, other directorates saw a noticeable increase in uptake from the previous year:

Directorate	2012/13	2013/14
Glasgow City CHP	14%	29.8%
Inverclyde CHCP	6.7%	18.4%
Renfrewshire CHP	6.5%	23.4%

**Table 2** – Percentage of staff vaccinated at mass staff flu clinics by directorate for years 2012/13 and 2013/14

## Staff vaccinated by staff group



**Figure 3** – Number of staff vaccinated at mass staff flu clinics by directorate for years 2012/13 and 2013/14

Figure 3 shows the number of staff, by staff grouping (from data available), vaccinated at mass staff flu clinics for years 2012/13 and 2013/14. Medical, allied health professional and support services have all seen increases in the number of staff in these groups being vaccinated. Decreases in the number of nursing and midwifery staff as well as administrative staff being vaccinated were seen. The number of nursing and midwifery staff vaccinated dropped from 3254 in 2012/13 to 2749 in 2013/14, representing a decrease in uptake of 15.5%. For the same years, the number of administrative staff vaccinated dropped from 1977 to 1502, representing a 24% decrease.

### Staff flu clinics

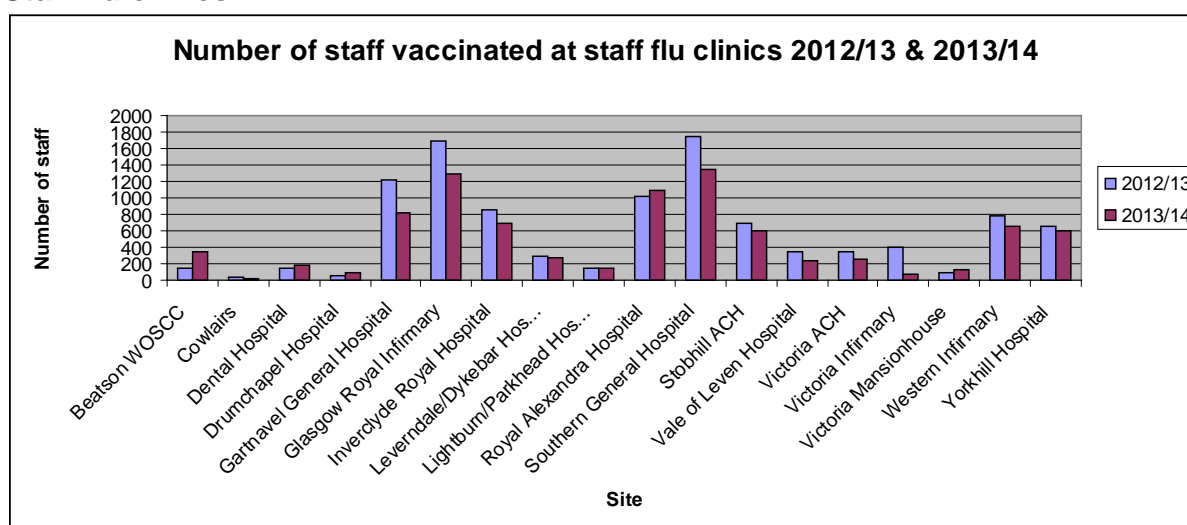


Figure 4 – Comparison of number of staff vaccinated at mass staff flu clinics for years 2012/13 and 2013/14

Figure 4 shows that five clinic sites saw an increase and 13 sites a decrease in the numbers of staff attending. It should be noted that clinics are offered to all staff, not just those working specifically at that site, and that historically the first two weeks of the staff flu clinics are busiest, with attendance decreasing as the programme goes on. Please see appendix 1 for weeks of clinics and numbers vaccinated during 2013/14 programme.

### Peer immunisation

Peer immunisation as a method for vaccinating staff was introduced in 2010/11 and uptake via this method increased year on year until 2013/14. This decrease is likely to be explained by more realistic ordering during 2013/14, with orders based on numbers of staff peer immunisers had vaccinated the previous year, with the option to order more vaccine if required.

Uptake through peer immunisation is based on number of vaccine ordered rather than number vaccinated as there is a poor return rate of completed forms from some areas.

## PLANNING FOR 2014/15 STAFF FLU VACCINATION PROGRAMME

NHSGGC's multi-disciplinary planning group has been reconvened to learn lessons from 2013/14 and begin planning for the year 2014/15. Membership of the group is as follows:

Member	Department	Job Title
Jennifer Reid	Public Health Protection Unit	Immunisation Programme Manager
Syed Ahmed	Public Health Protection Unit	Immunisation Co-ordinator
Lyndsay Houston	Public Health Protection Unit	Health Protection Nurse Specialist
Eddie McArdle	Public Health Pharmacy	Project Administrator
Karen Pawelczyk	Public Health Pharmacy	Pharmacy Technician
Rona Wall	Occupational Health Services	Service Manager
Andy Letham	Occupational Health Services	Occupational Health Nurse
Lesley Graham	Occupational Health Services	Personal Secretary
Andy Bell	Facilities Management	Facilities Project Manager
Brian Johnston	Facilities Management	Transport Manager
Susan Carden	Communications	Internal Communications

The Planning Group has identified a number of priority areas to consider during the planning for 2014/15:

- Representation from Acute on planning group to facilitate effective engagement with and targeting of staff clinical/medical staff
- Consult with staff regarding motivators and barriers to flu vaccination via surveymonkey questionnaire
- Review and refresh communications strategy
- Evaluate and strengthen the role of flu champions
- Ensure data is recorded consistently each year to enhance applicability of analysis and reduce time screening data, including location of peer immunisation sessions
- Further promote peer immunisation as an accessible method for NHSGGC clinical staff to receive vaccine

The NHSGGC Immunisation Manager attends the Scottish Immunisation Programme Service Delivery Group, where discussions include staff flu vaccination programme, and will continue to liaise with colleagues in other health boards, Health Protection Scotland and Scottish Government to share learning on how to increase uptake amongst healthcare workers.

## Appendix 1

### Occupational Health Service - Flu Statistics 2012/13

#### Staff Flu Clinics

Programme Commenced: 1 October 2013

Location	Week 1	Week 2	Week 3	Week 4	Additional Drop-in Sessions	TOTAL
Beatson WOSCC	346					346
Cowlairs	25					25
Dental Hospital		177				177
Dykebar Hospital		181				181
Drumchapel Hospital		94				94
Gartnavel General Hospital		502		312		814
Glasgow Royal Infirmary	541	423	331			1295
Inverclyde Royal Hospital	382		226	76		684
Leverndale Hospital				89		89
Lightburn Hospital			45			45
Parkhead Hospital			92			92
Royal Alexandra Hospital	484		358	240		1082
Southern General Hospital	627	286	282	149		1344
Stobhill ACH		412		181		593
Vale of Leven Hospital		157	88			245
Victoria ACH			258			258
Victoria Infirmary		77				77
Victoria Mansionhouse			126			126
Western Infirmary		276	249	124		649
Yorkhill Hospital	350			159	97	606
<b>TOTAL</b>	<b>2755</b>	<b>2585</b>	<b>2055</b>	<b>1330</b>	<b>97</b>	<b>8822</b>