

Board of Directors (In Public) Item 5.3

Subject: 2022 Flu/Covid Vaccination Campaign Summary report
Date of Meeting: 26th April 2023
Presented by: Karan Wheatcroft, Director of Risk and Improvement
Purpose: To note

BAF Ref	Impact on BAF
BAF 1, BAF 4	Assurance regarding the accessibility and uptake of the Flu vaccine and Covid boosters.

1. Executive Summary

The 2022 Flu/Covid vaccination campaigns commenced in October 2022 and concluded in February 2023.

A number of methods to ensure staff had full access to the vaccination were deployed, such as: peer vaccinators in each of the clinical areas; administration of the flu vaccine within the vaccination centre along with the Covid 19 vaccination; walk rounds to the areas and drop in at in occupational health. A comprehensive communications strategy accompanied the campaign.

In the 2022 vaccination campaigns, LHCH achieved 51% for flu and 31% for covid vaccination of staff. While this is the lowest figure achieved for some years, LHCH were not an outlier as other healthcare organisations achieved similar percentages. In regional network meetings, this was attributed to vaccination fatigue as the request for staff to have several vaccinations per year for covid has been ongoing for two years.

The regional network meetings will continue to share learning and ideas for increasing the number of staff who are willing to receive the vaccinations.

The Board of Directors is asked to note the report.

2. Background

Each year, the NHS runs a flu vaccination campaign targeted at healthcare workers. This is to ensure protection of staff, patients and others who may be vulnerable to catching the flu virus. In 2022 it was delivered in conjunction with the covid vaccination campaign.

The Trust develops a flu vaccination campaign targeted to all LHCH staff every year. It usually commences in the Autumn and is run in partnership with Team Prevent, our Occupational Health provider.

For the 2022 campaigns, the planning started in May 2022 (appendix 1).

3. The 2022 Flu/Covid vaccination campaigns

The flu/covid vaccination campaigns are led by the Head of Risk Management and the Emergency Planning Lead Nurse in conjunction with Team Prevent. The campaigns ran until end February 2023.

To support the vaccination of high numbers of staff across the Trust, peer vaccinators were sought in May 2022. At least one peer vaccinator was identified from each of the ward areas, with other peers identified in the clinical areas to ensure each of the Divisions had adequate representation.

The campaign also included different ways to facilitate the access to vaccination for our staff:

- walk round sessions in which each area of the hospital is visited
- drop in at occupational health
- flu vaccination at the vaccination centre which was set up to provide Covid 19 vaccination booster to HCW in the Autumn months of 2022.
- Peer vaccinators in each of the ward areas

From August 2022, the Vaccination Team commenced meetings to discuss the campaign strategy and identify any ideas for achieving maximum vaccination rates across the organisation.

A comprehensive communications strategy for the campaigns commenced in September and included weekly updates on the vaccination rate in each Division, along with myth busting and drop in at occupational health clinics as per the best practice management checklist (appendix 2). Social media tools and the LHCH staff app were used to further publicise the campaign.

Monthly reporting by Emergency Planning Lead Nurse on ImmForm (the National vaccination reporting platform) commenced on 1st November 2022 through to March 2023.

The 2022 flu campaign vaccinated 51% (67% in 2021) of LHCH staff. The covid vaccination campaign achieved 31%.

This is one of the lowest percentages the flu campaign has achieved in the past few years. This correlates with other healthcare organisations in the region (see appendix 3 and 4). The low uptake of the vaccinations was attributed to vaccination fatigue as staff had been offered flu and covid vaccinations since Spring 2021 with many staff having taken up the offer of 3 Covid vaccinations including boosters in Spring and Autumn along with the flu vaccination.

The Trust received £5,000 as a one-off payment from the ICB to help with the flu campaign. This money was used to book bank staff to conduct walk rounds at night and weekends as well as during the week to increase the opportunity staff had to receive the vaccination.

In order to gain an understanding of why staff were not accepting the invitation to get vaccinated, those staff who refused were asked if they would be willing to share their reasons for not getting the jabs. Reasons provided were

- they didn't want to,
- they didn't think they would get flu,
- they had already had covid and it wasn't too bad so they didn't feel concerned about getting it again.

Staff were asked what, if anything would encourage them to get vaccinated to which the reply was nothing.

An incentive of x2 £50 high street vouchers were available to provide to staff if the 90% CQUIN target was reached. As the target was not achieved, the vouchers were provided to the LHCH Charity for its use.

LHCH were not an outlier in this under achievement as other healthcare organisations achieved similar percentages (please refer to appendix 3 and 4).

LHCH is a member of the regional flu and covid network meetings. The regional network meetings will continue to share learning and ideas for increasing the number of staff who are willing to receive the vaccinations.

4. Conclusion

The 2022 Flu/Covid vaccination campaigns commenced October 2022 and concluded in February 2023.

The LHCH flu campaign vaccinated 51% (67% in 2021) of eligible staff. The covid campaign achieved a vaccination rate of 31% of staff.

A number of methods to ensure staff had full access to the vaccination were deployed.

A comprehensive communications strategy accompanied the campaigns.

5. Recommendations

The Board of Directors is requested to review the contents of this paper and to continue to support the commitment to achieving higher levels of vaccination.

Appendix 1 - Action Plan for Flu campaign 2022

Date	Issue	Action	Responsible person	Completion date
May 2022	Peer vaccinators required to support the 2022 flu campaign	Call for volunteers to support the 2022 flu campaign	Emergency Planning Lead Nurse	June 2022
May 2022	Identify Board Lead for flu campaign	Director of Risk and Improvement identified as Executive Lead	Director of Risk and Improvement	May 2022
July/ August 2022	Training required for peer flu vaccinators	Training developed for PGD, flu awareness and BLS	Emergency Planning Lead Nurse	September 2022
August 2022	Identify Flu Team	Flu Team members identified from four Divisions and dates arranged to meet weekly once the campaign commences. Members include Matrons, Peer vaccinators, and union representatives.	Head of Risk Management	August 2022
Late August 2022	Communications strategy	Communications regarding the forthcoming campaign start to appear in staff bulletin from late September	Emergency Planning Lead Nurse/Head of Risk Management	September 2022
September 2022 onwards	Communications and engagement	Weekly communications appear in the staff bulletin regarding walkround/drop in schedules/myth busting/vaccination rates	Risk Management Coordinator/Communication Manager	September 2022 to end of campaign
November 2022 – March 2023	Monthly Immform reporting	Report figures for vaccination rates on Immform	Emergency Planning Lead Nurse	November to end of campaign

Appendix 2 - Healthcare worker flu vaccination best practice management checklist – for public assurance via trust boards

A	Committed leadership	
A1	Board record commitment to achieving the ambition of 100% of front line healthcare workers being vaccinated, and for any healthcare worker who decides on the balance of evidence and personal circumstance against getting the vaccine should anonymously mark their reason for doing so.	Will be recorded in Board minutes
A2	Trust has ordered and provided the quadrivalent (QIV) flu vaccine for healthcare workers	Complete – Team Prevent have ordered the vaccine
A3	Board receive an evaluation of the flu programme 2022/23, including data, successes, challenges and lessons learnt	Complete – Report sent to April 2023 Board
A4	Agree on a board champion for flu campaign	Complete
A5	All board members receive flu vaccination and publicise this	Complete
A6	Flu team will be formed with representatives from all directorates, staff groups and trade union representatives	Flu team meetings commenced August 2022
A7	Flu team to meet regularly from September 2022	Schedule of meetings prepared from September to campaign end
B	Communications plan	
B1	Rationale for the flu vaccination programme and facts to be published – sponsored by senior clinical leaders and trades unions	sent out in regular bulletins throughout the campaign
B2	Drop in clinics and mobile vaccination schedule to be published electronically, on social media and on paper	Schedule published to end of campaign
B3	Board and senior managers having their vaccinations to be publicised	Complete
B4	Flu vaccination programme and access to vaccination on induction programmes	Complete
B5	Programme to be publicised on screensavers, posters and social media	Complete
B6	Weekly feedback on percentage uptake for directorates, teams and professional groups	Complete
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 identified and trained with a commitment to support the campaign
C2	Schedule for easy access drop in clinics agreed	Complete
C3	Schedule for 24 hour mobile vaccinations to be agreed	Complete
D	Incentives	
D1	Board to agree on incentives and how to publicise this	complete
D2	Success to be celebrated weekly	Complete

Appendix 3 Comparison with other organisations for Covid vaccination

DATA UPDATED: 06/03/23 @11:30am Data Range: 05-Sep-22 to 05-Mar-23						Frontline Healthcare Workers					Non-frontline H		
Region	ICS Name	Trust Name	Trust Code	Trust Type	Frontline_Population	Frontline_eligible	Frontline_seasonal_booster	Uptake_Frontline	Eligible_Uptake_Frontline	Non_frontline_Population	Non_frontline_eligible	Non_seasonal	
3	NORTH WEST	Greater Manchester Health and Social Care	NORTH WEST AMBULANCE SERVICE NHS TRUST	RX7	AMBULANCE	5,258	4,814	1,401	26.6%	29.1%	1,347	1,214	
4	NORTH WEST	Cheshire and Merseyside	LIVERPOOL HEART AND CHEST HOSPITAL NHS FOUNDATION TRUST	RBQ	ACUTE	1,622	1,440	504	31.1%	35.0%	266	246	
5	NORTH WEST	Cheshire and Merseyside	THE WALTON CENTRE NHS FOUNDATION TRUST	RET	ACUTE	1,136	998	369	32.5%	37.0%	355	320	
6	NORTH WEST	Healthier Lancashire and South Cumbria	BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST	RXL	ACUTE	7,389	6,764	2,667	36.1%	39.4%	1,379	1,307	
7	NORTH WEST	Greater Manchester Health and Social Care	GREATER MANCHESTER MENTAL HEALTH NHS FOUNDATION TRUST	RXY	MENTAL HEALTH	5,212	4,780	1,823	35.0%	38.1%	746	704	
8	NORTH WEST	Healthier Lancashire and South Cumbria	LANCASHIRE TEACHING HOSPITALS NHS FOUNDATION TRUST	RXN	ACUTE	9,339	8,988	3,894	39.2%	43.3%	1,262	1,200	
9	NORTH WEST	Cheshire and Merseyside	WARRINGTON AND HALTON TEACHING HOSPITALS NHS FOUNDATION TRUST	RWV	ACUTE	3,898	3,629	1,463	37.5%	40.3%	428	408	
10	NORTH WEST	Healthier Lancashire and South Cumbria	LANCASHIRE & SOUTH CUMBRIA NHS FOUNDATION TRUST	RW5	MENTAL HEALTH	6,936	6,444	2,764	39.9%	42.9%	809	767	
11	NORTH WEST	Healthier Lancashire and South Cumbria	EAST LANCASHIRE HOSPITALS NHS TRUST	RXR	ACUTE	10,064	9,194	3,729	37.1%	40.6%	1,007	937	
12	NORTH WEST	Cheshire and Merseyside	WIRRAL COMMUNITY HEALTH AND CARE NHS FOUNDATION TRUST	RY7	COMMUNITY	1,939	1,803	780	40.2%	43.3%	166	152	
13	NORTH WEST	Cheshire and Merseyside	LIVERPOOL WOMEN'S NHS FOUNDATION TRUST	REP	ACUTE	1,472	1,311	519	35.3%	39.6%	259	236	
14	NORTH WEST	Cheshire and Merseyside	MERSEY CARE NHS FOUNDATION TRUST	RW4	MENTAL HEALTH	9,462	8,717	3,641	38.5%	41.8%	2,136	1,980	
15	NORTH WEST	Cheshire and Merseyside	ST HELENS AND KNOWSLEY TEACHING HOSPITAL NHS FOUNDATION TRUST	RBN	ACUTE	18,160	16,641	7,347	40.5%	44.1%	733	696	
16	NORTH WEST	Greater Manchester Health and Social Care	BOLTON NHS FOUNDATION TRUST	RMC	ACUTE	7,105	6,477	2,740	38.6%	42.3%	922	835	
17	NORTH WEST	Greater Manchester Health and Social Care	PENNINE CARE NHS FOUNDATION TRUST	RT2	MENTAL HEALTH	3,518	3,265	1,447	41.1%	44.3%	453	430	
18	NORTH WEST	Cheshire and Merseyside	WIRRAL UNIVERSITY TEACHING HOSPITAL NHS FOUNDATION TRUST	RBL	ACUTE	5,536	4,923	2,265	40.9%	46.0%	487	442	
19	NORTH WEST	Healthier Lancashire and South Cumbria	UNIVERSITY HOSPITALS OF MORECAMBE BAY NHS FOUNDATION TRUST	RTX	ACUTE	7,156	6,593	3,066	42.8%	46.5%	781	741	
20	NORTH WEST	Greater Manchester Health and Social Care	Manchester University NHS Foundation Trust	R0A	ACUTE	21,886	20,083	9,619	44.0%	47.9%	3,163	2,930	
21	NORTH WEST	Cheshire and Merseyside	ALDER HEY CHILDREN'S NHS FOUNDATION TRUST	RBS	ACUTE	3,376	3,075	1,383	41.0%	45.0%	440	411	
22	NORTH WEST	Greater Manchester Health and Social Care	NORTHERN CARE ALLIANCE NHS FOUNDATION TRUST	RM3	ACUTE	15,783	14,512	7,041	44.6%	48.5%	2,641	2,459	
23	NORTH WEST	Greater Manchester Health and Social Care	WRIGHTINGTON, WIGAN AND LEIGH NHS FOUNDATION TRUST	RRF	ACUTE	5,682	5,280	2,598	45.7%	49.2%	880	849	
24	NORTH WEST	Greater Manchester Health and Social Care	TAMESIDE AND GLOSSOP INTEGRATED CARE NHS FOUNDATION TRUST	RMP	ACUTE	4,077	3,754	1,767	43.3%	47.1%	335	316	
25	NORTH WEST	Cheshire and Merseyside	LIVERPOOL UNIVERSITY HOSPITALS NHS FOUNDATION TRUST	REM	ACUTE	13,248	11,640	5,637	42.5%	48.4%	2,448	2,235	
26	NORTH WEST	Greater Manchester Health and Social Care	STOCKPORT NHS FOUNDATION TRUST	RWJ	ACUTE	5,055	4,602	2,312	45.7%	50.2%	693	654	
27	NORTH WEST	Cheshire and Merseyside	BRIDGEWATER COMMUNITY HEALTHCARE NHS FOUNDATION TRUST	RY2	COMMUNITY	1,292	1,237	625	48.4%	50.5%	198	193	
28	NORTH WEST	Cheshire and Merseyside	CHESHIRE AND WIRRAL PARTNERSHIP NHS FOUNDATION TRUST	RXA	MENTAL HEALTH	4,036	3,519	2,017	50.0%	57.3%	379	320	
29	NORTH WEST	Cheshire and Merseyside	SOUTHPORT AND ORMSKIRK HOSPITAL NHS FOUNDATION TRUST	RYV	ACUTE	2,888	2,682	1,529	52.9%	57.0%	324	313	
30	NORTH WEST	Cheshire and Merseyside	MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST	RBT	ACUTE	5,303	4,935	2,800	52.8%	56.7%	592	570	
31	NORTH WEST	Greater Manchester Health and Social Care	THE CHRISTIE NHS FOUNDATION TRUST	RBV	ACUTE	3,209	2,979	1,693	52.8%	56.8%	483	463	
32	NORTH WEST	Cheshire and Merseyside	COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST	RJR	ACUTE	4,738	3,475	2,068	43.6%	59.5%	524	412	
33	NORTH WEST	Cheshire and Merseyside	THE CLATTERBRIDGE CANCER CENTRE NHS FOUNDATION TRUST	REN	ACUTE	1,338	1,258	715	53.4%	56.8%	343	326	
34	NORTH WEST	Cheshire and Merseyside	EAST CHESHIRE NHS TRUST	RJN	ACUTE	2,347	2,179	1,310	55.8%	60.1%	284	277	
35													
36						200,060	181,991	83,533	41.8%	45.9%	27,263	25,343	

Appendix 4 Comparison with other organisations for Flu vaccination

DATA UPDATED: 06/03/23 @ 11:30am					Frontline Healthcare Workers			Non-frontline Healthcare Workers			Unknown	
Data Range: 05-Sep-22 to 05-Mar-23												
Region	ICS Name	Trust Name	Trust Code	Trust Type	Frontline_Population	Frontline_seasonal_booster	Uptake_Frontline	Non_frontline_Population	Non_frontline_seasonal_booster	Uptake_NonFrontline	Unknown_Population	Unknown_seasonal_booster
3	NORTH WEST	Greater Manchester Health and Social Care	NORTH WEST AMBULANCE SERVICE NHS TRUST	RX7	AMBULANCE	5,258	2,801	53.3%	1347	748	55.5%	0
4	NORTH WEST	Cheshire and Merseyside	LIVERPOOL HEART AND CHEST HOSPITAL NHS FT	R8Q	ACUTE	1,622	830	51.2%	266	129	48.5%	3
5	NORTH WEST	Cheshire and Merseyside	THE WALTON CENTRE NHS FOUNDATION TRUST	R1ET	ACUTE	1,136	642	56.5%	355	159	44.8%	0
6	NORTH WEST	Healthier Lancashire and South Cumbria	BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION	R1XL	ACUTE	7,389	3,423	46.3%	1,379	723	52.4%	0
7	NORTH WEST	Greater Manchester Health and Social Care	GREATER MANCHESTER MENTAL HEALTH NHS FT	R1XV	MENTAL HEALTH	5,212	2,371	45.5%	746	397	53.2%	21
8	NORTH WEST	Healthier Lancashire and South Cumbria	LANCASHIRE TEACHING HOSPITALS NHS FOUNDATION	R1XN	ACUTE	9,939	5,533	55.7%	1,262	733	58.1%	39
9	NORTH WEST	Cheshire and Merseyside	WARRINGTON AND HALTON TEACHING HOSPITAL	R1VW	ACUTE	3,898	2,181	56.0%	428	221	51.6%	1
10	NORTH WEST	Healthier Lancashire and South Cumbria	LANCASHIRE & SOUTH CUMBRIA NHS FOUNDATION	R1W5	MENTAL HEALTH	6,936	3,191	46.0%	809	423	52.3%	32
11	NORTH WEST	Healthier Lancashire and South Cumbria	EAST LANCASHIRE HOSPITALS NHS TRUST	R1XR	ACUTE	10,064	4,162	41.4%	1,007	478	47.5%	51
12	NORTH WEST	Cheshire and Merseyside	WIRRAL COMMUNITY HEALTH AND CARE NHS FC	R1Y7	COMMUNITY	1,939	1,086	56.0%	166	94	56.6%	1
13	NORTH WEST	Cheshire and Merseyside	LIVERPOOL WOMEN'S NHS FOUNDATION TRUST	R1EP	ACUTE	1,472	673	45.7%	259	140	54.1%	0
14	NORTH WEST	Cheshire and Merseyside	MERSEY CARE NHS FOUNDATION TRUST	R1W4	MENTAL HEALTH	9,462	3,872	40.9%	2,136	1,034	48.4%	22
15	NORTH WEST	Cheshire and Merseyside	ST HELENS AND KNOWSLEY TEACHING HOSPITAL	R1BN	ACUTE	18,160	8,582	47.3%	733	370	50.5%	1
16	NORTH WEST	Greater Manchester Health and Social Care	BOLTON NHS FOUNDATION TRUST	R1MC	ACUTE	7,105	3,039	42.8%	922	443	48.0%	60
17	NORTH WEST	Greater Manchester Health and Social Care	PENININE CARE NHS FOUNDATION TRUST	R1T2	MENTAL HEALTH	3,518	1,604	45.6%	453	254	56.1%	5
18	NORTH WEST	Cheshire and Merseyside	WIRRAL UNIVERSITY TEACHING HOSPITAL NHS FT	R1BL	ACUTE	5,536	3,484	62.9%	487	293	60.2%	0
19	NORTH WEST	Healthier Lancashire and South Cumbria	UNIVERSITY HOSPITALS OF MORECAMBE BAY NHS FT	R1TX	ACUTE	7,166	3,499	48.9%	781	408	52.2%	1
20	NORTH WEST	Greater Manchester Health and Social Care	Manchester University NHS Foundation Trust	R10A	ACUTE	21,886	11,000	50.3%	3,163	1,716	54.3%	10
21	NORTH WEST	Cheshire and Merseyside	ALDER HEY CHILDREN'S NHS FOUNDATION TRUST	R1BS	ACUTE	3,376	1,695	50.2%	440	236	53.6%	5
22	NORTH WEST	Greater Manchester Health and Social Care	NORTHERN CARE ALLIANCE NHS FOUNDATION TRUST	R1M3	ACUTE	15,783	8,091	51.3%	2,641	1,322	50.1%	113
23	NORTH WEST	Greater Manchester Health and Social Care	WRIGHTINGTON, VIGAN AND LEIGH NHS FOUNDATION	R1RF	ACUTE	5,682	2,841	50.0%	880	531	60.3%	127
24	NORTH WEST	Greater Manchester Health and Social Care	TAMESIDE AND GLOSSOP INTEGRATED CARE NHS FT	R1MP	ACUTE	4,077	2,362	57.9%	335	219	65.4%	0
25	NORTH WEST	Cheshire and Merseyside	LIVERPOOL UNIVERSITY HOSPITALS NHS FOUNDATION	R1EM	ACUTE	13,248	6,532	49.3%	2,448	1,097	44.8%	3
26	NORTH WEST	Greater Manchester Health and Social Care	STOCKPORT NHS FOUNDATION TRUST	R1WJ	ACUTE	5,055	2,699	53.4%	693	391	56.4%	0
27	NORTH WEST	Cheshire and Merseyside	BRIDGEWATER COMMUNITY HEALTHCARE NHS FT	R1Y2	COMMUNITY	1,292	792	61.3%	198	129	65.2%	0
28	NORTH WEST	Cheshire and Merseyside	CHESHIRE AND WIRRAL PARTNERSHIP NHS FOUNDATION	R1XA	MENTAL HEALTH	4,036	2,094	51.9%	379	220	58.0%	10
29	NORTH WEST	Cheshire and Merseyside	SOUTHPORT AND ORMSKIRK HOSPITAL NHS TRUST	R1VY	ACUTE	2,888	1,755	60.8%	324	192	59.3%	0
30	NORTH WEST	Cheshire and Merseyside	MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST	R1BT	ACUTE	5,303	3,024	57.0%	592	370	62.5%	0
31	NORTH WEST	Greater Manchester Health and Social Care	THE CHRISTIE NHS FOUNDATION TRUST	R1BV	ACUTE	3,209	2,305	71.8%	483	370	76.6%	1
32	NORTH WEST	Cheshire and Merseyside	COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION	R1JR	ACUTE	4,738	2,460	51.9%	524	265	50.6%	0
33	NORTH WEST	Cheshire and Merseyside	THE CLATTERBRIDGE CANCER CENTRE NHS FOUNDATION	R1EN	ACUTE	1,338	806	60.2%	343	220	64.1%	1
34	NORTH WEST	Cheshire and Merseyside	EAST CHESHIRE NHS TRUST	R1JN	ACUTE	2,347	1,481	63.1%	284	210	73.9%	22
35												
36						200,060	100,910	50.4%	27,263	14,535	53.3%	529
37												