



 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting Quality, Safety and Improvement Committee</p> <p>Date of Meeting 24 July 2024</p> <p>Agenda item: 4.5</p>
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End of Year Report for Staff Influenza Vaccination Programme 2023-24 and Proposed Internal Influenza Vaccination Delivery Plan 2024-25

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Approval/Scrutiny route:	Business Executive Team/Quality, Safety and Improvement Committee.
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Purpose
To provide an update to the Quality Safety and Improvement Committee on both the Staff Influenza Vaccination campaign for 2023-24 and proposed Staff Influenza Vaccination plan for 2024-25

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
The Quality Safety and Improvement Committee are asked to:				
<ul style="list-style-type: none"> • Consider and take assurance from the Internal Influenza Vaccine Campaign end of year report for 2023-24 • Consider and take assurance from the Internal Staff Influenza Vaccination Plan for 2024-25 				



Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	5 - Supporting a sustainable health and care system
Strategic Priority/Well-being Objective	3 - Promoting healthy behaviours
Strategic Priority/Well-being Objective	4 - Delivering excellent public health services

Summary impact analysis

Equality and Health Impact Assessment	An Equality and Health Impact Assessment is not required as there is no impact on policy or decisions relevant to the Race, Disability and Gender Duties.
Risk and Assurance	Public Health Wales has a legal duty of care towards service users, staff and members of the public, who come in to contact with the services it provides. Maximising the frontline staff uptake of the flu vaccination will help protect the public.
Health and Social Care (Quality and Engagement) (Wales) Act	This report supports and/or considers the Health and Care Quality Standards and the enablers Leadership and Valuing People.
Financial implications	There is a risk that the Welsh Ambulance Services NHS Trust (WAST) may not be able to will not deliver the 750 vaccines that they are paid for within the Service Level Agreement (SLA).
People implications	Administrative hours will need to continue to be supported for the 2024/25 plan.



1. Purpose / situation

The purpose of this paper is to provide assurance to the Quality, Safety and Improvement Committee on the delivery and outcomes of the Staff Influenza Vaccination campaign for 2023-24, and proposed Staff Influenza Vaccination plan for 2024-25.

2. Background

Annual Influenza (Flu) vaccination is recommended for all health and social care staff with direct patient/client contact. It is a World Health Organization (WHO) priority and actively encouraged as part of the annual flu programme in Wales. Public Health Wales also extends and encourages Flu vaccination uptake to all staff as part of our staff wellbeing offer, to provide mitigation towards business continuity and acknowledging that Public Health Wales has a significant system leadership role for Vaccine Preventable Diseases.

The annually published Welsh Health Circular 'the National Influenza Immunisation Programme' recommends achieving high flu vaccination uptake as a priority in the autumn/winter, and the Welsh Government publish a Winter Respiratory Vaccination Strategy for autumn and winter informed the latest advice from the Joint Committee on Vaccination and Immunisation (JCVI) and the Chief Medical Officer for Wales. Uptake rates for all NHS organisations are published across Wales.

3. Staff Influenza Vaccination campaign for 2023-24

3.1 Uptake and delivery

This winter, PHW achieved the second highest uptake figures across all NHS Wales organisations, for both total staff, at 47%, and frontline staff, at 48.4%. See Table 1 below for uptakes across Welsh Health Boards & NHS Trusts until the end of March 2024.

Table 1: Uptake of influenza immunisation in Welsh Health Board & NHS Trust staff until the end of March 2024

Health Board	Total Staff			Staff with direct patient contact ¹		
	Immunised (n)	Denominator (n)	Uptake (%)	Immunised (n)	Denominator (n)	Uptake (%)
Aneurin Bevan UHB	6712	15625	43.0	4604	10578	43.5
Betsi Cadwaladr UHB	6908	20551	33.6	4750	14249	33.3
Cardiff and Vale UHB	6090	17020	35.8	4326	12028	36.0
Cwm Taf Morgannwg UHB	5485	12574	43.6	3474	8397	41.4
Hywel Dda UHB	4415	11724	37.7	3032	7979	38.0
Powys Teaching HB	982	2160	45.5	582	1366	42.6
Swansea Bay UHB	7681	14229	54.0	5194	9854	52.7
Velindre University NHS Trust	719	1629	44.1	377	826	45.6
Welsh Ambulance Service University NHS Trust	1582	4339	36.5	-	-	-
Public Health Wales NHS Trust	1163	2477	47.0	608	1257	48.4
Wales	41737	102328	40.8	26947	66534	40.5

¹ Combined figures for: Additional Prof Scientific and Technical, Additional Clinical Services, Allied Health Professionals, Medical and Dental, Nursing & Midwifery Registered staff groups.

However, despite this achievement, overall uptake figures have declined compared to those achieved in 2022/23 as shown in Table 2 below.

Table 2: Uptake rates in 2023/24 and 2022/23 for comparison

	Total staff uptake (%)	Staff with direct patient contact uptake (%)
2023/24	47	48.4
2022/23	51.6	54.4

This drop in staff vaccination uptake rates is reflected across all NHS Health Boards and Trusts and is attributed to a number of issues including vaccine fatigue post COVID pandemic.

The flu programme was delivered this year by a mixed model approach which included 11 peer vaccinators and volunteer staff for the vaccine fridge checking, alongside our occupational health (OH) provider, the Welsh Ambulance Service NHS Trust (WAST).

Clinics were organised at 15 sites across Wales, including screening sites, non-clinical PHW sites, WAST offices and NHS Executive offices.

3.2 Data issues

3.2.1 Electronic Staff Record (ESR)

This year the organisation was able to benefit from enhanced functionality in ESR that allowed 'Front-line status' to be recorded at position or employee level. A data cleansing exercise was completed, and this new functionality applied to support accurate data capture.



3.2.2 Welsh Immunisation System and recording staff vaccinations.

An operational issue with the Welsh Immunisation System (WIS) came to light in early autumn 2023. Digital Health and Care Wales (DHCW) had stopped maintaining the PHW sector of the system once the organisation stopped offering the COVID19 vaccine to its employees. This meant that legacy staff details were not up to date. Data recording and extraction from this system was therefore not reliable with PHW staff being unable to use WIS as a clinical record.

The Tarian system, previously used prior to COVID19, was reinstated, and allowed PHW to keep an ongoing staff clinical record and act as a database for any vaccines administered through PHW clinics, WAST clinics and from other non-HB providers.

3.2.3 Data Capture

As with previous years, staff members were able to access flu vaccines from a number of additional providers, including community pharmacies and GP practices and Aneurin Bevan University Health Board (ABUHB) and Cwm Taf Morgannwg University Health Board (CTMUHB). The intranet self-reporting form enabled this data to be captured although it was reliant on the willingness of staff to report their vaccination.

The existence of these different recording mechanisms means that identification of and access to staff flu vaccination data for internal reporting is complicated and potentially not wholly reflective of the total uptake.

3.3 Community pharmacy voucher scheme

The community pharmacy voucher scheme allows staff to obtain the flu vaccine from a local pharmacy, facilitating a convenient method for some staff to receive their flu vaccination. 100 vouchers were purchased and 93 were supplied to staff.

3.4 Evaluation of this year's flu vaccine campaign

In addition to the data collection issues described above, there are a number of other issues and risks relating to the delivery of the internal programme. These were highlighted in recent briefing papers to the Business Executive team (BET) in February and March 2024 along with a proposal for an alternative delivery model for the 2024/25 programme utilising the current service level agreement with WAST.



4. Proposed Staff Influenza Vaccination plan for 2024-25

4.1 Introduction

BET approved a revised delivery model for the internal staff flu vaccination programme on 13th March 2024. This approach will now fully utilise the WAST OH contact and be managed by the People and Organisational Development team supported by Quality Nursing and Allied Health Professionals directorate with oversight from the Internal Flu Delivery Group.

At the time of writing this paper the internal Flu Delivery Group are awaiting further advice and guidance from Welsh Government, the Vaccine Preventable Disease Programme (VPDP) and Joint Vaccination Committee relating to the Influenza vaccination programme for 2024-25. The Strategy is expected imminently and planning meetings have commenced with WAST in readiness this coming year based on current planning assumptions.

4.2 Staff Target Estimate for 2024/25

Based on the current ESR data, as of 2nd June 2024, there are approximately 2,500 employees, including the NHS Executive as a hosted organisation. Approximately 1,200 are identified as frontline. Non frontline staff who fulfil the eligibility criteria based on their individual circumstances or health conditions will be able to access a Flu vaccination via their local community provider.

4.3 Flu programme for 2024-25

4.3.1 Staff Vaccination Clinics

Vaccination delivery will be via a mixed model approach utilising the WAST contract to deliver vaccination sessions at:

- Main PHW sites such as CQ2, Magden Park and frontline screening services such as the Breast Test Wales Regional Centres.
- Static WAST sites such as Matrix One and St. Asaph
- Mobile WAST sessions in Accident & Emergency Departments across North Wales.

4.3.2 Health Board Occupational Health Departments

Where Service Level agreements exist, this approach will be continued to be offered to our staff microbiology teams.

If non-laboratory staff are vaccinated outside of the SLA agreements by their local Health Board OH department, for example Neonatal Screeners on the postnatal wards, the Health Board is able to cross-charge PHW for this service.



4.3.3 Community Administration

Self-referral to General Practice and/or community pharmacy as appropriate will also continue for staff identified as eligible due their health risk factors.

The pharmacy voucher scheme will be offered again this year again affording the opportunity for staff to be vaccination in their local communities /closer to home.

4.3.4 Appointment Scheduling

The PHW-managed electronic online appointment system will be available for staff, to easily view and book available appointments at the WAST clinics at PHW sites. Appointments for clinics at WAST-managed sites will be through a dedicated email address which will be published as part of the communications plan.

A dedicated Flu Team email address will be in place to ensure staff enquiries are answered.

4.3.5 Data Recording Collection and Reporting

Data collection will be managed by the Epidemiology team and continue using the current methodology and format.

All staff vaccinated by WAST OH department will be captured within the Occupational Health staff record system. Regular vaccination uptake rates will be provided to PHW. Staff receiving vaccines at ABUHB, CTM, primary care and community pharmacies will be asked to self-report via the online internal form.

A staff flu vaccination dashboard will continue to be used and shared with Divisional Leads for further dissemination and actions.

4.3.6 Governance

The internal Vaccine Delivery Group will be responsible for the monitoring of the delivery of the delivery plan for the Seasonal Flu Vaccine plan chaired by the Executive Director of Quality, Nursing and Allied Health Professionals. Updates will also be provided on progress and for assurance to the Business Executive Team on a regular basis as agreed, and further assurance reporting to the Quality, Safety and Improvement Committee as required.

4.3.7 Communications

The Trust's Communications Department are key to supporting the Flu Campaign and informing staff on the seasonal Flu Immunisation programme and how to obtain the vaccination. POD colleagues will work in partnership to share the new approach



with staff, explaining the rationale for this approach. A communications plan is being drafted and will be finalised once detailed plans are received from WAST.

5. Well-being of Future Generations (Wales) Act 2015

This work has been put together following the five ways of working, as defined within the sustainable development principle in the Act, in the following ways:



The annual report seeks to provide the Board and relevant Board Committees with assurance that the organisation is meeting its responsibilities in relation to the management of infection prevention and control.



Public Health Wales works to prevent avoidable infection risk to its staff and service users and this vaccine programme helps this goal, through providing protection against influenza.



The staff flu vaccination programme aligns with PHW's Well being goals 3, 4 and 5.



The staff flu vaccine programme is successful due to the collaboration of staff from a number of departments, and through joint working with WAST. This report shows how successful this has been.



The staff flu vaccination programme is run with the intention of continuous improvement, and this is shaped by engaging with staff members and members of the flu programme itself to evaluate it and modify the approach as necessary.

6. Recommendation

The Quality Safety and Improvement Committee are asked to:

- **Consider** and take **assurance** from the Internal Influenza Vaccine Campaign end of year report for 2023-24.
Consider and take **assurance** around the Internal Staff Influenza Vaccination Plan for 2024-25.