



# Flu and flu vaccination 2020/21: A toolkit for care homes

(South West)



# Contents

About Public Health England	3
Document management	4
Foreword	5
About this document	6
Update: NHS vaccination of social care for 2020/21 and the written instruction	7
1. The importance of flu vaccine for residents in care	10
2. Responsibilities of employers	10
3. Common barriers to increasing uptake amongst care home staff and residents and suggested solutions	12
4. Displaying flu uptake amongst staff and residents	16
5. Employer options	17
6. Video links to promotional materials	18
7. The National Institute for Health and Care Excellence (NICE)	19
8. Useful resources	21

# About Public Health England

Public Health England exists to protect and improve the nation's health and wellbeing and reduce health inequalities. It does this through world-class science, knowledge and intelligence, advocacy, partnerships and the delivery of specialist public health services. PHE is an operationally autonomous executive agency of the Department of Health.

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# Document management

Version	Date	Summary of changes	Author
1.0	26/09/2017	Draft to final document, published on NHSE South West	Jayne Stewart & Charlotte Cadwallader
1.1	02/01/2017	Update made regarding national social care staff vaccination service offer	Charlotte Cadwallader
1.2	28/08/2018	Updates for 2018/19 flu season and acknowledgement of repeat offer of national social care staff vaccinations service	Jane Oswin and Charlotte Cadwallader
1.3	30/05/19	Updates for 2019/20 flu season	Jane Oswin and Charlotte Cadwallader
1.4	20/08/19	Addition of written instruction	Jane Oswin and Charlotte Cadwallader
1.5	13/08/20	Updates for 2020/21	Jane Oswin

# Flu & flu vaccination: a toolkit for care homes

## Foreword:

As those who have had the flu will tell you, it is very different to a common cold. At the very least it confines even the fittest of people to bed. For older people, or those with long-term health conditions, the effects of flu can be much more serious, and in some cases even fatal.

For those working in a care home or health and care environment where there are many vulnerable people, it is incredibly important to have the flu vaccine. This not only helps to protect the staff themselves and their immediate families, but also helps to protect very vulnerable residents who might not respond well to vaccination.

Delivering the flu immunisation programme for 2020/21 is likely to be more challenging but also more important than ever because of the impact of COVID-19 on our health and social care services. It is vital that we have effective plans in place for the 2020/21 flu season to protect those at risk, prevent ill-health, and minimise further impact on the NHS and social care. That is why we have produced this toolkit.

It is designed to help care home owners and managers - and partnership organisations who work alongside care homes and in residential settings - in meeting their duty of care by ensuring their staff can access the annual seasonal flu vaccine.

As well as keeping staff and residents safe and well, reducing the threat of flu also helps you to ensure business continuity; reducing the likelihood of your staff being ill and off work and the associated costs of providing bank or agency cover for them. Vaccination is also of benefit as it helps to reduce transmission to the wider public and, in times of increased pressure on health and social care services, helps to reduce the burden of ill health, and therefore demand on the wider health system at a time when services are already under pressure.

Providing flu vaccination for staff is an annual responsibility for employers. It is recognised that it can be difficult for Care Home owners and managers to facilitate staff vaccination, and so we have prepared this toolkit to give you up-to-date guidance, information, and options for arranging staff flu vaccination to support you in providing protection to your employees.

Thank you for your continuing efforts to protect your clients and staff by supporting this programme



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## About this document:

This document is to be used alongside PHE's 'Infection Prevention and Control: An Outbreak Information Pack for Care Homes' and PHE's 'South West Care Home Planning Checklist for Seasonal Influenza (Flu)' documents.

The resources detailed below are intended to supplement the PHE documents and are aimed at supporting Care Homes to improve uptake and to understand:

- Update of social care offer for 20/21 and written instruction
- The importance of flu vaccination
- The responsibilities of employers
- Common barriers to increasing uptake
- Benefits of displaying and recording flu uptake
- Employer options
- Video and links to promotional materials
- NICE guidance
- Link to useful resources

Please contact [england.swscreeningandimms@nhs.net](mailto:england.swscreeningandimms@nhs.net) for more information.

# Update: NHS vaccination of social care staff for 2020/21

NHS England and Improvement (NHSEI) will continue to support vaccination of social care and hospice workers employed by registered residential or domiciliary care providers. The eligible groups have been expanded this year to include those health and social care workers, such as Personal Assistants, employed through Direct Payment and/or Personal Health Budgets to deliver domiciliary care to patients and service users. Vaccination will be available through community pharmacy or their registered general practice. 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.

The seasonal influenza vaccine will be available to:

**Health and social care staff, employed by a registered residential care/nursing home or registered domiciliary care provider, who are directly involved in the care of vulnerable patients/clients who are at increased risk from exposure to influenza. Vulnerable means those patients/clients in a clinical risk group for flu or who are aged 65 years and over.**

**Health and care staff, employed by a voluntary managed hospice provider, who are directly involved in the care of vulnerable patients/clients who are at increased risk from exposure to influenza. Vulnerable means those patients/clients in a clinical risk group for flu or who are aged 65 years and over.**

**Health and social care workers employed through Direct Payment (personal budgets) and/or Personal Health Budgets, such as Personal Assistants, to deliver domiciliary care to patients and service users.**

**Health and social care workers employed in supported living facilities.**

Wording as per 20/21 letter, to be found here:

<https://www.gov.uk/government/publications/national-flu-immunisation-programme-plan>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/907149/Letter\\_annualflu\\_2020\\_to\\_2021\\_update.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/907149/Letter_annualflu_2020_to_2021_update.pdf)

Staff will be able to obtain a flu vaccination from their registered GP practice or pharmacy. These individuals will be required to provide some evidence of eligibility, such as an ID badge, a recent pay slip or letter from their employer.

Alternatively, staff can access an occupational health offer for the flu vaccine, from their employer.

The following arrangements remain unchanged:

- Employers remain responsible for ensuring that their staff are protected from exposure to risk of infection and they are keen to support them to achieve a high rate of uptake as this will also help protect residents from infection and ensure that their business remains resilient during the winter.
- The national scheme is intended to compliment any local schemes that have already been put in place by employers to support flu vaccination during 2020/21 and is not a replacement service.
- It is recommended that health and social care staff contact their GP practice or local pharmacy in advance, to ensure that they are offering the service and to book an appointment, to receive their flu vaccination.

## Written Instruction for the administration of seasonal flu vaccination to staff

In 2019/20, health and social care organisations administering seasonal flu vaccination to staff (e.g. peer to peer vaccination in GP practices and nursing homes etc.) were no longer covered by the Patient Group Direction (PGD). Settings and organisations offering employees seasonal flu vaccinations had to use a written instruction for the seasonal influenza vaccination that was signed and authorised by an appropriate doctor.

Once adopted and medically authorised the written instruction allowed named registered nurses to administer the seasonal influenza vaccination to the organisation's staff, including as a peer to peer vaccinator. Immunisers must be trained and competent to work in accordance with the written instruction.

This will continue for the 2020/21 season and information for the written instruction can be found here:

<https://www.sps.nhs.uk/articles/written-instruction-for-the-administration-of-seasonal-flu-vaccination/>

The medical signatory must be the doctor assuming responsibility for the delivery of the influenza vaccination programme to staff within an organisation (for example an Occupational Health Physician employed by the organisation, the organisation's Medical Director or a GP partner).

Once adopted and medically authorised the written instruction allows named registered nurses to administer the seasonal influenza vaccination to the organisation's staff, including as a peer to peer vaccinator. Immunisers must be trained and competent to work in accordance with the written instruction.

The written instruction template along with a factsheet to support the use of the written instruction by organisations is available at weblink below. Further advice on the use of PGDs in



Occupational Health Services is available at weblinks below. Any queries please contact Jo Jenkins, Specialist Pharmacist for Patient Group Directions at SPS [jo.jenkins@gstt.nhs.uk](mailto:jo.jenkins@gstt.nhs.uk).

<https://www.sps.nhs.uk/wp-content/uploads/2019/05/WrittenInstructionTemplate-final-version-June-2020.docx>

<https://www.sps.nhs.uk/wp-content/uploads/2019/05/Factsheet-supporting-seasonal-flu-final-2020.docx.pdf>

<https://www.sps.nhs.uk/wp-content/uploads/2020/07/Additional-advice-to-GP-practices-on-the-administration-of-the-seasonal-final-V2-2020.docx.pdf>

If you have any further queries, please contact: [england.swscreeningandimms@nhs.net](mailto:england.swscreeningandimms@nhs.net)

# 1. The importance of flu vaccine for staff and residents in care

Flu immunisation is effective in preventing disease in working-age adults, and is recommended for all care home and social care workers with direct patient/client contact. It is the single best way to protect against catching or spreading flu.

The immunisation of staff protects care home and social care workers themselves, their colleagues, their families and also their clients/residents.

Flu immunisation is particularly important for staff in care homes that look after older people, as these are a group who are very vulnerable to severe complications of flu. The immune response in some frail older people can also be poor, so the vaccine may not provide them the same level of protection as younger people. Vaccination of staff has been shown to reduce respiratory deaths in residents to a marked degree.

Care home residents are eligible for free flu vaccination from the NHS because they are considered to be at high risk from flu. Residents are eligible because they live in a care home setting – an environment in which there is considerable close contact with many other people which can lead to flu spreading easily. Many residents will also be aged 65 or over and/or have underlying medical conditions which independently increase their risk from flu infection and severe complications. All care home residents should be offered flu vaccine – to protect themselves, their fellow residents and staff.

## 2. Responsibilities of employers

Increased incidence of flu in winter is a regular, predictable event. Health and social care workers who have regular close contact with patients, residents and clients are likely to have a greater degree of exposure to infection. As such, the Health and Safety at Work Act (1974) covers the assessment and management of occupational risk to employees and this includes offering the flu vaccine to staff with direct caring responsibilities.

In addition, under Regulation 12 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014, providers registered with the Care Quality Commission (CQC) must “assess the risks to people's health and safety during any care or treatment and make sure that staff have the qualifications, competence, skills and experience to keep people safe”<sup>1</sup>.

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<sup>1</sup> CQC can prosecute for a breach of this regulation or a breach of part of the regulation if a failure to meet the regulation results in avoidable harm to a person using the service or if a person using the service is exposed to significant risk of harm.

This includes, taking steps to prevent and control the spread of infection by doing “all that is reasonably practical to mitigate [identified] risks”. Offering vaccination to staff is a reasonably practicable measure to reduce the risk of influenza infection and outbreaks in a residential care setting. National guidance on infection control for care homes has been published separately by the Department of Health which states that:

“Influenza immunisation is highly effective in preventing the disease in working-age adults; Immunisation is also recommended for staff directly involved in social care, especially for staff in nursing and care homes that look after older people. Staff immunisation may reduce the transmission of influenza to vulnerable residents, some of whom may have impaired immunity and thus reduced protection from any influenza vaccine they have received themselves.”

In addition to local guidance the Department of Health have produced national guidance covering a range of other areas of practice which can help control the risk of infections and outbreak in the care home sector and is available to download here:

<https://www.gov.uk/government/publications/infection-prevention-and-control-in-care-homes-information-resource-published>

There is also a NICE (National Institute for Health and Care Excellence) and SCIE (Social Care Institute for Excellence) infographic guide for those working in care homes entitled ‘Helping to prevent infection: a quick guide for managers and staff in care homes. This is available to download here: <https://www.nice.org.uk/Media/Default/About/NICE-Communities/Social-care/quick-guides/Infection%20prevention.pdf>

Finally, employers are responsible for ensuring that their staff comply with professional guidelines, for example the RCN Duty of Care Statement which is considered best practice for health care assistants (HCAs) and assistant practitioners.

It is the employers’ responsibility to:

- assess and control the increased risk of occupational exposure to flu (and other healthcare associated infections)
- put arrangements in place for staff vaccinations
- to pay for the vaccination of staff against flu or direct staff to their registered GP or local pharmacy to access a flu vaccination under the enhanced service for social and care workers and hospice staff. ‘high risk’ categories are listed here: <https://www.gov.uk/government/publications/flu-vaccination-who-should-have-it-this-winter-and-why>
- to provide advice about vaccination, as well as to arrange and pay for the administration of vaccinations required to protect against occupational exposure.

### 3. Common barriers to increasing uptake amongst care home staff and residents and suggested solutions

When considering implementing new solutions to improve uptake; bear in mind that the logistics and processes required may vary depending on local factors such as:

- care home size
- geographical location of the care home
- current primary care arrangements for your residents
- working relationships between care homes, primary care, pharmacy and other health partners
- whether you manage a single independent care home or are part of a large collaboration/group

**Table 1: Reported barriers and suggested solutions to vaccination of residents and staff. (This table has been adapted from Public Health Wales’ document: ‘Flu and flu vaccine: a guide for care home managers and staff 2016/17’)**

Reported barriers	Suggested solutions
<b>Vaccination of residents</b>	
Limited policies in place within care home setting for immunisation of residents against flu	<p>All care homes should have a written flu immunisation policy in place for residents, which is known and understood by all care home staff, residents and (where appropriate) residents’ next of kin.</p> <p>Residents should be provided with information, and encouraged / supported to have flu immunisation</p>
Limited availability of documentation of residents’ flu immunisation status within the care home setting	<p>Immunisation status of residents should be clearly recorded within their care home notes <i>and</i> within their primary care records.</p> <p>This will assist you to be able to identify those who are not protected against flu e.g. for a targeted approach to increasing immunisation uptake.</p> <p>This will also assist primary care services and Public Health England should cases of flu or an outbreak occurs within your care home setting.</p>

Poor communication between primary care and the care home	<p>Having a named individual responsible for flu vaccination (a 'flu champion') within the care home can lead to improved communications between the home and primary care services.</p> <p>Consideration should be given to close working and/or shared responsibility with primary care colleagues for advising, arranging and delivering flu vaccination to care home residents.</p>
Difficulty in attending general practice appointments for residents	Vaccination of residents within the care home setting can result in a more coordinated approach, and an increase in numbers of residents who receive their annual flu vaccine.
Resident unwell on the day vaccination occurred / resident admitted to care home after vaccination day	Care homes should make provision, in collaboration with colleagues in primary care, to provide 'catch up' vaccination sessions for residents who were unwell or unable to be vaccinated on the day of the initial flu vaccination session, and for those residents who moved into the home after that date.
Vaccine given late in season	Consideration should be given to close working and/or shared responsibility with primary care colleagues for advising, arranging and delivering flu vaccination to residents before the start of, or early in, the flu season.
Limited information regarding flu vaccination available in care home setting.	Care homes must ensure that accurate and up-to-date information is available to residents (many such resources are contained within this document), and that staff have sufficient knowledge to answer queries relating to flu vaccination.
Difficulties in obtaining informed consent from residents and where necessary their next of kin	Consent procedures should be simplified wherever possible but residents (and if appropriate their next of kin) should be provided with the necessary information and support regarding the benefits of obtaining flu vaccination to enable them to make an informed decision.
<b>Vaccination of staff</b>	
Advice on vaccination not provided to staff	All care homes should have written policies and procedures for the provision of advice about vaccines and the administration of flu vaccine (and other occupational health vaccinations) to all staff who have direct resident / client contact.

Flu vaccination not offered or encouraged to staff with direct resident contact.	Employers remain responsible for ensuring that their staff are protected from exposure to risk of infection and they are keen to support them to achieve a high rate of uptake as this will also help protect residents from infection and ensure that their business remains resilient during the winter. Having a named individual responsible for flu vaccination within the care home is considered beneficial in ensuring all staff are offered flu vaccination.
Staff having to independently fund their own flu vaccination.	The national scheme to provide free vaccination is intended to compliment any local schemes that have already been put in place by employers to support flu vaccination during 2020/21 and is not a replacement service. Free flu vaccination is available at pharmacies and care workers registered GP, with evidence of employment (ID Card, pay slip or letter from employer).
Accessibility of vaccine – care home staff are busy people often juggling shift-work and family commitments.	Multiple and varied options for accessing the vaccine should be explored. Examples may include provision of vaccine during working hours on the care home premises by trained care home staff or allowing staff time to go to a local pharmacy or their registered GP, to be vaccinated.
Insufficient knowledge regarding flu and flu vaccination among health, social care and care home professionals.	Care homes must ensure accurate and up-to-date information is available for staff (many such resources are contained within this document), and that staff have sufficient knowledge to answer residents' queries relating to flu vaccination. Care home staff should have access to adequate training through their employers. The Local Authority may be able to help you to find appropriate training sessions and resources.
Flu immunisation training not undertaken by staff.	E-learning for health have on line learning modules available at: <a href="https://www.e-lfh.org.uk/programmes/flu-immunisation/">https://www.e-lfh.org.uk/programmes/flu-immunisation/</a> and national slide sets are available on the following link: <a href="https://publichealthengland-immunisati.app.box.com/s/4g170e5eyreevnnkqfmlpvh9ulbn7psq">https://publichealthengland-immunisati.app.box.com/s/4g170e5eyreevnnkqfmlpvh9ulbn7psq</a> Information on the written instruction: <a href="https://www.sps.nhs.uk/articles/written-instruction-for-the-administration-of-seasonal-flu-vaccination/">https://www.sps.nhs.uk/articles/written-instruction-for-the-administration-of-seasonal-flu-vaccination/</a>
General lack of understanding that flu vaccine is safe to be given to pregnant staff members	Care homes could provide education and information to all staff groups to ensure that they are fully aware of the benefits of vaccine and the potential life threatening consequences to both mother and child of influenza. Individual staff would be advised by their GP practice.
Insufficient records kept by care homes on flu / flu immunisation training undertaken by staff	Encourage all staff to complete the training. Care homes should record both the training undertaken by staff, and the training needs of staff. Maintaining up-to-date records will make it easier for care home managers to identify which staff members require training, or updates, at any given point in time.

Immunisation status of staff not recorded by care home	All care homes must record the flu vaccination status of staff. This is important for the protection of staff and residents during the management of cases / outbreaks, and in order that information about flu and flu vaccine can be provided to those staff members who have not received vaccine.
Relationships between care homes and other health partners require improvement	Links between local authority/public health and care homes should be strengthened to ensure adequate educational resources and support are available to care home staff
<b>Vaccination of staff and residents</b>	
Recording of all vaccinations provided to residents and staff is essential to evaluate the effectiveness of the campaign, and for management of cases / outbreaks of flu.	Local advice and further details of courses for immunisers can be accessed through your Local Authority/Public Health team. All vaccinations must be recorded not only in residents' care home notes / staff member's file but also in their medical notes held by the relevant General Practice. There must be a system in place to ensure that information is passed to GPs in order for them to upload it onto their electronic patient record system

In an outbreak situation you will be asked about your staff and residents' vaccination status. **This information is vital in these situations and will be asked for as a matter of urgency.** It would therefore be beneficial for care homes to take a pro-active approach and put systems and processes in place to systematically collect and document vaccination status within your care home in advance of this information being required.

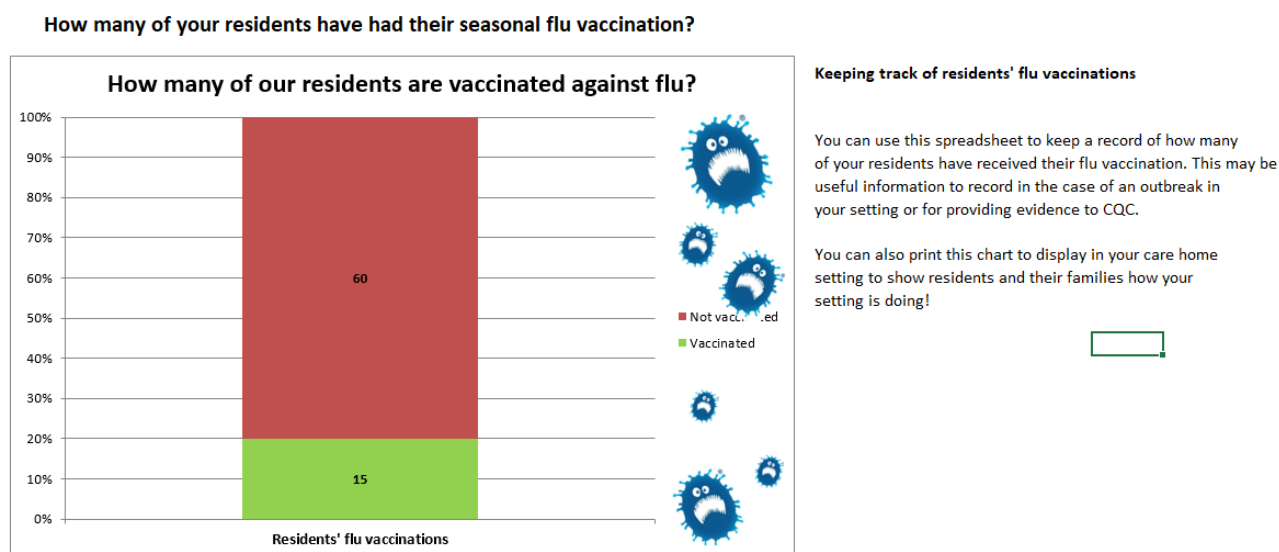
Using a tool such as the 'fluometer' below could provide you with a documentation process and provide a visual display for residents, visitors and staff as to how well you are doing.

## 4. Displaying flu uptake amongst staff and residents

Visual tools, such as the 'fluometer' below, can be really useful for measuring uptake. Try using them before the flu season starts, and then at intervals throughout the flu season so you can keep track on how your vaccine uptake rate is improving - and make extra efforts if it is not. Displaying the chart in the staff room or on the residents' notice board might help motivate more people to be vaccinated. It is also another way of showing your residents and their families how you work to maintain residents' health and wellbeing.

Recording vaccination data is also important for providing information to CQC or being able to share uptake data in the case of an outbreak in your setting. You might find the excel tool and recording sheet useful for this purpose.

**Chart 1: Example of how the display information could look once the Excel datasheet has been populated.**



The template for recording staff and resident flu vaccination is available here:

<https://www.england.nhs.uk/south/info-professional/public-health/infection-winter/care-guidance/>



## 5. Employer options

From the start of the 2020/21 flu season, Health and social care staff employed by a registered residential care/nursing home or registered domiciliary care provider, providing direct care to vulnerable patients, are eligible for free seasonal influenza vaccination via their registered GP practice or pharmacy. Also included in the 2020/21 offer to health and care staff are staff employed by a voluntary managed hospice provider, who are directly involved in the care of vulnerable patients/clients who are at increased risk from exposure to influenza. Health and social care workers employed through Direct Payment (personal budgets) and/or Personal Health Budgets, such as Personal Assistants, to deliver domiciliary care to patients and service users are eligible as well as health and social care workers employed in supported living facilities.

Staff should be signposted to their registered GP practice or any pharmacy offering flu vaccinations, to receive their free flu vaccination. They will be required to show some evidence of eligibility such as a recent pay slip, ID badge or letter from their employer.

If you choose not to signpost staff to their registered GP or to a local pharmacy, there are several options for how the flu vaccination could be delivered to your staff.

- Contracting an occupation health service to arrange clinics in your care home
- Using your own trained and registered nursing staff to administer the vaccine where appropriate under a written instruction

Managers should keep a record of staff vaccinated and update as staff report they have been vaccinated. This will be useful information in the event of an outbreak and for auditing numbers of staff vaccinated at the end of the season.

There is further information and advice in the recently published PHE flu immunisation social care staff leaflet:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/824680/PHE\\_flu\\_immunisation\\_social\\_care\\_staff\\_leaflet.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/824680/PHE_flu_immunisation_social_care_staff_leaflet.pdf)

## 6. Video and links to promotional materials

1	NHS ENGLAND: Flu can be fatal <a href="https://www.youtube.com/watch?v=15pieb-313o">https://www.youtube.com/watch?v=15pieb-313o</a>
2	Flu posters for visitors to care homes: <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/735380/Flu_Poster_for_care-homes_.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/735380/Flu_Poster_for_care-homes_.pdf</a>
3	Campaign Resource Centre: <a href="https://campaignresources.phe.gov.uk/resources/campaigns">https://campaignresources.phe.gov.uk/resources/campaigns</a>
4	Helping to prevent Infection: A quick guide for managers and staff in care homes: <a href="https://www.nice.org.uk/Media/Default/About/NICE-Communities/Social-care/quick-guides/Infection%20prevention.pdf">https://www.nice.org.uk/Media/Default/About/NICE-Communities/Social-care/quick-guides/Infection%20prevention.pdf</a>
5	Campaign Resources for Health and Social Care Workers: <a href="https://campaignresources.phe.gov.uk/resources/campaigns/92-health-and-social-care-workers-flu-immunisation-/resources">https://campaignresources.phe.gov.uk/resources/campaigns/92-health-and-social-care-workers-flu-immunisation-/resources</a>

# 7. The National Institute for Health and Care Excellence

## (NICE)

The National Institute for Health and Care Excellence (NICE) released a document on how to improve flu vaccination uptake in August 2018.

There are specific recommendations for employers of health and social care workers:

- Provide flu vaccination to all front-line health and social care staff who have direct contact with patients or clients. This includes employees who provide community-based care services to people in their own homes, or who care for people in residential care homes or other long-stay care facilities
- Use audit and monitoring systems to review previous strategies and flu vaccination uptake rates among eligible staff and to plan what methods to use to increase uptake and manage the supply for the next flu season. Start planning each year when the annual flu letter for the forthcoming season is published.

Consider the following as part of a multicomponent approach to increasing uptake of flu vaccination among front-line health and social care staff:

- A full participation vaccination strategy, with nationally agreed opt out criteria (A full participation strategy is one in which a range of approaches are used to maximise uptake and in which the expectation is that all front-line staff should be vaccinated. The full participation approach includes agreed mechanisms enabling staff to opt out if they wish.)
- Assigning dedicated staff (for example, a flu vaccination champion or a team with responsibility for implementing a communication strategy) to increase awareness and uptake.
- Using local broadcast media and social media.
- Getting and publicising support from high-profile organisational leaders or staff representatives.
- Providing information about the effectiveness and safety of the flu vaccine.
- Using staff incentives that fit with the organisation's culture and the values of its employees.
- Training peers to vaccinate their co-workers, or to encourage uptake and challenge barriers, such as myths that the flu vaccine can give you flu.
- Using prompts and reminders in various printed and digital formats. Include information about on- or off-site vaccination locations and times.
- Using systems linked to named staff records to monitor uptake and to target prompts and reminders.

Consider promoting flu vaccination to front-line health and social care staff as a way to:

- protect the people they care for
- protect themselves and their families
- protect their co-workers
- meet professional expectations such as the British Medical Association's position statement, the General Medical Council's guidance on good medical practice and the Royal College of Nursing's duty of care statement.

Consider:

- Extending on-site vaccination clinic hours to fit in with staff work patterns.
- Using outreach or mobile services to offer flu vaccination in areas and at times where large numbers of staff congregate, such as staff canteens or during shift changeovers.
- Publicising information about mobile flu vaccination services.
- Offering opportunities for off-site and out-of-hours access, for example, by providing vouchers for flu vaccination at a community pharmacy.
- Publicise flu vaccine uptake rates and the comparative performance of individual departments or sites within the organisation or locality. This could be done within the context of national targets such as CQUIN.
- Develop the flu vaccination strategy in conjunction with staff representatives.
- Consider an anonymous survey of reasons for opting out, which could be used to inform future flu vaccination programmes.
- Agree approaches for information sharing if off-site access to flu vaccination is offered to allow timely, accurate and consistent recording of people's vaccination status.

Education of health and social care staff and support workers – there are national minimum standards for these groups (see national minimum standards and core curriculum for immunisation training for registered healthcare practitioners, the Royal College of Nursing's Immunisation knowledge and skills competence assessment tool, and Immunisation training of healthcare support workers: national minimum standards and core curriculum). Health Education England's eLearning for Healthcare platform has produced an interactive flu immunisation eLearning programme. A national flu programme training slide set is available from Public Health England. The Royal Pharmaceutical Society provides a seasonal influenza hub with information and educational resources accessible to its members. These resources could be used in implementing this guideline.

### Cost-effectiveness of vaccinating health and social care staff

Based on the analysis; NICE states that “considering only the costs of vaccination and the cost of replacement workers, increasing the uptake of flu vaccination is cost-saving”. The full cost analysis can be found in the guidelines on the NICE website:

<https://www.nice.org.uk/guidance/ng103>

## 8. Useful resources

We have included a range of resources that you may find useful to help you with increasing your uptake of the flu vaccination within your care home:

- ✓ The 'Stay Well This Winter' campaign has lots of resources that can be downloaded and used to promote flu vaccination in your Care Home setting:  
<https://campaignresources.phe.gov.uk/resources/campaigns/34-stay-well-this-winter-resources>
- ✓ There is information on NHS Choices about who should have the flu vaccination:  
<http://www.nhs.uk/Conditions/vaccinations/Pages/who-should-have-flu-vaccine.aspx> as well as more detail about how the vaccine works, its safety, and effectiveness.
- ✓ Flu IQ – an interactive quiz to test your flu knowledge, produced by the CDC:  
<https://www.cdc.gov/flu/freeresources/widgets/fluiq/index.html>
- ✓ You can download or order promotional resources through NHS England, visit:  
<https://www.healthpublications.gov.uk/Home.html> and search for 'flu' in the keywords section.
- ✓ Watch the video of Laura Spacagna, a Health Care Assistant in Torbay, describe how she was left in a coma after contracting flu: <https://www.youtube.com/watch?v=15pieb-313o>
- ✓ NICE have produced guidance for increasing flu vaccine uptake in health and social care workers which is available on the below link:

<https://www.nice.org.uk/guidance/ng103>

The recommendations have a strong evidence base and will be useful for care home managers to use when developing their local arrangements.

The NHS England SW website has information for care and residential homes under influenza including a toolkit, posters, outbreak information and infection prevention and control:

<https://www.england.nhs.uk/south/info-professional/public-health/immunisations/influenza/>

