

Healthcare Worker Reporting FAQs

What reporting is required for healthcare workers?

Q. What reporting of healthcare workers vaccinations are Trusts required to do?

Trusts should record Healthcare Worker Vaccinations for COVID-19 and Flu as outlined below.

Vaccination	Reporting system	Purpose
COVID-19	Point of Care (POC) system (NIVS or NIMS)	Covid POC data is used by NHSE for publication of healthcare worker uptake in Trusts, operational information, and calculation of payments for Trusts.
Flu	Point of Care (POC) systems (NIVS or NIMS)	Flu POC data is used by NHSE for operational information.
	ImmForm (self-declared)	Immform data is used for publication of healthcare worker uptake by UKHSA and to calculate the CQUIN payments for Trusts.

Q. What system does my Trust need to use to capture vaccination events for healthcare workers?

Trusts need to register all vaccination events at point of delivery on the NIVS or NIMS POC system. For Flu vaccinations, Trusts also need to complete the monthly ImmForm data collection template provided by UKHSA.

Q. How do I get access to the reporting systems?

Trusts should register for a NIVS/NIMS account and ensure staff are adequately trained to use these systems.

- NIVS - by emailing nivs@england.nhs.uk or by calling 0121 6110187
- NIMS - by emailing NIMSupport@systemc.com or by calling 0300 200 1000

Further information and support are available at the links below

- NIVS: [Onboarding and training information](#) / [User guide](#)
- NIMS: [Onboarding and training information](#) further information via this [link](#)

Please note, NIVS & NIMS Staff logins will automatically get deactivated if not used for a period of time (typically 2 to 3 months since last log in). To re-activate please contact the support desks given above.

- For all other queries please contact vaccineservicedesk@england.nhs.uk

To register for an ImmForm account please follow this link [Registering for an account](#)

How is Healthcare Worker uptake calculated?

Q. Where is the Trust healthcare worker denominator taken from?

The headcount data for Trusts is based on staff who are on the electronic staff record (ESR). ESR data includes frontline and non-frontline staff but, we feel this gives a proxy for eligible frontline healthcare workers given the widened definition used for COVID and Flu. Using the ESR denominator removes the need for a manual collection process, which we are keen to avoid, reducing burden on providers.

Both substantive (WTE) and non-substantive staff (including bank and agency) are included in the ESR denominator. We are working with the data and reporting teams to develop a report which separates out substantive and non-substantive staff which should give greater granularity of data for trusts.

The ESR data fed through to the national reporting dashboard is updated on a regular basis, therefore you may see some small fluctuations in the number of healthcare workers per trust over time.

Q. How can Trusts ensure their healthcare worker denominator is as accurate as possible?

The best way to guarantee this healthcare worker information is accurate, is to keep ESR up to date. Trusts should consider reviewing their ESR records, including, for example, removing bank staff who haven't worked for a considerable period.

Q. Where do the vaccination events come from?

'Vaccinations events' are collected from all Point of Care Systems (e.g., NIVS, NIMS, Pinnacle, etc.) used in all delivery models including Trusts, Vaccination Centres, Community Pharmacies and Primary Care. All POC systems feed into the uptake data used nationally.

Q. How will uptake percentages be calculated?

Vaccination events recorded through POC systems across all delivery models will be compared to the number of healthcare workers recorded in the NHS Electronic Staff Record (ESR). This is then reported as pseudonymised aggregate data.

How do I view healthcare worker data and uptake reports?

Q. Where will vaccination data be published, and how often is it updated?

The table below outlines regular reports published using vaccination data.

Data source	Vaccine type	Publisher	Frequency
NIVS/NIMS	COVID	NHSE	Weekly, published here
ImmForm	Flu	UKHSA	Monthly, published here

Q. How do Trusts access the healthcare worker reports on Foundry?

For your Trust, you should be able to see vaccinations captured on NIVS on your NIVS system. This will not show vaccinations given to your healthcare workers in other settings captured on other POC systems.

Trusts can also use Foundry to view vaccination reports. This shows vaccinations given in any setting captured using any POC system. This data is refreshed hourly to give near real-time information.

For access and support with Foundry please follow the links below:

- To request a Foundry account, contact the team on vaccination.operationaldata@nhs.net.
- For Users who already have a Foundry account set up, they can request additional access using the [PBAC](#) tool in Foundry.
- You can request access to the covid and flu data sets by selecting the following:
 - for COVID, the purpose is **111 COVID Vaccine: Vaccination Events**
 - for flu, the purpose is **233 - Flu Vaccine: Vaccination Events**.
- Foundry onboarding and training information can be found [here](#)
- General enquiries can be directed to Foundry.Support@england.nhs.uk.

Q. Are all healthcare workers captured in the Foundry reports?

Foundry reports are available for two staff subgroups.

1. **Healthcare workers on ESR in Trusts** - which includes substantive and non-substantive staff with a live ESR record.
2. **Healthcare workers self-declared** - this includes all healthcare workers not on ESR including sub-contractors, primary care staff, independent sector healthcare workers etc. The self-declaration is taken from the declaration made when booking via NBS or at point of delivery.

Trusts can currently see aggregated uptake reporting for their staff on ESR for COVID. We are working on implementing an approvals process with each region to allow Trusts to see the same data for healthcare workers for flu. Further communications will follow.

Work is also underway to show uptake by employee staff group and occupation code, age, gender, and ethnicity. This will be made available for COVID and flu ahead of the Autumn season.

Trusts are also able to see all vaccinations administered at their organisation by cohort. This will help Trusts to understand whether individuals are healthcare workers from their organisation, self-declared healthcare workers, or members of other cohorts.

Q. Will trusts be able to view data for their healthcare workers who were vaccinated in Wales?

All the usual cross border flows are in place for Wales. This means that the vaccination records will be registered in NIMS and matched in Foundry. This applies to any combination of a) living in Wales / England b) registered with a GP in Wales / England c) vaccinated in Wales / England, except where all 3 are in Wales as there is no cross-border element here.

If a staff member lives, has a GP, and is vaccinated in Wales, but works in an English trust the vaccination event isn't captured. The data and reporting team have confirmed that this is a known issue with no 'technical solution', and which does not currently have a development solution.

Q. Can trusts view vaccination data for individual staff?

For staff level vaccination data, previously shared through the NIMS dashboard, the access is permanently rescinded. For Trusts wishing to collect individual staff level data, this must have local information governance and consent processes in place, including completion of a Data Protection Impact Assessment (DPIA).

Will there be any new reports?

To improve the quality of data available to Trusts several improvements to the Foundry reports are in progress including:

- **Further breakdown of the ESR data** - ESR data for Trusts will be split into substantive and non-substantive staff. This will help identify where there may be instances of staff being recorded twice (as non-substantive and substantive), which we believe could be a cause of inflated denominators.
- **More detailed uptake report** – uptake data for Trusts will be shown by ethnicity, professional group, and gender. All results will be displayed at an aggregate level with small number suppression applied.
- **Vaccination to all cohorts** - a report showing all vaccinations given in Trusts, broken down by JCVI cohorts, including self-declared healthcare workers.

We will keep regions updated on progress of these developments and aim to release the reports for the Autumn booster and flu programme launch in September.

Further resources

The below table outlines key resources and contacts for further information and support.

Item	Link
NIVS	<p>Onboarding and training information: National Immunisation and Vaccination System (NIVS) - NHS Digital</p> <p>User guide: nivs-user-guide-v9.pdf (ardengemcsu.nhs.uk)</p>
NIMS	<p>Onboarding and training information: https://digital.nhs.uk/coronavirus/vaccinations/training-and-onboarding/point-of-care/national-immunisation-management-service-nims-app</p>
ImmForm	<p>Registering for an account: https://www.gov.uk/government/publications/how-to-register-immform-helpsheet-8/how-to-register-immform-helpsheet</p>
Foundry	<p>Onboarding and training information: https://digital.nhs.uk/coronavirus/vaccinations/training-and-onboarding/reporting/nhs-foundry-system-palantir</p> <p>Enquiries: Foundry.Support@england.nhs.uk</p>
General enquiries	<p>Email the team: c19vaccination.dephospital@nhs.net</p>