

United Lincolnshire Hospitals NHS Trust – Flu Information February 2019

1. Total uptake

| | Total numbers | Rates |
|-------------------------------------|--------------------|--------------------|
| Number of frontline HCW | 5594 | 100% |
| Uptake of vaccine by frontline HCW | 4920 | 88% |
| Opt-out of vaccine by frontline HCW | See comments below | See comments below |

2. Higher-risk areas (only trusts with relevant areas – a minimum of which are set out in 7 September letter)

Redeploying staff

The decision was taken that the trust could not consider redeploying staff who had not had the vaccine as this would impractical due to the low numbers of staff we have and keeping staff in the right clinical area to match their skills and patient need was more of a priority.

| Area name | Total number of frontline staff | Number who have had vaccine | Number who have opted-out | Staff redeployed? Y/N |
|-------------|---------------------------------|-----------------------------|---------------------------|-----------------------|
| Oncology | 154 | 77 | See | See |
| Haematology | 28 | 11 | Comments | Comments |
| Paediatrics | 151 | 87 | Point 4 | Above |
| Neo-Natal | 88 | 56 | Below | - |
| Maternity | 335 | 171 | - | - |
| ICU | 94 | 56 | - | - |
| A&E | 339 | 162 | - | - |

3. Actions taken to reach 100% uptake ambition (all trusts)

Efforts made to reach 100% of staff with regular clinics both within the 4 hospitals and in the Occupational Health Departments. Vaccinations available to all staff during the days, evenings, weekends and nights.

All availability advertised on Trust intranet pages and Trust social media sites.

We have been consistent throughout the campaign with 'Protect your patients, Protect yourself, Protect your families' as our serious message about protection.

We have only offered a free pen and a sticker for anyone receiving the vaccine.

There has also been numerous Peer to Peer vaccinators throughout this campaign on all 4 hospital sites, who have made themselves readily available to vaccinate any staff. They have also advertised the shifts they are available on the hospital social media sites.

4. Reasons given for opt-out (all trusts)

Survey of reason why staff do not want the vaccine

We decided as a trust not go out and ask the questions (carry out the survey) until the end of the programme as previous experience when doing this had harmed the flu programme and put staff off having the flu vaccines as they felt they were being pressured into having the vaccine. Staff and staff side objected as they felt it was not confidential and would be used against staff who refuse to have the vaccine.

The main reasons staff refused the vaccine verbally to us were:

The main one was “it will give me the flu it did last year or it gave my friend flu”.

They did not believe the evidence that being vaccinated is beneficial.

In previous years the vaccines effectiveness was poor and this was reflected in the national press.

“I’m concerned about possible side effects”.

There was very little feedback on any adverse side effects.

| Reason | Number |
|--|---------------|
| I don't like needles | |
| I don't think I'll get flu | |
| I don't believe the evidence that being vaccinated is beneficial | |
| I'm concerned about possible side effects | |
| I don't know how or where to get vaccinated | |
| It was too inconvenient to get to a place where I could get the vaccine | |
| The times when the vaccination is available are not convenient | |
| Other reason | |