



# Mandatory Influenza Vaccination Programs for Healthcare workers

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# National Guidelines

- ▶ 90% healthcare personnel Influenza vaccination rate by 2020
  - ▶ Joint Commission Standard IC.02.04.01
  - ▶ Healthy People 2020

Facilities continue to struggle achieving this target with voluntary vaccination programs

Multiple national organizations recommend mandatory vaccination programs as a condition of employment

# Infectious Disease Society of America

- ▶ Statement on Influenza vaccination of healthcare personnel
  - ▶ Supports universal immunization of healthcare workers against influenza as a condition of employment, unpaid service, or professional privileges
  - ▶ Supports use of mandatory vaccination programs as they are the most effective means of attaining elevated vaccination rates
  - ▶ Supports requiring exempt employees to wear masks or be re-assigned away from direct patient care
  - ▶ Recommends removing exemption for religious reasons

# Association for Professionals in Infection Control and Epidemiology

- ▶ Position paper on Influenza vaccination of healthcare personnel
  - ▶ Supports mandatory annual influenza immunization as a condition of employment
  - ▶ Supports mandatory vaccination as part of a larger infection prevention strategy including hand hygiene, and respiratory etiquette
  - ▶ States exempt employees must adhere to all non-vaccine related HICPAC prevention strategies (i.e. hand hygiene, cough etiquette) and may be required to wear a surgical mask when contact with susceptible patients or employees is possible



# The Society for Healthcare Epidemiology of America

- ▶ Position paper on Influenza vaccination of healthcare personnel
  - ▶ Supports mandatory annual influenza vaccination of healthcare personnel as a condition of initial and continued employment and/or professional privileges
  - ▶ States that transmission of influenza in healthcare settings is under recognized and views influenza vaccination of healthcare personnel as a core patient and healthcare safety practice in all healthcare settings not just acute care
  - ▶ Vaccination of 100% of healthcare personnel results in a 43% risk reduction of influenza transmission among patients in an acute care setting and 60% reduction in a nursing home setting
  - ▶ SHEA does not support the use of religious exemptions to influenza vaccination

# Foundation Health Partners Mandatory Influenza Vaccination Policy

- ▶ Policy initiated Fall 2012
  - ▶ Included: employed personnel, vendors, students, & volunteers
  - ▶ Recommended but not enforced: contractors & Licensed independent practitioners
- ▶ Started reporting to NHSN in Spring 2013
- ▶ Re-evaluation of Policy Spring 2017 with the following updates
  - ▶ Added contractors, Licensed independent practitioners & their employees to mandatory policy

# Our policy

- ▶ Personnel may not work at a Foundation Health Partners facility during Influenza season unless they have been vaccinated or have an exemption on file
  - ▶ Employed personnel
  - ▶ Students
  - ▶ Volunteers
  - ▶ Contract personnel
  - ▶ Vendors
  - ▶ Licensed independent practitioners

# December 1<sup>st</sup> Deadline

- ▶ Deadline for vaccination or submission of exemption is December 1<sup>st</sup> each year, but subject to change
  - ▶ Deadline selected based on peak virus circulation trends over time in our location
- ▶ Vaccination is provided free of charge to all staff, licensed independent practitioners, students, & volunteers
  - ▶ Contractors and vendors are responsible for their own vaccine



# December 1<sup>st</sup> Deadline

- ▶ If staff are out of compliance after the deadline they are removed from the schedule & Human resources is notified
- ▶ A conversation is held between the employee and human resources about their ongoing employment

# Exemptions

- ▶ Exempted personnel are required to wear a surgical mask from deadline date through March 31<sup>st</sup>, subject to extension
  - ▶ Medical exemptions
    - ▶ Documented adverse reaction to influenza vaccine
    - ▶ Documented severe allergy to a vaccine component
    - ▶ Medical condition where vaccinations could compromise health
  - ▶ Religious exemptions
    - ▶ Sincerely held religious belief, practice, or observance is inconsistent with vaccination

# Exemptions

- ▶ All exempt personnel are required to wear a surgical mask at all times while in any FHP facility in which patient's may be present
  - ▶ Exception: while eating in a cafeteria, while eating in a break room or in a conference room as long as there are no patient's present

# Sick call

- ▶ Staff with symptoms of influenza should be evaluated by occupational health or their personnel Physician & encouraged to stay home until symptom free October 1<sup>st</sup> -March 31<sup>st</sup>
  - ▶ Symptomatic employees (Fever and Respiratory symptoms) should be encouraged to stay home until symptom free off antipyretics x 24 hours
  - ▶ Employees with a positive influenza test will be sent home until 7 days after onset of symptoms or 24 hrs after resolution of symptoms off antipyretics, whichever is longer.

# Flu Campaign 2017





# Flu Campaign 2017

## BE STRONGER THAN THE FLU



**THE HEALTH AND WELLNESS OF THE PEOPLE WE ARE CARING FOR IS OUR TOP PRIORITY. PLEASE DO NOT VISIT PATIENTS IF YOU ARE ILL.**



Vaccinate early. The Influenza (flu) vaccine takes 2 weeks to develop antibodies to protect against the flu virus.



Cover your cough. The flu spreads through droplets created when people infected with the virus cough, sneeze or talk.



Wear a mask. If you have flu-like symptoms (runny nose, cough, fever, muscle aches, sore throat, vomiting and/or diarrhea), a mask is the best protection.



Wash your hands. Wash frequently with soap and water or an alcohol-based hand sanitizer. Hand sanitizer is available throughout the hospital and in hallways outside patient rooms.

*Not all staff and visitors are able to receive the flu vaccine, so you may see them wearing flu masks to protect our patients.*

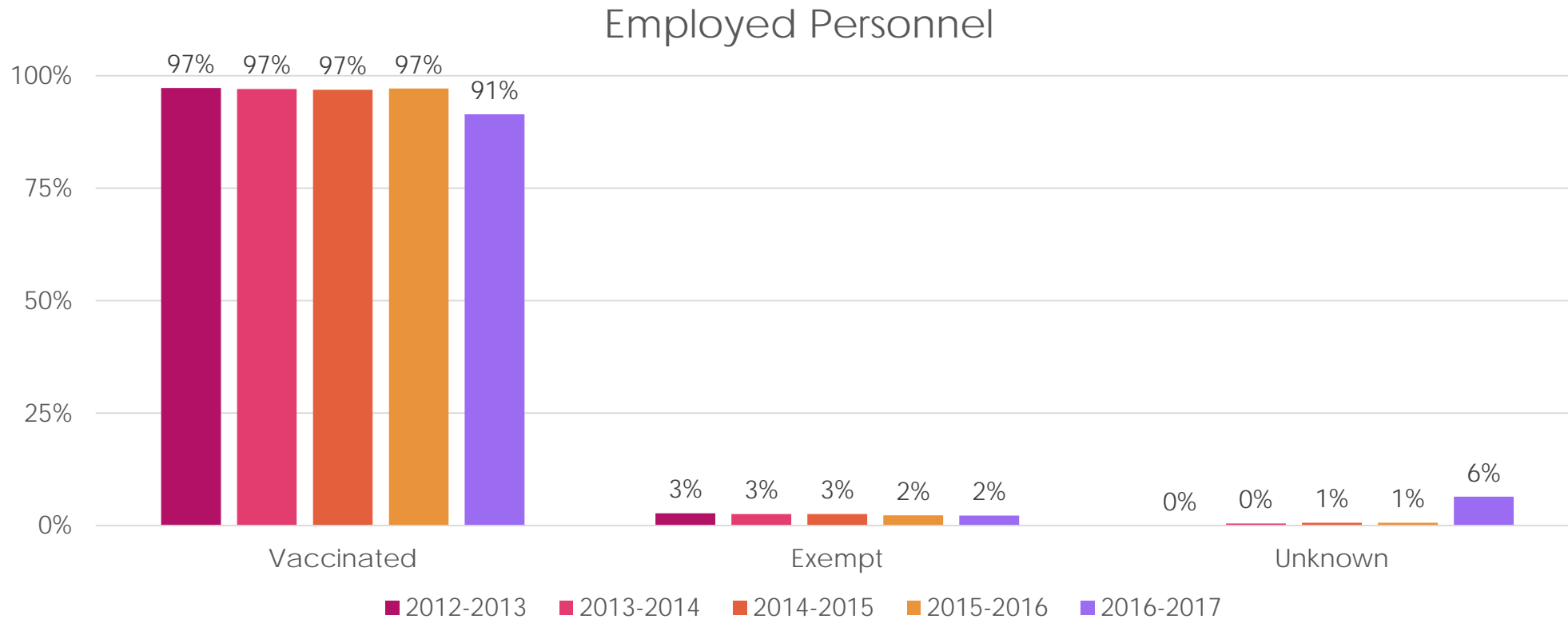
# First year Challenges

- ▶ Culture change
  - ▶ Buy in and ownership of program
  - ▶ Ability to hold staff accountable
  - ▶ Uncomfortable addressing conflict & lack of compliance
  - ▶ Finding loopholes for why non-compliance was ok

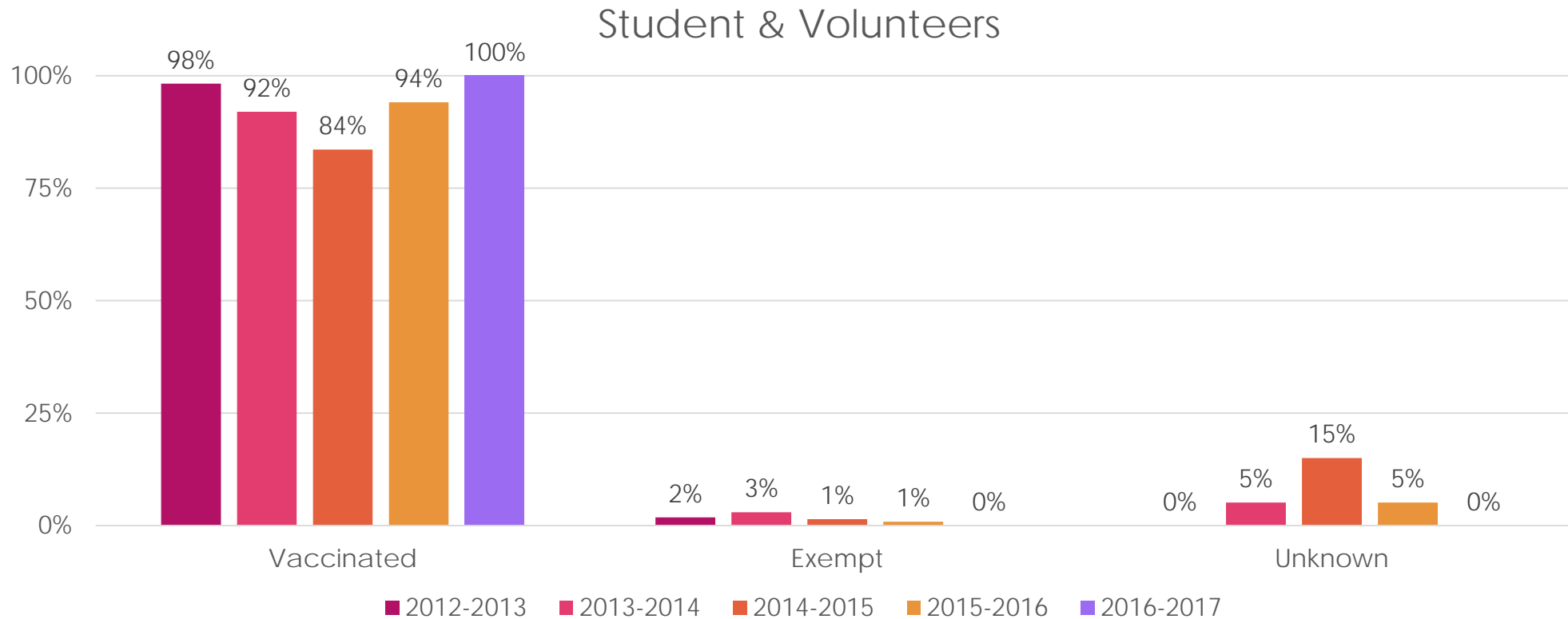
# Recommendations for successful implementation

- ▶ Use data and literature to get buy in
- ▶ Include Licensed independent practitioners from beginning
- ▶ Make campaign fun
- ▶ Include plan on how to address inappropriate behaviors
- ▶ Include training for leaders on coaching non-compliance
- ▶ Administration presenting message to staff

# Influenza Vaccination compliance

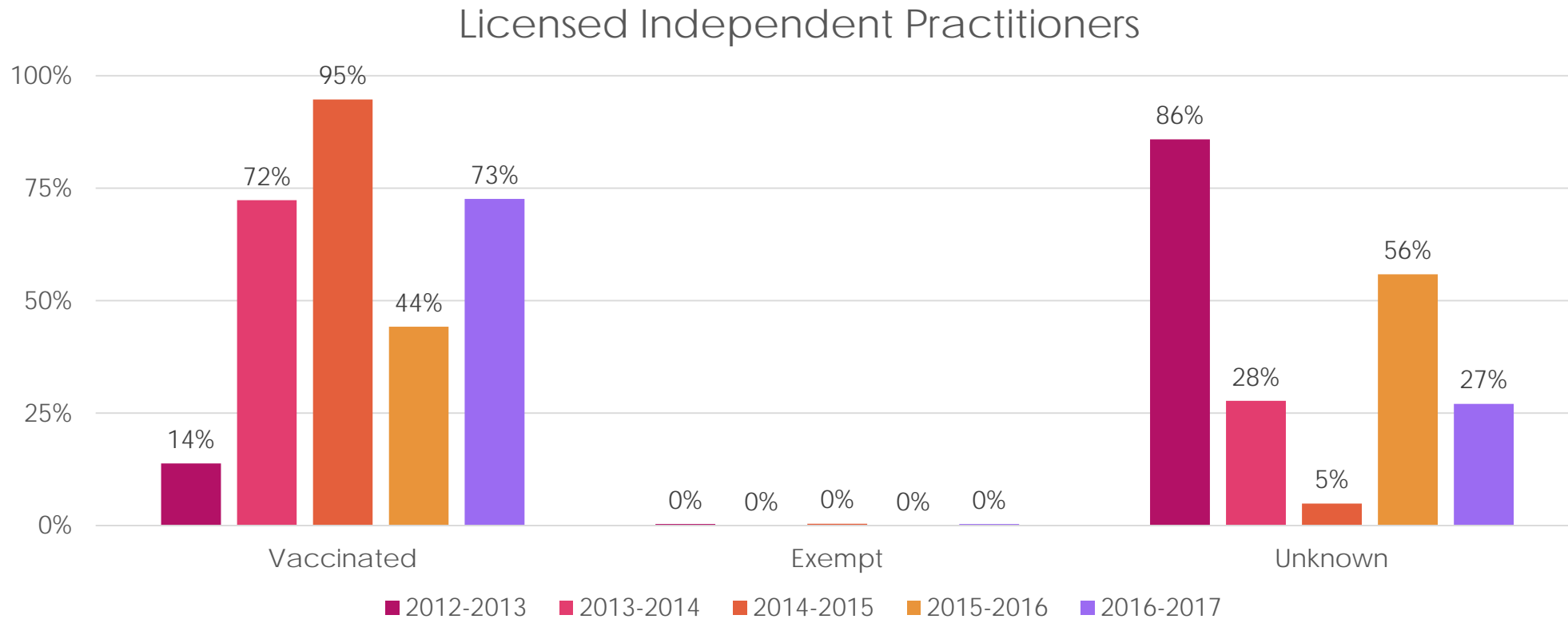


# Influenza Vaccination compliance





# Influenza Vaccination compliance





# Questions?

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