Flu Vaccine Work Group

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Indiana University Health System
“Hospital members of the Indianapolis Coalition for Patient Safety have chosen to unite in an effort to require flu vaccination for healthcare workers to continue making Indianapolis a safe place to receive healthcare”.
Flu Vaccine Work Group

Membership

- Laurie Fish – IU Health Chair
- Becky O’Connor - Community
- Connie Brandes - St Francis
- Christia Hicks – Wishard
- Debbie McGuire – IU Health
- Debra Peetz - Wishard
- Diana Greathouse – VA
- Diane Jones – St Vincent
- Doug Webb, MD – IU Health
- Jeffrey Bowman, MD – St Vincent
- Steve Wntermeyer, MD- IUPUI Health Services
- Julie Conrad – Wishard
- LeeAnn Cox – IU School Med
- Mary Kinney - VA
- Mary Robbins-Nierste - Wishard
- Monica Vitale – St Vincent
- Nora Cerins – St Francis
- Orson Mason – IU Health
- Julie Painter – Community
- Terri Garner – Wishard
- Theda Watson – St Vincent
Flu Vaccine Work Group

Goals:
• Reduce Hospital Acquired Flu
• One standard of practice for healthcare workforce vaccination
• Readiness for NHSN required HCP influenza vaccination reporting in 2013

Process:
• Formed work group
• Developed comparative table of hospital policies and vaccination rates
• Finalized Coalition policy using St Francis Policy as a template
• Drafted Coalition CEO/CMO Commitment Letter
• Developed Implementation Plan template with resource materials
• CEO/CMO sign Commitment Letter
• Begin Implementation January 2012

Measurement:
• Percent of Coalition hospitals implementing the policy by August 2012.
• An increase in flu vaccination rates from baseline to >95% by Feb.1, 2013.
Influenza Policy Highlights

• Annual Flu Vaccine required for entire workforce (all staff, owned & non-owned physician practices, vendors in clinical areas, students, residents, volunteers, etc.)
  • Same standard with employed and non-employed HCP

• Administration period: Usually October through March; Deadline for vaccination is December 15th.

• Medical exemptions for those unable to accept vaccine (follows CDC Standards)
  • Religious exemptions not addressed however most facilities are allowing for religious exemption due to legal risk.

• Hospital determines how to handle workforce exempted from receiving vaccine (wear mask, minimal to no patient contact, do nothing, etc.)
  • Most hospitals in Indianapolis are not requiring the unvaccinated to wear a mask

• Non-compliance with Policy: Follow current hospital process for noncompliance with any policy
Affiliated Universities

- Policy review included leaders within universities within the Indianapolis area
- IUPUI Health Services was included in the team
- Comment from university leaders concern that students could be restricted from clinical due to the cost of vaccine
- IUPUI provides vaccination at no cost
- Most facilities have a process to manage vaccination of students (at a low cost)
## Implementation Timeline

<table>
<thead>
<tr>
<th>Q4</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Determine leadership commitment to program</td>
<td>Address unions, students and vendors</td>
<td>Develop plan to administer vaccine</td>
<td>Educate and communicate to leaders and then all HCP</td>
<td>Celebrate and recognize best practices</td>
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<tr>
<td>Form Flu Team</td>
<td>Address issue with medical staff</td>
<td>Revise consent</td>
<td>Vaccinate-Consider fun activities to engage HCP</td>
<td>Identify lessons learned and incorporate into program</td>
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<tr>
<td>Develop policy</td>
<td>Plan how to execute consequences for non compliance</td>
<td>Develop exemption process and forms</td>
<td>Routine reporting</td>
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<tr>
<td></td>
<td>Place vaccine order</td>
<td>Develop communication and education</td>
<td>Find and fix problems</td>
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<td>Develop internal intranet site</td>
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<td>Develop process to meet reporting requirements</td>
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Key strategies

• Do not reinvent the wheel and listened to those that have gone before
  • Invited Barnes Jewish to present on their success and opened the presentation to all hospitals

• Quickly reached consensus on basics and allowed flexibility with areas of varied views
  • Consequences
  • Management of unvaccinated
Tools Available from ICPS

- Policy
- CEO Commitment Letter
- Medical Exemption Request Form
- Implementation Guide
- Sample presentations for IU Health and St Francis
- Hospital specific tools such as frequently asked questions.
Measurement and CMS Mandatory Reporting

• Revised protocol to be released in August 26, 2012

• One time data entry at facility level
  – Data elements
    • 5 vaccination status categories (numerator)
    • 3 HCP categories (denominator)

• Reporting to begin in 2012-2013 Flu Season
  – 2013 reporting will include January through March
  – 2014 and beyond will include October – March
A record for the selected summary data element already exists.

Mandatory fields marked with *

Record the cumulative number of healthcare personnel (HCP) for each category below for the influenza season being tracked.

Facility ID*: 10127 (Mount Sinai Medical Center)

Vaccination type*: Influenza

Influenza subtype*: Seasonal

Year*: 2011

<table>
<thead>
<tr>
<th>HCP categories</th>
<th>Employees*</th>
<th>Non-Employees, Credentialed*</th>
<th>Non-Employees, Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Have worked at this healthcare facility between October 1 and March 31</td>
<td>2835</td>
<td>1548</td>
<td>296</td>
</tr>
<tr>
<td>2. Received an influenza vaccine at this healthcare facility</td>
<td>1536</td>
<td>603</td>
<td>79</td>
</tr>
<tr>
<td>3. Received an influenza vaccine elsewhere</td>
<td>165</td>
<td>601</td>
<td>43</td>
</tr>
<tr>
<td>4. Have a medical contraindication to the influenza vaccine</td>
<td>48</td>
<td>15</td>
<td>12</td>
</tr>
<tr>
<td>5. Declined to receive the influenza vaccine for non-medical reasons</td>
<td>962</td>
<td>179</td>
<td>87</td>
</tr>
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</table>

Number of HCP vaccinated (by occupational category):

<table>
<thead>
<tr>
<th>Occupational Category</th>
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<tbody>
<tr>
<td>Nursing professionals</td>
<td>791</td>
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