IMMUNIZATION

Annually THOUSANDS of Americans are hospitalized and even DIE due to VACCINE-PREVENTABLE DISEASES

Each year flu causes an average of **226,000** hospitalizations and up to **49,000** deaths[1]

In 2012 pneumococcal disease caused approximately **32,000** cases of illness and approximately **3,300** deaths[1]

75.2% of healthcare personnel received the flu vaccination in the 2013-14 flu season[2]

- Flu vaccination was highest among pharmacists (95.3%) and nurses (89.0%), followed by physicians (88.9%), nurse practitioners/physician assistants (87.0%), and other clinical personnel (81.3%).
- Vaccination rates were lowest for assistants/aides (64.4%) and non-clinical personnel (75.2%).

Healthcare workers care for people at high risk for influenza-related complications; it is especially important for them to get vaccinated annually

STRATEGIES THAT WORK TO INCREASE STAFF IMMUNIZATION

Leadership Support[3,6]

Administration/leadership attend immunization planning meetings and are first to be vaccinated to set a highly visible example

Mandatory Workplace Immunization Policies[3]

- Employees requesting exemption due to religious or medical needs are required to wear surgical masks for duration of flu season, any staff not vaccinated by deadline are subject to termination
- Employees are required to visit their institution's intranet influenza home page for required educational materials: more information about the disease, Q & A, immunization clinic locations and hours, the institution policy, and to complete an online immunization form

Staff Immunization Strategies[4,7,8]

- Provide free vaccinations onsite
- Offer at varied times and days across shifts to all staff and volunteers
- Provide staff education
- Identify and address staff concerns about immunization

Mobile Vaccination Cart[3,6,8]

- Immunization 'clinic' taken to departments for staff to be immunized
- Use peer vaccinators
- Workers not immunized referred to supervisors for follow-up reminders

Key Messages[6]

- Protect yourself!
- Protect your family!
- Protect your patients!
- Even healthy people can get the flu!

Immunization Communication Modes[3,6,7]

- Immunization kiosks
- Information available on internal website
- Links to external websites for more immunization information
- Q & A sessions
- Internal newsletters
- Emails
- Information available at departmental meetings
- Hand washing clinics

Immunization Campaign Ideas[3]

- Sponsor a slogan contest with prizes, print the winning slogan on rubber bracelets and distribute to staff
- Throw a tailgate kickoff party that includes food and prizes while providing vaccinations

Staff "Flu Champions"[5]

Staff volunteers from various units speak with co-workers one-on-one about benefits of immunization

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Sources:

[1] CDC. "Vaccine-Preventable Adult Diseases." http://www.cdc.gov/vaccines/adults/vpd.html

[2] CDC. "Influenza Vaccination Coverage Among Health Care Personnel – United States, 2014-2015." Sept 18, 2015/Sept 18, 2015/64 (36); 993-999.

[3] National Foundation for Infectious Diseases. "Immunizing Healthcare Personnel Against Influenza." http://www.nfid.org/pdfs/bestpracticestoolkitdocument.pdf

[4] CDC. "Health Care Personnel and Flu Vaccination, Internet Panel Survey, United States, November 2014." http://www.cdc.gov/flu/fluvaxview/hcp-ips-nov2014.html

[5] San Diego Health Immunization Branch. "Do No Harm…Stick Out Your Arm!" toolkit and vaccination campaign resources. http://www.sdiz.org/documents/HCP/SDHPII/LTCF-Flu-Toolkit/LTCF_Flu_Toolkit.pdf

[6] CDC. "Make it Your Business to Fight the Flu" toolkit for businesses and employers. http://www.cdc.gov/flu/pdf/business/Toolkit_Seasonal_Flu_For_Businesses_and_Employers.pdf

[7] CDC. "Barriers and Strategies to Improving Influenza Vaccination among Healthcare Personnel." http://www.cdc.gov/flu/toolkit/long-term-care/strategies.htm

[8] Guide to Preventive Services. "Interventions to promote seasonal influenza vaccinations among healthcare workers." www.thecommunityguide.org/worksite/flu-hcw.html(flu-hcw.html)

Helpful Websites

- YouTube Video: Influenza Immunizations and the Health Care Worker: 18-minute video
- Common Misperceptions of Influenza Poster: poster highlighting misperceptions of influenza