Immunizations

Case for change

Toolkit

- Evidence Based Clinical Guidelines
- Policies Procedures and Protocols
- Documents & Forms
- Educational Resources
- Other

Mentors

Additional Resources

Case for Change

In an effort to reduce the spread of influenza and to protect the health of both patients and health care providers, the Kansas Healthcare Collaborative recommends that all health care providers receive the seasonal influenza immunization.

Studies show influenza causes an average of 36,000 deaths and over 200,000 hospitalizations in the United States each year. Furthermore, healthcare-associated transmission of influenza has been documented among many patient populations in a variety of clinical settings, and infections have been linked epidemiologically to unvaccinated health care workers. With recent increased awareness of influenza due to H1N1, there is no better time than the present to strongly promote immunization of all health care personnel.

The Centers for Disease Control for many years has recommended an annual influenza immunization for health care personnel. The Joint Commission on Accreditation of Healthcare Organizations adopted an infection control standard that requires accredited organizations to offer influenza vaccinations to staff, volunteers, and licensed independent practitioners with close patient contact. The standard became an accreditation requirement beginning January 1, 2007, for the Critical Access Hospital, Hospital and Long-Term Care accreditation programs. In addition, the National Foundation for Infectious Disease and Infectious Diseases Society of America also recommend annual immunization of healthcare personnel because of their increased risk of contracting and transmitting influenza. Despite this overwhelming support, the national annual influenza immunization rate for health care personnel remains around 40 percent.

In a survey conducted by the Kansas Healthcare Collaborative in 2009, results for Kansas indicated that 64 percent of health care personnel including medical staff were vaccinated against seasonal influenza. The three most common reasons cited by health care personnel for refusing an influenza immunization included dislike of needles and/or shots, concern that the vaccine causes illness and known allergy and/or medical condition. While the Kansas immunization rate for health care personnel is above the national average, there is room for improvement. The
Kansas Healthcare Collaborative has established a statewide goal to increase Kansas’ seasonal influenza immunization rate to 100 percent by 2014.

I. Sources:


4. Centers for Disease Control. Novel Influenza A (H1N1) Virus Infections Among Health-Care Personnel, *MMWR* 2009; 58(23): 641-645. Available at: [http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5823a2.htm](http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5823a2.htm)


This toolkit will:

- Educate healthcare providers and staff about the importance of influenza vaccination
- Provide access to existing influenza resources
- Provide information on best practices, guidelines and recommendations
- Share resources including policies and forms used by Kansas hospitals

Toolkit

II. Evidence Based Clinical Guidelines

- The Joint Commission
  This monograph provides an overview of evidence-based guidelines, published research studies, legislative and regulatory efforts, and accreditation considerations related to improving seasonal influenza vaccination rates in health care personnel. It highlights practical strategies and tools submitted from health care organizations through the Strategies for Implementing Successful Influenza Immunization Programs for Health Care Personnel Project, collaboration with leading infection prevention and control professional organizations, including the Association for Professionals in Infection Control and Epidemiology (APIC).

  o Full Monograph

  o Chapter 1: Vaccine Administration Considerations
    This chapter examines vaccine effectiveness and factors that contribute to it, including vaccine availability, type, and supply; the timing of vaccination; and anticipation and management of shortages of vaccine, particularly when planning for the immunization of HCP. It also offers recommendations for the identification of HCP and patients most at risk for transmission of influenza.

  o Chapter 2: Issues Surrounding the Immunization of Health Care Personnel Against Influenza
    This chapter summarizes the multiple demographic characteristics and individual factors associated with HCP decisions to accept or decline influenza vaccination. It also explores the impact of institutional outbreaks of influenza, as well as issues and recommendations surrounding both voluntary and mandatory vaccination.

  o Chapter 3: Improving Vaccination Rates
    This chapter looks at the elements of a successful influenza vaccination campaign—that is, one that results in increased rates of immunized HCP each year. This chapter also examines strategies to raise the rates of HCP influenza vaccination, including linking vaccinations to a required activity and making vaccinations mandatory.
Chapter 4: Guidelines, Legislative/Regulatory Efforts, Position Papers, and Accreditation Considerations

This chapter provides an overview of many of the existing guidelines, legislative and regulatory efforts, position papers, and accreditation efforts related to immunizing health care personnel (HCP) against influenza. Organizations can use these resources as they implement or seek to improve their influenza immunization programs.

III. Policies, Procedures and Protocols

- **Associate Health Program**
  Hays Medical Center

- **Influenza Vaccine**
  Mercy Regional’s policy and procedure form on the influenza vaccination

IV. Documents & Forms

- **Flu Season Key Messages**
  Memo to Wesley Medical Center employees notifying them of flu vaccination policy

- **Letter from CEO**
  Letter to Wesley Medical Center Employees from HCA President and CEO regarding flu vaccine and policies

- **Influenza Vaccine Informed Consent**
  Hays Medical Center

- **KS H1N1 Consent Form**
  Hays Medical Center

- **Influenza Declination**
  Mercy Regional’s’ declination of influenza vaccine form

V. Educational Resources

Provider Education

- **Association for Professionals in Infection Control and Epidemiology**
  APIC Position Paper: Influenza Immunization of Healthcare Personnel

- **Fact Sheet**
  Centers for Disease Control and Prevention Fact Sheet

Patient Education

- **Association for Professionals in Infection Control and Epidemiology**
  Classic flu myths and factual responses
VI. Other

The Centers for Disease Control and Prevention offer a variety of free flu materials from the "Flu Gallery."

- Healthcare Provider Poster
- Provider Flu Sticker
- E-cards

VII. Mentors

The following professionals have agreed to serve as mentors for organizations developing a health care worker influenza immunization program. These organizations currently have successful programs. Please utilize these mentors for questions or advice in developing a program. The KHC sincerely thanks these mentors for undertaking this role.

- Wesley Medical Center
  Nikki Freeman, SPHR
  Director of Human Resources
  550 North Hillside
  Wichita, Kansas 67214
  316-962-2606
  Nikki.freeman@wesleymc.com

- Wesley Medical Center
  Maribeth Morgan, BSN, RN
  Employee Health Nurse
  550 North Hillside
  Wichita, Kansas 67214
  316-962-7652
  maribeth.moran@wesleymc.com

- Hays Medical Center
  Melanie Urban, RN, BSN
  Patient Quality Services Director
  2220 Canterbury Drive
  Hays, KS 67601
  785-623-5590 (office)
  786-639-3379 (cell)
  melanie.urban@haysmed.com
VIII. Additional Resources

- National Foundation for Infectious Diseases
  This website offers many resources, including a call to action, strategies to increase protection for workers and patients, a report on best practices, and a fact sheet on common misperceptions of influenza.

- Virginia Mason Medical Center
  Implementing a Mandatory Medical Center Influenza Immunization Program

- National Foundation for Infectious Diseases
  Improving Low Influenza Vaccinations Rates among Health Care Personnel

Existing Toolkits

- Association for Professionals in Infection Control and Epidemiology (APIC)
  APIC's "Protect Your Patients. Protect Yourself." program features a variety of helpful resource materials infection preventionists may use to encourage healthcare institutions to implement or expand their healthcare personnel immunization programs.

- Massachusetts Medical Society: Flu Fighter Action Kit for Health Care Personnel
  Designed to help hospitals, nursing homes, and other health care settings protect staff and patients from influenza by increasing health care worker immunization rates. The kit includes facts, worksheets, promotional materials, tips, and step-by-step instructions on how to plan and conduct a successful employee flu immunization campaign

- Michigan Department of Community Health
  Flu Fighter Action Kit for Health Care Personnel
• New York State Department of Public Health
  Health Care Personnel/Hospital Immunization Toolkit

• US Department of Health and Human Services
  Health Care Personnel Initiative to Improve Influenza Vaccination Toolkit

General Websites

• Association for Professionals in Infection Control and Epidemiology
• Centers for Disease Control and Prevention - Vaccines & Immunizations
• Immunization Action Coalition
• Kansas Department of Public Health - Immunization Program

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