Influenza Control Policy

What's that Gathering Storm on Our Horizon?

Influenza Control Policy

You Want Me To Do What?
At 2 Health Authorities?
By When?
You're kidding, right?

Evolution of the Storm

- Background – scoping the horizon
- Goals & Scope
- Implementation Elements
- Barriers
- Outcomes
- More Barriers
- Lessons Learned
- What's Next? – scoping the horizon
Influenza Annually in Canada

- 10-20% of population get flu
- 20K hospitalized
- 370-4,000 deaths
- >65 years old or underlying medical conditions at greater risk of complications+
  poorer outcomes

Canadian Health Care Workers

- NACI recommendations
- 28-59% infections are sub-clinical (Elder et al, 1996)
- HCW transmission to patients is likely
- HCW vaccination is associated with significant reduced mortality of residents (Lemaitre et al, 2009) (Talbot et al, 2010)
- Vaccination rates dropping

BC HCW Flu Vaccination Rates
It all started with this man....

- Pan Canadian group of experts to collate available evidence on the benefits of influenza vaccination of HCWs (Feb/11)
- Review of professional body policies, supportive literature & factors associated with success
- Let’s implement Fall 2011

What’s happening in the US?

Mandatory?

Fraser Health, unpublished report
Our closest US neighbour

Influenza Vaccination Rates
Virginia Mason Medical Center, Seattle

What we did know……..

- Highly contagious
- Asymptomatic carriers
- Vulnerable patient populations
- Vaccination is the most effective way to prevent transmission
- Voluntary efforts failed to generate vaccine uptake in HCWs
- Some US sites achieving 95+% vaccine uptake in HCWs

The Amazing Race
Mar 5-9, 2012
8 flights..6 days..4 people.. 1 sinus infection..

- Dr P Van Buynder
- Dr E Brodkin
- Linda Poirier
- Elayne Preston
The US Study Tour aka Amazing Race

- Boston, MA
  - Children’s Hospital
  - Beth Israel Deaconess Medical Centre
  - Dana-Farber Cancer Institute
- Burlington, MA
  - Lahey Clinic
- Danville, PA
  - Geisinger Health System
- Chicago, IL
  - Loyola Medical Center
- St Louis, MO
  - BJC Health Care
- Atlanta, GA
  - Emory Hospital
- Nashville, TN
  - Hospital Corporation of America
  - Tootsie’s Bar

Lessons Learned

- Quality & patient safety issue
- Incentives don’t work & won’t get you to 100%
- It is a condition of employment, not fitness for the job
- Disaster preparedness drill
- Senior leadership commitment
- Multi-disciplinary committee
- Shared responsibility - not all OH
- Electronic database / reports
- Vaccinate / mask OR Vaccinate / fired

First Province in Canada
August 23, 2012

- Province-wide condition of service
- Influenza Control Program Policy
- Vaccinate or wear a mask
- Duration of season
- Patient locations
**Goals – Influenza Control Policy**

- HCW Immunization rates to 95%
- Prevent transmission to patients/clients/residents/HCWs
- Reduce influenza-related absenteeism in HCWs employed by BC Health Authorities

**Scope – Influenza Control Policy**

- *Covered Individuals – employees, physicians & other medical professionals, students, volunteers, vendors, contractors*
- *Patient Care Locations*
- Vaccination Required Date & Period
- Consequences of non-compliance

**Physicians**

- HAMAC bylaws
- Low rates
- Challenged the science of the efficacy & benefits of vaccine
- Poor electronic record systems
Implementation FH & PHSA
- Project Manager (1)
- Implementation Committee (2)
- Workplace Health Planning Group (1)
- Project Plan (2)
- Communication Plan (2)
- Logistics Plan (1)
- HR Plan (2)
- Sustainment Plan (2)

Communications
- Email
- Intranet, Internet
- Frequently Asked Questions
- Posters, newsletters, bulletins, screensavers
- Lower Mainland group
- Prov MHO calls
- CEO letters
- Manager’s Toolkit
- Q&A Conference Calls – managers, PNIs, all staff

Challenges
- Flu Shot Reporting Line/Email
- 1-855-flufu0
- feedback@fraserhealth.ca
- influenzaquestions@fraserhealth.ca
- influenzaquestions@phsa.ca
Flu Shot Reporting Line/Email

- 2,595 calls
- 4,550 emails
- All Health Authorities except VIHA
- Entered into WHITE
- 1 dedicated FTE + others in peak times
- Oct-Dec

Peer Nurse Immunizers

- Deliver shots across the kingdom
- 24/7 operations
- Coworkers
- Support the cause
- Already in Emergency Departments

Peer Nurse Immunizers

- 408 PNIs
- Orientation
- Coordinate
- Vaccinate
- Document
- Within scope of practice
- Delivered 3,238 vaccinations
PNI Challenges

- Orientation
- Tracking
- Messaging to EDs to Drs to Mgrs
- Vaccine distribution
- Ordering supplies
- Unfamiliar needles
- IM
- Landmarking
- Backfill / time off
- Adverse Events
- Timely & legible log sheets
- Cold Chain
- Proper Refrigeration

Workplace Health Logistics

- 6 weeks clinics PHSA
  - 41 (LM) clinics
  - 164 clinic hours
  - Hired 9 Flu Clinic Nurses
  - 0 Peer Nurse Immunizers
  - 2 OHNs + casuals
- 6 weeks clinics FH
  - 76 clinics
  - 460 clinic hours
  - Hired 20 Flu Clinic Nurses
  - 408 Peer Nurse Immunizers
  - 5 OHNs + casuals
  - 1 Program Leader

- Hired 20 Flu Clinic Nurses
  - 408 Peer Nurse Immunizers
  - 5 OHNs + casuals
  - 1 Program Leader
**Vaccinations FH**
- 4,748 shots by Flu Clinic Nurses
- 4,123 OHNs
- 3,238 PNI
- 1,153 Public Health Nurses
- 417 Pharmacists
- 361 GPs
- 417 Other

**Stickers – A Squall in a Storm**
- Used in US sites
- Vaccinated + Non Vaccinated
- Just Vaccinated
- Red not good
- Privacy issue - back of ID badge
- Not really needed

**Masks – an Umbrella in the Storm**
- Surgical / Procedure
- When?
- How can I eat?
- Public areas?
- Where?
- Do we have enough?
Reports

- Senior Executive weekly by VP
- By Program, By Manager
- Self serve
- Meditech / PeopleSoft issues
- Casual Registry pg 3
- Active, Worked in past 3 months

FH Cost
2012 Employee Flu Campaign

- Elayne’s sanity
- Frances’s sanity
- Some disrespectful stuff
- Many unpaid hours
- $137,000+ (unfunded by base budget)
FH 2012 Results

<table>
<thead>
<tr>
<th>Vaccinated</th>
<th>Total</th>
<th>Regular</th>
<th>Full time</th>
<th>Part time</th>
<th>Casual</th>
</tr>
</thead>
<tbody>
<tr>
<td>14,788</td>
<td>21,667</td>
<td>68%</td>
<td>75%</td>
<td>78%</td>
<td>71%</td>
</tr>
</tbody>
</table>

2011 FH Total = 30.5%
2012 FH Total = 68%

So how would we have reached 95% +.....

- Non-Compliance consequences
- Suspended by MoH on afternoon of day before effective date (Nov 30)
- Education only
- Consultation process before next campaign

So what happened next?

- Confusion
- Virtually no more shots given
- Almost no one wore a mask
- Ground to a halt
Sick Hours / Productive Hours
Vaccinated versus Non Vaccinated?
As of Jan 18/13

- Non-vaccinated have 1.21% higher sick rate compared to vaccinated
- Assuming average salary $31/hr = $735,726 difference
- (Active employees, all hours, productive hours includes all hours paid for working, no vacation)
- Bears further monitoring

Lessons Learned

- If someone asks you to go on 8 flights in 6 days – it means trouble, run
- Provincial scope worked
- Senior Leadership commitment & dedicated Project Manager worked
- Need Pharmacy on the team
- Physicians are not convinced & have a powerful collective voice
- The Morgue & SPD are not patient care locations

Lessons Learned

- 408 PNIs are TOO much of a good thing
- The surge for shots is limited to the first 2 weeks
- No one reads Q&As
- 2,500 pharmacists can do it
- 100 people on a teleconference call blows up FH teleconferencing system...oops
- Enforcement is the only way to get to 95% +
Scoping the Horizon 2013 Campaign?

- Policy will continue
- Enforcement?
- New Government?
- Start planning now
- Build on previous successes
- Physicians
- Do you see a twister coming on the horizon?

Thanks!

Elayne.Preston@fraserhealth.ca