



# **RADY CHILDRENS HOSPITAL**

## **Mandatory Influenza Vaccine Program**

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# Why Mandatory Influenza Vaccine Program?





# 2008-2009 vs 2009-2010 Influenza Season

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- Policy on Mandatory Vaccination
- Deadline for Completion
- Management Accountability
- Educational Presentations
- Tracking System

# Mandatory Influenza Policy

- Conditions of Hire
  - New Hires After 10/15/09
- Declination for Current Employee's
  - Medical Contraindication
  - Conscientious Objector
- Mask (N95) Utilization
  - Respiratory Procedures
  - Influenza Dx. Patients
  - Employee Response
- Re-Badging



# Declination Process

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- Declination Form Completed in OHS Only
- Education Packet Provided
  - Policy
  - Infection Disease Influenza Presentation
- Provided Supply of Surgical Masks
- Failure to Comply Will Result in Disciplinary Action / Termination
- Badge for Compliance Monitoring



# Challenge's Faced

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1. Vaccination Policy
  - Applies to all Staff, Physician's, Volunteer's, Vendor's & Contractor's
2. Two Vaccines & FluMist / Vaccine Availability
3. Ancillary Item Shortage
  - Needles, Syringes, N95 Masks, Gloves, etc.
4. Employee Response
5. Leadership Follow-Up
6. Union (UNOCH)
  - Grievance Filed
  - Litigation Suit Pending
7. OSHA
  - Complaints
  - Inspections
8. Increased Family Clinics





# Compliance Rates

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- Total Employee's\*\*
  - 97.4%
- Total Volunteer's
  - 100%
- Total Physician's
  - 92%

\*\*This Figure Does Not Include Contractors and Family Members also Vaccinated.

# Influenza Season 2010 – 2011

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- Mandatory
- Earlier Implementation
- Electronic Employee Health Scanning System
- Known End-Date



# Requirements For Success

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- Clear Policy
- Senior Leadership Support
- Management Accountability
- Communication
  - Education from OHS, Infectious Disease, Infection Control Group
  - One on One Education

