



RADY CHILDRENS HOSPITAL

Mandatory Influenza Vaccine Program

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Why Mandatory Influenza Vaccine Program?





2008-2009 vs 2009-2010 Influenza Season

- 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

- 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

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

- 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

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



Requirements For Success

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

