

# Building a Successful Employee Influenza Vaccination Program: The CHLA Way

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# FIRST STEPS...BUILDING A CASE

- Literature review was performed.
- Outreach to Network of Children's hospitals all over United States
  - To document what facilities like us were doing
- Current recommendations from IDSA, CDC, ACIP, AAP, APIC and SHEA reviewed

# FIRST STEPS...BUILDING A CASE

- Vaccination rates from previous season reviewed
- Healthcare acquired influenza cases and outcomes from 2009-10 reviewed
- Information presented to Executive Leadership to obtain support to move forward with developing a program

# FIRST STEPS... DEFINING THE SCOPE

- UNIVERSAL VACCINATION
  - Defined as the process by which protected zones are created and maintained around patients, families, visitors, and health care personnel in order to prevent nosocomial transmission of influenza virus(es) during the influenza season
- HEALTH CARE PERSONNEL (HCP)
  - Health Care Personnel (HCP) is defined as all persons employed or affiliated with Children's Hospital Los Angeles, who either have direct contact with patients or who, if they were infected with influenza, could potentially expose patients, or others who have direct contact with patients.

# CLEARLY STATE YOUR GOAL

- The Goals guide the program
- CHLA's Goals:
  - #1 Protect our **patients** from hospital acquired influenza
  - #2 Protect our **co-workers and our own families** from Influenza
- All messaging reflected these goals

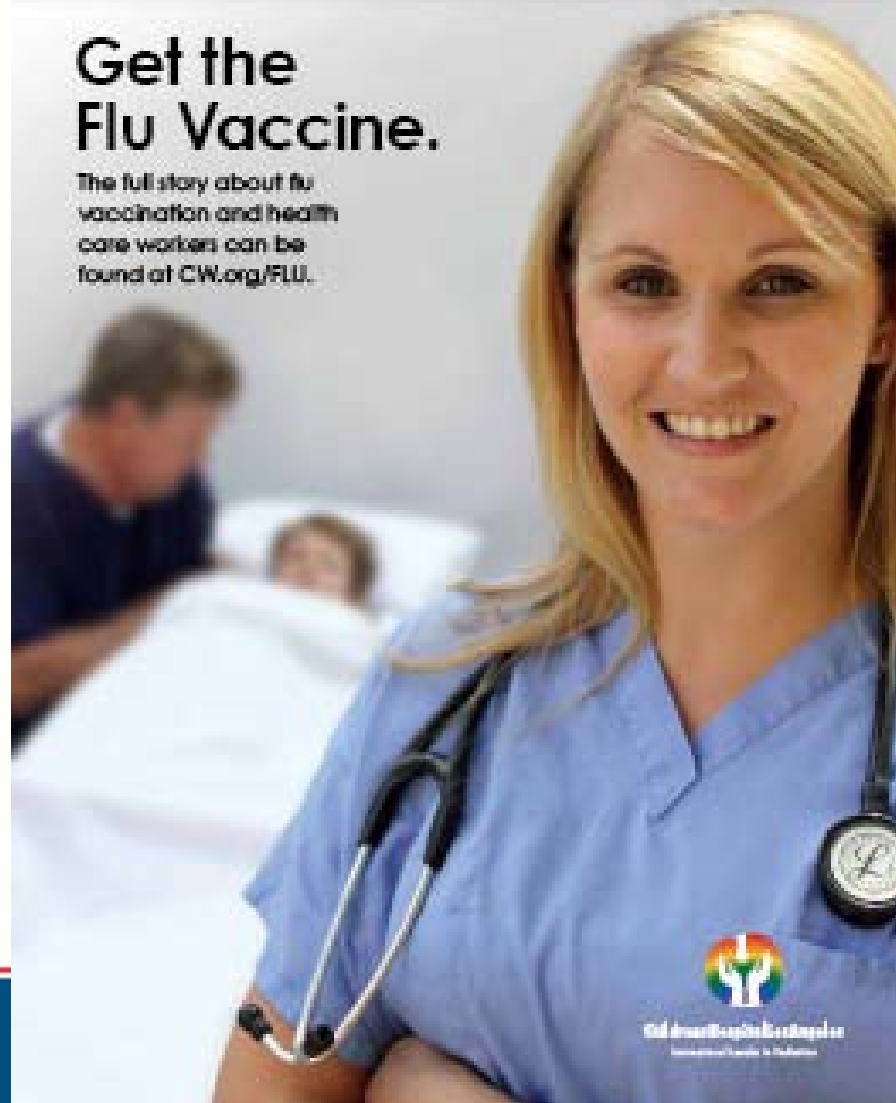
# KEY COMPONENTS TO DEVELOPING A SUCCESSFUL PROGRAM

- Obtain support from Executive Leadership early on in program development - help them set the goals
- Develop or update Policy and Procedure at beginning
  - To allow for enough time for appropriate review and approval
- Form an Implementation Taskforce comprised of leaders from many disciplines (HR, EHS, Infection Control, Infectious Diseases, Quality Improvement, Medical Staff, and Patient Care Services)
- Work with internal Marketing and Communications Department to develop a campaign and consistent messaging.

# Protect Your Patients.

## Get the Flu Vaccine.

The full story about flu vaccination and health care workers can be found at [CW.org/FLU](http://CW.org/FLU).



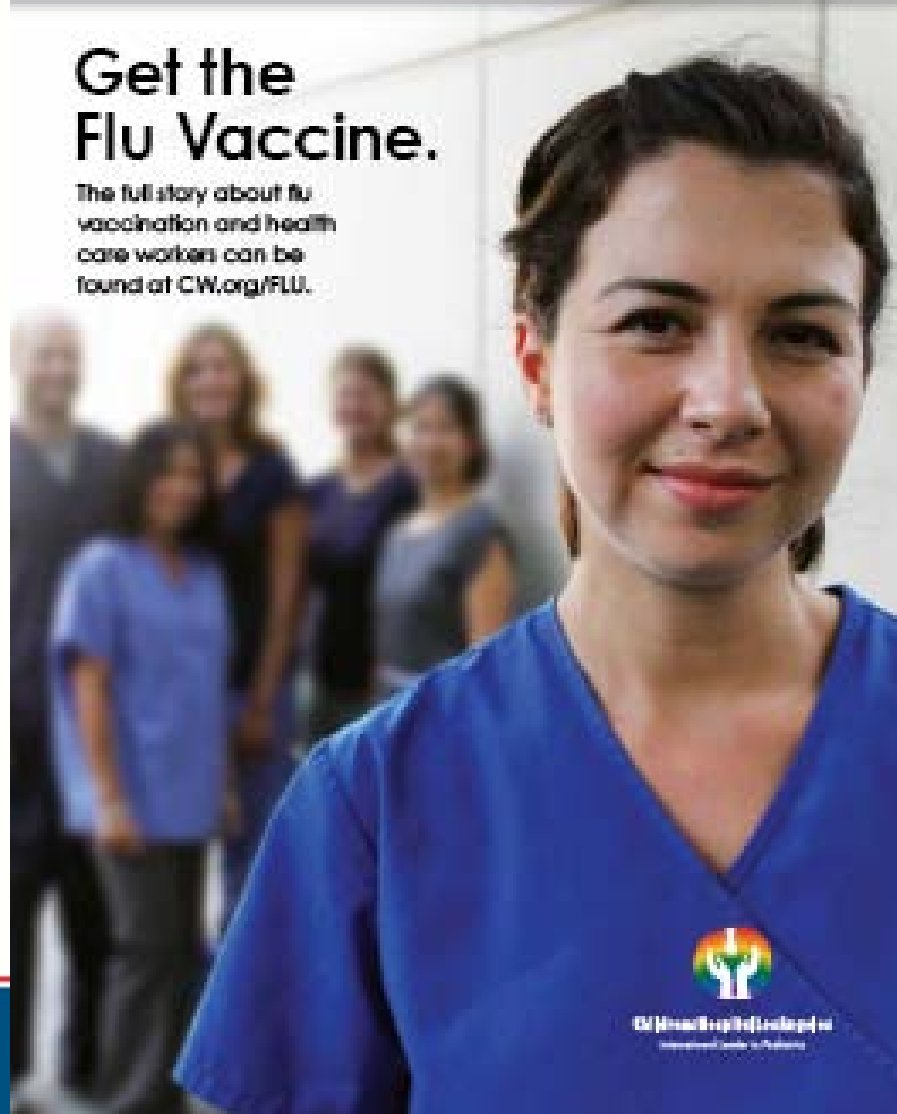
Children's Hospital  
Los Angeles  
We Treat Kids Better

Children's  
Hospital  
LOS ANGELES  
We Treat Kids Better

# Protect Your Co-workers.

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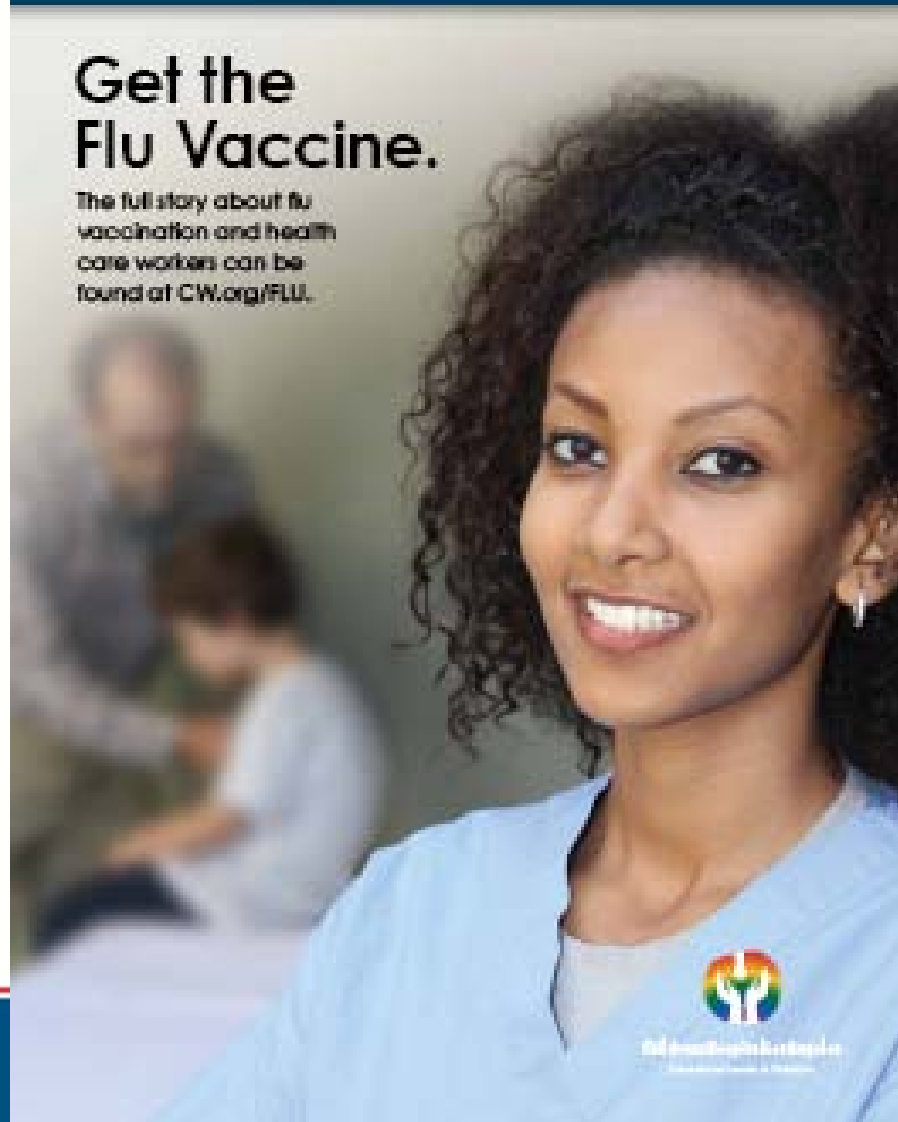
National Nurses United  
Improving Care in America



# Protect Your Family.

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National Health Care Worker  
Flu Vaccine Campaign

Children's  
Hospital  
LOS ANGELES

We Treat Kids Better

# Implementation Plan: Key Points

- Employee Vaccine Clinic -Single easily accessible location off the Employee Entrance
  - Open October 1, 2010 through November 30, 2010
- Re-Badging - All unvaccinated HCP had badges replaced to a badge with a Green dot
  - Deadline for completion was November 30, 2010
- Enforcement - Management and Human Resources coordinated to enforce policy.
- Accountability - Management and staff were held accountable for staff compliance.

# DATA MANAGEMENT IS CRITICAL

- Must begin with a reliable system of listing and tracking all staff (not just employees)
- This can be a challenge because many groups you vaccinate are not employees (i.e. volunteers, physicians, contracted employees, housekeeping)

# DATA MANAGEMENT IS CRITICAL

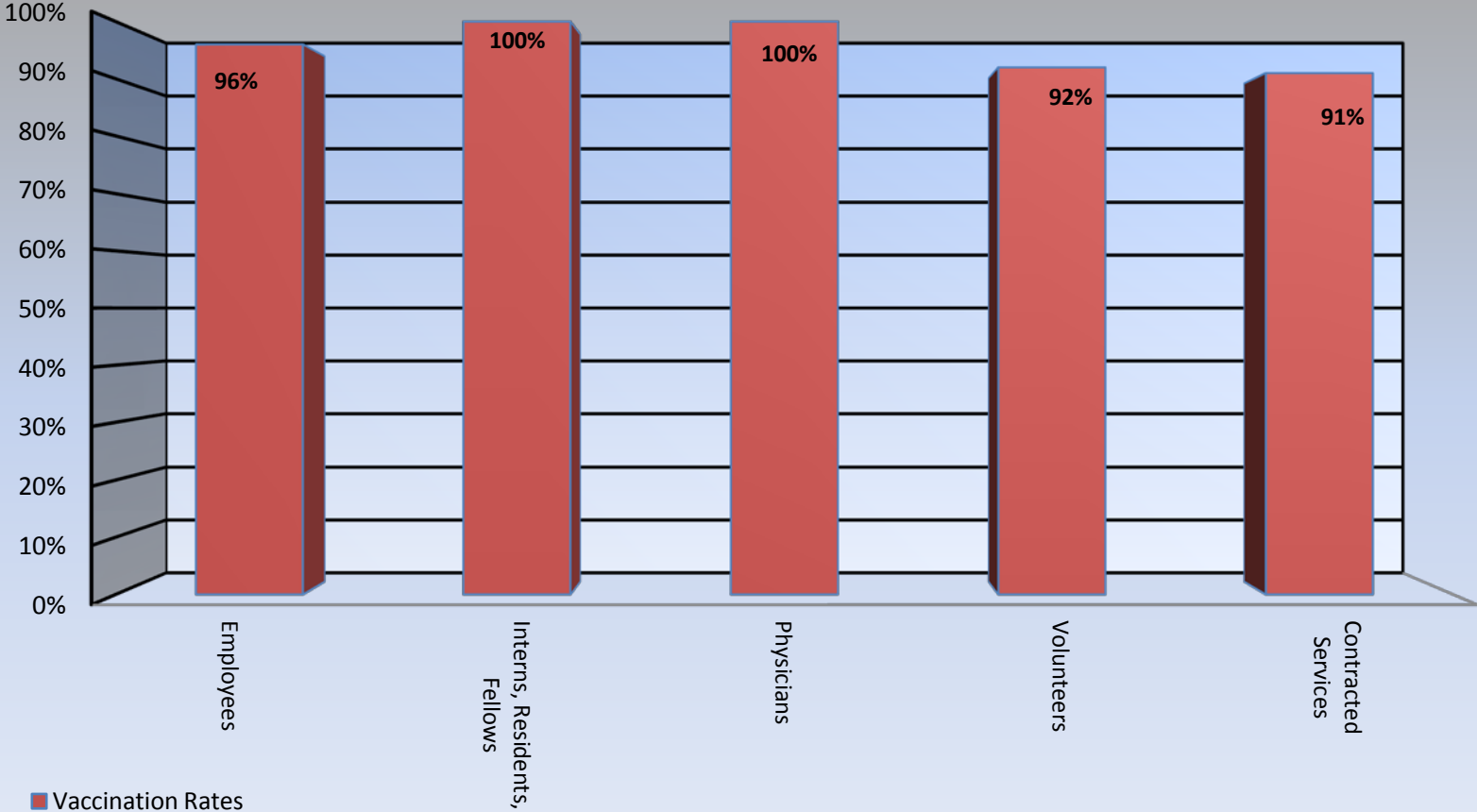
- Remember that even the most impressive scanning and tracking systems require good data going in
  - Vaccine tracking software requires comprehensive lists to be entered in order to properly track staff
- Identify a method of tracking progress and alerting your Management Team of progress and of individuals that still need to register with the clinic

# CHLA's SUCCESS...

- We achieved our Goals:
- There were NO staff related Influenza HAI's at CHLA during the 2010-2011 Influenza Season
- We registered 100% of our staff and were able to meet our state reporting requirements for proof of vaccination or declination
- The annual staff influenza vaccination rate increased:
  - 53% of CHLA staff had an annual influenza vaccine in 2009-10
  - **97%** of CHLA staff had an annual influenza vaccine in 2010-11

# CHLA's SUCCESS...

Goal # 1 Vaccination Rates By Healthcare Worker Type



# LESSONS LEARNED

- Data management is critical - a single reliable database of staff is essential to running a successful program
- Consistent messaging is vital - all managers and supervisors need to communicate the same message to staff

# LESSONS LEARNED

- Staff who decline vaccination must receive clear concise instructions on masking
  - This needs to be well thought out and consistent throughout the institution
- Work with Executive Leadership to define and detail consequences for not adhering to policy and procedure
  - Clearly delineate the consequences to managers and staff





# Thank You

## Questions?