Mandating Influenza Vaccination for Healthcare System Personnel; The Barnabas Health Journey (so far)

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Barnabas Health
About Us

• Barnabas Health
  – Seven acute care hospitals
  – Extensive network of ambulatory facilities
  – 21,000+ employees
  – 5200+ physicians
  – Vendors, students, volunteers, etc. etc.

• Implemented Mandatory Influenza Immunization Policy for 2015-2016 season.
This journey is like getting a flu shot...
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It is good to do, but it hurts a little bit.

:: Barnabas Health
Background

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- Several New Jersey hospitals have already made influenza vaccination mandatory.
Proportion of health care personnel (HCP) reported vaccinated for influenza by reporting acute care hospitals, by personnel group and state — National Healthcare Safety Network, United States, 2013–14 influenza season.

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   - Pharmacy
   - Physician and Nurse Leadership
   - Infection Prevention
   - Marketing and Communications
   - Legal Council
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4. Resources and Time
Next steps – Policies and Procedures
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• Why is policy implemented?
• Who is subject to the policy?
  (And what about the medical staff???)
• When is the annual vaccination required?
• What is proof of immunization?
• What are consequences of not complying with policy?
More Policies and Procedures

• Medical Exemption Policy
• Religious Exemption Policy
• Mask Policy
• Vendor Policy
Logistics and Operations

• Vaccine procurement, storage and deployment
• Education campaigns
• Vaccine administration
• Data collection and reporting
Examples
Save Lives.

Immunize.

2015 Mandatory Influenza Vaccination Program

All Barnabas Health employees, volunteers, residents, students, fellows, and other contract service providers MUST receive the influenza vaccine in 2015 as a condition of employment. Exemptions will be granted for medical or religious purposes. Those who are subject to the policy and receive exemptions MUST wear a protective mask in patient care areas or other areas assigned by Barnabas Health during the flu season.

Key Dates:

Oct. 1, 2015: Requests for religious or medical exemptions must be submitted to the Medical Review Committee or the Religious Review Committee no later than this date. Exemption request forms are available through your director or manager or Human Resources Department. They can also be downloaded on The Bridge. Completed requests should be scanned and emailed to Influenza@barnabashealth.org. For those who do not have access to email or a scanner, please provide exemption requests to Employee Health or Corporate Care.

Dec. 1, 2015: Those Barnabas Health employees who do not receive the influenza vaccine by this date will not be permitted to work and will not be paid during which time they must become compliant.

Dec. 15, 2015: This concludes the grace period for employees to comply with the policy. Those Barnabas Health employees who do not comply by this date will be terminated from employment.

Barnabas Health

Life is better healthy. – barnabashealth.org
**Flu Myths vs Flu Facts**

**Myth**
- The flu vaccine can give me the flu.

**Fact**
- Most flu viruses used in flu vaccines are inactivated with the exception of the live attenuated nasal spray vaccine. They typically do not cause infection.

**Myth**
- Vaccines are not proven to prevent the flu.

**Fact**
- If you get the vaccine, you are about 60% less likely to need treatment for the flu.

**Myth**
- I should wait to get vaccinated so that I’m covered through the end of the season.

**Fact**
- People should get the flu vaccine as soon as the vaccine is available because it takes about two weeks for antibodies to develop.

**Myth**
- It is better to get the flu than to get the flu vaccine.

**Fact**
- Getting the flu shot provides benefits such as the potential to reduce illness and prevent time lost from work.

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**Barnabas Health**

*Life is better healthy.*

barnabashealth.org
Barnabas Health Happenings...

Barnabas Health is on a Pink Crusade

At Barnabas Health, we treat more patients with breast cancer than anyone in New Jersey. We see it every day. We know what it can do to families. That’s why we’re on a crusade. Throughout October, Barnabas Health will be spreading breast cancer awareness in a number of ways.

Barnabas Health facilities will be offering a host of breast health events and programs state-wide to promote prevention, provide education and generate awareness.

The Pink Crusade will also be featured in print and throughout Barnabas Health social media platforms:
- Last weekend Barnabas Health was featured in its first front page “wrap” around the Sunday Star-Ledger, in addition to front page “wraps” with four Gannett Newspapers (Asbury Park Press, Courier News, Daily Record and Home News Tribune).
- Re-launch of the PinkCrusade.org enhanced website, which features online mammogram appointment request functionality, breast health content and branding, and a landing page to support digital advertising efforts.
- A special digital initiative has been launched to support Breast Cancer Awareness, which includes a “Dedicate a Ribbon” online program that enables visitors to post a pink ribbon in honor of a friend or loved one.
- A Barnabas Health Breast Health Education Series – a series of videos from Barnabas Health medical experts – will be featured on YouTube, Facebook and Twitter. The first one, “Surgical Choices,” can be found on The Bridge or on the Barnabas Health YouTube channel.

For more information on the Pink Crusade, including a full calendar of breast health events, or to register for a mammogram, visit the Pink Crusade homepage.

NJIN Expansion Latest in BH’s Focus to Make New Jersey Healthier

Barnabas Health and RadNet, Inc., recently announced plans for a significant expansion of New Jersey Imaging Networks (NJIN) to continue to increase access to high quality coordinated ambulatory care, and preventative and wellness services throughout the state. NJIN, a joint venture formed between Barnabas Health and RadNet in 2012, has multiplied to 18 imaging centers in northern and central New Jersey, effective October 1, making it the state’s largest leader in outpatient imaging. Through NJIN, which will perform over 330,000 exams annually, Barnabas Health is growing a comprehensive statewide diagnostic imaging network.

For information regarding locations and services, visit www.njinimagingnetwork.com.

Flu Vaccine Reminder

This flu season, the following groups are required as a condition of employment to be vaccinated against flu by December 1, 2015, unless they have been granted a medical or religious exemption: employees, medical and nursing students, volunteers, and all associates who receive a paycheck from Barnabas Health.

To date, 95 percent of BH staff have received the vaccine. For more information on the flu vaccine, including a schedule of upcoming vaccine clinics, visit The Bridge.

Barry Ostrowsky, President and Chief Executive Officer, Barnabas Health, received his flu shot from Nancy Holzak, Senior Vice President, Patient Care Services, and Chief Nursing Officer, Barnabas Health.

News From Our Facilities...

Barnabas Health Behavioral Health

BHBHC Commemorates Fall Prevention Week – Barnabas Health Behavioral Health hosted a Fall Prevention Day recently, celebrating efforts to reduce patient falls facility-wide. The event showcased displays from the recent Quality Fair including presentations from Adjunct Therapy, Pharmacy and Nursing. Significant reductions in patient falls throughout the facility have been identified as a result of environmental changes, including more sensitive fall alarms, enhanced
Documentation Workflow

**BHAMG Vaccines**
- BHMG staff administers vaccine and provide badges to their staff at remote locations
- Manual Consent forms are used
- BHMG Regional Directors scans and emailing consent forms to influenza@barnabashealth.org
- Hard copies are retained by BHMG

**Administered Employee Vaccines**
- Employee receives vaccine at clinic or during e-mailed events
- Scanner Data collection process only
  (Backup for clinics only will be to use manual consent forms and Axellio will scan to influenza email)
- Employee badge or drivers license is scanned by CYC scanner. Employees can be locked up entered manually if necessary

**Administered Non-Employed Vaccines**
- New Hire, Non-employed personnel (Volunteer, Sodexo, ITAC): Non-employed medical staff receive vaccine at clinic
- Vaccine administration will be recorded manually on Consent Form
- Auxillie will collect consent forms at the end of each scheduled clinic and scan to the influenza email. If there isn’t a clinic the site leader will be responsible for scanning the forms
- Hard copies are delivered to each CCSE site and filled alphabetically

**Exemption Forms**
- Employee emails exemption form to influenza@barnabashealth.org
- Employee/Staff brings exemption form to Corporate Care or Employee Health
- Forms are sent to influenza@barnabashealth.org
- Corporate Care records, sends number, and forwards to Exemptions Committees
- Exemption Committees return approved/denied exemptions to influenza@barnabashealth.org
- HR is sort approved exemptions
- CC reviews and sorts emails received at influenza@barnabashealth.org. They print forms for Data temp. Emails are saved in folders and uploaded to share drive
- Data entry personnel will enter all manual documents into scanner via desktop and My Webstore application daily

**Vaccination Done Elsewhere Where Forms**
- Employee emails vaccination date elsewhere form to influenza@barnabashealth.org
- Corporate Care/Employee Health scans/emails form to influenza email

MANDATORY INFLUENZA INITIATVE DOCUMENT WORKFLOW
10/15/15
So how is our journey going so far?
So how is our journey going so far?

Immunization rates for employees;

• 2013-2014 – 45%
• 2014-2015 – 67%
• 2015-2016 – 78% (Deadline November 30)
Hey, What about the Medical Staff???
Some Take-Home Lessons

• Focus on patient safety
• Do not underestimate the time, planning and resources that will be needed.
• Include all roles; employed and non-employed
• Unions will frequently support the program
• Limit exemptions that lead to increased masking because enforcing masks is difficult
• Very few employees will be terminated
Questions???

Todd Phillips, MD

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