Implementation of a Mandatory Flu Vaccine Policy
Reasons For Instituting Program

- Protect Our Patients
- Protect Our Employees and Families
- Protect Our Hospital
- Prevent a Pandemic

continued...
Plan of Action

- Research and Develop the Policy
- Educate the Population
- Administer Vaccine
- Follow up with Management

[continued...]
Research and Development of Policy

- Investigate Other Organizations
- Form Coordination Team
- Outline Responsibilities of Each Member
- Define Scope of Mandate
- Develop Necessary Paperwork
Educate the Population

- Mail
- E mail
- Intranet Posting
- Bulletin Boards
- Nursing Units
- Community Signage
Administer Flu Vaccine

- Develop a Schedule
- Provide Education
- Develop a Scripting Tool to Maintain Consistency of the Message

continued...
Follow up with Management

- Weekly lists to Management Team

- Weekly lists to Senior Team
What was the Employee Perspective?

- Inquisitive
- Grateful
- Defensive
- Angry
- Resolved
2010 Statistics

- Total of 1356 Eligible Receivers
- Total of 1039 Given
- 81 Exemptions
- 214 Provided Proof of Vaccination
- 22 Non-Compliant
2014 Statistics

- Total of 1091 Eligible Receivers
- Total of 1029 Given
- 30 Exemptions
- 32 Provided Proof of Vaccination
- 0 Non-Compliant
EXPANSION OF PROGRAM

Development of absentee tracking form

Creation of Employee Health process

Develop a robust schedule for distribution

Have a geographic location that makes it accessible to the employees

continued...
OUTCOME OF PROGRAM

• 100 % compliance

• No healthcare associated influenza identified in our patients

• Decrease in callouts for influenza like illnesses
Resources

Centers for Disease Control – www.cdc.gov

National Influenza Vaccine Summit (NIVS) - www.preventinfluenza.org

American Hospital Association – www.aha.com

The Joint Commission - www.jointcommission.org

US Dept. of Health & Human Services - www.hhs.gov