ABSTRACT

BIDN has been committed to improving employee compliance with influenza vaccinations and has been on a multi-year campaign to increase the participation in the immunization program. Health care workers are in the unique position of being accountable for protecting patients from infection as well as protecting themselves from being infected. Even in the context of this responsibility, health care workers historically have been reluctant to accept immunizations. BIDN has embarked on an aggressive campaign, including employee "mandates" since 2013, to increase compliance by education and increasing the convenience for colleagues to be vaccinated.

In 2014, BIDN was within the top three hospitals in the state of Massachusetts for employee participation with vaccination recommendations. Since 2010, compliance has risen steadily from 77% to over 99% in the current year. The compliance rate in 2015 is nearly 100%.

RESULTS

<table>
<thead>
<tr>
<th>Year</th>
<th>Compliance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>77.0%</td>
</tr>
<tr>
<td>2011</td>
<td>76.0%</td>
</tr>
<tr>
<td>2012</td>
<td>83.1%</td>
</tr>
<tr>
<td>2013</td>
<td>93.2%</td>
</tr>
<tr>
<td>2014</td>
<td>97.0%</td>
</tr>
<tr>
<td>2015</td>
<td>99.7%</td>
</tr>
</tbody>
</table>

CONCLUSIONS

• Educate staff to remove the fear and myths about vaccination
  • Acknowledge fears
  • Be relentless in providing supportive education
• Make it easy for colleagues to comply
  • Take the vaccine to colleagues
  • Easy and flexible schedule
  • Don’t make staff wait in line or lose time from work waiting

METHODS

• Senior management support with appropriate messaging to operations and management leaders of the value and importance of accepting influenza vaccine.
  • On every leadership and departmental management meeting agenda throughout immunization season.
• Education of colleagues regarding the value of immunization
  • Posters, FAQ handouts, Question and Answer sessions, formal and informal throughout all departments of the hospital.
  • Frequent email notifications to all staff
  • Addressed at each new employee orientation, both during immunization season and throughout the year.
• Team development with Occupational Health, Infection Control and partnership with pharmacy to obtain vaccine as early as possible
• Making compliance easy
  • Flu clinics at specified times
  • Keeping good records, of colleagues vaccinated
• Mobile flu clinics
  • Nurse team with mobile immunization cart travels throughout hospital in each department, on each shift
  • Tireless follow-up by Immunization team to reach all colleagues