

Impact of State Legislation: The Kaiser Permanente Experience in Northern California

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Objectives


- Understand legislation in CA affecting HCP influenza vaccination
- Identify obstacles and opportunities to increasing HCP vaccination with use of an employee declination form
- Apply lessons learned by Kaiser Permanente to your health care organization

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Influenza and Health Care Personnel

- Unvaccinated healthcare workers are a key cause of influenza outbreaks in health care settings
- National HCP vaccination rate is 45%
- HCP can be infected, yet asymptomatic, and can still transmit the virus to others
- HCP still come to work even when they have cold/flu symptoms



California Senate Bill 739: Preventing Influenza Infections in General Acute Care Hospitals

- Annually offer free, on-site influenza immunizations
- Require employees to be vaccinated or to decline in writing why they do not want to be vaccinated
- Institute respiratory hygiene and cough etiquette protocols
- Adopt a seasonal influenza plan
- Revise or create a disaster plan that includes a pandemic influenza component
- Implementation January 1, 2007, California State Health and Safety Code 1288.7



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Kaiser Permanente Northern California Region

- 3.2 million members
- 19 hospitals and 52 outpatient medical offices
 - Regional and local pharmacies and laboratories
 - Regional offices
 - Skilled nursing facility
- 6,000 physicians
- 73,000 employees
- 11,000 other (per diems, volunteers, students, contractors, etc.)

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Kaiser Permanente Already

- Offers free, on-site influenza immunizations
- Implements respiratory hygiene and cough etiquette protocols
- Has a seasonal influenza plan
- Has a disaster plan that includes a pandemic influenza component
- NEW!** Offer a declination form to employees who do not want to be vaccinated



Declination Form Integrated into Existing Strategies

- Vaccinations administered October through January
 - Visible key leadership and labor endorsement
 - Educate staff about the benefits of flu vaccination to themselves, their families, and patients
 - Vaccination is available during all shifts and throughout in-patient and out-patient settings



Declination Form Integrated into Existing Strategies

- Roving flu carts in departments and at regular meetings
 - Friendly competitions
 - Flu shots at facility events
 - Influenza education and flu shots as standing items at staff meetings
 - Declinations not offered to employees until December to discourage declination as an early option



Definition of Employee

- H&S Code refers to “hospital employees” and “healthcare personnel”
- Kaiser Permanente has employees in in-patient and out-patient settings in one organization and include:
 - staff, volunteers, students, per diems, contractors
- Physicians belong to The Permanente Medical Group
- Declination form implemented for all physicians and any employee in an area that is surveyable by the Joint Commission
- *Free flu vaccination and educational and promotional activities provided throughout ALL settings*



California State Reporting Expectations

- Report vaccination rates
- 2007-08 – “Employees”
 - Staff paid by the hospital
 - Excluded MDs and licensed independent contractors
- 2008-09 – “Employees” and
 - MDs
 - Registry RNs
 - Contract staff
- KP reports on all employees in the system

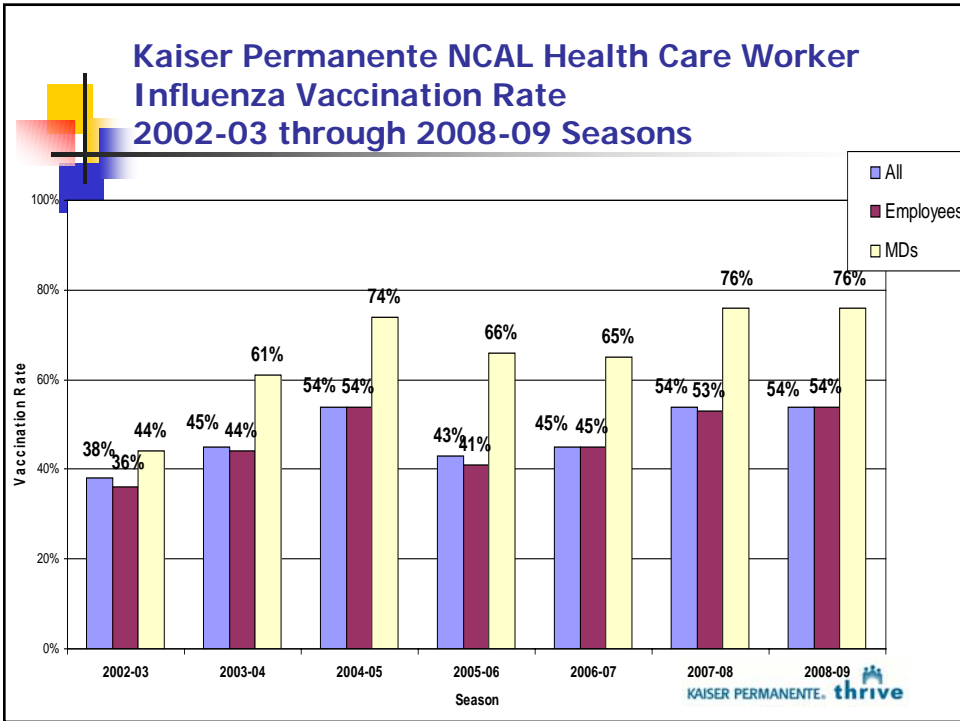
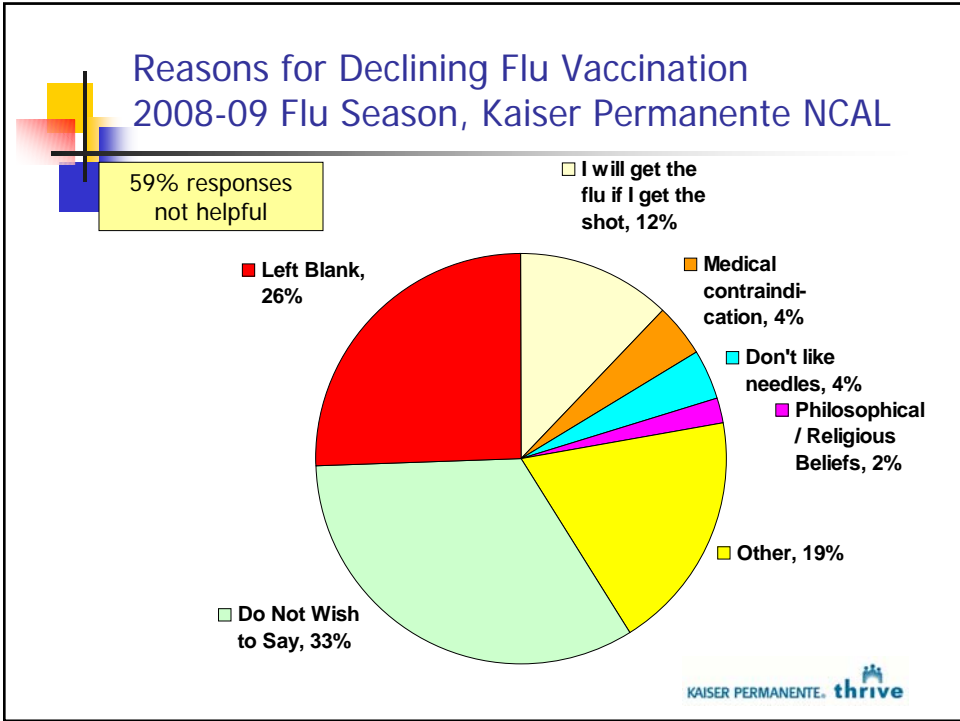
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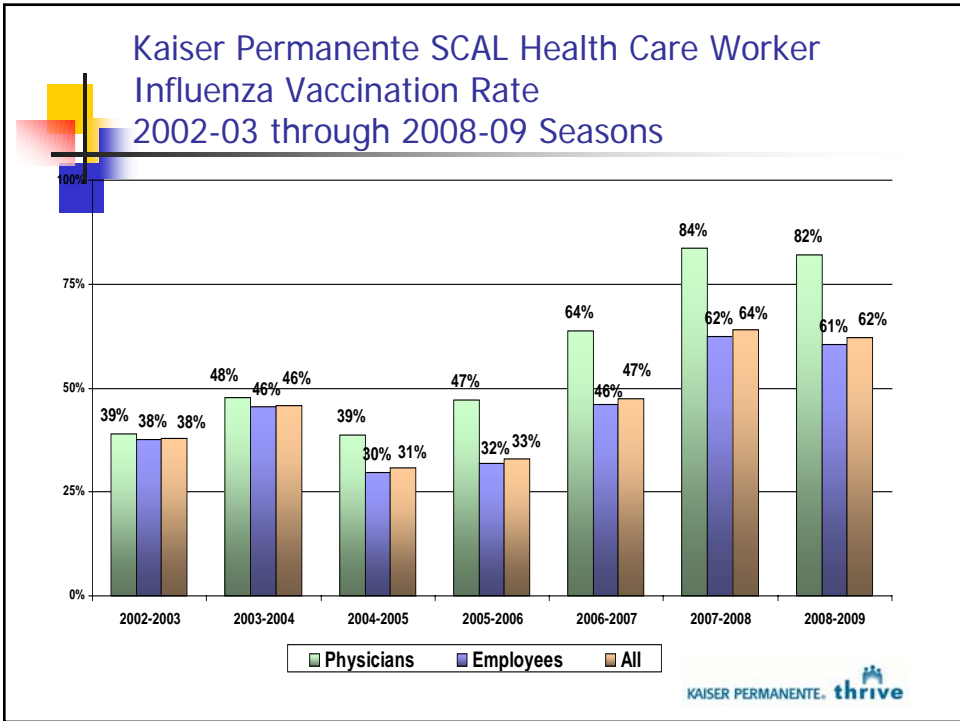
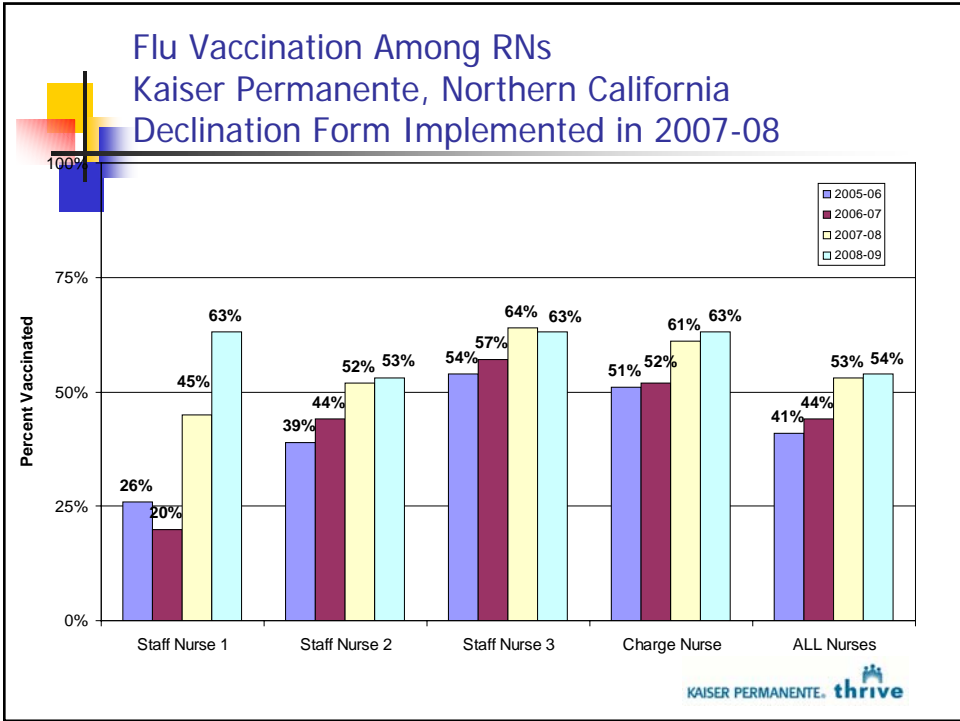


Language on the Declination Form

- State mandated educational language
 - I acknowledge that influenza vaccination is recommended by the CDC to prevent...influenza and its complications, including death, to patients, my coworkers, family and community
- Declination reasons – anticipated helpful information to understand reasons for declination and improve our program

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Kaiser Permanente in 2009-2010

- Enhance existing program
- Enforce compliance as a condition of employment
- Prepare for H1N1 vaccination
 - Availability of vaccine
 - Possible prioritization of employees
 - Waves of employee vaccination
 - Employee concern may increase demand for vaccination seasonal and H1N1 vaccination



Kaiser Permanente in 2009-2010

- Employee absenteeism tracking and workforce planning
- Proposed Aerosol Transmissible Disease Standards (Cal OSHA Title 8, Chapter 4)
 - Influenza vaccination and declination form, with different language from the SB 739 form



Lessons from Kaiser Permanente's Experience

- Slight increase in vaccination rates with declination – most visible among entry level RNs
- Define clear consequences to non-compliance and follow-through on them
- Encouraged increased coordination of employee influenza vaccination with the member vaccination program
- Phrase questions about reasons the employee declined vaccination so meaningful information can be obtained to improve the program

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Lessons from Kaiser Permanente's Experience

- Develop clear guidelines for managers to follow to ensure consistency throughout program
- Integrate declination into an established program to educate staff and provide free and readily accessible vaccination
- Adapt data collection systems to analyze and report meaningful information

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