

# Influenza Vaccination of Health-care Personnel:

## A Department of Health and Human Services Initiative

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## Major Points

- Influenza vaccine is underutilized, including by health care personnel (HCP)
- There are proven, recommended strategies available to improve vaccination rates
- HHS has begun a two- year initiative to reach the Healthy People 2010 objective for health care personnel of 60% vaccination
- Several HHS offices and agencies achieved significant success in vaccinating HCP in 2008-09
- Nursing, medical, and osteopathic schools are unlikely to require influenza vaccination for students



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## Influenza Vaccination of Health-care Personnel

- Only 46 percent of U.S. health-care personnel were vaccinated in 2007

CDC, unpublished:  
[http://www.cdc.gov/flu/professionals/vaccination/pdf/NHIS89\\_07fluvaxtrendtab.pdf](http://www.cdc.gov/flu/professionals/vaccination/pdf/NHIS89_07fluvaxtrendtab.pdf)



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## Health Care Worker Groups

- Qualitative Assessment of Factors Influencing Immunization of Health Care Workers, CDC, unpublished data
  - Individual in-depth interview or focus group at hospitals in 4 cities (NYC, Hollywood (FL), Scottsdale (AZ), San Francisco, August 2007)
- Results
  - Professional schools were reported as a driver of vaccination
  - Believe vaccines are a mechanism to protect themselves from patients, rather than as a means to protect patients
  - Clinical workers demonstrated limited or inaccurate knowledge of infectious diseases and their routes of transmission
  - Resistance to seasonal influenza vaccination was characterized by:
    - Perceptions of limited applicability to themselves
    - Perceptions of minimal consequences from contracting flu
    - Pronounced lack of trust in the vaccine



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## Strategies for Improving HCP Vaccination Rates

- Implement successful HCP vaccination programs that are multifaceted and combine:
  - Education campaigns
  - Role models
  - Improved access
  - Measurement and feedback
  - Declination
- Survey health professional schools' student immunization policies



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## HHS Initiative for Influenza Vaccination of Health Care Personnel: Components

- **Two components**
  - **Improving HHS health care employee influenza vaccination, with focus on**
    - **Federal Occupational Health Service**
    - **Indian Health Service**
    - **HRSA-funded community health centers**
    - **NIH Clinical Center**
  - **Promoting influenza vaccination to non-federal health care organizations and HCP**



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## HHS Initiative for Influenza Vaccination of Health Care Personnel: HHS Employees

- Three focus areas
  - Developing office and agency specific strategies to improve HCP vaccination levels
  - Measuring employee vaccination rates
  - Disseminating a toolkit containing
    - Standard presentation
    - Relevant articles
    - Posters
    - Fact sheets, questions and answers
    - Vaccine information statements
    - Links to other resources
    - Toolkit is available on HHS OPHS website



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## HHS Initiative for Influenza Vaccination of Health Care Personnel: Outreach

HHS will also promote Influenza Vaccination of Health Care Personnel (HCP) nationwide

Healthy People 2010 target: 60% of all HHS HCP will be vaccinated annually  
By 2010

HHS is partnering with many other organizations to promote HCP influenza vaccination

Selected Partners include:

- American Academy of Family Physicians
- American Academy of Pediatrics
- American College of Obstetricians and Gynecologists
- American College of Occupational and Environmental Medicine
- American College of Physicians
- American Hospital Association
- American Medical Association
- American Nurses Association
- American Society of Health-System Pharmacists
- Association for Professionals in Infection Control and Epidemiology, Inc.
- National Black Nurses Association
- National Hispanic Nurses Association
- National Foundation for Infectious Diseases
- National Influenza Vaccine Summit
- National Medical Association
- National Hispanic Medical Association
- National Medical Association
- AFL-CIO
- AFSCME
- SEIU



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# HHS Toolkit

**U.S. Department of Health & Human Services**  
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**Health Care Personnel Initiative to Improve Influenza Vaccination Toolkit**

**Introduction**

Influenza is a contagious respiratory illness that can be easily spread through person to person contact. Influenza can cause mild to severe illness and in some cases may lead to death. Annually, between 5 percent and 20 percent of the population become ill with influenza, and on average more than 200,000 persons are hospitalized and 36,000 people die. Many professional agencies and organizations, including the Centers for Disease Control and Prevention (CDC), the National Foundation for Infectious Diseases (NFID), the Infectious Disease Society of America, and the Joint Commission on Accreditation of Health Care Organizations (JCAHCO) recommend annual influenza vaccinations for health care personnel (HCP) because of their increased risk of contracting and transmitting influenza. By being vaccinated, HCP decrease their likelihood of contracting influenza and decrease the chance of infecting others. It is imperative for HCP to set an example for the patients they serve by being vaccinated and also by being informed with the most current influenza information in order to properly educate them.

The Department of Health and Human Services (HHS) wants to improve vaccination rates amongst HCP with the goal of reaching the Healthy People 2010 objective of 60 percent vaccination rate. In 2006, vaccination rates were less than 50 percent for HCP. This objective can be achieved by partnering with other organizations to promote influenza vaccination. Therefore, this toolkit was designed to provide numerous resources for health care organizations, health care professional schools, professional health associations, and HCP leaders to gain valuable information about influenza and pass it on to their colleagues and employees. The toolkit is comprised of links to several Web sites (CDC, Food and Drug Administration, NFID, American College of Physicians, and the State of Massachusetts), a presentation, journal articles, fact sheets, and posters to be used for promotion and education about influenza vaccination. The internet links were all chosen because of their proven success and novel approaches to prevention and education about influenza and influenza vaccination.

<http://www.hhs.gov/ophsp/programs/initiatives/vacctoolkit/index.html>

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## HHS Results – Federal Occupational Health (FOH) Service

- FOH survey (64% response rate [n=349], adjusted for reported allergy or other contraindications to vaccination):
  - vaccination rate was 74.4%.
  - 69% of responders reported vaccination in 2007
  - 63% reported they had received it for the last 3 years

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## HHS Results – Indian Health Service

- Director's Open Door Forum October 25th, 2008 with webinar on influenza transmission, influenza vaccination, employee health records, and strategies for vaccinating HCP.
- Each IHS Area designated a coordinator to disseminate information, receive reports from facilities, and aggregate them into Area level report.
- IHS surpassed HP 2010 goal for HCP influenza vaccination, and established baseline HCP influenza coverage of 71% for all facility types.
  - Variation reported between Areas and facility type
- Efforts to identify and disseminate best practices and to improve overall data collection are important next steps.

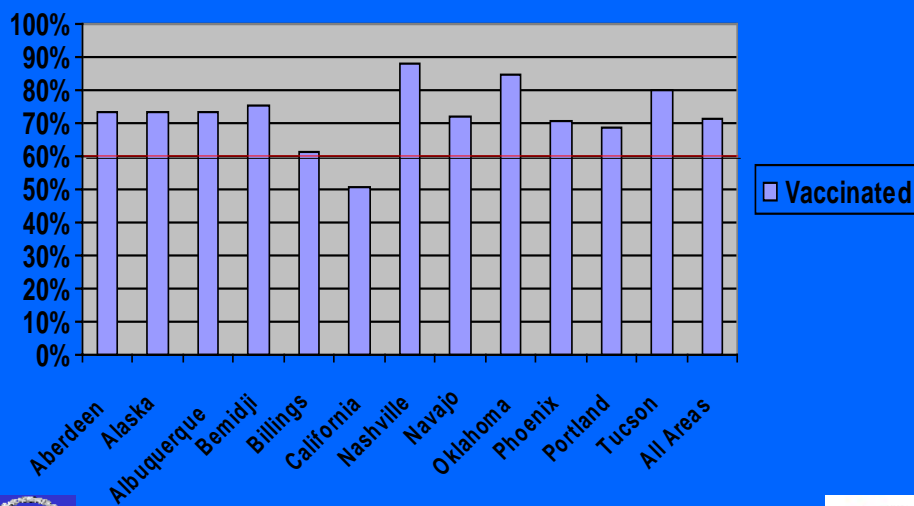


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2008 - 2009 Influenza Vaccination Coverage of HCP  
IHS, Tribal, and Urban Facilities



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## HHS Results – HRSA and Community Health Centers

- HRSA sent a message to all federally qualified health centers in July, 2008, requesting they strongly encourage their HCP to receive influenza vaccine
  - Based on sample of centers that provided data, average of 72.7 percent of HCP received influenza vaccine



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## HHS Results – NIH Clinical Center

- Background:
  - NIH developed electronic immunization tracking system for Clinical Center and instituted mandatory immunization program for all staff who have patient contact.
  - Staff who did not get vaccinated mandated to sign a declination form specifying the refusal reason
  - Employees who were non-compliant had to appear before the Clinical Center's governing medical board
- Results:
  - By February 2009,
    - 100% of the 2754 patient care employees had complied with the policy
    - 88% were vaccinated,
    - 1.3% had medical contraindications and
    - 10.7% declined vaccination



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## Student Immunization Requirements of U.S. Health Professional Schools, 2008

- Characterize student immunization requirements and related policies of health professional (HP) schools in the U.S. and Puerto Rico
- Surveyed all medical, baccalaureate nursing and osteopathic medical programs in the U.S. and P.R. (N=760)
- E-mailed invitation to self-administered web-based survey using membership lists of national HP schools organizations
  - Completed by Deans, Student Affairs Deans, Student Health nurses



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## Student Immunization Requirements of U.S. Health Professional Schools, 2008: School Requirements vs. ACIP Recommendations

Vaccine	Nursing % require	Medical % require	Osteopathic % require
Measles	97.7	99.0	91.3
Mumps	96.8	99.0	91.3
Rubella	97.9	99.0	95.7
Hepatitis B	95.0	95.9	91.3
Varicella	89.2	95.9	82.6
Td	81.5	75.5	73.9
Tdap	65.0	70.4	73.9
Influenza	18.3	16.3	17.4



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## Immunization Requirements of U.S. Health Professional Schools, 2008: Influenza Vaccination

	Nursing %	Medical %	Osteopathic %
<b>Influenza vaccine offered</b>			
At no cost to student	29.8	70.4	26.1
Fee at time of vaccination	45.1	16.3	30.4
Not offered	18.0	3.1	13.0
<b>If not offered, why not?</b>			
Too expensive	13.9	100	0
Limited demand	20.3	33.3	0
<b>Student responsible</b>	<b>74.7</b>	<b>33.3</b>	<b>100</b>
<b>Vaccination given tracked?</b>			
Paper medical record	58.2	40.4	28.6
Electronic medical record	24.1	31.9	28.6
School database	27.9	23.4	42.9



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## Planned activities for 2009-10

- Presentations at meetings
- Solicit newsletter, journal articles
- Identify non-federal partners for focused promotion
- Review data with CMS regarding implementing condition of participation to offer HCP influenza vaccine at institutions receiving CMS funds
- Implement contractor vaccination more broadly



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## Planned activities for 2009-10, cont.

- Conduct surveys about immunization policies for students and staff of associate degree nursing schools, pharmacy schools, physician assistant schools, and allied health professions schools
- Publish HHS OPDIV/STAFFDIV vaccination rates, activities from 2008-09
- Review data from 2008 National Health Interview Survey and other surveys with influenza vaccination data for HCP



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# Questions?



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