



	History	
Season	Targeted employees	% Vaccinated
2004-2005	Nurses high risk areas/residents/fellows (1255)	57
2005-2006	All nursing units/ ambulatory sites/ residents /fellows Staff with patient contact (3578)	69
2006-2007	Same as previous year (3998)	73
2007-2008	Added attending physicians (4971)	90
2008-2009	Staff with patient contact Physician group more targeted (5170)	92
2009-2010	All employees working in patient buildings or providing patient care - HCW (9300)	99.6



Influencing Factors

Season	% Vaccinated	Program Changes
2004-2005	57	First formalized program; collaboration with IPC
2005-2006	69	Unit flu captains; reports by unit; voluntary declination forms
2006-2007	73	Increased leadership involvement; multi-disciplinary approach
2007-2008	90	Part of institutional strategic safety plan ; early planning, public relations; logo ,T-shirts, posters; Mandatory participation – vaccine or declination
2008-2009	92	Consequence for non-participation (performance eval) Physician leadership involvement
2009-2010	99.6	Mandatory vaccine supported by Patient Safety Committee



2009-2010

Patient Safety committee recommended mandatory annual influenza vaccine for all staff who works in patient buildings or who provides patient care



Targeted Staff

- Employees
 - Main Hospital and Ambulatory Sites
- Physicians
 - CHOP pay-rolled, attending, rotating, consultants
- Volunteers
- Students
 - All clinical (nursing, medical)



Identifying Key Strategies

- Collaboration
- Communications and PR
- Methods for evaluating exemption requests
 - *Medical and religious*
- Creating accurate list of staff
- Timely, accurate reports
- Established timeline



Collaboration

Program Leaders

- Occupational Health and Infection Prevention and Control

Collaborators

- Senior Leadership
- HR
- Nursing (Main campus & Ambulatory)
- Medical Staff Affairs/Physician Practices



Marketing, Public Relations and Internal Communications

Marketing and Public Relations

- Designed promotional materials
- Created content for external and internal websites
- Developed inventory of all existing influenza content
- Organized Flu Vaccine Kick-off Day with prizes, games, snacks and local radio station broadcasting live

Internal Communications

- Supported writing and distribution of communications to all staff and to targeted communities
- Kept intranet updated and current



Exemption Requests

PROCESS ESTABLISHED

- Requirements stated up-front
- Criteria for evaluation of medical requests
- IPC/OH review
- Religious exemptions evaluated through HR



Reports

Essential to have accurate baseline staff list

- Vaccine Reports provided real time numbers and ability to target unvaccinated staff
 - Weekly updates to Supervisors
 - Reports to Directors and Senior Leadership



Established Program Timeline

6 week Program began mid-September

- Vaccine distribution
- Flu teams
- Deadline for vaccination with well publicized consequences
- Timeframe changed due to H1N1 complications



Results

99.6% staff vaccinated

57 exemptions

Staff Survey: (preliminary)

~50% agree with the mandate

~58% feel the mandate is coercive

~75% agree it is important to protect patients

~ 70% feel it is their ethical responsibility to be vaccinated