



## Best Practices for Improving Influenza Immunization Coverage Amongst Healthcare Personnel

<b>High Impact Best Practices</b>	<ul style="list-style-type: none"> <li>★ <b>Make the influenza immunization a condition of employment by revising your facility's internal policy, meeting with union counterparts, etc.</b></li> <li>★ <b>Revise the declination form to only include options such as medical contraindications and removing the personal beliefs exemption (i.e. implement a medical exemption review process for staff who are requesting exemptions)</b></li> <li>★ <b>Develop an influenza management committee to include the Administrator, Nurse Educator/Director of Nursing, Infection Preventionist and Medical Director to meet monthly during the influenza season</b></li> </ul>
Possible Barriers	Strategies to Address Barriers
Hiring freezes or lack of staffing and resources	<ul style="list-style-type: none"> <li>• Include the healthcare personnel (HCP) influenza immunization as a Quality Improvement measure for the facility</li> <li>• Inform unit managers to hold staff accountable on each unit by submitting weekly updates to assist with data collection</li> <li>• Infection Preventionists or Employee Health can create a spreadsheet with deadlines for follow up</li> </ul>
Lack of follow up with staff who did not meet the facility's influenza immunization target	<ul style="list-style-type: none"> <li>• Consider implementing consequences for staff who are non-compliant with submitting their influenza immunization documentation or with wearing a mask, if required (i.e. verbal/written warnings, badge suspension, etc.)</li> <li>• Encourage discussion about the influenza campaign in staff meetings</li> <li>• Assign influenza immunization champions to increase rates (e.g. staff such as CNAs, RNs, LVNs, Environmental Services, PT/OT, etc., can encourage their colleagues to become immunized)</li> </ul>
Difficulty with obtaining documentation from licensed independent practitioners (i.e., some Skilled Nursing Facilities (SNFs) may not require influenza immunization as a condition of employment)	<ul style="list-style-type: none"> <li>• Encourage staff to submit documentation for the immunization and offer an attestation form for staff who were unable to obtain documentation</li> <li>• Obtain accurate denominator of physical staff in the SNF during the influenza season reporting period</li> </ul>
Staff declining the immunization due to personal reasons (e.g., getting sick, not trusting the immunization, etc.)	<ul style="list-style-type: none"> <li>• Implement mandatory in-services for staff who are declining the immunization to dispel myths</li> </ul>
Lack of leadership involvement	<ul style="list-style-type: none"> <li>• Obtain Medical Director/Administrator buy in to encourage the influenza immunization amongst staff (i.e. issuing a directive to all HCP of the requirement to be immunized, dates the immunization will become available (on-site if possible), and the immunization provided at no cost)</li> </ul>
Lack of key messages or incentives provided by facilities	<ul style="list-style-type: none"> <li>• Encourage the development of a slogan for your influenza campaign</li> <li>• Consider providing flu stickers for staff who become immunized</li> <li>• Encourage staff to provide incentives such as lunch for the unit with the most immunizations, raffle prizes, etc.</li> </ul>