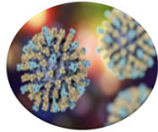


## Increasing Employee Influenza Vaccination Rates



Heidi Poole, RN, BSN, MSOL

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## Objectives

**Primary:** To obtain >90% vaccination rate at all facilities in SEMN to achieve compliance with the Healthy People 2020 Objective

**Secondary:** To reduce the risk of influenza infection and transmission to health care workers and patients



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## Methods

- Participation in influenza vaccination program is required per policy
- Mandatory in-person training sessions for decliners; open to all employees despite vaccination status
- Education:
  - Influenza disease, influenza vaccine, and myths
  - Year 1: interactive approach with a mobile device application
  - Year 2: simple Power Point
  - Content entertaining and informative, not punitive

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## Methods



- Education (Continued):
  - sessions offered after vaccination campaign days completed
  - Offered on variety of dates, times, and campuses
  - Paid time to attend
- Online declination link provided after session attended

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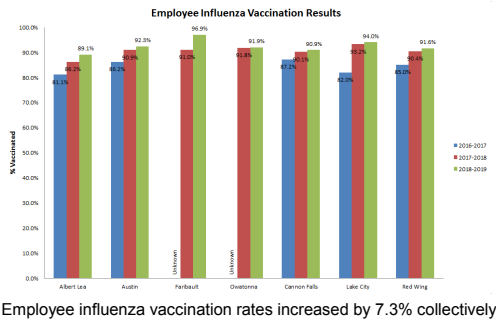
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## Results




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## Conclusions

- Barriers to the declination process = staff preference of less time required to receive shot vs. education session
- In-person education did not influence the employees' decision to receive the flu shot after the sessions occurred
- Ongoing efforts and research is required to maintain employee vaccination rates greater than 90%
- Other facilities within the health system are opting to provide in-person education before declination based upon these results to improve their influenza vaccination program rates
- Increased Effort Required to Decline Influenza Vaccination Leads to Higher Employee Vaccination Rates




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## References

U.S Department of Health and Human Services. (2018, June 25). *Immunization and Infectious Diseases*. Retrieved June 26, 2018, from HealthyPeople.gov: <https://www.healthypeople.gov/2020/data-search/Search-the-Data#objid=6361>;

Centers for Disease Control and Prevention. (2018, June). *About Flu*. Retrieved June 26, 2018, from Centers for Disease Control and Prevention: [https://www.cdc.gov/flu/about/disease/high\\_risk.htm](https://www.cdc.gov/flu/about/disease/high_risk.htm)

Influenza Vaccination Information for Healthcare Workers <https://www.cdc.gov/flu/healthcareworkers.htm>

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## Questions?

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