

# Influenza Vaccination of Health Care Personnel

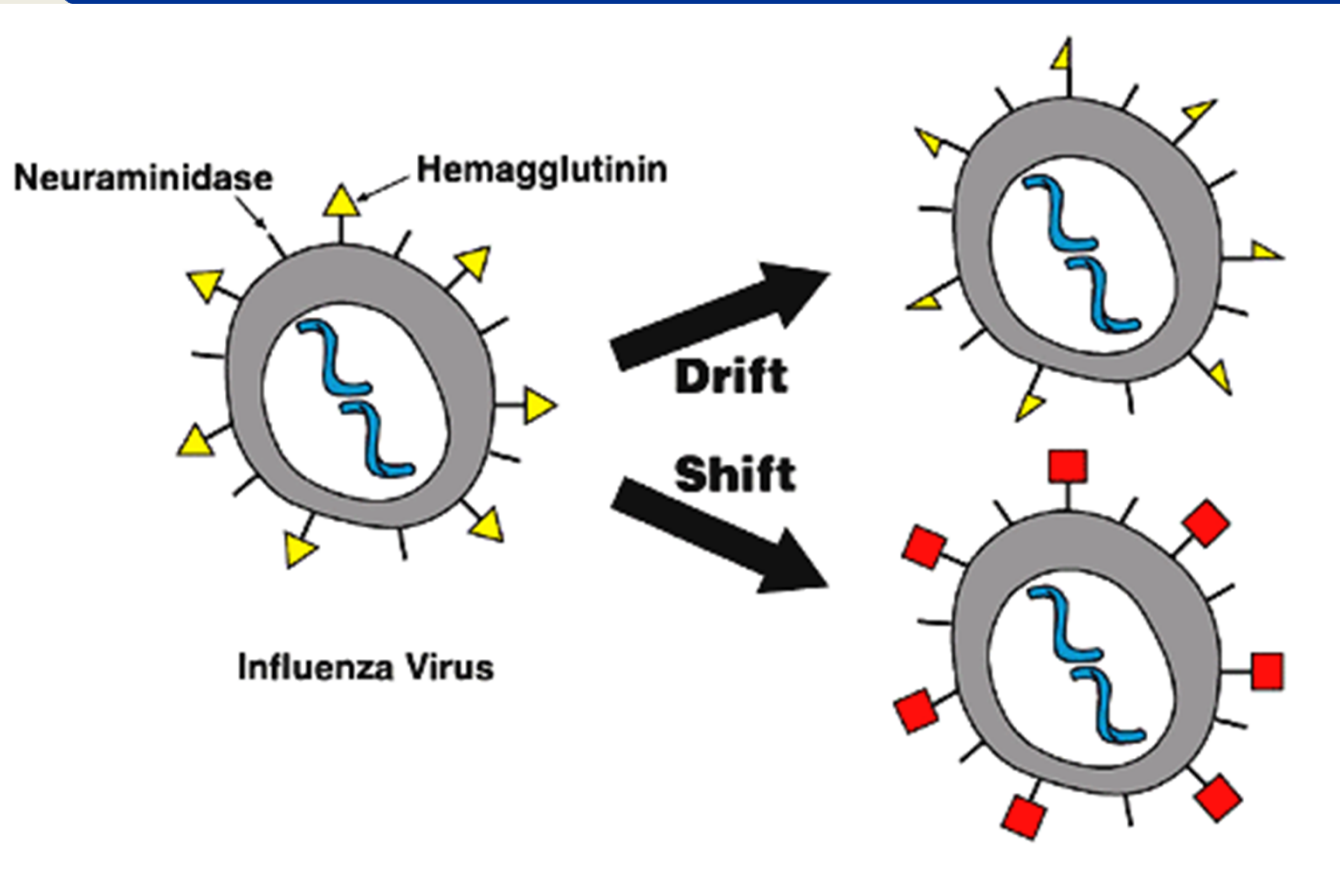
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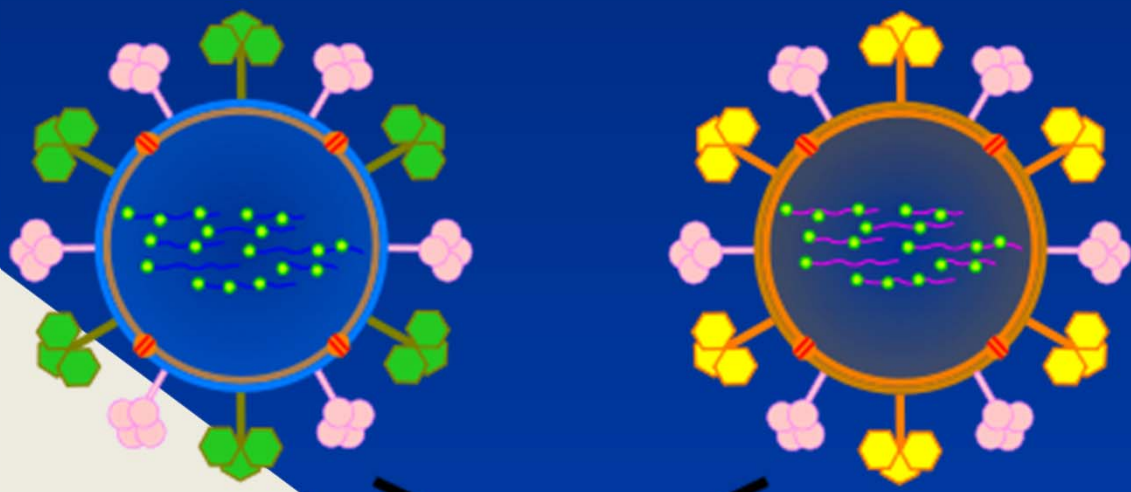




# Influenza (Flu)

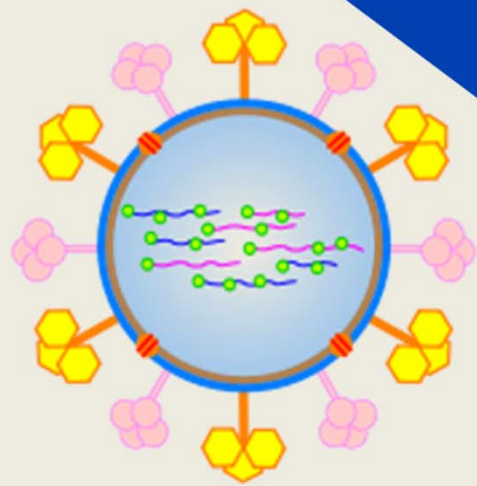
- The flu is an infection that is caused by a flu virus. There are many different types of flu viruses.
- The flu affects the lungs, throat, nose, and other parts of the body.
- Unlike the common cold, the flu comes on suddenly, makes you very sick for a week or longer, and can send you to the hospital.





highly pathogenic  
avian strain

human strain



new highly pathogenic  
human strain

Symptoms	Cold	Flu
Fever	Rare in adults and older children, but can be as high as 102° F in infants and small children	Usually 102° F, but can go up to 104° F and usually lasts 3 to 4 days
Headache	Rare	Sudden onset and can be severe
Muscle aches	Mild	Usual, and often severe
Tiredness and weakness	Mild	Can last two or more weeks
Extreme exhaustion	Never	Sudden onset and can be severe
Runny nose	Often	Sometimes
Sneezing	Often	Sometimes
Sore throat	Often	Sometimes
Cough	Mild hacking cough	Usual, and can become severe

## References

1. [www.cdc.gov/flu/about/QA/coldflu.htm](http://www.cdc.gov/flu/about/QA/coldflu.htm)

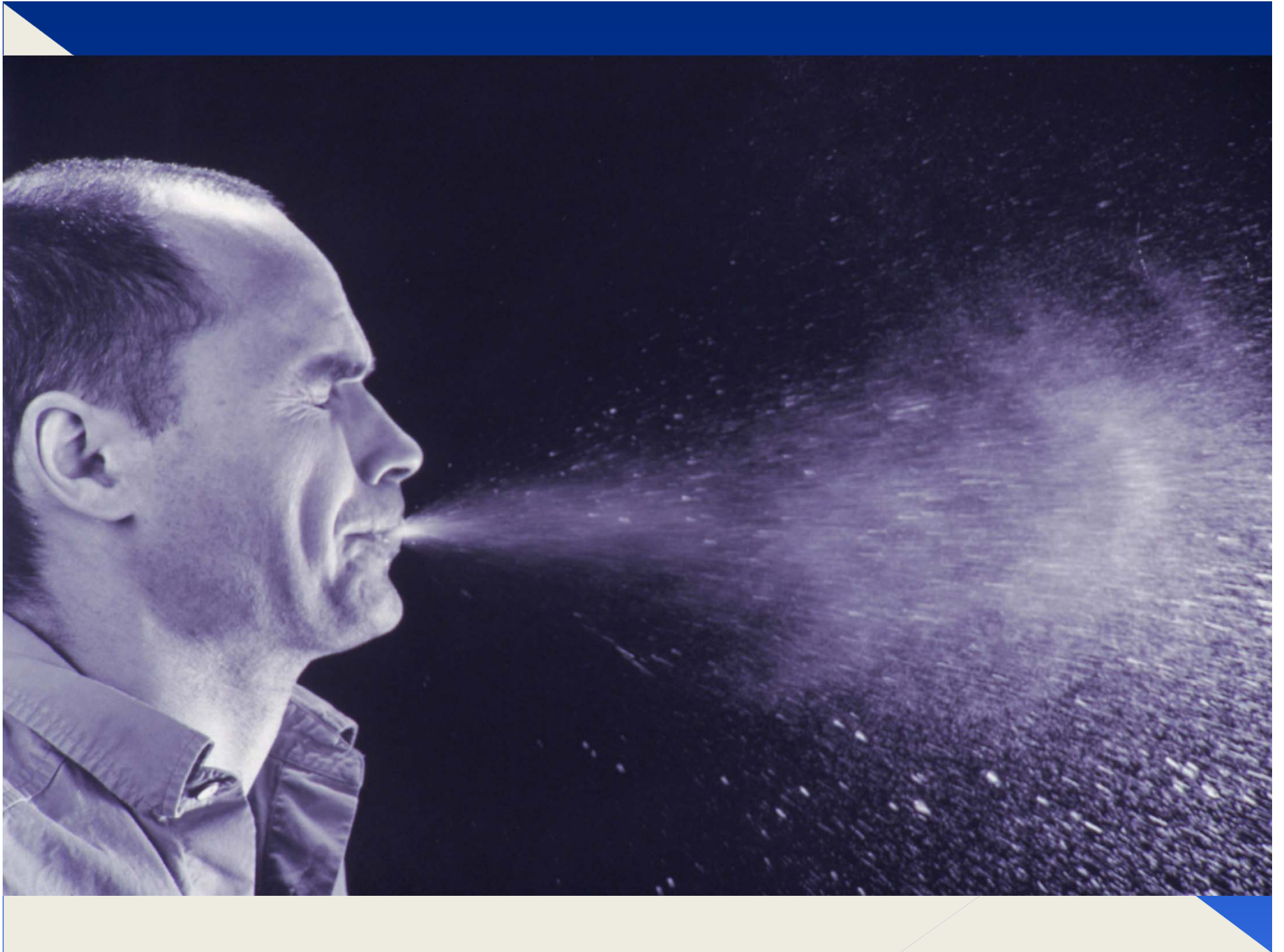
## Flu or Stomach Flu? What's the Difference?



# How Does the Flu Spread?

- Flu is spread through tiny droplets sprayed into the air when a sick person coughs, sneezes, or even talks.
- You can get sick from the droplets if they land in your nose, eyes, or mouth.
- You can also get the flu by touching a surface like a table or a doorknob that has the virus on it, then touching your mouth or nose.





# Flu is Dangerous

When some people get the flu it may be mild, but for many others it could be fatal.

- Flu is the 8<sup>th</sup> leading cause of death in the U.S.

CDC/ National Center for Health Statistics. *Deaths and Mortality* 2009.

- Flu kills as many or more Americans than breast cancer.
- Approximately 36,000 Americans will die this winter because of the flu.

Poland et al. *Vaccine* 2005;23:2251-5.

# What Causes the Flu to be More Dangerous to People?

- Diseases (e.g., Asthma, Diabetes)
- Weakened immune system
- Vulnerable age
  - 6 months-18 yrs of age
  - > 49 years of age
- Pregnancy

# Good News!!

YOU can help protect your family, friends, patients, and yourself from the flu.





**KEEP  
CALM  
AND  
GET A  
FLU SHOT**

# How can you help?

1. Stay home from work when you feel sick.
2. Wash your hands, sneeze in your sleeve or a tissue.

But this is not enough.....

- People can still spread the flu even when they DON'T feel sick.
  - Up to 50% of infected people don't have symptoms when they are infected.
  - People can spread flu germs before they feel sick.
- Flu is also spread through tiny droplets spread into the air when people cough or sneeze.

3. The best protection is **VACCINATION.**

# Many HCWs Do Not Recall Being Sick

- Results from a serosurvey of HCW in which 23% had documented serologic evidence of having had an influenza infection during a mild influenza season
- More than 50% did not recall having had influenza
- More than 25% could not recall having had any respiratory infection

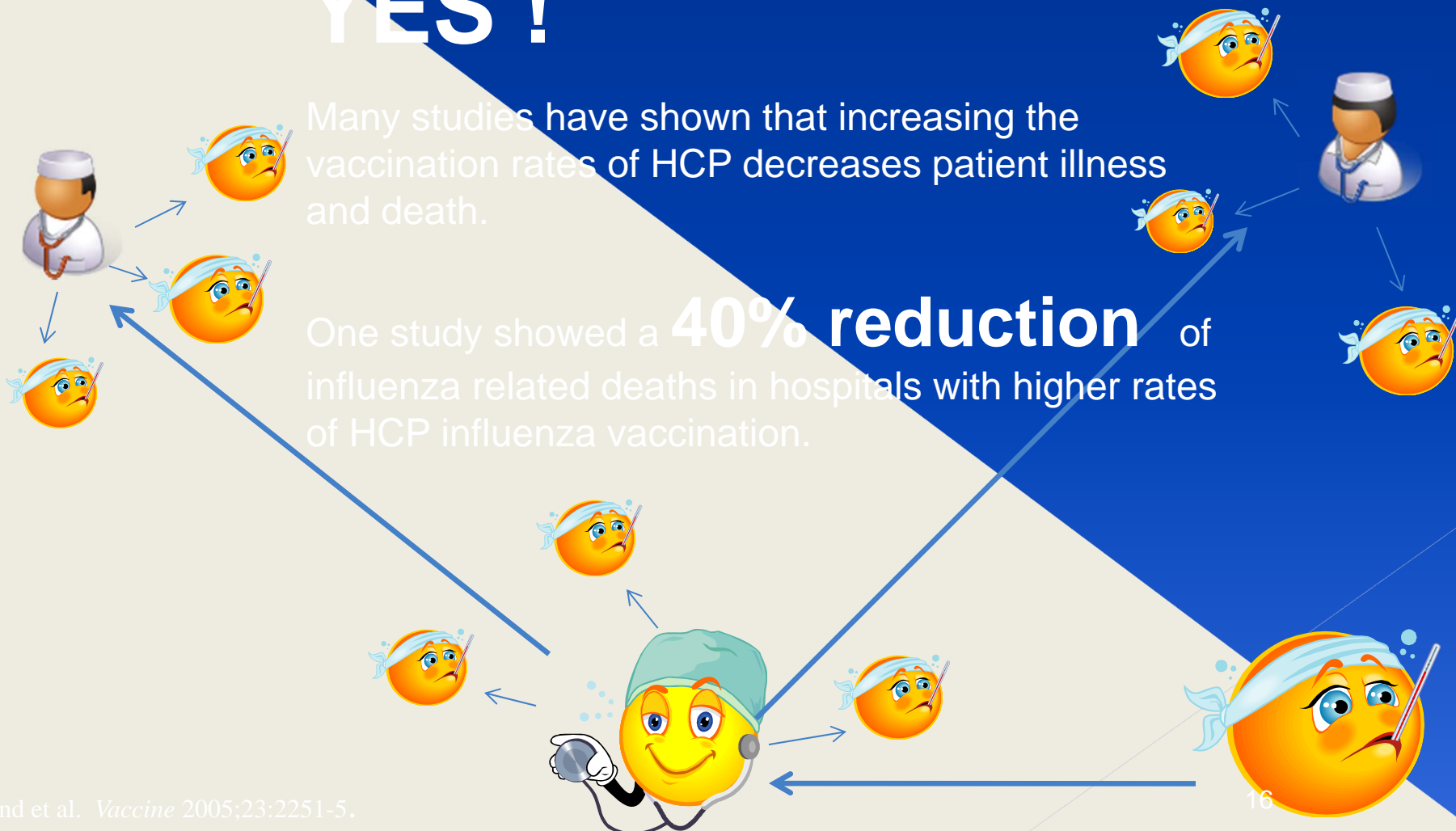
Wilde JA, et al (1999) Effectiveness of influenza vaccine in health care professionals: A randomized trial. *JAMA* 281:908-913.

# Does Vaccinating Health Care Personnel (HCP) Really Help?

## YES !

Many studies have shown that increasing the vaccination rates of HCP decreases patient illness and death.

One study showed a **40% reduction** of influenza related deaths in hospitals with higher rates of HCP influenza vaccination.





# Why Vaccination of HCP Works

- Vaccination is most effective in younger, healthier individuals.
  - 70%-90% effective among healthy persons less than 65 years of age.
- Patients at highest risk, including the elderly and the immunocompromised, are least likely to develop an adequate response to the vaccine.
  - **30-40%** effective among frail elderly persons.

They NEED your HELP

# Three Steps to Prevent the Flu

1. Stay home when you feel sick.
2. Wash your hands often, sneeze into your sleeve or a tissue.
3. Get vaccinated!

YES, DAN, I KNOW THE DOCTOR SAID YOU SHOULD GET PLENTY OF REST TO GET RID OF YOUR COLD... BUT THAT WAS NINE YEARS AGO!

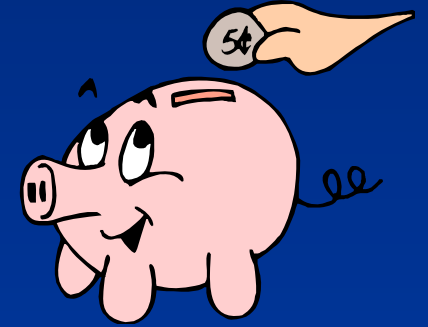


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# If You Don't Get the Flu:



- You won't need to take time off from work because you are sick with the flu.
  - HCP who receive flu vaccine take about 50% fewer sick days.  
*APIC Member Initiative Protect your patients. Protect yourself. 2004*
- You won't need to pay for doctor visits and medication to treat the flu.
  - Immunized HCP have about 44% fewer doctor visits.  
*Poland et al. Vaccine 2005;23:2251-5.*
- You won't need to cancel activities with friends and family because you are sick with the flu.
  - Immunized HCP have a 59% reduction in illness during vacation time.

## People say.....

- I'm not in a high risk group so I don't need to be vaccinated.
- The flu vaccine can give me the flu.
- Since I am around sick people all the time, I am already immune to the flu.
- The flu vaccine does not work.
- The flu vaccine is not safe.

Time to get the **FACTS** straight

# Since I'm Not at High Risk, Do I Need to Get the Flu Vaccine?

YES.

- When you get the flu it may be mild, but for those at high risk it could be fatal
  - Patients
  - Family Members and Friends
- Getting the flu vaccine helps to protect the people you work so hard to keep healthy

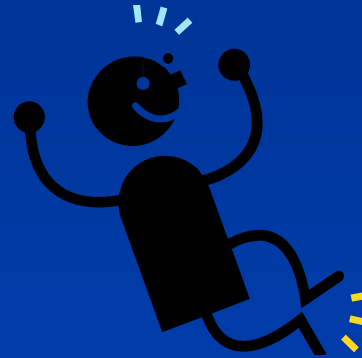
# Since I've Been in the Health Care Field for a Long Time, am I Already Protected Against the Flu?

**No.**

- Flu changes every year.
- Your body cannot protect itself from new types of flu because your immune system does not recognize it.
- A different vaccine is needed every year.
- You need to get a flu vaccine every year.

# Does the Flu Vaccine Work?

YES!



Studies have shown that flu vaccine is  
**70-90% effective**  
in healthy adults  
less than 65 years of age.



# Can I Get Flu from the Flu Vaccine?

No, this is not possible.

There are two types of flu vaccine:

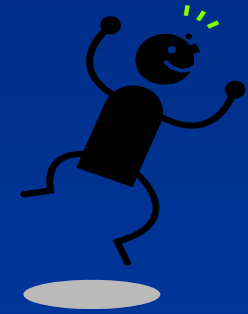
- **Flu shot** which contains only pieces of killed flu viruses.
- **Nasal spray** which contains inactivated flu viruses.
  - This means it is made from a live virus that has been changed so that it cannot cause the flu.
  - It is impossible for the changed virus to infect your lungs.

## I've Gotten Sick with the Flu Right After Getting a Flu Shot (or Nasal Spray)...

You may have gotten sick because of several reasons:

- You may have already been sick when you got the vaccine (but didn't have any symptoms yet). It takes two weeks for the vaccine to fully protect you.
- You may be infected with the flu after vaccination, but before the vaccine has had time to fully protect you.
- Other germs besides flu are around and can cause you to feel sick like the flu, but it isn't the flu.
- Flu shots are given during flu season.

# Is Flu Vaccine Safe?



**YES!** The flu shot and nasal spray are very safe. Their benefits far outweigh any possible side effects.

- Some people may have redness and soreness where they received the shot or have a runny nose if they received the nasal spray.
- Serious side effects are rare.

Risk of getting the flu is **up to 20%.**

*CDC. Seasonal Influenza: Questions and Answers. 2011*

Risk of serious illness if you get the flu shot is **less than 1%.**

*CDC. Prevention and Control of Influenza with Vaccines. 2010.*

## Why Get Vaccinated Against the Flu?

- Protect yourself.
- Protect your patients.
- Protect your family and friends.
- Flu vaccination:
  - is FREE.
  - is safe.
  - is quick and easy.
  - can save you time and money.

**Vaccination is the BEST protection  
you have against the flu!**

“I’ve had the flu, it’s not that bad”

- ◎ Your influenza may be mild, but for your patients it could be fatal
- ◎ Protect the ones you serve
  - › It’s not about you – it’s about patients

# “The flu shot does not work”

- ◎ Overall, up to 80% effective
- ◎ Getting vaccine, best available protection

“I’ll wait a little longer”

- ⊙ Vaccine takes two weeks before fully effective
  - › People exposed during that window may become sick
- ⊙ High amount of infected asymptomatic HCWs
- ⊙ Waiting results in needless exposures

## Other Reasons HCWs Decline

- › Uses only homeopathic remedies
- › Lack of physician recommendation
- › Fear of needles
- › Lack of free vaccine
- › Insufficient time, inconvenience, or forgetting to get the vaccinations



# Reasons HCWs Accept Vaccination

- › **Desire to protect patients**
- › Desire for self-protection or to protect family members
- › Perceived effectiveness of the vaccine
- › Desire to avoid missing work
- › Previous receipt of the vaccine
- › Strong worksite, peer, or personal physician recommendations
- › Access to the vaccination/convenience
- › Vaccination provided free of charge
- › Benefit of vaccination outweighs the risk of side effects
- › **Vaccine is a professional responsibility**

# Regulatory Requirement

- **CDPH:**

“...healthcare personnel in acute care hospitals, long term care facilities, and intermediate care facilities in Los Angeles County be vaccinated against influenza, or wear a protective mask.”

- **JOINT COMMISSION:**

The Joint Commission’s Standard IC.02.04.01 has been revised and strengthened to better reflect current science and the national focus on influenza vaccination. It requires that each organization has an influenza vaccination program and that the influenza vaccination is offered to staff and licensed independent practitioners.

- **Reporting:**

California Law Senate Bill 739 (Health and Safety Code Section 1288.7) requires all California general acute care hospitals, based on Centers for Disease Control and Prevention (CDC) guidelines, to take the following actions:

- (a) Annually offer onsite influenza vaccinations, if available, to all hospital employees at no cost to the employee. Each general acute care hospital shall require its employees to be vaccinated, or if the employee elects not to be vaccinated, to declare in writing that he or she has declined the vaccination.
- (b) Institute respiratory hygiene and cough etiquette protocols, develop and implement procedures for the isolation of patients with influenza, and adopt a program plan for vaccinating healthcare personal during the influenza season.
- (c) Revise an existing or develop a new disaster plan that includes a pandemic influenza component. The plan shall also document any actual or recommended collaboration with local, regional, and state public health agencies or officials in the event of an influenza pandemic.

Nbr	Elements of Performance (EPs)	CMS	New	FSA	MOS	CR	DOC	SC	ESP
1	The hospital establishes an annual influenza vaccination program that is offered to licensed independent practitioners and staff.							A	
2	The hospital educates licensed independent practitioners and staff about, at a minimum, the influenza vaccine; non-vaccine control and prevention measures; and the diagnosis, transmission, and impact of influenza. (See also HR.01.04.01, EP 4)				M			C	
3	The hospital provides influenza vaccination at sites and times accessible to licensed independent practitioners and staff.							A	
4	The hospital includes in its infection control plan the goal of improving influenza vaccination rates. (For more information, refer to Standard IC.01.04.01.)						D	A	
5	The hospital sets incremental influenza vaccination goals, consistent with achieving the 90% rate established in the national influenza initiatives for 2020. Note: The U.S. Department of Health and Human Services' Action Plan to Prevent Healthcare-Associated Infections is located at <a href="http://www.hhs.gov/ash/initiatives/hai/hcpflu.html">http://www.hhs.gov/ash/initiatives/hai/hcpflu.html</a> .						D	A	
6	The hospital has a written description of the methodology used to determine influenza vaccination rates. (See also IC.02.04.01, EP 1) Note: The National Quality Forum (NQF) Measure Submission and Evaluation Worksheet 5.0 provides recommendations for the numerator and denominator for NQF performance measure #0431 Influenza Vaccination Coverage Among Healthcare Personnel (see <a href="http://www.qualityforum.org/WorkArea/linkit.aspx?LinkIdentifier=id&amp;ItemID=68275">http://www.qualityforum.org/WorkArea/linkit.aspx?LinkIdentifier=id&amp;ItemID=68275</a> ). While The Joint Commission recommends that organizations use the Centers for Disease Control and Prevention (CDC) and the NQF proposed performance measure to calculate influenza vaccination rates for staff and licensed independent practitioners, it does not include all contracted staff. Therefore, The Joint Commission additionally recommends that organizations also track influenza vaccination rates for all individuals providing care, treatment, and services through a contract, since contracted individuals also transmit influenza.						D	A	ESP-1
7	The hospital evaluates the reasons given by staff and licensed independent practitioners for declining the influenza vaccination. This evaluation occurs at least annually.							A	
8	The hospital improves its vaccination rates according to its established goals at least annually. (For more information, refer to Standards PI.02.01.01 and PI.03.01.01.)						D	A	
9	The hospital provides influenza vaccination rate data to key stakeholders which may include leaders, licensed independent practitioners, nursing staff, and other staff at least annually.							A	

# Just Culture

Flu vaccination supports a Just Culture and a Culture of Safety:

- ◎ Straightforward: Do the right thing when it comes to patient safety
- ◎ Average hospitalized patient sees up to 50 healthcare workers
- ◎ Patients giving their trust to healthcare professionals have a right to know we have done everything within reason not to compromise their health further

# Focus: High Throughput Events



- MASS VACCINATION: 09/29 –10/03 8am-5pm  
RRMC B-LEVEL & SMMC Conf Rm # 3
- NO EXCUSES: 10/06 – 10/10 6am-8pm  
RRMC B-LEVEL & SMMC Conf Rm #1
- ROTATIONS: 10/13 - 10/27 24hrs/day  
Rotating Locations at RRMC & SMMC

Receiving the  
vaccine  
Consent Form



Already Vaccinated  
Attestation Form



Flu  
Compliance  
Survey  
&

Obtain  
Badge

*Total Availability: 23 days & 446 hours*

# Infection Prevention

- Suspected/confirmed cases or any patient showing signs and symptoms of influenza should be placed on **DROPLET Precautions** (orange sign)
- Wearing masks (PPE) applies to everyone including visitors
- Any family member/visitor who is ill should be sent home or at least given a mask

# Talking to patients & visitors

- Video

## Remember ...

- > You could be contagious for a day before your symptoms appear
- > About one-half of infected individuals never develop symptoms

**Protect the patients – get vaccinated!**



