



# Healthcare Personnel Influenza Vaccination Tools and Resources 2022-2023 Flu Season

## Background

The Medicare Beneficiary Quality Improvement Project (MBQIP) is a quality improvement activity under the Medicare Rural Hospital Flexibility (Flex) grant program. The goal of MBQIP is to improve the quality of care provided in small, rural Critical Access Hospitals (CAHs). This is being done by increasing the voluntary quality data reporting by CAHs, and then driving quality improvement activities based on the data.

A core measure of MBQIP is **Influenza Vaccination Coverage Among Healthcare Personnel (HCP)**. This core patient safety measure demonstrates the percentage of all healthcare personnel in a hospital that received the flu vaccine.

In 2021, the Montana legislature passed HB 702; which is essentially a law that *“prohibits discrimination in Montana based on vaccination status or possession of an immunity passport by a person, governmental entity, employer or public accommodation”*. Read the full bill here: <https://leg.mt.gov/bills/2021/billpdf/HB0702.pdf>.

The toolkit has been compiled by the MT Rural Hospital Flexibility Grant in August 2022. Many resources reference mandates or incentive programs. Prior to implementation of incentives or requirements of healthcare personnel vaccinations of any kind, please consult with your facility’s legal team to ensure compliance with Montana’s HB 702.

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## Why is Healthcare Personnel Influenza Vaccination Important?

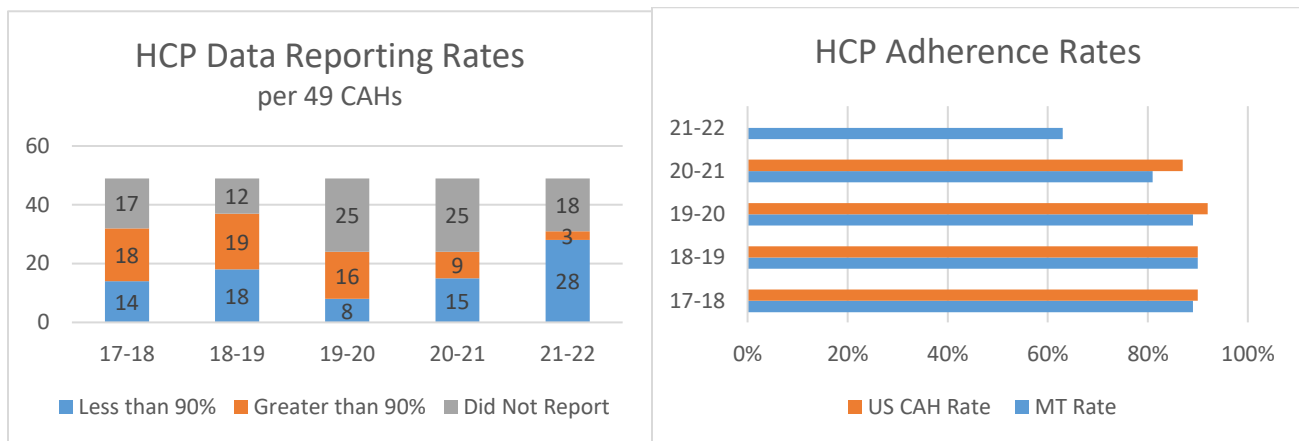
- Influenza is a serious public health issue.
- HCP can transmit influenza to their vulnerable patients.
- Vaccination saves money for employees, employers and workplace disruption.
- HCP influenza vaccination is already recommended by the CDC and is the standard of care.
- Requiring vaccination is effective in increasing the rate.
- Health care systems have an ethical and moral duty to protect patients.
- The health care system must lead by example.

## Healthcare Personnel Vaccination Data

Data is reported to the National Health Safety Network (NHSN) once per year. Flu vaccination rates are measured over the course of the flu season (October – March) and submitted by May 15.

**Current State Review:** The number of hospitals reporting HCP decreased significantly during flu seasons most affected by the COVID-19 pandemic. Additionally, the amount of hospitals meeting the 90% HCP adherence benchmark has dramatically decreased since the start of the COVID-19 pandemic.

At this writing, US CAH data is not available for the 2021-2022 flu season, however historical data shows fewer Montana healthcare personnel receiving influenza vaccinations than CAH counterparts nationwide. It is our expectation that the 2021-2022 flu season will show a greater disparity.



## Submitting HCP Influenza Vaccination Data

### Templates and Tools

[Instructions & Specifications Manual](#)

[HCP Data Entry Guide](#)

[HCP Influenza Vaccination Summary Form](#)

[Sample Employee Vaccination Tracking Spreadsheet](#)

### Data Submission Instructions

1. Gather healthcare personnel influenza vaccination data throughout the flu season using the tools linked above.
  - For employees that choose not to disclose vaccination status, record these in the category: *e. had unknown vaccination status or did not otherwise meeting any of the definitions of the other numerator category.*
  - When entering these values in NHSN, enter in Question 6 of the Vaccination Summary.
2. Log in to NHSN at <https://www.cdc.gov/nhsn/index.html>. Select NHSN Member Login using SAMS grid card.
3. Choose Healthcare Personnel Safety Component.
4. Choose Reporting Plan > Add.
5. Select Month: March, Year: Current Year. You may get a note that “No data available”; if so click OK.

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6. Under Healthcare Personnel Vaccination Module; check Influenza Vaccination Summary.
7. Select Save.
8. Navigate to Vaccination Summary > Annual Vaccination Summary > Add.
9. Select Flu Season from drop down.
10. Complete the required fields and Save.

Record the cumulative number of healthcare personnel (HCP) for each category below for the influenza season being tracked.

Facility ID \*: Montana Quality Programs (60343)

Vaccination type \*: Influenza

Influenza subtype \*: Seasonal

Flu Season \*: 2021/2022

Date Last Modified: \_\_\_\_\_

HCP categories	Employee HCP	Non-Employee HCP		
	Employees (staff on facility payroll) *	Licensed independent practitioners: Physicians, advanced practice nurses, & physician assistants *	Adult students/trainees & volunteers *	Other Contract Personnel
1. Number of HCP who worked at this healthcare facility for at least 1 day between October 1 and March 31	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Number of HCP who received an influenza vaccine at this healthcare facility since influenza vaccine became available this season	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Number of HCP who provided a written report or documentation of influenza vaccination outside this healthcare facility since influenza vaccine became available this season	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Number of HCP who have a medical contraindication to the influenza vaccine	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Number of HCP who declined to receive the influenza vaccine	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Number of HCP with unknown vaccination status (or criteria not met for questions 2-5 above)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

## Best Practices for HCP Influenza Vaccination Adherence

**REMINDER: Prior to implementation of incentives or requirements of healthcare personnel vaccinations of any kind, please consult with your facility’s legal team to ensure compliance with Montana’s HB 702.** Full Bill: <https://leg.mt.gov/bills/2021/billpdf/HB0702.pdf>.

### Tools

[This Toolkit](#)

[Cynosure Toolkit to Build Vaccine Confidence](#)

[Immunity Community Healthcare Worker Immunization Toolkit](#)

### Resources & Research

[Healthcare Personnel Vaccination Recommendations Brief](#)

[10 Motivational Interviewing Strategies for Deeper Patient Engagement in Care Management](#)

[CDC Recommendations on Influenza Immunization of Health-Care Personnel](#)

[Recommendations from the National Vaccine Advisory Committee: Standards for Adult Immunization Practice](#)

[Summary of Healthcare Personnel Vaccination Recommendations](#)

[JAMA Adult Immunization Update, 2019](#)

[OSHA Fact Sheet: Seasonal Influenza Vaccination – Important Protection for Healthcare Workers](#)

### **Education: Provide education to staff about the value of vaccination.**

- ✓ Start an [vaccination education campaign](#) with meetings, posters, flyers, newsletters or other communication channels to provide reasons for vaccination.
- ✓ Use [motivational interviewing](#) when talking with staff that is hesitant to receive influenza vaccination.
- ✓ Use [existing research and messaging](#) from trusted national organizations to provide validation and support of vaccination of healthcare personnel.
- ✓ Reference and stay on top of the latest [recommendations](#).

### **Access to Vaccines: Make vaccines easily accessible to healthcare personnel in the organization.**

- ✓ Provide vaccination at no charge to healthcare personnel in a location near their work areas.
- ✓ Standardize documentation of vaccination status.
- ✓ Evaluate the vaccine administration process flow to identify opportunities for improvement.

### **Data analysis and reporting: Routine review of data related to vaccination processes and rates.**

- ✓ Review vaccination rates and reasons for refusal at regular intervals with infection prevention and hospital leadership staff.
- ✓ [Analyze data](#) to identify reasons for refusal and reasons for missed vaccinations.
- ✓ Post data in locations throughout the organizations, with reminders about the importance of vaccination.