

# **CIC 2014 CCI**

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**OTTAWA**

**Canadian Immunization Conference  
Conférence canadienne sur l'immunisation**

## **The Horizon Experience**

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Manager Workforce Wellness

Horizon Health Network

# Disclosure Statement



- I have no affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

# Objectives



- To understand why we implemented the Horizon *Immunization of Personnel* policy
  - Why this was necessary
  - Who is included
  - Challenges of implementation
  - Lessons learned

# The Policy



- History
  - Resurgence of childhood diseases
  - Standardization of practices across a new health authority
  - Best practice
  - Poor voluntary compliance

# All about Safety

- Patient
- Staff



# Influenza



- Poor compliance
- Apathy
- Lack of knowledge
- Lack of accountability

# Implementation of Seasonal Influenza Portion of Policy

## **How to implement:**

- Senior leadership support
- Education of key stakeholders
- Who required immunization
- Collection of data
- Data to Managers (what and how to provide)



# Implementation of Seasonal Influenza Portion of Policy

- When and how long is flu season
- When to wear the mask
- Compliance with wearing the mask
- How to measure success?

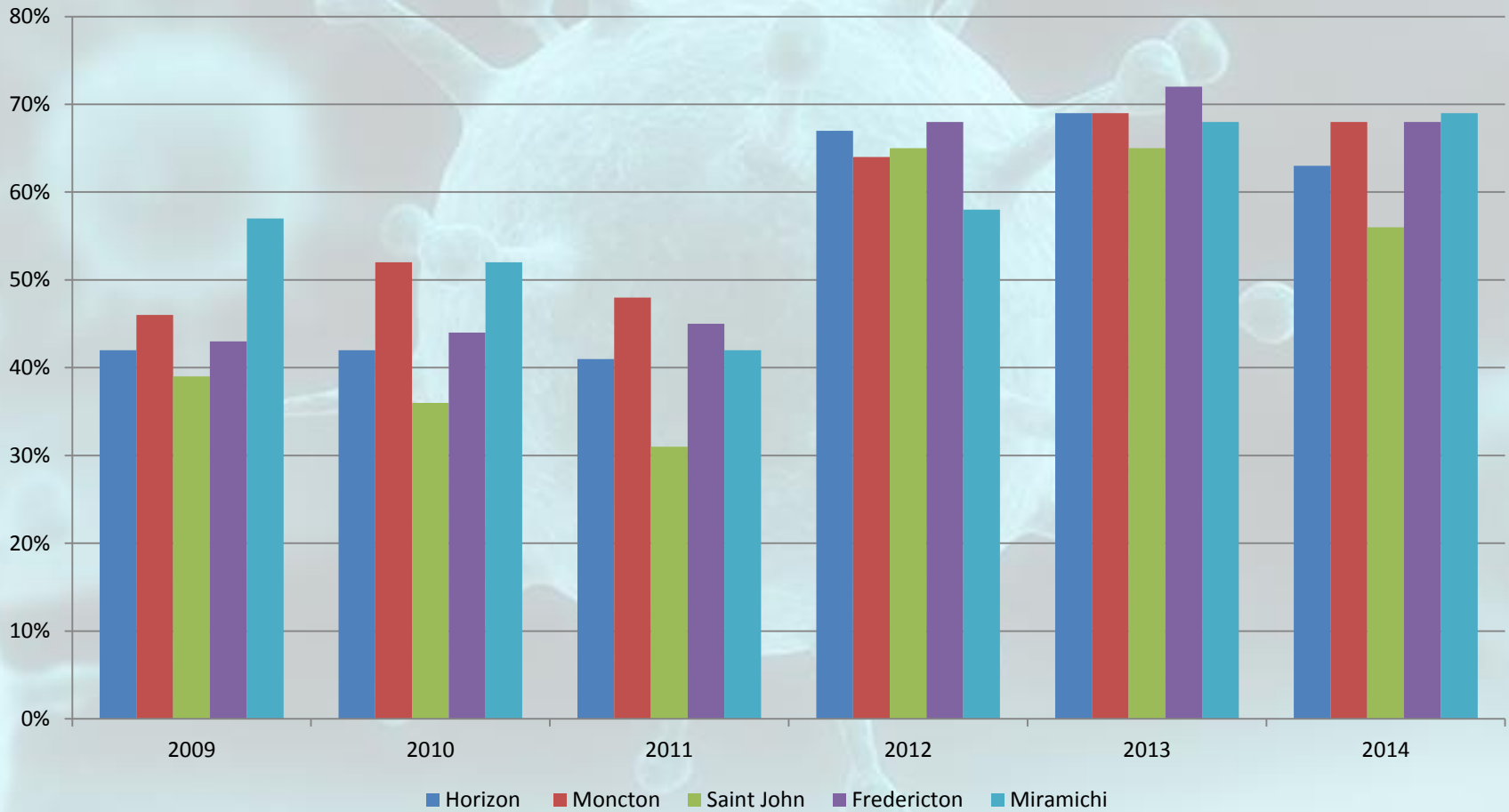


# Our Success



- Over 13000 immunizations provided
- Compliance with Policy
- Transmission of Influenza in the acute care setting
- Absenteeism Rates

# Vaccine Uptake



# Support of Key Stakeholders



## NBNU Position on Horizon Health Network Flu Immunization Policy

We have been advised by Horizon Health Network that with the onset of the flu season, they will be implementing a strict policy with respect to the influenza vaccination.

All RNs who have direct patient contact will be required to either take the annual influenza vaccination OR wear a surgical mask while at work. The policy states that during a flu outbreak masks must be worn at all times within six (6) feet of a patient.

RNs who do not follow this policy will be subject to discipline by the employer. NBNU is against mandatory vaccination and while some may not like the choice, wearing a mask instead of vaccination is a choice.

Those of our members who have a valid medical reason to NOT take the influenza vaccination or ANY of the other required immunizations AND cannot wear a surgical mask may request to be accommodated in a position that does not involve direct patient care. These situations will be reviewed on an individual basis and labour relations officers will provide assistance to any such member.

**PLEASE NOTE:** Members have contacted us regarding a BCNU court decision. They did not go to court but reached an agreement with the employer that only lifts imposing disciplinary measures for a 1 year period but the employer policy remains in effect that nurses must wear a mask if they have not received the flu shot.



# Top Lessons Learned

1. Enforce policy across the organization and all groups
2. Secure strong and active support from Senior Leadership
3. Establish database that Managers/Supervisors can access to know who requires a mask
4. Have method for collecting information such as “declination and medical reasons not to get the influenza vaccine”
5. Define the trigger to start and stop the use of masks
6. Market one key message: We are doing this for patient safety!
7. Create a strong communication and implementation plan for employees, physicians and other stakeholders
8. Communicate frequently
9. Have a great support team and network – Flu Champions

# THANK YOU!

