

# Survey of Health Care Worker Influenza Vaccination Policies and Practices in Maryland Hospitals

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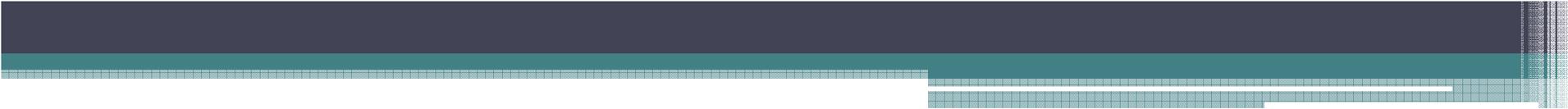
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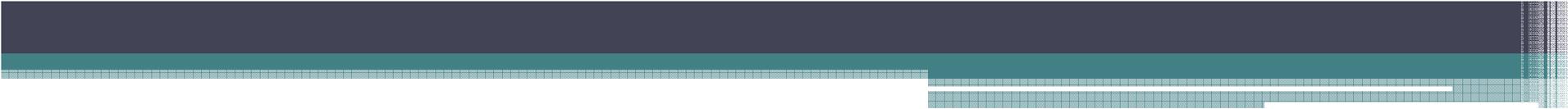
*Maryland Health Care Commission*

2011 PHASE Symposium



# Background

- **Maryland Health Care Commission (MHCC)**
  - **Created in 1999 by General Assembly**
    - “GOAL”
  - **Center for Hospital Services:**
    - Improving hospital services
    - Publishes Hospital Guide (quality assurance for consumers)
    - Prevent Healthcare-Associated Infections



# Background

- Health Care Workers (HCW) Seasonal Influenza Vaccinations
  - Online survey developed for public reporting of hospital HCW influenza vaccination rate (September 1, 2009 to April 15, 2010)
  - HCW: all paid, full-time and part-time employees and house staff

# Background

- 2009-2010 survey results:
  - Vaccination rates ranged from 44.5% to 101.7%
  - Average: 78.1% (National average: 38%)
    - Top five: 99.3%
    - Bottom five: 50.1%

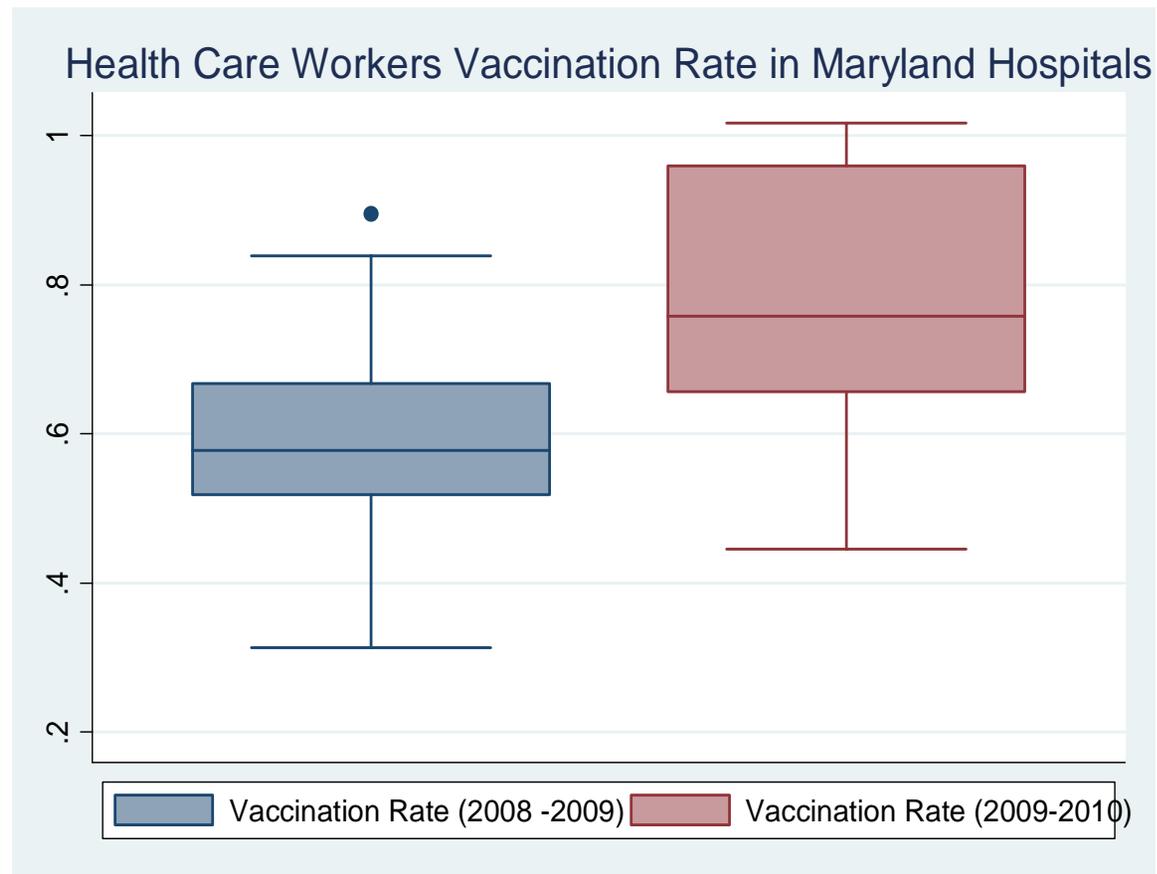
# Project Goal

- Follow-up survey
  1. What are the policies and practices of hospitals regarding the administration and distribution of influenza vaccines for employees?
  2. What do hospitals do to promote employee influenza vaccination?
  3. Does the hospital keep track of on-site and off-site vaccination?
  4. If the hospital has a mandatory policy, how do they deal with non-compliant cases?

# Methods

- Developed survey (12 questions)
  - Promotional campaigns or educational activities (1)
  - Strategies to maximize vaccine access (1)
  - Documentation practices (5)
    - on-site vaccination
    - off-site vaccination
    - Declination form
  - Mandatory Policy (3)
  - Questions about previous survey (2)
- Sent to 46 acute hospitals in Maryland
  - Infection Control and Prevention
  - Employee Health

# Results



# Results

Activities in hospital annual influenza promotion campaign	Yes N(%)	No N(%)
Held Educational Sessions for targeted group of employees (e.g. nurses, technicians... etc)	25 (41.9)	18 (41.9)
Distributed educational materials to employees	39 (90.7)	4 (9.3)
Held educational presentations for all the staff	22 (48.8)	21 (51.2)
Held other educational or promotional activities	10(23.3)	33(76.7)
No promotional campaign	2 (4.7)	41 (95.3)

# Results

Strategies Hospitals employ to facilitate employee's access to influenza vaccination:	Yes N(%)	No N(%)
Provide vaccination on-site in wards, clinics and/or common areas	43 (100)	0 (0)
Provide vaccinations on-site with mobile vaccination carts	34(9.1)	9(20.9)
Provide vaccination services during all work shifts	40(93.0)	3(7.0)
Provide off-hours vaccination clinic	32(74.4)	11(25.6)
Provide vaccination at staff and departmental meetings	35(81.4)	8(18.6)
Provide vaccines free of charge to all employees	39(100.0)	0(0)
Provide vaccines free of charge to non-employees (e.g. volunteers, students..)	41(95.3)	2(4.7)
Other strategies	6(14.0)	37(86.0)

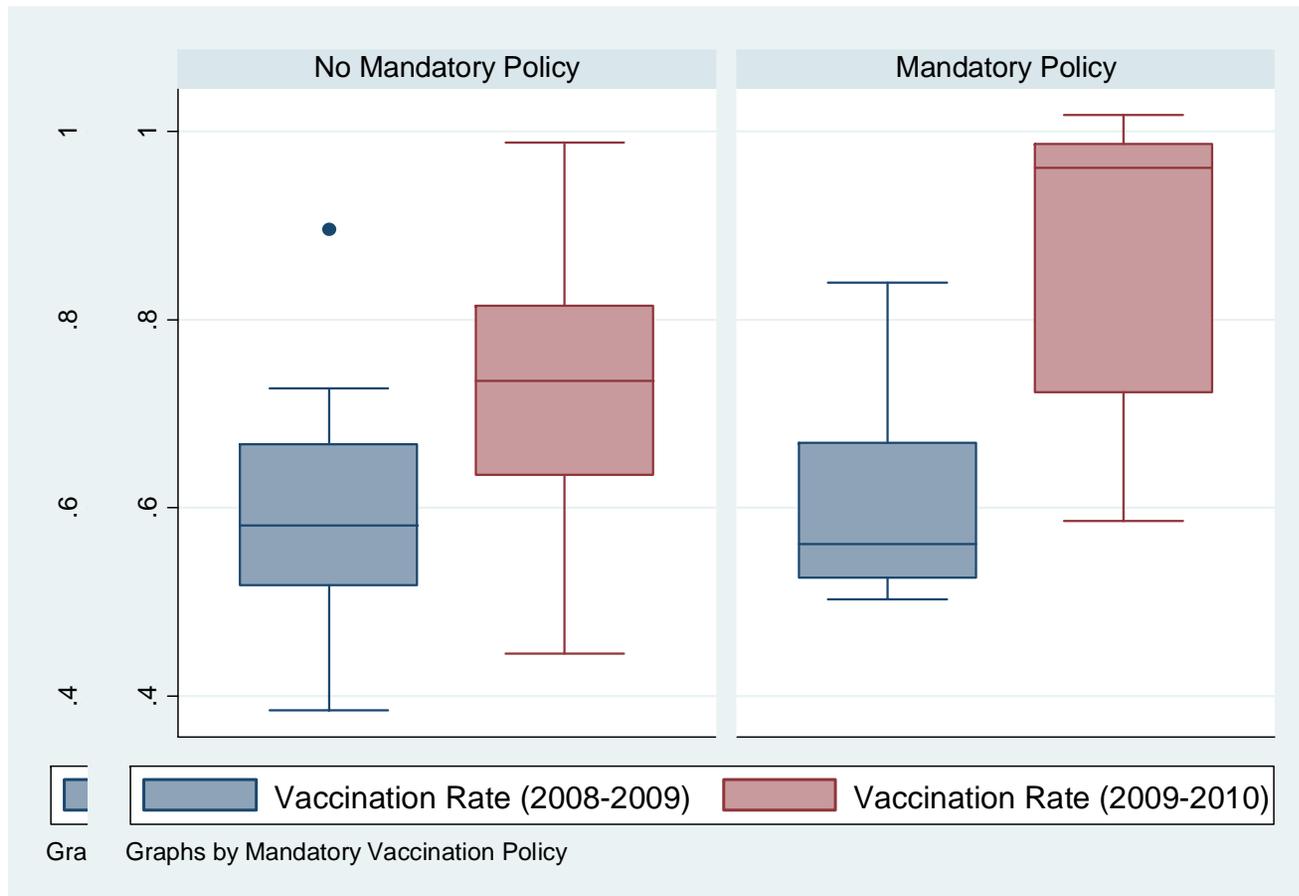
# Results

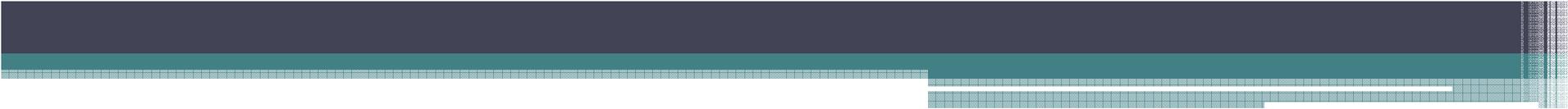
- All hospitals maintained documentation for on-site vaccination
- 89.7% of hospitals maintained documentation for off-site vaccination
- 87.2% of hospitals maintained documentation for those who decline
  - 46.2% require physician proof
  - 61.% use declination form

# Results

- 14 hospitals had mandatory policies
  - MedStar Health
- If physicians decline vaccination
  - 4 hospitals will terminate employment
  - 4 hospitals require them to wear facemask
  - 9 hospitals suspend privileges
- If employee decline vaccination
  - 9 hospitals will terminate employment
  - 2 hospitals require them to wear facemask

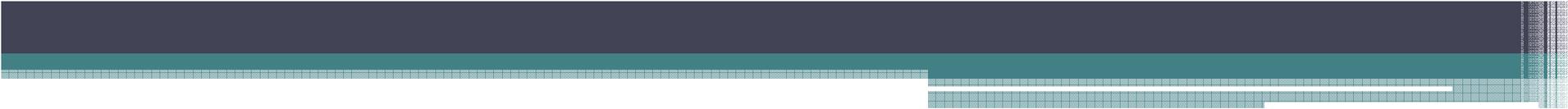
# Results





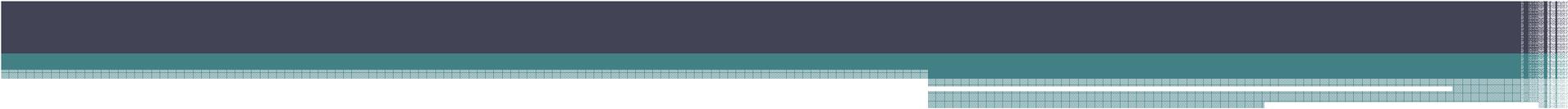
# Limitations and Challenges

- Cross-sectional design
  - Did not know when the policies or other practices were initiated
- Yes/ No question format
  - Qualitative data or in-depth case studies could provide more insight into successful program elements
- Current public reporting survey do not include physicians vaccination rates
- Employee point of view (what they think about the mandatory policy and why they refuse vaccination)



# Policy & Practice Implication

- Explore the possibility for establishing a mandatory influenza policy for all health care workers



# Acknowledgements

- Theresa Lee
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