flu fighter guidance:  
CQUIN for finance directors

As part of the health and wellbeing CQUIN indicator for 2016/2017, there is a focus on flu vaccinations for frontline healthcare workers. This means that trusts will be able to receive CQUIN funds which are linked to the percentage of frontline healthcare workers that have been vaccinated:

- If 75 per cent of frontline healthcare workers are vaccinated by December 2016, trusts will receive 100 per cent of the funds allocated for flu.
- If 65–74 per cent of frontline healthcare workers are vaccinated, trusts will receive 50 per cent of funds allocated for flu.
- The funds allocated to flu will not be paid to trusts where vaccination uptake is 64 per cent and under.

For more information on the frontline healthcare worker flu vaccinations indicator and why it has been included in this year’s CQUIN, go to page 21 of the National CQUIN document.

How can the flu vaccine help protect staff?

Healthcare workers are more at risk of contracting the flu virus, but by protecting themselves and having the flu vaccination they will reduce the spread of flu as well as staff illness and absenteeism. Below are some studies which show the impact the vaccine has on staff illness:

- A recent review by Cochrane estimated that the vaccination saves around 0.04 working days on average. This indicates that if 5,000 staff were vaccinated in a trust with 10,000 employees, it would save 200 days of sickness absence.
- A case study by Barts and the London NHS Trust found that those who had the flu vaccination had 25 per cent or 0.8 days less sick leave per year. In 2001/2 the vaccination of staff saved the trust around 540 staff sickness days, which represents a £217,000 saving.
- A study looked at sickness absence after a campaign which promoted the flu vaccine within the workplace. The study found that as a result of the promotion there was a significant drop in sickness absence due to flu.
Why are flu vaccinations important?

Frontline healthcare workers play a pivotal role in helping to prevent the spread of flu throughout the winter months. It has been estimated that up to one in four healthcare workers may become infected with influenza during a mild influenza season, which is a much higher incidence than expected in the general population.

To help protect patients, colleagues, family and friends, it’s important that healthcare workers are vaccinated against flu. This will reduce the risk of the infection spreading, and can help to protect the patient, who may be much more vulnerable to the severe effects of flu. This is something that is recognised by the General Medical Council, British Medical Association and in the green book. They recommend that healthcare workers who are directly involved in patient care are vaccinated annually.

For more information on the flu virus and the importance of the flu vaccine please refer to our clinical evidence document.

How can flu fighter help?

Throughout the flu season we support flu leads who are delivering their local staff flu vaccination campaigns. We do this by providing them with advice, guidance, resources, regular email updates and workshops. Throughout the year we also have a dedicated phone line and email where we can respond to individual’s queries and concerns.

If you need any help finding out who your flu lead is, please do not hesitate to contact us on 0844 334 5252 or flufighter@nhsemployers.org.

Where are the previous flu vaccination figures for healthcare workers?

Flu vaccination uptake figures for healthcare workers are released regularly throughout the vaccinating season. We will send your flu lead a link to the latest figures once they have been released, this usually happens from October to March.

To find your trust’s final uptake figure for the last vaccinating period, please go to the gov.uk website.

How do you achieve a higher vaccination uptake?

Incorporate the seven areas of good practice into your plans for the next flu season, as implementation of these elements have been shown to improve the uptake of the flu vaccine. Work with your flu lead and team to ensure that they have included each element to help achieve the desired vaccination target.

How can you help?

Join the flu team, who will welcome board level support to help champion their campaign. You can work with the team to create a plan that helps you all achieve your desired vaccination target. To help improve the campaign you may also want to consider giving the flu team some financial support for staffing or promotional items.

One trust saved 540 staff sickness days, which represents a £217,000 saving.
Need more support?

We’re always here to provide help, support and information for your local flu fighter campaign. If you need any resources please visit our website www.nhsemployers.org/flu or if you need to contact us, please find our details below.

Contact us

E: flufighter@nhsemployers.org
T: 0844 334 5252

Join the conversation @NHSflufighter and use #flufighter