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

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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

Health Care Workers Vaccination Rate in Maryland Hospitals

- Vaccination Rate (2008-2009)
- Vaccination Rate (2009-2010)
### Results

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

<table>
<thead>
<tr>
<th>Strategies Hospitals employ to facilitate employee’s access to influenza vaccination:</th>
<th>Yes N(%)</th>
<th>No N(%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide vaccination on-site in wards, clinics and/or common areas</td>
<td>43 (100)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Provide vaccinations on-site with mobile vaccination carts</td>
<td>34 (9.1)</td>
<td>9 (20.9)</td>
</tr>
<tr>
<td>Provide vaccination services during all work shifts</td>
<td>40 (93.0)</td>
<td>3 (7.0)</td>
</tr>
<tr>
<td>Provide off-hours vaccination clinic</td>
<td>32 (74.4)</td>
<td>11 (25.6)</td>
</tr>
<tr>
<td>Provide vaccination at staff and departmental meetings</td>
<td>35 (81.4)</td>
<td>8 (18.6)</td>
</tr>
<tr>
<td>Provide vaccines free of charge to all employees</td>
<td>39 (100.0)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Provide vaccines free of charge to non-employees (e.g. volunteers, students..)</td>
<td>41 (95.3)</td>
<td>2 (4.7)</td>
</tr>
<tr>
<td>Other strategies</td>
<td>6 (14.0)</td>
<td>37 (86.0)</td>
</tr>
</tbody>
</table>
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
  ▫ 61.0% 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

Graphs by Mandatory Vaccination Policy

No Mandatory Policy | Mandatory Policy

Vaccination Rate (2008-2009) | Vaccination Rate (2009-2010)

Graphs by Mandatory Vaccination Policy
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

- Theressa Lee
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