

Dear Care Home Manager

RE: FLU VACCINE FOR CARE HOME STAFF

Key points

- It is important that staff working in care homes have the flu vaccine.
- This will keep staff and residents safe and prevent staff sickness
- It is the responsibility of employers under the Health and Safety at Work Act to support staff to access the vaccine
- Staff can get the vaccine free of charge from their GP or local pharmacy
- Employers should keep a record of the staff that have had the vaccine
- The CCG is looking at ways to help staff access the vaccine more easily

It is important that staff working in care home settings, providing care to many vulnerable people, have the flu vaccine. This not only helps to protect the staff, but also helps to protect the very vulnerable residents who they care for and who might not respond well to vaccination. As well as keeping staff and residents safe, it also reduces the likelihood of your staff being ill and off work.

Providing flu vaccination for staff is an annual responsibility for employers, and people working in care homes are likely to have a greater degree of exposure to infection. As such, the Health and Safety at Work Act (1974) covers the assessment and management of occupational risk to employees and this includes offering the flu vaccine to staff with direct caring responsibilities.

In addition, under Regulation 12 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014, providers registered with the Care Quality Commission (CQC) must “assess the risks to people's health and safety during any care or treatment and make sure that staff have the qualifications, competence, skills and experience to keep people safe”. This includes, taking steps to prevent and control the spread of infection by doing “all that is reasonably practical to mitigate [identified] risks”. Offering vaccination to staff is a reasonably practicable measure to reduce the risk of influenza infection and outbreaks in a residential care setting.

Staff can get the vaccine free of charge from their GP practice or any pharmacy offering flu vaccinations. They will be required to show some evidence of eligibility, such as a recent pay slip, ID badge or letter from their employer.

Managers should keep a record of staff that have had the vaccine. In an outbreak situation you will be asked about for details of staff and residents' vaccination status.

We would be grateful if you could please add these details to the care home capacity tracker. This being completed will also help to reduce such progress calls to the home

If you require further information, this can be found on the NHS England website [here](#)

Staff difficulties getting the vaccine

We have been advised by some care home managers, that their staff are finding it difficult to get the vaccine and because of this we are trying to arrange pharmacies to come out to local areas to vaccinate staff. This may involve a mobile vaccination unit (a van, from which staff are vaccinated) stationed at an area at, or near your care home. To help us organise this, please complete the form below and return to nhsbsolccg.communitytransformation@nhs.net

Thanking you for your help, take care and keep safe.

Best Wishes

Helen Jenkinson

Chief Nurse

PLEASE COMPLETE AND RETURN

If you have staff who would like to access the flu vaccine in this way please complete the attached form and return a copy of this form to nhsbsolccg.communitytransformation@nhs.net as soon as possible.

Name of Care Home	
Number of staff that require the flu vaccine Number of staff who will attend to receive the flu vaccine	
I have a car park that could host a mobile vaccination unit (a van). I would be willing to allow staff from other care homes to use my car park to get their vaccine from the unit.	Yes / No