One Team Against The Flu!

Influenza Vaccination for HealthCare Workers (HCW)

Carolinas HealthCare System Blue Ridge is committed to helping all teammates stay healthy to better protect our patients, family, and community. Carolinas HealthCare System Blue Ridge also recognizes that influenza vaccination is the most effective way to prevent influenza infection among our patients and teammates. We again anticipate achieving excellent compliance with our mandatory influenza (flu) vaccination policy for all teammates, physicians, contractors and volunteer staff.

The 2015-16 Carolinas HealthCare System Blue Ridge Annual Influenza Vaccine Campaign begins Monday, September 28, 2015, and lasts through Friday, November 20, 2015.

Our System’s move to a mandatory policy last year was an important step in putting our patients first, always. Governing bodies such as the Center for Medicare and Medicaid Services (CMS), The Joint Commission (TJC) and the Centers for Disease Control and Prevention (CDC) look favorably upon healthcare organizations who have a mandatory influenza policy. Many regional healthcare organizations also have mandatory influenza vaccination policies.

Defining mandatory influenza vaccination policy:

All teammates must receive a flu vaccination, whether through Carolinas HealthCare System Blue Ridge or an outside provider. Teammates who do not receive the vaccination must submit a proper exemption form. There are two exemption forms available –

- Medical exemption form or documentation from your medical provider. The form or documentation must be signed by an MD, DO, PA, CNM, or NP.
- Religious exemption form.

Once completed, please send exemption form to Teammate Health. You may choose to:

1. scan and email to employeehealth@blueridgehealth.org (preferred method)
2. fax to 828-580-5389, or
3. drop it by Teammate Health – there is a drop box outside our building for off hours
PLEASE NOTE: The exemption forms are not electronic forms (eForms). Carolinas HealthCare System in Charlotte uses eForms. If you complete an eForm on line, the information does not automatically get routed to us. Please use our paper forms, a copy of which can be found in the appendix section of this document.

Please keep a copy of your exemption form for your records. Teammates who do not receive the vaccination or submit an exemption form by the stated deadline of Friday, November 20th, will be considered non-compliant with the policy. Failure to receive the flu vaccine or submit the exemption form will lead to the teammate not being allowed to work and disciplinary action, up to and including termination.

In the coming weeks and months, Teammate Health and designated Flu Champions will make every effort to ensure all teammates have the necessary information and resources to receive the flu vaccination, including numerous onsite flu vaccine clinics throughout the System. Flu Champions will also provide the flu vaccine in several departments, physicians’ practices, and long term care facilities. During the campaign, teammates can visit Teammate Health, during their office hours to receive the vaccination. As always, teammates are welcome to get the vaccine from their own provider.

The appendix of this document contains:
- Medical Exemption Form
- Religious Exemption Form

Located in the Carolinas HealthCare System Blue Ridge intranet page is a link where teammates will find additional information regarding the influenza vaccine campaign, including the policy, exemption forms, mandatory influenza disease education, a schedule of upcoming vaccination clinics, and frequently asked questions.

All teammates are asked to take action to prevent the spread of the flu and lessen the risk of an influenza outbreak in their homes and our healthcare setting. Remember we are One Team Against the Flu!

Influenza Disease

- Influenza (flu) disease is caused by the flu virus that infects the respiratory system, i.e., the nose, throat, airway passages, and lungs.
- The virus is highly contagious and is spread from one person to another by coughing, sneezing, or nasal secretions.
- Other viruses can cause symptoms similar to influenza. However, the flu virus is a more common cause of severe, fatal pneumonia.
- Influenza infections typically occur between October and April each year.
• ANYONE can get influenza, but rates of infection are highest among children. For most people, symptoms last only a few days. They include:
  o Fever/chills
  o Cough
  o Sore throat
  o Headache
  o Muscle aches
  o Fatigue
  o Runny or stuffy nose
• Young children, people 65 and older, pregnant women, and people with certain health conditions – such as heart, lung, or kidney disease, or a weakened immune system – can get much sicker
• Flu can cause high fevers and pneumonia, making existing medical conditions worse

Just the Facts

• Each year thousands of people die from influenza and even more require hospitalization
• During seasonal influenza epidemics from 1979-1980 through 2000-2001, influenza disease accounted for:
  o roughly 226,000 hospitalizations per annual epidemic, and
  o an estimated annual number of deaths of 36,000 per epidemic, making it the number one cause of vaccine preventable deaths each year in the US.
• 5% to 20% of the population is infected with the flu
• It is impossible to predict when the next influenza epidemic may arise or how severe it will be
• Nationally among HCWs for the 2010-11 influenza season, only 63.5% received the seasonal vaccine
• In last year’s influenza vaccine campaign, approximately 95% of employed Carolinas HealthCare System Blue Ridge teammates received the vaccine, up from 90% the prior year! Great job!
• Changes in the influenza virus each year make an annual vaccination required for protection

Carolinas HealthCare System Blue Ridge is Committed to Protecting You, Your Family, Patients, and Co-Workers

• Carolinas HealthCare System Blue Ridge offers free vaccine to all teammates beginning September 2015. Flu Vaccine Campaign dates are: September 28 through November 20, the Friday before Thanksgiving.

Vaccination and Patient Safety
Influenza outbreaks in hospitals have been attributed to low vaccination rates among healthcare workers.

HCWs who contract influenza, can spread the virus 24-48 hours before symptoms appear. This is due to shedding of the virus unknowingly by asymptomatic HCWs, thereby potentially spreading influenza disease to patients under our care and to their co-workers and family members.

Up to 23% of unvaccinated healthcare workers may acquire influenza infection.

The illness may be mild or subclinical, but can be transmitted to our very vulnerable patients.

The Centers for Medicare and Medicaid Services’ Hospital Inpatient Quality Reporting Program requires reporting of summary data of influenza vaccination rates among healthcare personnel. Hospitals will publicly report data via the National Healthcare Safety Network. This is seen as a significant patient quality and patient safety issue. It may also impact the level of reimbursements to hospitals.

The Joint Commission has revised its Infection Control standard related to influenza vaccination of healthcare personnel and are recommending that hospitals set goals for incremental increases in immunization rates over the next few years.

**Impact of HCW Vaccination**

- Vaccination of healthcare workers has been associated with a 50% reduction in resident mortality in long term care facilities.
- Vaccinated health care workers have fewer missed days of work.

*The Center for Disease Control (CDC)*

*Recommends that **ALL** Healthcare Workers Receive the Influenza Vaccine!*

**Who Should Get Vaccinated?**

The Advisory Committee on Immunization Practices provides guidance to the Director of the CDC. In their 2015-16 recommendations ACIP advocates for:

- Annual influenza vaccination of all persons age ≥ 6 months of age.
What is the recommended composition of the influenza vaccine for use in the 2015-16 northern hemisphere influenza season?

- The World Health Organization (WHO) has recommended that trivalent vaccines have the following composition:
  - An A/California/7/2009 (H1N1)pdm09-like virus
  - An A/Switzerland/9715293/2013 (H3N2)-like virus
  - A B/Phuket/3073/2013-like (Yamagata lineage) virus
  - A B/Brisbane/60/2008-like (Victoria lineage) virus

What Vaccines Are Offered by Carolinas HealthCare System Blue Ridge?

This year’s supply of vaccine for CHS Blue Ridge teammates includes the following vaccines which are all quadrivalent formulations:

<table>
<thead>
<tr>
<th>Trade Name</th>
<th>Fluarix</th>
<th>Fluzone ID</th>
<th>Fluzone High Dose</th>
<th>FluBlok</th>
<th>FluMist</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturer</td>
<td>GlaxoSmithKline</td>
<td>Sanofi Pasteur</td>
<td>Sanofi Pasteur</td>
<td>Protein Sciences</td>
<td>MedImmune</td>
</tr>
<tr>
<td>Presentation</td>
<td>0.5 ml single-dose prefilled syringe</td>
<td>0.1 ml single-dose prefilled micro-injection system</td>
<td>0.5 ml single-dose prefilled syringe</td>
<td>0.5 ml single-dose vial</td>
<td>0.2 ml single-dose prefilled intranasal spray</td>
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<tr>
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<td>No</td>
<td>No</td>
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<tr>
<td>Age Indications</td>
<td>≥3 yrs</td>
<td>18/64 yrs</td>
<td>≥65 yrs</td>
<td>≥18 yrs</td>
<td>2-49 yrs</td>
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<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Route</td>
<td>Intramuscular</td>
<td>Intradermal</td>
<td>Intramuscular</td>
<td>Intramuscular</td>
<td>Intranasal</td>
</tr>
</tbody>
</table>

1. **Quadrivalent inactivated influenza vaccine** – This vaccine formulation is made by taking four different influenza viruses, growing them (individually) in eggs, followed by purifying them and completely inactivating them. This version is typically given to the broadest group of individuals, including infants. All quadrivalent inactivated vaccine purchased for the 2015-16 flu vaccine campaign are preservative free.

**Brands:**

- **Fluarix** by GlaxoSmithKline: Inactive ingredients are: octoxynol-10, α-tocopheryl hydrogen succinate, polysorbate 80, and residual amounts of: hydrocortisone, formaldehyde, and sodium deoxycholate from manufacturing. Vaccine is preservative free.
Fluzone Intradermal by Sanofi Pasteur: Inactive ingredients include: sodium phosphate, sodium chloride, formaldehyde, octylphenol ethoxylate, and gelatin. Vaccine is preservative free. **Would be a good choice for those who have fear of needles.**

Fluzone High Dose by Sanofi Pasteur: Inactive ingredients include: sodium phosphate-buffered isotonic sodium chloride solution, formaldehyde, and octylphenol ethoxylate. Vaccine is preservative free. **This formulation is for those 65 years old and up.**

2. **Recombinant influenza vaccine – Flublok** – First available in the fall of 2013, this version represents an advance in technology because it is the first egg protein-free influenza vaccine, especially formulated for those individuals with egg allergy. **The Flublok would also be the choice vaccine for those who are vegans.** This vaccine is given as a shot, can be used in people between 18 and 49 years of age, and is also provided as a quadrivalent vaccine. Flublok contains no egg proteins, antibiotics, or preservatives. Inactive ingredients: sodium chloride, monobasic sodium phosphate, dibasic sodium phosphate, polysorbate, residual amounts of baculovirus and host cell proteins. **Please contact EH (x5380) asap if you have egg allergy or are a vegan and we will make an appointment to get you vaccinated with Flublok.**

3. **Live weakened influenza vaccine – Flu Mist Intranasal** – This is the nasal spray version of the influenza vaccine and is also quadrivalent. The viruses are live, weakened influenza viruses that can grow in the lining of the nose, but not in the lungs. Therefore, the vaccine induces an excellent protective immune response without causing disease. This version is grown in eggs, and as in previous years, **can only be used in healthy, non-pregnant 2- to 49-year-olds.** Inactive ingredients include: monosodium glutamate, gelatin, arginine, sucrose, dibasic potassium phosphate, monobasic potassium phosphate, and gentamicin. FluMist Intranasal does not contain any preservatives.

**Contraindications – Who should NOT get the influenza vaccine? Those with:**

- **History of having any severe, life-threatening allergies.** Healthcare workers who have ever had a life-threatening allergic reaction after a dose of flu vaccine, or have a severe allergy to any components of this vaccine, will need to consult their healthcare provider and submit a medical exemption.

- **Note:** Flublok is now available for those with egg allergies who are between the ages of 18-49. This is a safe vaccine for those who are allergic to eggs and can provide effective protection against influenza disease. This vaccine is also the designated choice for those who are vegans and want an egg-free product. Contact Teammate Health (x5380) for a dose.

- **History of Guillian Barre’ Syndrome** (a severed paralyzing disease also called GBS). Some people with a history of GBS should not get the flu vaccine. This
should be discussed with your doctor and a medical exemption should be submitted if medically contraindicated.

What about the Risk of Guillian-Barre’ Syndrome (GBS)?

- In 1976, a type of inactivated influenza (swine flu) vaccine was associated with GBS. Since then, flu vaccines have not been clearly linked to GBS.
- In a review of data covering 13 years and millions of patients, researchers found no evidence between being vaccinated against influenza and developing Guillian-Barre’ Syndrome.

What Can I Do As A Healthcare Worker?

Receiving the vaccine is the most effective way to protect yourself, your family, your patients, and co-workers!

Carolinas HealthCare System Blue Ridge
Influenza Vaccination Strategy

All healthcare workers to either:

Receive the influenza vaccine
- or -
Complete a medical or religious exemption.

If you receive the vaccine from your personal physician, a retail pharmacy clinic such as Walgreens, or other provider, please fax proof of vaccination to Teammate Health at 828-580-5389. Proof of vaccination includes: copy of vaccine record, note from physician, copy of bill from retail pharmacy providing vaccine.

What Else Can I Do?

HAND HYGIENE!! PROPER RESPIRATORY ETIQUETTE!!

“Infection Prevention: It’s In Your Hands”
Imagine a healthcare setting where everyone practices appropriate hand hygiene before and after providing patient care, or a setting where every
individuals use proper respiratory etiquette. These types of activities help achieve sustainable reductions in healthcare-associated infections thereby providing safe and effective healthcare for our patients and residents.

- Place a mask on patients presenting with cough
- Stay home if you have influenza-like illness: fever, cough, sore throat, body aches, chills and fatigue. Stay home for at least 24 hours after your fever is gone without the use of fever-reducing medicine.
- Practice good health habits. Get plenty of sleep and exercise, manage your stress, drink plenty of fluids, and eat healthy food.
This is how we can work to be **One Team Against the Flu** and score points against this mighty opponent!!

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**One Team Against The Flu!**

**References**

- Flu.gov
- CDC – 2015-16 Influenza Vaccine Information Statement
- The Joint Commission Standard IC.02.04.01
- Reuters Edition: US – Large Study Finds No Vaccine Link to Nerve Disorder

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**Exemption forms provided below.**
Request for **MEDICAL** Exemption from the Influenza Vaccination 2015-16

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**Teammate Name (Please Print)**

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**Teammate ID**

**Contact Telephone Number**

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I am requesting a medical exemption from receiving the seasonal influenza vaccine. I have a medical condition that prevents me from getting the vaccine.

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**Teammate Signature**

**Date**

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My patient has a contraindication that warrants a medical exemption from the influenza vaccine. I do hereby attest that this medical exemption is based upon true and accurate medical information that I have as this person’s provider.

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**Provider Name (Please Print)**

**MD**  **DO**  **PA**  **NP**  **CNM** (Circle One)

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**Provider Signature**

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**Provider Location**

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**Provider Telephone**

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*Please submit to Teammate Health no later than November 20, 2015 via employeehealth@blueridgehealth.org or Fax – 828-580-5389*

*Please keep copy of your form and confirm receipt by calling 828-580-5380*
Request for RELIGIOUS Exemption from the Influenza Vaccination 2015-16

Teammate Name (Please Print)

Teammate ID Number                                      Contact Telephone Number

I am requesting a religious exemption from receiving the seasonal influenza vaccine. As described below, my strongly held religious beliefs prevent me from receiving the seasonal influenza vaccine.

Please provide a statement regarding your request for a religious exemption.

I attest:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

I do hereby attest that the above information reflects my strongly held religious beliefs and is true, accurate, and complete.

Teammate Signature                                      Date

Please submit to Teammate Health no later than November 20, 2015 via employeehealth@blueridgehealth.org or Fax – 828-580-5389

Please keep copy of your form and confirm receipt by calling 828-580-5380