To:

Pauline Philip DBE

Professor Steve Powis

Copy to

NW London HR Directors

NW London Occupational Health Service Leads

20 November 2020

Dear Colleagues

**Expediting the flu vaccination for healthcare workers (HCW)**

I am writing to you to on behalf of the Directors of HR and OH Service Leads across the NW London Health and Care Partnership regarding your letter from 13 November regarding the request to implement the National Immunisation Vaccination System, NIVS, reporting for staff flu vaccinations.

All NHS Trusts across NW London are committed to maximising the uptake of the flu vaccination for our staff. The levels of flu uptake this year are higher than in previous years and have been achieved earlier in the year. The message around ensuring that the flu vaccination rollout is completed ahead of the potential release of a Covid vaccination in early December is being communicated and I expect will increase uptake still further.

The additional requests to record individual staff level vaccination records through NIVSs is a particular challenge. To date records of staff vaccinations have been captured in various local systems which allow monitoring and reporting however these do not align with the system requirements of NIVS. We will face significant operational challenges with trying to collate into one place all of the required fields for the NIVS system in order to allow a data upload.

This work would have a material impact on the OH teams who are currently focussed on the completion of this year’s flu vaccination programme and the planning for the rapid rollout of the Covid vaccination. There is a risk that the work will slow down flu delivery and impact Covid vaccination.

In addition there are concerns that national reporting on individual staff data has the potential to impact on the update of the vaccination programme if staff feel their data being collected and monitored unnecessarily.

Finally we would welcome clarification on the data protection implications of asking for clinical vulnerabilities of staff relating to the flu vaccination. Whilst sharing this for staff can be justified for Covid vaccine under ‘public health interest’ this may not be the case for flu vaccinations.

As a group across NW London we would welcome a discussion about how to ensure that the shared aims of maximising the uptake of flu vaccines and the safe and successful rollout of the Covid vaccination can be achieved.

Yours sincerely

Charlotte Bailey

Chair, NW London HR Directors Group

Executive Director of People & OD

Central North West London NHS Foundation Trust