



REPORT TO: MORAY INTEGRATION JOINT BOARD CLINICAL AND CARE GOVERNANCE COMMITTEE ON 30 MAY 2024

SUBJECT: VACCINATION UPTAKE AMONGST HEALTH AND SOCIAL CARE STAFF IN MORAY

BY: CONSULTANT IN PUBLIC HEALTH

1. REASON FOR REPORT

1.1 To inform the Committee of the levels of vaccination uptake in Moray amongst health and social care staff.

2. RECOMMENDATION

2.1 It is recommended that the Committee:

- i) note the uptake of COVID and flu vaccinations amongst front line health and social care staff as at 14 March 2024; and**
- ii) support the Moray Immunisation Team in their efforts to increase uptake of vaccinations among health and social care staff.**

3. BACKGROUND

3.1 The World Health Organisation (WHO) describes vaccines as one of the two public health interventions that have the greatest impact on the world's health, the other being clean water. It is also considered as one of the most impactful and cost-effective public health interventions available to communities and populations across the world. Vaccination can prevent or reduce the severity of disease, minimise disability and save lives, often in many of the most disadvantaged people in society. It offers excellent value for money by reducing current and future public expenditure on health and social care provision. The European Region of WHO recommend coverage of 95% in a population is required to control or eliminate disease.

3.2 Effective control of vaccine preventable disease requires action across the whole health and care system, and this aligns with the drive to improve outcomes and reduce inequalities. From last year, vaccination was, for the first time, included in the annual delivery plan process for health boards.

- 3.3 The Vaccination Transformation Programme (VTP) was created because of the 2018 Scottish General Medical Services (GMS) Contract. Since 2022, NHS Grampian has been responsible for coordination of vaccination programmes with operational delivery being the responsibility of the three Health and Social Care Partnerships (HSCPs) in Aberdeen City, Aberdeenshire, and Moray. The programme delivers the pregnancy, pre-school, school age, adult routine, non-routine, seasonal and travel vaccinations to the population of Grampian.
- 3.4 Uptake of seasonal flu and covid-19 vaccinations in Winter 2023/24 was similar in Grampian to elsewhere in Scotland and highest in the oldest age groups, and the Spring 2024 programme continues to perform well. Uptake shows a socioeconomic gradient with highest uptake amongst least deprived.

4. **KEY MATTERS RELEVANT TO RECOMMENDATION**

- 4.1 The charts below show the uptake of COVID-19 and flu vaccinations among all eligible cohorts within Moray over the winter period 2023-24, up to 14 March 2024.

COVID-19			
Cohort	Population	Vaccinated	% Uptake
Age 65 to 74	11,281	8,686	77.0%
Aged 75+	10,051	8,431	83.9%
All social care workers	2,101	305	14.5%
At risk age 5 to 11	506	37	7.3%
At risk age 6 months to 4 years	103	14	13.6%
At risk age 12 to 64	11,771	4,219	35.8%
Frontline health care workers	1,088	329	30.2%
Older people care home residents	456	410	89.9%
Weakened immune system	1,998	1,185	59.3%
Total	39,335	23,612	60.0%

Influenza			
Cohort	Population	Vaccinated	% Uptake
Age 50 to 64	14,050	6,057	43.1%
Age 65 to 74	11,281	8,700	77.1%
Aged 75+	10,051	8,444	84.0%
All health care workers	958	237	24.7%
All social care workers	1,407	185	13.1%
At risk age 18 to 64	13,301	5,885	44.2%
Older people care home residents	456	415	91.0%
Weakened immune system	1,966	1,256	63.9%
Total	53,448	31,175	58.3%

- 4.2 The uptake of vaccinations amongst frontline health and social care staff is lower than the partnership would like it to be, despite significant work by the Moray Immunisation Team to increase uptake.
- 4.3 The current programme includes a range of methods, based on the evidence on the most effective methods for increasing uptake of vaccinations:

- Assuring accessibility and convenience of vaccination services
- Managers and leaders being able to speak confidently about the role and effectiveness of vaccines.
- Development of a network of vaccination champions
- Developing personalised approaches to vaccine hesitancy
- Increasing understanding that previous infection doesn't necessarily provide sufficient immunological protection as immunity wanes over time and new variants emerge.
- Recognising and mitigating the links between low uptake and deprivation, and
- Creating messaging that chimes with younger people who are less likely to take up winter vaccines.

4.4 The recent Health and Social Care Workforce survey results have been shared with the Scottish Vaccination and Immunisation Programme with final analysis underway and a draft national report awaited. Once this is finalised, local management information reports will be available and utilised by the NHS Grampian Vaccination planning team. The final report will also be published on the Public Health Scotland website.

5. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP) and Moray Integration Joint Board Strategic Plan "Partners in Care 2022 – 2032")

This report aligns with the following priorities:

Corporate Plan: Tackle inequalities and tailor services

Moray Integration Joint Board Strategic Plan:

We focus on prevention and tackling inequality.

We nurture and are part of communities that care for each other.

(b) Policy and Legal

None arising directly from this report.

(c) Financial implications

Increased levels of staff sickness may have financial impact on the partnership.

(d) Risk Implications and Mitigation

Low uptake of vaccines for eligible staff increases the risk of staff sickness due to winter illnesses. The current programme, as set out in 4.3 above, includes a range of methods to increase uptake of vaccinations. Work continues to develop approaches to increase vaccine uptake.

(e) Staffing Implications

Low uptake of vaccines for eligible staff increases the risk of staff sickness due to winter illnesses, potentially increasing the pressure on other staff and increasing the need for agency and locum staff.

(f) Property

None arising directly from this report.

(g) Equalities/Socio Economic Impact

Uptake of vaccines tends to be lower in lower socio-economic groups, the team will maintain awareness of this as approaches to increasing vaccine uptake are developed.

(h) Climate Change and Biodiversity Impacts

None arising directly from this report.

(i) Directions

None arising directly from this report.

(j) Consultations

Consultations have been undertaken with the following staff who are in agreement with the content of this report where it relates to their area of responsibility:

- Sonya Duncan, Corporate Manager
- Simon Bokor-Ingram, Chief Officer

6. CONCLUSION

6.1 An annual vaccination and immunisation report will be produced by NHS Grampian Public Health Team in January 2025. This will provide a full year evaluation of the programme to increase uptake among front line health and social care staff and recommendations for the future.

Author of Report: Elizabeth Robinson, Consultant in Public Health, NHS Grampian

Background Papers:

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