



Infection Control and Immunisation Case Study

Malyon House Resthome and Hospital

Malyon House were accredited with WorkWell Gold in January 2016. As part of their journey to Gold they focused on the additional Priority Wellbeing Area of Infection Control and Immunisation. This case study documents the rationale for their focus, their planned approach, and the success of their workplace wellbeing efforts to date.

The Rationale

Malyon House conducted the WorkWell Staff Survey in 2016. Concerned by the results below, Infection Control and Immunisation was selected as an additional key Priority Wellbeing Area of focus:

- Only 46% of staff had the influenza vaccination in the previous year
- Only 88% always reported handwashing before eating or preparing a meal



"Because we work in the residential aged care industry, we were particularly motivated to improve these statistics for the health of our residents and the health of our staff."

Amy Munro, Facility Manager

WorkWell Multi- Level Approach

Organisational

- Review and update all forms and policies related to infection control.
- Encourage managers and WorkWell working group staff to lead by example and be immunised against the flu.
- Update employment questionnaire to include the question, "Do you agree to have an annual influenza vaccination at the company's expense, to protect our vulnerable residents from any influenza you may contract?"
- Continue to fully fund staff flu vaccinations.
- Have Clinical Manager trained in Infection Control.
- Initiate a staff sickness register.

Environmental

- Review and improve facilities in the workplace to ensure enough handwashing stations.

Individual

- Promote the benefits and importance of handwashing;
 - Using promotional material
 - Using ultra violet Glo boxes to provide a visual, interactive way to help staff learn the importance of hand hygiene as part of annual staff training day.



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What worked well?

Education session

An education session was held to address some misinformation about the flu vaccine. An occupational health nurse with experience in rest homes was contracted to provide both the education session and flu vaccine to staff onsite. This was made interesting and fun with a true or false quiz and staff were also able to ask questions in private after the presentation.

Facility Manager, Amy Munro, said the key to the success of the education session was the presenter had experience working in the industry. "She was able to relate to our staff, and because of this, our staff listened to her. Several staff members mentioned the session had answered their questions about vaccination and they were considering having one this year, for the first time".

Two weeks later the nurse returned to do the vaccinations.

Offering the vaccine, free, on-site, or at a nearby GP clinic

To make the flu vaccination as easy as possible, the workplace arranged for free flu vaccinations to occur onsite for staff. The shift-work environment of Malyon House meant not all staff members were at work on the day the vaccinations took place. To ensure all staff had the opportunity to have a free flu vaccination, an arrangement was made with the GP clinic across the road. Staff could drop in anytime with a pre-written letter from the workplace and receive their free vaccine. Malyon House then paid the GP clinic for all staff who took up the offer.

Pre-employment application form

To assist with an uptake of the flu vaccination, Malyon House updated their pre-employment application form to include the question, 'Would you have the influenza vaccination?' When it came time for flu vaccinations to take place at the worksite, management were able to approach those who had noted on their pre-employment application form they would have the vaccine, and invite them to have it.

Success

The effort has paid off. The percentage of staff who received the flu vaccination in 2017 was 76%. This was a significant increase on the previous year's uptake.

Well done Malyon House!



"Several staff members mentioned that the session had answered their questions about vaccination and they were considering having one this year, for the first time."

Amy Munro, Facility Manager