



Barts and The London NHS Trust

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**Barts and The London NHS Trust employs 6,500 staff & provides general health services at three London hospitals. By providing a voluntary flu jab, the Trust has been able to reduce sickness absence, benefiting all staff and the Trust itself.**

### New Millennium, New Job!

Dr Liam Donaldson, the UK's Chief Medical Officer (CMO), provides advice for health care workers each year. In 1999, in the approach to the Millenium, he advised of a possible flu pandemic.

Barts and The London NHS Trust has an occupational health unit. As a consequence of the CMO's warning, the unit advocated a programme of voluntary flu immunisation for the Trust's staff. This has been repeated each autumn since the Millenium.

**No. of employees:** 6,500

**Business sector:** Services

**Business activities:** NHS hospital

**Stakeholders:** Employees and the Trust

**Location:** London

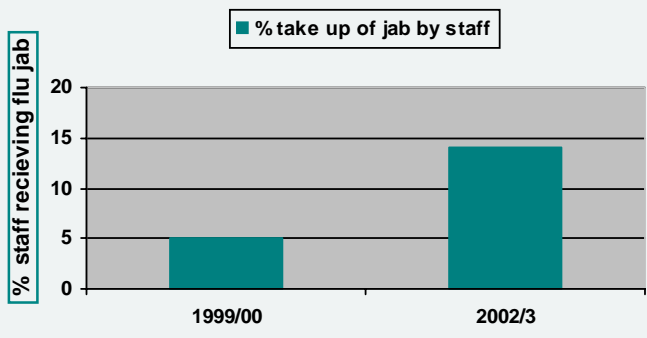
**“Not only does the scheme improve the general health of staff and save money by reducing the number of days lost due to sickness, but it also has benefits for our patients as it lessens the risk of them contracting the virus while being treated in our hospitals”**

*Charles Gutteridge, Medical Director*



### BUSINESS BENEFITS

- A lower average number of days sick leave per year in the immunised group – 25% (0.8 day) less than the non-immunised group
- In 2001/2 this saved the Trust around 540 staff days, or more than 2 staff years
- This represents around £217,000 saved (direct and indirect costs)

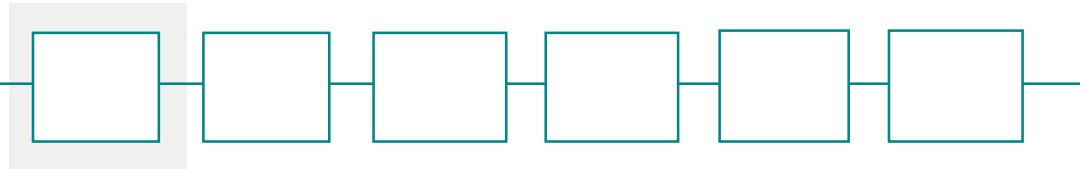


### HEALTH & SAFETY BENEFITS

- Lower levels of ill health amongst immunised staff

**“The flu vaccination campaign has proved a great success for the Trust - this year over 800 staff have taken advantage of the opportunity.”**

*Charles Gutteridge, Medical Director*



**THE COST-BENEFITS**

In the year that the Trust evaluated the initiative, the immunised staff suffered an average annual sickness absence rate of 2.4 days / person. This compared with an annual rate of 3.2 days / person for the non-immunised employees.

**Over £200,000 saved in one year**

The average cost of absence was approximately £400/day (direct and indirect costs), so the saving per immunised member of staff was £318 per person / year. As 683 employees had the job in 2001/2 this saved the Trust around £217,000 in sickness absence.

**Costs recouped in under a month**

The cost of giving the job was approximately £8,000 for the vaccine itself and

the nurses time in administering it. The time staff spent receiving the job cost around £15,500. So, in 2001/2 the total cost of the initiative was £23,500.

**Outlay only £23,500**

The savings of around £217,000 heavily outweigh the costs of £23,500. As most of the benefit is felt in winter

months, the initiative paid for itself in less than one month.

**A DIRECTOR'S VIEW**

The Human Resources Director supported the initiative by enabling staff to take time away

from duties to receive the vaccine and by providing means for the job to be 'advertised' to staff.

**WORKER INVOLVEMENT**

Employee and safety representatives from several trade unions, including Unison, took the role of helping to spread the message to colleagues of the availability and benefit of being immunised.



**What did the Trust do?**

Barts and The London NHS Trust:

Offers a flu vaccination to all staff

Immunises an increasing number of staff. In 1999/2000 approximately 5% staff accepted immunisation; by 2002/3 this had risen to around 14% (880 out of 6500 employees)