

Q&A - Relating to the change in protocol at ABC vaccination sites

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Why are you changing the protocol used at ABC sites?

All ABC vaccination sites have been operating under the PGD legal framework, which has allowed us to deliver the vaccine in quite a specific way. As things begin to return to some degree of normality many of our regular site staff are returning to their regular day jobs. Sadly, this means many members of our incredible vaccination team can no longer commit as much time to doing shifts at our sites. We are finding that shifts are becoming harder to fill and we are mindful that the vaccination programme is unlikely to end any time soon. We are therefore, having to review the way in which we staff our sites and administer our vaccinations. We are beginning a process to transition from the PGD framework to the National Protocol.

What is the National Protocol?

It's a legal document that dictates the way in which we run our vaccination sites and how we administer the vaccine.

What's the biggest different between the National Protocol and the PGD?

Essentially, the National framework allows each activity within the protocol to be carried out by a different person (if desired)

These activities include:

- Assessment of the patient
- Vaccine preparation
- Vaccine administration
- Record keeping

What does this mean for ABC vaccination sites?

The biggest changes will be to our workforce. Firstly, we are introducing a bank of Immunisers. Immunisers are non-registered healthcare professionals who already work in healthcare and have healthcare experience. Ideal candidates include:

- HCAs
- Nursing Associates
- Physician Associates

- St John's Ambulance personnel

To oversee this new cohort, we are looking to use as many eligible staff as possible from our existing bank of experienced vaccinators. We want to draw on their experience of the programme and, wherever possible, promote them to the new role of Vaccinator Supervisor.

How are you recruiting Immunisers?

We have requested applications from interested, eligible parties and these are screened by the ABC team. Successful candidates will then receive training via ABC. Training and experience required:

- A background in healthcare desirable
- E-learning for Health modules
- BLS
- Anaphylaxis
- DBS
- Infection control
- Information governance
- Confidentiality Agreement
- Face-to-face training
- Local site induction
- Completion of a nationally-provided Competency Assessment
- Sign off from a Clinical Supervisor

If I have already completed training via my work as an Immuniser at another, non-ABC site, do I still have to do the ABC training?

Yes, there is likely to be some variations in the role of Immunisers at different sites. We therefore want to ensure that every Immuniser working at one of ABC's sites is trained by us and is confident and understands the requirements of their role. We also want to have complete control over the standard of staff we're employing at our sites.

Will Immunisers be drawing up the vaccine from the vial as well as administering?

Yes, they will be both drawing up the vaccine and injecting the vaccine.

What will a Vaccinator Supervisor do?

The role of the Vaccinator Supervisor is to oversee the process and, using their clinical knowledge and experience of the programme, ensure that each vaccination can proceed safely.

Who is eligible to apply for the role of Vaccinator Supervisor?

Healthcare professionals suitable for this role include those listed below registered with the relevant professional body:

- Band 6 Nurse and above
- Midwives
- Pharmacists
- Chiropodists/podiatrists
- Dieticians

- Occupational therapists, orthoptists, orthotists/prosthetists
- Paramedics
- Physiotherapists
- Radiographers
- Speech and language therapists
- Dental hygienists and dental therapists
- Optometrists registered with the General Optical Council

Will Vaccinator Supervisors be administering vaccines too?

No. We want those who fulfil this supervisory role to be able to focus entirely on the 'Pod' they are overseeing.

How many Immunisers will each Vaccinator Supervisor oversee in their pod?

We are expecting to have between 2-5 Immunisers in each pod, but this will depend on the site and capacity.

Are Paramedics able to apply?

Paramedics can apply to be Vaccinators or Vaccinator Supervisors however, the National Protocol is clear that the role of Clinical Supervisors is solely for Doctors, Nurses and Pharmacists. For sites that are working under the National Protocol, Paramedics will no longer be able to serve as Clinical Supervisors.

Is training required for the Vaccinator Supervisor role?

We are recruiting from an experienced pool of registered healthcare professionals, who have already completed the training relevant to the vaccination programme. While every site will provide their own induction, there will not be training specific to this role.

Will you still have registered vaccinators working alongside non-registered Immunisers or is the long-term plan to only have Immunisers supported by Vaccinator Supervisors?

We're at the very early stages of this process and our long-term plan is certainly not to phase-out registered vaccinators. A blended model going forward would be ideal.

Do Pharmacist Vaccinator Supervisors need to be independent prescribers or does the ABC insurance cover the Vaccinator Supervisors role?

Crown Indemnity covers all the vaccine related activity. Yes, you do need to be a prescriber as a Pharmacist.

Will there still be Clinical Supervisors onsite?

Yes. Doctors, Nurses and Pharmacists will continue to fulfil these duties.

Could there be an instance where there is just one registered practitioner onsite?

No. We want a more robust process in place and this is one of the reasons that has led to the creation of the Vaccinator Supervisor role. We wanted more clinical supervision.

What does the new process involve during clinics?

This is a staged process:

- If required, vials are inverted\diluted at a separate station:
- Immuniser initially perform a data gathering role
 - This includes the exclusion criteria as per Outcomes4Health
 - A script is provided to ensure no contraindication is omitted
 - Before proceeding, immunisers must consult with the Vaccinator Supervisor to obtain consent
- Consent
 - Must be obtained from the patient by the Vaccinator Supervisor
 - “Do you have any questions?”
 - “Are you happy to proceed to vaccination?”
- If, and only if, the vaccination supervisor is satisfied, the immuniser can proceed to vaccination
 - Drawing up of vaccine from the vial can be performed by the immuniser

Who is accountable?

Fundamentally, all staff are accountable for their own practice. At our vaccination sites:

- The Clinical Supervisor is a senior lead role accountable for the clinical supervision and has accountability for the whole vaccination process across a vaccination site
THIS ROLE MUST BE FILLED BY A DOCTOR, NURSE OR PHARMACIST
- The Vaccinator Supervisor will be named as the Consenter on Outcomes4Health (Pinnacle)
- The Immuniser will be named as the person drawing up vaccine on Outcomes4Health
- ABC takes responsibility for training ALL STAFF

What is the remuneration for the new roles?

Immunisers will receive £15 per hour.

We recognise that Vaccinator Supervisors will be assuming more responsibility during the process and we want to ensure that this is recognised.

We will therefore pay Vaccinator Supervisors 20% more than the registered vaccinators.

This equates to £30 per hour.

The registered vaccinator rate remains at £25 per hour.

When will the new protocol start? Will sites use just one or both protocols?

There’s currently no strict date for us to change over. We’re trialling it at a few sites and refining the process. The transition will be a gradual one and, for a period, we may have both protocols co-existing. This will allow our team to get to grips with the new process. We all need to understand the process and find our footing to ensure this is a smooth change that we all feel comfortable.

Will shifts for the new roles be on Lantum as before?

Yes. You will be contacted once shifts for these new roles are live on the site. However, be aware that on **Lantum the Vaccinator Supervisor role is listed as Vaccine Prep.**

What will the hours and shifts be for the new roles?

The hours won't change. Different sites run different shift times, and these are unlikely to change.

Will there be a SOP for the new protocol?

Yes, there is a SOP, which is readily available.

Is the plan to increase the speed of the process?

We would never compromise clinical safety in search of speed. So, while we're open to fantastic ideas and new processes, we're focused on providing a safe and effective programme.

When you apply for a shift on Lantum will it be clear what protocol is being used at that site?

You won't be able to see on Lantum what methodology is being used on site that day, however, if you're booking a shift as Vaccine Prep, you can assume the site is using the National Protocol.

If I'm already booked on to a shift as a Vaccinator and I'm eligible to be a Vaccinator Supervisor, will my job on the day automatically be upgraded?

Nothing will be changed automatically. This also applies to Vaccinators who are not eligible to be Supervisors, they will not default to become Immunisers on shifts that they have already booked in and accepted. We value all of our team and want everyone to feel comfortable in the role they will be fulfilling onsite. We will, wherever possible, honour all the existing bookings on the system.

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