

HELP YOUR STAFF SHINE:

TIPS TO IMPROVE VACCINE UPTAKE IN HEALTH CARE WORKERS (HCWs)

Support HCWs to get vaccinated



- ✓ Offer vaccinations at work and during different shifts
- ✓ Have a seamless and user-friendly consent process for staff
- ✓ If vaccines are not available onsite, provide information on where to go and offer paid time to get vaccinated elsewhere

Highlight vaccine uptake



- ✓ Communicate in different formats and across multiple channels, e.g., huddles, meetings, email, newsletters, breakroom posters, social media to promote vaccines and increase readiness
- ✓ Hold vaccine 'kick-off' events to build enthusiasm, engagement and uptake
- ✓ Create photo galleries and post testimonials in staff areas

Inform staff through group discussions and one on one conversations



- ✓ Discuss the various benefits of vaccinations, e.g.: reduced illness overall, patient and family member protection, reduced infections/outbreaks in the home, vaccines save lives
- ✓ Be transparent about potential side effects
- ✓ Invite staff to discuss vaccinations in one-to-one conversations and groups. Listen and set aside time to answer questions with accurate and relevant information
- ✓ Explain with examples and data that the benefits of vaccines outweigh the risks of infection and serious illness
- ✓ Provide and cite credible resources

Nurture vaccine champions



- ✓ Have vaccine champions share their reasons for getting vaccinated through staff newsletters, social media, discussions or the facility's intranet
- ✓ Identify champions from different areas, occupational groups and varied level of experience in your facility

Establish a workplace culture of respect



- ✓ Create a safe space for staff to talk about vaccines by being open and judgement-free
- ✓ Ensure conversations are from a place of empathy and understanding (e.g., *I hear your concerns, and they are all important*)
- ✓ Language and culture matter. Acknowledge that people from different places and backgrounds may have different experiences and beliefs. Be inclusive when addressing questions, concerns and get input on how to increase vaccine confidence
- ✓ Lead with respect regardless of their decision to be vaccinated

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