

ENCOURAGING STAFF VACCINATION IN YOUR WORKPLACE



The COVID-19 pandemic has challenged British Columbia's long-term care sector in many ways. Research studies are providing opportunities to learn from these challenges and identify ways to strengthen long-term care. Our INFORM Study team interviewed people in leadership roles in long-term care in the Fraser Health region to find out about the challenges and opportunities presented by encouraging staff vaccination during the COVID-19 pandemic. We learned six important questions that long-term care workplace leadership can ask themselves when trying to identify ways to encourage staff vaccination. These questions are also relevant for leadership in other similar care environments, such as assisted living.



Our INFORM Study team **interviewed 45 people in leadership roles** in long-term care in the Fraser Health region.

See reverse for important topics.

SIX IMPORTANT QUESTIONS TO ASK YOURSELF:

- Have you considered the power of role modelling in your approach to encouraging vaccination among staff?

Having members of leadership become vaccinated early-on can build trust, increase uptake, and provide vaccination momentum among staff



- Have you welcomed learning about recent viral outbreak experiences from staff and leadership in other workplaces?



Learning from experiences of outbreaks in other workplaces can provide detailed, context specific information for staff and can encourage vaccination

- Are there any educational materials you already have access to that can be shared in your workplace to enhance staff knowledge about vaccination?

Offering opportunities for knowledge exchange

about vaccines and vaccination in the workplace can help to address any questions or concerns staff may have



- Are there medical experts with vaccine knowledge who you can invite to speak with staff in your workplace?



Having experts speak with staff can increase trust and confidence in vaccine science and support informed vaccination decision-making

- Are there opportunities for you to motivate staff in your workplace to become vaccinated using incentives?



Providing encouragement and incentives, rather than pressure, can increase vaccine uptake among staff

- Are there opportunities for you to have one-on-one conversations with staff to discuss vaccine options and address questions or concerns?

Personalized conversations can help to build trusting relationships and provide opportunities to share more targeted information for vaccine hesitant staff

