

6 ways to strengthen your health system's employee vaccination program during flu season



Increase vaccination rates, reduce your team's manual workload, and keep your workforce ready all season.

1

Bring the vaccine to your staff.

73% of healthcare workers got a flu shot when their employer offered on-site vaccinations in 2024-25, compared to 41% of workers whose employer did not. Mobile carts on each unit and near the cafeteria can reach people who would never make an appointment otherwise.

TRY THIS: Schedule at least one window for every shift, including nights and weekends.

2

Know who counts for NHSN reporting.

NHSN reports should include anyone who works in your facility between October 1 and March 31, even if only for one partial shift. This includes employees, licensed independent practitioners, students, trainees, and volunteers. Non-employees rarely live in your HR system, which makes them easy to miss.

TRY THIS: Pull rosters from HR, the medical staff office, and your volunteer and student coordinators early, then reconcile them again in March.

3

Make outside vaccine records easy to submit.

Staff who get vaccinated at a pharmacy or their own doctor's office count toward your NHSN numbers, but only with written documentation. Set up a simple process for submitting these records, such as a secure upload form or a drop-off at employee health.

TRY THIS: Send an early announcement with the submission link and an example of acceptable proof. Two weeks before your deadline, follow up with staff whose status is still unknown.



4

Track declinations as carefully as doses.

NHSN reports declinations as their own category. A signed form gives you a consistent record and a clear basis for your masking policy. Use one declination form across every facility, and announce your masking policy for unvaccinated staff before the season starts.

TRY THIS: File every signed declination in that employee's health record, with access limited to the people who need it.

5

Share work restriction rules before the surge.

CDC's updated guidance (Sep. 2026) says healthcare personnel with respiratory infections should stay home from work until at least three days have passed since symptoms began, they've been fever-free for 24 hours without medication, and their symptoms are improving. Once back, they should mask through day seven.

TRY THIS: Communicate these return-to-work criteria to unit managers now, so call-outs and returns are handled the same way on every floor.

6

Use flu season to stress-test your employee vaccination program.

Flu season is the one time your program reaches nearly every employee on a fixed deadline. Evaluate which workflows held up and which ones slowed you down, then make adjustments.

TRY THIS: Take time at the end of flu season to discuss what worked (and what didn't) with your team. Make sure to note the steps that required the most staff hours.

See how PureOHS can simplify flu season.

Assign immunization requirements by role, automate reminders to staff, store every vaccination record and declination, and track completions with reports and dashboards.

[Talk to an expert](#)