



Appendix B: Suggested content to be covered in flu immunisation training (theoretical or work-based)

Core knowledge area	Learning outcome	Learning objectives	Session content
<b>1) The aim of flu immunisation, national flu vaccine policy and schedules.</b>	Able to explain the aims of flu immunisation and describe which flu vaccines are recommended for different risk or age groups.	The practitioner will be able to: <ul style="list-style-type: none"><li>• explain how flu vaccine policy is made and what information informs these policy decisions</li><li>• describe the flu vaccine recommendations for the forthcoming flu season including who should receive flu vaccine and why</li><li>• describe how flu immunisation programmes are monitored through the use of surveillance</li><li>• demonstrate the ability to access the online Green Book and relevant flu vaccine policy and guidance documents</li></ul>	Session content should include: <ul style="list-style-type: none"><li>• how flu vaccine policy is decided upon</li><li>• the role of different agencies and personnel in the flu immunisation programme</li><li>• how flu vaccination programmes are commissioned and delivered</li><li>• current published flu vaccination information and policy, for example Green Book, DHSC/PHE/NHS England and NHS Improvement publications and letters</li><li>• resources available locally and nationally to obtain expert flu immunisation advice</li></ul>
<b>2) The immune response to flu vaccines and how vaccines work.</b>	Able to explain the basic immune response to flu vaccines and describe how vaccines provide individual and community protection.	The practitioner will be able to: <ul style="list-style-type: none"><li>• explain the basic active immune response to flu vaccines</li><li>• list conditions which affect the immune response to vaccines</li><li>• describe herd immunity and explain why it is important</li></ul>	Session content should include: <ul style="list-style-type: none"><li>• active immune response to a vaccine</li><li>• why flu vaccine needs to be given annually</li><li>• conditions that affect immunity and the immune response to vaccines</li><li>• concept of herd immunity and the effect of vaccination on the community as a whole</li></ul>

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<p><b>3) What is flu and why do we vaccinate against it.</b></p>	<p>Able to describe the main symptoms and possible complications of flu.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• describe the main signs and symptoms, mode of transmission and period of infectivity of flu</li> <li>• explain when flu is usually seen in the UK</li> <li>• be able to list the most common acute and potential long-term complications of flu</li> <li>• describe the groups most at risk from flu</li> <li>• know where to find further information about flu</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• epidemiology, signs and symptoms and mode of transmission of flu</li> <li>• potential complications from flu infection</li> </ul>
<p><b>4) The different types of flu vaccines, their composition and their indications and contra-indications.</b></p>	<p>Has knowledge of the different types of flu vaccines available and in use.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• identify the different types of flu vaccine currently available (live, inactivated, adjuvanted, recombinant, cell based, egg based, etc)</li> <li>• describe the contents of a flu vaccine (including ovalbumin content where applicable)</li> <li>• explain why different flu vaccines are recommended for different groups</li> <li>• describe which children cannot receive the live flu vaccine and why and any precautions that need to be taken for immunosuppressed contacts</li> <li>• describe how vaccines trials are carried out before a vaccine is licensed and how safety and efficacy are continuously monitored</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• different types of flu vaccine currently available (live, inactivated, adjuvanted, recombinant, cell based, egg based, etc)</li> <li>• composition of a flu vaccine, use of adjuvants and purpose of any other additives</li> <li>• stages of vaccine trials before and after licensure</li> <li>• efficacy and reactogenicity and compatibility with other vaccines</li> <li>• contraindications, precautions and adverse events for the different types of flu vaccine</li> <li>• how to address concerns around safety and provide reassurance to patients/parents/peers</li> </ul>

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		<ul style="list-style-type: none"> <li>• state the contraindications and precautions for the different types of flu vaccine</li> <li>• describe the nature and frequency of the most common adverse events following flu vaccination and how these should be managed</li> </ul>	
<b>5) Current issues in flu immunisation.</b>	Knows about relevant and current issues/controversies relating to flu immunisation.	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• describe any issues/controversies currently relevant to the flu vaccines they give/advise on</li> <li>• identify suitable information sources that patients/parents/carers may wish to view or contact for more information</li> <li>• be aware of any changes to the vaccines or policy relating to that vaccine</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• importance of keeping updated</li> <li>• how and where to find information (local and national sources of advice)</li> <li>• assessing the reliability of vaccine information sources</li> <li>• media portrayal and social media discussion of vaccine news stories</li> </ul>
<b>6) Communication with patients, parents, carers and other relevant people for example employers, employees, school staff, prison staff etc about flu vaccines.</b>	Can effectively communicate with patients, parents and carers and other relevant people about flu immunisation.	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• communicate key facts about flu vaccines to patients/parents/carers and be able to respond to any questions/concerns</li> <li>• effectively communicate about benefits and any risks associated with flu vaccination</li> <li>• demonstrate commitment to offering the patients/parents/carers the best advice on flu vaccination</li> <li>• tailor the information they give to the individual patient/parent/carer's needs</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• communication skills within immunisation consultations</li> <li>• issues that affect and influence patient/parents/carers in their decision making about flu vaccination</li> <li>• the effect of media reporting on views and acceptance of flu vaccination</li> <li>• responding to commonly asked questions and misconceptions</li> <li>• risk communication</li> </ul>

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		<ul style="list-style-type: none"> <li>• provide patients/parents/carers with appropriate information leaflets and will be familiar with the content of the leaflets themselves</li> </ul>	<ul style="list-style-type: none"> <li>• provision of suitable vaccine information materials</li> <li>• local and national sources of further information and advice for parents</li> </ul>
<b>7) Legal issues in immunisation.</b>	Understands the legal aspects relevant to flu vaccination.	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• explain the principles of valid consent and how it should be requested and recorded</li> <li>• demonstrate an understanding of data protection issues</li> <li>• describe the reasons for good documentation and communication of information on flu vaccination</li> <li>• explain the legal mechanism by which they may be authorised to administer flu vaccines</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• current legal requirements for consent within age group being vaccinated which may include: Mental Capacity Act, ‘Gillick’ competence’ and looked after children</li> <li>• data protection (Data Protection Act, Caldicott)</li> <li>• documentation</li> <li>• professional and personal accountability and responsibilities regarding delegation and supervision</li> <li>• authorisation to administer POMS: Patient Specific Directions, Patient Group Directions, protocols</li> <li>• licensing of vaccines and off-label use</li> </ul>
<b>8) Storage and handling of flu vaccines.</b>	Follows correct procedures for storage and handling of flu vaccines.	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• describe what the cold chain is and why it is important to maintain it</li> <li>• specify minimum/maximum temperatures for vaccine storage</li> <li>• describe the effects of temperature on the potency and efficacy of flu vaccine</li> <li>• describe the requirements for the correct delivery and storage of flu vaccines</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• effects of temperature on vaccine potency, efficacy and adverse events</li> <li>• daily monitoring and recording of vaccine fridge temperature records</li> <li>• correct use of designated purpose-built vaccine fridge</li> </ul>

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		<p>including daily monitoring and written records, correct use of designated purpose-built vaccine fridge, regular checks for expired vaccine and ordering appropriate vaccine stock</p> <ul style="list-style-type: none"> <li>• explain what action to take if vaccines are not delivered or stored within the recommended temperature range and the cold chain is not maintained</li> <li>• manage breakdowns in the cold chain and know who to inform and what action to take</li> </ul>	<ul style="list-style-type: none"> <li>• importance of prudent ordering, stock rotation and regular checks for expired vaccine</li> <li>• management of breakdowns in the cold chain</li> <li>• disposal of heat and/or cold damaged vaccine</li> <li>• setting up and using cool boxes for transporting vaccines to out of surgery sessions</li> <li>• management of cold chain during a clinic session</li> <li>• responsibility for ensuring that all vaccines administered have been stored correctly</li> <li>• local and national vaccine storage and handling recommendations and requirements</li> </ul>
<p><b>9) Correct administration of flu vaccines.</b></p>	<p>Able to reconstitute and administer flu vaccines correctly.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• demonstrate appropriate selection and preparation of vaccine equipment</li> <li>• explain how to prepare and dispose of vaccinations and vaccination equipment</li> <li>• demonstrate safe practice in checking the vaccine to be administered</li> <li>• demonstrate ability to check patient's suitability for vaccination prior to administration by obtaining appropriate medical and medication history</li> <li>• correctly position patients for safe and effective vaccine administration</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• preparation and disposal of vaccination equipment</li> <li>• assessment of fitness for vaccination</li> <li>• current recommendations for route, needle size and injection site for administration of flu vaccine</li> <li>• relevant infection prevention and control measures relating to vaccination</li> <li>• sharps legislation and avoidance and management of needle stick injury</li> <li>• correct disposal of used vaccines</li> </ul>

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		<ul style="list-style-type: none"> <li>• demonstrate how to ask parents to hold their children (where necessary) for safe and effective vaccine administration</li> <li>• explain the choice of immunisation site and needle size (where applicable)</li> <li>• demonstrate correct administration technique for the flu vaccine to be given (intranasal or intramuscular injection)</li> <li>• demonstrate good knowledge and practice of infection prevention and control</li> <li>• show appropriate care following administration of the vaccine</li> <li>• demonstrate appropriate sharps management and explain the procedure to be taken in the event of a needle stick injury</li> </ul>	
<p><b>10) Anaphylaxis and adverse reactions.</b></p>	<p>Able to manage anaphylaxis and other adverse events appropriately.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• give evidence of anaphylaxis and basic life support training within the last 12 months</li> <li>• define and recognise an adverse event</li> <li>• describe the incidence of local and systemic adverse events and anaphylaxis following flu vaccination</li> <li>• distinguish between anaphylaxis and fainting</li> <li>• prepare and check the equipment and drugs required for managing anaphylaxis</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• definition and types of adverse events following flu vaccination</li> <li>• signs and symptoms of and differences between anaphylaxis and fainting</li> <li>• potential causes of anaphylaxis and ways of decreasing the risks</li> <li>• physiology of anaphylaxis and allergic reactions</li> <li>• treatment of anaphylaxis, equipment required, adrenaline dosages and sites for its administration</li> </ul>

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		<ul style="list-style-type: none"> <li>• manage anaphylaxis</li> <li>• know when, how and where to report an adverse event</li> </ul>	<ul style="list-style-type: none"> <li>• where and how to record and report any adverse events following flu vaccination</li> <li>• use of MHRA Yellow Card reporting system</li> </ul>
<p><b>11) Documentation, record keeping and reporting.</b></p>	<p>Correctly documents and reports all vaccines given.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• correctly document flu vaccines given in all relevant records and systems</li> <li>• explain the importance and purposes of recording information about vaccinations in the different vaccine recording systems</li> <li>• describe the role and importance of vaccination coverage data</li> <li>• report any serious untoward events</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• requirements and importance of accurate documentation</li> <li>• importance of and reasons for recording batch numbers, injection site, etc</li> <li>• where and why vaccinations should be recorded and reported</li> <li>• policy for reporting and recording vaccine errors and incidents</li> </ul>
<p><b>12) Strategies for optimising immunisation uptake.</b></p>	<p>Able to identify and implement strategies for improving flu vaccine uptake.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> <li>• explain the importance of good organisation of flu clinics, appointment systems etc, to enable good uptake of vaccination</li> <li>• describe how to organise flu immunisation clinics to maximise uptake and take into consideration any factors which may affect uptake</li> <li>• confidently encourage other health care practitioners to promote flu vaccination</li> </ul>	<p>Session content should include:</p> <ul style="list-style-type: none"> <li>• identification of barriers and obstacles that may prevent uptake of vaccination and impede efficient vaccine delivery</li> <li>• development of strategies to overcome barriers and improve flu immunisation services</li> <li>• consideration of factors that affect uptake such as the clinic environment, accessibility, appointment timings and attitudes of staff to vaccination</li> <li>• the critical importance of healthcare practitioner confidence in flu vaccination</li> </ul>

Please see 2 additional topics regarding the role of and support for Healthcare Support Worker immunisers included in the [National Minimum Standards and Core Curriculum for Immunisation Training of Healthcare Support Workers](#)