

Health impact assessment screening

Dr Tom Porter / 9 July 2015

For screening Table A should be completed writing *significant*, *moderate* or *nil* in cells relating to relevant impacts, for relevant groups. The likelihood of an impact should be indicated for each population group.

Project title and brief description of the proposal: Staff influenza (flu) vaccination policy						
Key aims and objectives: To ensure all staff with patient contact are proactively offered seasonal influenza (flu) vaccination each year to protect at-risk patients, other staff and themselves from influenza-related morbidity and mortality. This is in line with UK Joint Committee on Vaccination and Immunisation (JCVI), Welsh Government and Welsh Chief Medical Officer (CMO) recommendations for NHS employers.						
Table A	Target Groups	Those on low income	Older people	General population	Minority ethnic Groups	Children and young people*
Factors that determine health						
Individuals Lifestyle / capacities affecting health: Smoking, nutrition and health eating, physical activity, alcohol / drug misuse, sexual health, Propensity to use health and care services Skills and knowledge, training and education		Nil	Moderate positive (patients and UHB staff). Likely	Nil	Nil	Moderate positive (patients and UHB staff). Likely
Social and Community Influences affecting health: Family: Structure and function, Parenting Community: Social support mechanisms, social networks, neighbourliness. Peer pressure. Community divisions, degree of isolation. Historical identity, Cultural and spiritual ethos.		Nil	Nil	Nil	Nil	Nil
Living conditions: Built environment, civic design and planning, housing, noise, smell, air and water quality, physical view and outlook, public safety, waste disposal, road hazards, injury hazards, Safe play spaces.		Nil	Nil	Nil	Nil	Nil
Working conditions: Employment, workplace conditions, occupation, income.		Moderate positive (UHB staff). Likely	Moderate positive (UHB staff). Likely	Moderate positive (UHB staff). Likely	Moderate positive (UHB staff). Likely	N/A
Services: (access to and quality of) Medical services, caring services, careers advice and counselling, shops and commercial services, public amenities, transport, education and other services. Access to information technology.		Moderate positive (quality of medical services). Likely	Significant positive (quality of medical services). Likely	Moderate positive (quality of medical services). Likely	Moderate positive (quality of medical services). Likely	Significant positive (quality of medical services). Likely
Socio-economic, cultural and environmental and sustainability factors: Biological diversity, efficient use of resources, pollution, diversity / local distinctiveness, climate. Macro-economic factors: Political climate, GDP, economic development., policy climate.		Nil	Nil	Nil	Nil	Nil
Others**		See EqIA for assessment of impact on other specific groups				

Table B	Describe
What positive effect(s) is the proposal likely to have for people's health and well being, and for which groups within the population?	<ul style="list-style-type: none"> • Positive effects on: <ul style="list-style-type: none"> ○ all eligible staff (reduced incidence of influenza) ○ patients / individuals coming into contact with vaccinated UHB staff, especially those patients in at-risk groups for influenza
What negative effect(s) is the proposal likely to have for people's health and well being, and for which groups within the population?	None identified
If negative impacts were identified for one or more group within the population, are there ways in which these can be removed or mitigated?	N/A
Is further investigation, information and evidence collection needed to find potential solutions?	N/A
Are there opportunities to build in more actions to improve people's health as a part of the proposal. Are there sources of information or experience else where that may help explore this question more fully?	N/A

Outcome of assessment

- Based on the findings above a more detailed HIA will not be pursued for this policy

*e.g. Others may need to be added eg. People with disabilities, Asylum seekers. ** e.g. Bullying

Source of screening tool:

WHIASU. How to use health impact assessment: A short guide. From:

<http://www.wales.nhs.uk/sites3/docmetadata.cfm?orgid=522&id=44715> (accessed 8 July 2015)