



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

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

Core knowledge area	Learning outcome	Learning objectives	Session content should include
	community protection.		<ul style="list-style-type: none"> • concept of herd immunity and the effect of vaccination on the community as a whole
3. What flu is and why we vaccinate against it	Able to describe the main symptoms and possible complications of flu.	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> • describe the main signs and symptoms, mode of transmission and period of infectivity of flu • explain when flu is usually seen in the UK • be able to list the most common acute and potential long-term complications of flu • describe the groups most at risk from flu • know where to find further information about flu 	<ul style="list-style-type: none"> • epidemiology, signs and symptoms and mode of transmission of flu • potential complications from flu infection
4. The different types of flu vaccines, their composition and their indications and contraindications	Has knowledge of the different types of flu vaccines available and in use.	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> • identify the different types of flu vaccine currently available (live, inactivated, adjuvanted, recombinant, cell based, egg based, etc) • describe the contents of a flu vaccine (including ovalbumin content where applicable) • explain why different flu vaccines are recommended for different groups 	<ul style="list-style-type: none"> • different types of flu vaccine currently available (live, inactivated, adjuvanted, recombinant, cell based, egg based, etc) • composition of a flu vaccine, use of adjuvants and purpose of any other additives • stages of vaccine trials before and after licensure • efficacy and reactogenicity and compatibility with other vaccines

Core knowledge area	Learning outcome	Learning objectives	Session content should include
		<ul style="list-style-type: none"> • describe which children cannot receive the live flu vaccine and why and any precautions that need to be taken for immunosuppressed contacts • describe how vaccines trials are carried out before a vaccine is licensed and how safety and efficacy are continuously monitored • state the contraindications and precautions for the different types of flu vaccine • describe the nature and frequency of the most common adverse events following flu vaccination and how these should be managed 	<ul style="list-style-type: none"> • contraindications, precautions and adverse events for the different types of flu vaccine • how to address concerns around safety and provide reassurance to patients, parents or peers
5. Current issues in flu immunisation	Knows about relevant and current issues and controversies relating to flu immunisation.	The practitioner will be able to: <ul style="list-style-type: none"> • describe any issues or controversies currently relevant to the flu vaccines they give or advise on • identify suitable information sources that patients, parents or carers may wish to view or contact for more information • be aware of any changes to the vaccines or policy relating to that vaccine 	<ul style="list-style-type: none"> • importance of keeping updated • how and where to find information (local and national sources of advice) • assessing the reliability of vaccine information sources • media portrayal and social media discussion of vaccine news stories

Core knowledge area	Learning outcome	Learning objectives	Session content should include
6. Communication with patients, parents, carers and other relevant people, for example, employers, employees, school staff, prison staff and so on about flu vaccines	Can effectively communicate with patients, parents and carers and other relevant people about flu immunisation.	The practitioner will be able to: <ul style="list-style-type: none"> • communicate key facts about flu vaccines to patients, parents or carers and be able to respond to any questions or concerns • effectively communicate about benefits and any risks associated with flu vaccination • demonstrate commitment to offering the patients, parents or carers the best advice on flu vaccination • tailor the information they give to the individual patient, parent or carer's needs • provide patients, parents or carers with appropriate information leaflets and will be familiar with the content of the leaflets themselves 	<ul style="list-style-type: none"> • communication skills within immunisation consultations • issues that affect and influence patient, parents or carers in their decision making about flu vaccination • the effect of media reporting on views and acceptance of flu vaccination • responding to commonly asked questions and misconceptions • risk communication • provision of suitable vaccine information materials • local and national sources of further information and advice for parents
7. Legal issues in immunisation	Understands the legal aspects relevant to flu vaccination.	The practitioner will be able to: <ul style="list-style-type: none"> • explain the principles of valid consent and how it should be requested and recorded • demonstrate an understanding of data protection issues • describe the reasons for good documentation and communication of information on flu vaccination 	<ul style="list-style-type: none"> • current legal requirements for consent within age group being vaccinated which may include: Mental Capacity Act, 'Gillick' competence' and looked after children • data protection (Data Protection Act, Caldicott) • documentation

Core knowledge area	Learning outcome	Learning objectives	Session content should include
		<ul style="list-style-type: none"> • explain the legal mechanism by which they may be authorised to administer flu vaccines 	<ul style="list-style-type: none"> • professional and personal accountability and responsibilities regarding delegation and supervision • authorisation to administer POMS: Patient Specific Directions, Patient Group Directions, protocols • licensing of vaccines and off-label use
8. Storage and handling of flu vaccines	<p>Follows correct procedures for storage and handling of flu vaccines.</p>	<p>The practitioner will be able to:</p> <ul style="list-style-type: none"> • describe what the cold chain is and why it is important to maintain it • specify minimum or maximum temperatures for vaccine storage • describe the effects of temperature on the potency and efficacy of flu vaccine • describe the requirements for the correct delivery and storage of flu vaccines including daily monitoring and written records, correct use of designated purpose-built vaccine fridge, regular checks for expired vaccine and ordering appropriate vaccine stock • explain what action to take if vaccines are not delivered or stored within the recommended temperature range and the cold chain is not maintained 	<ul style="list-style-type: none"> • effects of temperature on vaccine potency, efficacy and adverse events • daily monitoring and recording of vaccine fridge temperature records • correct use of designated purpose-built vaccine fridge • importance of prudent ordering, stock rotation and regular checks for expired vaccine • management of breakdowns in the cold chain • disposal of heat and/or cold damaged vaccine • setting up and using cool boxes for transporting vaccines to out of surgery sessions • management of cold chain during a clinic session

Core knowledge area	Learning outcome	Learning objectives	Session content should include
		<ul style="list-style-type: none"> • manage breakdowns in the cold chain and know who to inform and what action to take 	<ul style="list-style-type: none"> • responsibility for ensuring that all vaccines administered have been stored correctly • local and national vaccine storage and handling recommendations and requirements
9. Correct administration of flu vaccines	Able to reconstitute and administer flu vaccines correctly.	The practitioner will be able to: <ul style="list-style-type: none"> • demonstrate appropriate selection and preparation of vaccine equipment • explain how to prepare and dispose of vaccinations and vaccination equipment • demonstrate safe practice in checking the vaccine to be administered • demonstrate ability to check patient's suitability for vaccination prior to administration by obtaining appropriate medical and medication history • correctly position patients for safe and effective vaccine administration • demonstrate how to ask parents to hold their children (where necessary) for safe and effective vaccine administration • explain the choice of immunisation site and needle size (where applicable) 	<ul style="list-style-type: none"> • preparation and disposal of vaccination equipment • assessment of fitness for vaccination • current recommendations for route, needle size and injection site for administration of flu vaccine • relevant infection prevention and control measures relating to vaccination • sharps legislation and avoidance and management of needle stick injury • correct disposal of used vaccines

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

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

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](#).