

P0337 Attitude of healthcare workers toward influenza vaccine: the impact of the perceptions of occupational working conditions

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Background: Anti-influenza vaccination of hospital healthcare workers (HCW) has been associated with a reduction in patient influenza mortality and morbidity, and is widely recommended. However, HCW vaccine coverage is low in countries where it is not mandatory. In previous studies, this has been linked with several factors, including general vaccine safety issues, perception of a low vaccine efficacy, and practical issues (e.g., not enough time). We aimed to determine to what extent not having been vaccinated or not intending to be vaccinated in the future was associated with work-related psycho-social issues and management perception.

Materials/methods: Between February and August 2018, we distributed electronically in social media and in various healthcare centers an anonymous online questionnaire to nurses and caregivers (maximum age 65 years) exploring:

1. the attitude and beliefs toward influenza vaccine,
2. the perceived quality of the professional management, the perceived breach of the psychological contract with the employer, the perceived workload, and the exhaustion of altruism, using previously validated scales.

Results: Among the 791 respondents (age 36.9 ± 10 years, female 85.0%; 76.4% nurses and 23.6% caregivers), 28.6% were vaccinated the study year, 13.0% the previous year, 8.6% between 2 and 6 years before, and 49.8% more than 6 years before or never. Among those who were not vaccinated the year of the study, the intention on a 1-5 scale to get vaccinated in the future was 1/5 for 68.5%, 2-3-4/5 for 16.1%, and 5/5 for 15.4%. When combining vaccination status and vaccine intention, we observed a positive correlation with the management perception score, and a negative correlation with the score of breach of psychological contract and the score of exhaustion of altruism. In multivariate analysis, the management perception score was correlated with vaccination status/intention independently of perceived influenza vaccine efficacy, usefulness and safety.

Conclusions: Among nurses and caregivers, the propensity to be vaccinated appears to depend intimately on the individual's relationship with his or her organization and working conditions. These factors should be addressed when promoting vaccination in those populations.