

INSIDE *INSPIRA*



*National Healthcare Environmental Services Week
is celebrated September 11-17, 2022.*

Pictured clockwise from the top, members of our Environmental Services team throughout the network: Rick Krassow, Renee DeLucca, Myriam Tabina, Tracy Vassalotti and Wilbert Alexis.



A Message From Warren E. Moore

Executive Vice President & Chief Operating Officer

**Update from July's Quarterly Operating Review*

Dear Inspira family –

As you may recall, in February, we put our *Operational Advantage* plan in motion through a Leadership Kickoff where we closely examined the domains in our strategic plan and began discussing a detailed roadmap for Inspira's growth and development.

We are now halfway through our first year of executing the Operational Advantage plan, and with the hard work and dedication from teams across the organization, we have reported some significant progress. I would like to share some of our recent accomplishments and upcoming milestones so you can connect to the work you and your teams are doing to our success.

Operational Integrity

Operational Integrity is, in essence, a reminder of our ongoing work and development that we continue to do every day. This category focuses on access and efficiency of care, like business development and strategic partnerships; focus on our ambulatory locations and clinical service lines; construction projects; safety, security, and emergency management; and more.

Clinical Service Lines – Elective PCI Services

- Mullica Hill has reached 100 elective Percutaneous Coronary Interventions (PCI) since December 2021 and increased Cath/PCI volume 35% since June 2021
- Vineland received approval for elective PCIs on June 20, and the first case was completed by Dr. Zahi Rafeq

Construction & Design – Vineland Endoscopy Suite

- The project received approval from the DOH on June 13 and treated our first patient on June 17

Ambulatory – Direct Booking

- Rebooted direct scheduling in June through a multi-phase process:
 - Phase I: Cardio and pulmonary
 - Phase II: Neurology and endocrinology
 - Phase III: Women's health (all specialties)
- As part of the reboot, time is now blocked on specialists' schedules to accommodate direct bookings to increase internal access. Since implementation, access has consistently improved week-to-week

Safety, Security & Emergency Management

Welle Training

- Welle Training, which was introduced to employees earlier this year, was designed to create a common language for all staff, focuses on verbal de-escalation, and provides physical intervention skills that will empower employees to know how to protect themselves in tough situations.

- As of this quarter, 84% of all employees completed their assigned Welle Training and 54% of key identified staff in-person training was completed
- The assault on staff rate for Q2 was 6.62, which was a decrease from Q1 which was 7.2

Strongline Badge Pilot Program

- Strongline is a GPS-enabled badge that serves as an easy and discreet way for staff to instantly summon help if they feel threatened in an event of Workplace Violence. If initiated, a distress signal with the employee's name and real-time location is shared with security personnel, nearby colleagues and designated responders.
 - This is currently piloting at Bridgeton; information and trainings will be forthcoming for employees at that Inspira location

IMC Vineland

- After a successful pilot, the Inspira Medical Center Vineland Progressive Care Unit will begin Phase II with the 3rd floor on July 25
- To address MRI and CAT scan capacity, leadership developed a staffing strategy with medical imaging leadership across network in collaboration with HR to address national shortage of CT techs
- The Discharge Lounge pilot program at Vineland is under way

IMC Mullica Hill

- Restructured the electronic patient hand-off report to improve the patient throughput process resulting in a 20% reduction in Turnaround Time (TAT) minutes for Bed Assignment to Complete
- Completely revamped the Multi-Disciplinary Rounds process to provide better transparency and earlier indications that a patient is ready to be discharged. A combination of shifting rounds to earlier in the morning and providing more robust communication, among other initiatives, has yielded a 14% increase in discharge orders before 12pm, an 8% increase in discharges by 2pm, and a 20-minute reduction in patient Bed Assign to Unit arrival.

Business Development & Strategic Partnerships

- As part of next step in Inspira's acquisition of Salem Medical Center, the New Jersey Attorney General has deemed Salem Medical Center's Community Healthcare Assets Protection Act (CHAPA) transaction application is 85% complete. The next steps in the process are as follows:
 - The acquisition and subsequent next steps were under review at the Inspira Board Meeting in August
 - A series of public hearings will be held in early August, which culminate in the NJDOH and Attorney General seeking approval of the transaction from a Judge of the Superior Court
 - This process is anticipated to take approximately two to three months
 - Closing of the transaction is anticipated to occur shortly after Superior Court approval
 - Inspira is expected to have the keys in hand by September/October
 - Transaction planning is taking place for Corporate Support and Clinical Operations

Quality/Clinical Excellence, Patient Safety & Experience of Care

Quality is the foundation of patient care. The main objective of this domain is to implement a more thoughtful and disciplined network-wide approach to quality that will build upon our successes as we continually strive for top-quality ratings across our network through our HRO journey; improving clinical outcomes; patient and staff safety initiatives; and more.

High Reliability – Implement HRO Training

- The 2022 Engagement & Safety survey has been completed, and results were shared in August
- Leadership Learning Retreat (LLR) #2 completed on June 15

- Lunch-n-Learn sessions started in mid-July and are ongoing

Patient and Staff Safety Initiatives – Workforce Accelerator

- Agreement executed with National Association of Healthcare Quality (NAHQ) – project launched on July 18. This will assess our Quality & Safety team against NAHQ Healthcare quality competency framework and look at current state and gap analysis; will identify team upskilling opportunities & solutions; and will conduct training activities and provide a roadmap.

Patient and Staff Safety Initiatives – Workflow Improvements

- New sepsis order set has been developed and is now in use
 - Culture alert for nursing: When an RN scans an antibiotic for administration, they will receive an alert if the patient has outstanding culture orders not yet collected
- A high-risk behavior flag has been developed and added into Cerner
 - Communications and training for staff on the flag and its purpose will be forthcoming

Medical Staff & Physician Platform

One of our critical growth opportunities as an organization is through an expanded physician network. As such, Inspira is investing considerable resources in: further developing a clinically strong, fully built-out Medical Staff and Physician Platform through Inspira’s ambulatory sites as the strategic cornerstone; enhanced physician engagement; physician recruitment; and growing Inspira’s Residency programs.

Physician Recruitment – Providers Signed

- Year-to-date, the following positions have been signed:
 - 9 Primary Care providers (5 advanced practice providers / 4 physicians)
 - 13 Urgent Care specialists (10 advanced practice providers / 3 physicians)

Residency Program Growth – Rising Senior Resident Dinners

- Implemented rising senior dinners for residents, resulting in more than six senior residents actively engaging with the recruitment team

Fellowship Program Growth – Ortho Sports Medicine Fellowship

- An application was submitted for an Orthopedic Sports Medicine Fellowship, and a site visit was completed

Patient/Consumer-Centric Accessibility and Convenience

In order to better become an easily accessible and convenient health care organization – while simultaneously improving brand loyalty and establishing positive relationships with our patients – we are reaffirming our commitment to placing the patient at the center of all we do. We are doing this by creating a Digital First environment, using technology to help meet the consumer where they are; expanding geographically; optimizing our IT software and programs; and more.

Digital First – Referrals

- Completed scorecard assessment of Inspira Referral management systems currently in use and owned
- Leveraged IT to identify improvement opportunities and best practice for Referral Management System implementation
- Currently working in alignment with Direct Scheduling to increase booking of referrals for IMG Primary Care to Specialty within 14 days

Digital First – Inspira360

- Established monthly meeting with key stakeholders and decision makers to drive planning, execution

and oversight of Inspira360, which provides a 360-degree approach to the patient experience – from the first touchpoint to the last

- Developed draft of a future state vision for care delivery and patient experience through Inspira360
- Completed 1 of 4 sessions to optimize the Ambulatory Leadership structure to support and improve communication, escalation, oversight and staff experience
- Completed Medicaid Analysis for Inspira Medical Group/Urgent Care

Digital First – Customer Relationship Management (CRM)

- Determined that Inspira is currently contracted for five (5) Microsoft CRM components, of which four (4) are not utilized/deployed. As a result, the search for a new vendor was paused, and focus has shifted to implementing the unused CRM functions with Inspira-defined use cases.
- Established a Shared Governance Group for collective stakeholder ownership of CRM across impacted Inspira service lines

Digital First – Enhanced/Cohesive Digital Ecosystem

- MyInspira App utilization data is now being analyzed and trended
- User Interface adjustments are being made based on consumer use of the tool
- Patient Portal & App Education are now embedded into patient discharge documents

Talent, Development, Retention & Culture

To strengthen our employee culture and be a preferred place to work, we will refine the way we approach talent acquisition, development, retention and engagement. Our goal is to establish and promote a culture focused on developing Inspira’s employees by building strong dynamic teams while helping employees reach their personal and professional goals. We are realizing this goal through enhancing our employee experience; creating an inclusive community workforce; developing succession/growth plans for our employees; and more.

Employee Experience – Employee Engagement Survey

- 5,089 employees completed the 2022 Engagement & Safety Survey
 - This is a 12% increase in participation from October 2020
- Results were shared in August

Talent Recruitment and Retention – Union Negotiations

- On May 31, Inspira concluded negotiations with Health Professionals and Allied Employees (HPAE), Local 5621 and Local 5131 for new Collective Bargaining Agreements (CBA)
- These CBAs replace the agreements that were set to expire on May 31
- The nurses in Local 5621 and Local 5131 ratified the new CBAs on June 3

Employee Recruitment – Pre-Employment Health Screening Changes

- On July 11, Employee Health insourced the new hire health screenings formerly performed at the West Vineland Urgent Care
- This change allows for new employees to get all of their testing done at once, instead of having to visit multiple locations at different times to complete pre-employment testing/screening
- This change will provide many benefits for current employees, including:
 - Reduced wait times for employees and Urgent Care/Occupational Health patients
 - Reduced visits/trips (COVID vaccines, COVID testing and regular physicals can be done in one visit)
 - Electronic forms
 - Reduced chart turnaround time, from 6 months down to one week
 - 60-day regulatory requirement
- This move will also positively impact compliance check emails to managers

Employee Experience – Total Rewards

- Continued Phase 3 of the Competitive Market Review Process and shared visual model of the Total Rewards Program at the July Town Hall
- Employment/job verification process was outsourced to WorkNumber effective July 11

People Analytics – Oracle

- Oracle Phase 2 Go Live was completed July 11, and introduced the HR Help Desk

Population Management & Community Health

Inspira's reach – and our responsibility to deliver safe, high-quality care – extends far beyond our walls. Several of the counties we serve are the most disadvantaged (and sickest) in the state. This domain addresses this need head-on – helping us identify the needs of our community and meet them to the best of our ability. It also echoes our newly updated Vision: Inspira Health inspires and empowers healthier communities by creating the highest-quality and most desirable patient experience in the region.

Some key components of this category include care management; providing and enhancing services based on a community health needs assessment; and more.

Community Benefits – Department Rebrand

- To better align with our ongoing initiatives and commitment to the community, Community Benefit will now be called Community Impact

Operational Advantage will require teamwork from every area and level of our organization to succeed. As a High Reliability Organization, we all have a responsibility to ensure we do everything in our power to put patients first through safety, quality and excellence — Operational Advantage will get us there.

This communication serves as a high-level snapshot of the progress and next steps in our journey. If you have any questions around Operational Advantage, please ARCC them up to your manager. I look forward to communicating updates on our progress as we go through this journey together.

Inspira Named High Performing Hospital

At Inspira, we are dedicated to providing a high-quality experience to every patient across all our services and locations. We take pride in being a health care partner for the community, and helping better the health and well-being of all. We are honored to recognize and celebrate **Inspira Medical Centers Elmer, Mullica Hill and Vineland** for being named a **2022-2023 High Performing hospital** by *U.S. News & World Report*.

Inspira Medical Centers Elmer and Mullica Hill earned High Performing ratings for Heart Failure, COPD, Hip Fracture, and Pneumonia; and **Inspira Medical Center Vineland** earned High Performing ratings for Kidney Failure, Heart Failure, COPD, Diabetes, and Stroke. This national recognition reflects the tireless efforts and commitment of the Elmer, Mullica Hill and Vineland team members who continue to provide excellent care to their patients and the community.

The robust evaluation reviewed more than 4,500 hospitals across 15 specialties and 20 procedures and conditions, with fewer than half of all hospitals receiving any High Performing rating. Inspira received multiple recognitions across specialties, underscoring the level of expertise amongst our team.



Congratulations to the teams at Elmer, Mullica Hill and Vineland for this tremendous honor!

Leadership Announcements

Jerry Vilbrun Appointed

Vice President of Information Systems

We are excited to welcome Jerry Vilbrun as our new vice president of Information Systems (IS), effective August 1. Jerry brings a wealth of IT and IS experience with him to his role at Inspira, most recently at the New Jersey Innovation Institute (NJII). Jerry began his journey there as director of Information Technology, and was subsequently promoted to chief information officer, where he honed his leadership skills by providing strategic guidance and oversight for data systems throughout NJII.

In his role, Jerry reports to Dave Johnson, senior vice president of Innovation and Information,

and oversees the planning, development, implementation and maintenance of Inspira's information systems and processes, including all clinical, business and office systems. He will also collaborate with leadership across the Inspira Health system to maintain best practices and work towards achieving our strategic goals.



Francois Bodhuin Appointed

Assistant Vice President & Chief Information Security Officer

François Bodhuin has been promoted to assistant vice president and chief information security officer, where he will oversee our cybersecurity and infrastructure support teams. François has been part of Inspira Health for 31 years, where he first joined as an assistant director

at Inspira Medical Center Bridgeton and then transitioned over to the IS department, where he has assisted with a number of Inspira's mergers on our organization's continued path to growth, innovation and increased accessibility.



Carol Mosley Appointed

Assistant Vice President of Clinical and Financial Systems

Carol Mosley has been promoted to assistant vice president of Clinical and Financial Systems. In this role, she will oversee planning, development, implementation and management of the clinical and financial information systems across the network, including inpatient and ambulatory services. Carol has been with Inspira for nearly

four decades, and a director for 20 of those, most recently as director of IT Financial Services. Over the course of her career with Inspira, she has played an integral role in propelling key business systems, most recently—and notably—the launch of Oracle.



Congratulations

Employees of the Month!

LIVING THE PROMISE

The Inspira Reward and Recognition Program

Teamwork



Laurie Nichols, Nurse Practitioner, LIFE

"Laurie does a great job taking the initiative to get things done. She is organized and always prepared to support the participant, the other primary care providers as well as the broader LIFE team. Everyone is so impressed with Laurie."

Teamwork



Dasia Murphy, Support Services Aide, Housekeeping, Bridgeton

"Dasia works hard, she never complains and is a great team leader. She's willing to help out whenever she can. Dasia is the sweetest and friendliest person to work with. She's kind hearted, sweet, gentle and always smiling. Dasia is a pleasure to work with!"

Reliability



Amanda Snyder, LPN, Urgent Care Laurel Springs

"Amanda was amazing in organizing and transitioning the new space for the Laurel Springs Urgent Care. She did an amazing job. Her dedication does not go unnoticed and greatly benefits the patients as well as the staff. She is a team player and a hard worker who looks out for the best interest of the patients."

Teamwork



Ann Sheppard, Support Services Aide, Housekeeping, Elmer

"We had an issue with ants in our kitchen, and Ann promptly came to our unit and did everything she could to clean and prevent any more issues while also letting us know who to escalate the problem to if it was not resolved. Thank you for your help Ann, you have such a great attitude!"

Teamwork



Michele Brown, Administrative Assistant, Clinical Research, Vineland

"Our office could not function or grow without Michele. Michele has so many roles and responsibilities and she adapts well and takes on all these new challenges with grace. She is the glue that holds us together and she does it all with a smile and a kind or encouraging word to everyone she interacts with."

Teamwork



Miladys Delgado, Nurse Practitioner, IMG Cardiovascular Woodbury

"Millie goes above and beyond for her fellow peers. She is always there to help when needed and is an amazing leader. She will stop whatever she is doing to help answer patient questions or help staff treat a patient. Millie is respected by all staff, physicians included. She is the glue that holds us together."

Compassion



Kevin Hills, Security Officer, Mullica Hill

"Kevin has taken the lead in showing how focusing on Green Scale behaviors can help in de-escalating a patient when they are in crisis. Kevin went above and beyond with a patient who needed extra attention. He sat in her room for hours, listened to music with her, colored with her, and played games with her. His ability to de-escalate this patient was phenomenal."

Compassion



Jennifer Williams, Medical Sonographer, Imaging, Woolwich

"My wife recently had a pregnancy appointment during which they were unable to hear a heartbeat and sent her emergently for an ultrasound. Jennifer immediately made sure my wife was comfortable and ensured she was emotionally cared for. Jennifer explained everything to my wife, hugged her, and even cried with her when they heard the baby's heartbeat. The support she showed my wife was amazing and we truly felt like family."

DAISY Award Winners



The DAISY
Award

FOR EXTRAORDINARY NURSES

IN MEMORY OF J. PATRICK BARNES



Carla Daniels, R.N.,

5 Acute, Mullica Hill

"Carla was kind and reassuring and always available to me. She explained what was going on, and acted professionally, but was also friendly and had a calm presence which was important as I was often anxious about my situation. I needed to push the button quite often for bathroom care as I was connected to an alarm and not able to get out of bed without setting off the alarm. Carla was always quick to respond without making me feel like I was a burden. She exemplifies what you think of as a dedicated nurse. She made what was a difficult situation for me bearable and sometimes humorous. She deserves recognition for her dedication to her patients." - Patient

Speak Up for Safety Great Catch of the Month

Alyssa Brown, R.N., Medical ICU/Stepdown, Inspira Medical Center Vineland

Alyssa Brown, R.N. on the 3rd floor of the Intensive Care Unit at Inspira Medical Center Vineland received a patient on a Heparin Drip who was ordered a medication bolus. Prior to administering the heparin bolus, Alyssa reviewed the patient's lab results. Alyssa took a **STAR** moment when she identified the patient's critical PTT (Partial Thromboplastin Time) result. She identified that the Heparin Drip calculation on the paperwork from the previous shift was incorrect.

Applying a Questioning Attitude Alyssa asked her co-worker for a Cross Check and **Verified** the Heparin Drip calculation on the patient paperwork identified an error from the previous shift at a higher dose. Alyssa immediately escalated her concern to leadership and a new heparin protocol form was completed.

A questioning attitude is not only asking questions – it is also knowing when to question the answer,

using the HRO tool **Validate and Verify**.

Validate happens by asking yourself if this information is coming from a reliable source and if it makes sense.

Verify happens if you

realize that something may not be right and take action to check it. **Validate and Verify** whenever your gut says to, you're in a high-risk situation, or the patient's condition or plan of care has changed.

Had Alyssa not Applied a **Questioning Attitude** using our HRO Tool **Validate and Verify** to correct the patients Heparin Drip calculation on the protocol form, the patient could have continued to receive the incorrect dosage thus potentially causing severe harm, or death from an error involving a high-risk medication.

Reliability



Learning Boards

Medical Office Building

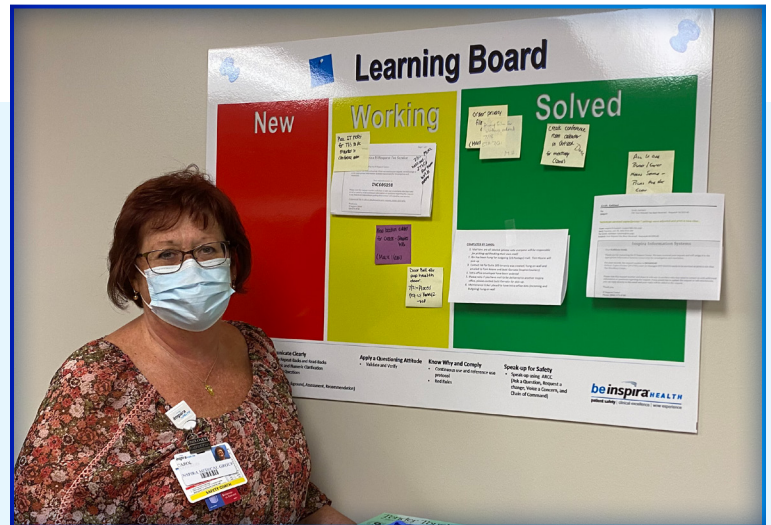
In early July, several administrative departments (Risk, Quality & Patient Safety, Supply Chain, Population Health, and IMG/Ambulatory) moved into a shared corporate space on the second floor of the Medical Office Building in Woodbury. A Learning Board was added to the shared lounge for all departments to share.

Within 24 hours of adding the Learning Board, five stickie notes had been added with concerns/requests.

The first stickie note to land in the Solved (green) section of the Learning Board was related to privacy film for office windows. Within 24 hours of the stickie note being added to the New (red) section of the Learning Board, Mark Howe, director of Supply Chain, moved the stickie note to the Working (yellow) section, and within 72 hours, upon receiving the privacy film, moved it to the Solved (green) section of the Learning Board.

Jody Beach, pharmacist of Population Health shared,

"The Learning Board is a great resource for communication between departments! We use it in Suite 205 so there is no duplication of resources, and everyone is in the loop of communication. If we have something that is needed, or a concern,



Pictured: Carol Axelrod, safety coach and administrative assistant to Courtney Timberman, AVP of Ambulatory Operations and Joseph Derella, AVP of Ambulatory Development.

we add it to the Learning Board as others could share the same concerns. We can follow our concern through and make sure it is addressed and there is ownership. We have many other departments in our suite, and it has really helped in streamlining communication."

Carol Axelrod shared,

"The Learning Board has made it so much easier to communicate to all Inspira teams what tasks have been completed - from IT, maintenance tickets, mailroom set-up/delivery, who had a coffee machine for kitchen, keys for offices, etc."

Safety Tool of the Month: Red Rules

RED RULES.



ZERO HARM

A Red Rule is an act that has the highest level of risk or consequence to patient or employee safety if not performed exactly, each and every time.

A Red Rule is a rule that already exists as a standard of our practice. Implementing red rules is NOT a punishment – it is a critical component of our culture of safety.

Inspira's Red Rules are:

- The use of two patient identifiers for all patient interactions
- The use of a purposeful Time Out for surgical and invasive procedures

If anyone observes a Red Rule not being followed, it is completely appropriate for that person to stop the line and ask that the rule be followed.

inspira HEALTH



Pictured: Bottom row left to right: Kathryn McMullin, therapist; Megan Zold, therapist; Kristin Pollock, therapist; Beverly Lynch, program manager; Kandace Williams, APN; Top row left to right: Peter Castelluccio, therapist; Chelsea Daiutol, department secretary; Stephanie Campbell, therapist; and Christina Nunn, Security supervisor.

Child & Adolescent Program, Woodbury

The Inspira Child & Adolescent Program at Inspira Health Center Woodbury recently added a stickie note to the New (red) section of the Learning Board titled, "Dismissal Process".

Beverly Lynch, LCSW-Manager of Inspira Child & Adolescent at Woodbury shared, "The dismissal process from program can be very hectic, with parents picking up children, and with two vans picking up children there is a high risk for children to get confused at dismissal. Our staff were concerned the children could get on the wrong van or exit the secure area unintentionally. We moved the stickie note to the Working (yellow) section of the Learning Board when the team and I held a working meeting to discuss current practice and opportunity for improvements."

The team developed a plan to designate the front exit for parent/guardian pick-up and the back exit for van pick-up. They added small white boards as a visual for staff and children to identify if they are at the correct exit

point for dismissal. The front exit for parent/guardian pick-up has the children's names and the back exit for van pick up has two small white boards that include the driver's name at the top and the children's names who are assigned to that driver listed underneath.

The team moved the sticky note to the Solved (green) section of the Learning Board following the implementation of the new Dismissal Process.

Beverly shared,

"This solution has increased organization safety and minimized potential errors during dismissal. I encourage the staff to use the Learning Board, as-it gives us a central place to identify issues and make sure that we, as a team, follow up to solve the issue."

Introducing the ExcelsiusGPS® Robotic Platform for Spinal Surgery

Last month, Inspira Medical Center Mullica Hill welcomed a new level of robotic assistance to their spinal surgery program, becoming the only location in South Jersey with access to this technology. ExcelsiusGPS® is a state-of-the-art robotic navigation platform that enables Inspira's spine surgeons to perform otherwise invasive orthopedic and neurosurgical procedures, including fusions and discectomies, in a more minimally invasive fashion.

How ExcelsiusGPS® Works

The new robotic GPS device is an intuitive platform designed to streamline surgical workflow and improve accuracy - combining a rigid, robotic arm, with full navigational capabilities. Compatible with any spinal imaging system, it uses CT scans and X-rays to help surgeons visualize, plan, and navigate patient anatomy in real-time.

The primary use of ExcelsiusGPS® is pedicle screw placement for cervical, thoracic, and lumbar spinal fusion procedures. Before the operation, images are taken of the patient's spine and uploaded into the platform's mainframe. With this data, Inspira's surgeons can determine the exact placement and size

of the pedicle screws needed based on the patient's unique anatomy. During the procedure, the robotic arm moves to the appropriate spine segment and precisely places the pedicle screws into position. Throughout this process, the surgeon uses an additional display screen showing live intraoperative video of the procedure - giving them complete control over the surgical robot.

Patients with diagnosed spine disorders or those suffering from chronic back pain may be good candidates for minimally invasive surgery with Inspira's new robotic GPS system. However, factors including the patient's symptoms, medical history and preexisting conditions can determine whether they qualify for this type of care.

The Advantages of Robotic Spinal Surgery with Inspira Health

One of the most significant benefits of the ExcelsiusGPS® is its ability to reduce fluoroscopic radiation exposure to surgeons and staff - making the procedure safer for everyone involved. Additionally, with an automatic trajectory alignment capability, ExcelsiusGPS® saves time and improves accuracy during spinal fusion procedures.

Additionally, due to the minimally invasive nature of our robotic spine procedures, patients do not experience excessive disruption or damage to the surgical sites surrounding soft tissues. Minimally invasive procedures can result in a shorter hospital stay and overall fewer complications, ensuring a more rapid recovery.

Is someone you know suffering from constant back and spine pain, and considering surgery with a minimally invasive approach? Learn more about why Inspira Health's new robotic spine surgery program may be their best option.



Get Your Flu Shot

September 12, 2022 - November 30, 2022



In an effort to keep our patients, families, and ourselves safe, Inspira Health requires that all employees receive the influenza vaccine.

A few reminders about the mandatory flu vaccine campaign:

- Receiving the influenza vaccine is a condition of employment at Inspira Health, and it has been the law in the State of New Jersey since January 2020.
 - The program includes employees, students, volunteers, contracted staff, and physicians working within the walls of Inspira Health.
- If your plan is to request a Medical Exemption for the 2022-2023 flu season, you must submit medical records documenting evaluation and treatment for the condition for which you are requesting exemption by October 1st. No request will be reviewed without supporting documentation. No exemption request will be accepted for review after the deadline.

Examples of documentation that will not be accepted:

- A note on a prescription pad stating, "...excuse from a flu shot..." or "...patient allergic to flu shot..." or patient should not have a flu shot..."
- Submission of just the Medical Exemption Request without supporting documentation

Examples of acceptable documentation:

- A narrative from the physician stating that they've seen you and treated you for the issue for which exemption is being sought
- Medical Records from the ED or physician who saw you for the issue for which exemption is being sought

Additional information:

- If you will be receiving a vaccine at one of our clinics, you must have your consent completed. There will not be blank consents available at the clinics. Blank consent forms can be found on Inspiranet or in emails from Employee Health/Marlene Fischer.
- If an employee is on Leave of Absence between September and November 2022, they will need to receive or provide documentation of receipt prior to being cleared to return to work
- Flu vaccines are available at any of the vaccine clinics, a community pharmacy, your physician office, or Inspira pharmacy. The Retail Pharmacies in Vineland and Mullica will be taking walk-ins for flu vaccines from 11 a.m. – 6 p.m. Mondays through Fridays. Flu clinics in all of our facilities will allow for appropriate social distancing to keep you safe. Our Laurel Springs, Glassboro, and East Vineland Urgent Cares will also serve as "flu vaccine centers" for employees. Departmental "deputies" are also being identified to aide in accessibility. If you receive a vaccine at a non-Inspira location, please provide documentation that includes your name, the date of vaccination, vaccine lot number, and vaccine expiration date.

Questions regarding the mandatory flu vaccine?
Email employeehealth@ihn.org

