



# Organisational Development and Staff Wellbeing Bulletin

## August 2022

Health Education England have made available a collection of eBooks on the topics of **resilience and wellbeing**. To find more information about this collection please go to:

<https://www.nhslincslibrary.uk/resilience-and-wellbeing-books/>

To access any of the books in this collection you will need a *NHS OpenAthens* account. If you don't already have an account then you can self-register for one here:

<https://openathens.nice.org.uk>

### Guidelines, Policies and Reports

#### Department for Work and Pensions

[Menopause and the Workplace: How to enable fulfilling working lives: government response](#)

Women will experience menopause symptoms that can, in some cases, be debilitating and have a significant impact on everyday activities. Without appropriate care these symptoms can have severe impacts on women's physical and mental health, workplace participation and personal relationships.

#### SAP

[Remedy for a Stressed-Out Workforce: Digital Innovation at the NHS](#)

Read the following report from a research to NHS frontline staff and HR Managers, commissioned by SAP and YouGov, to understand how well they are balancing personnel management with their responsibilities and what they need to deliver the workplaces their teams want.

### Published research

#### Journal of Health Services Research & Policy

[The social networks of hospital staff: A realist synthesis](#)

The social ties people have with one another are known to influence behaviour, and how information is accessed and interpreted. It is unclear, however, how the social networks that exist in multi-professional health care workplaces might be used to improve quality in hospitals. This paper develops explanatory theory using realist synthesis to illuminate the details and significance of the social ties between health care workers. Specifically we ask: How, why, for whom, to what extent and in what context, do the social ties of staff within a hospital influence quality of service delivery, including quality improvement?



### **Nursing standard**

#### [Career progression for overseas nurses: overcoming barriers](#)

Racial diversity in senior nurse roles continues to elude the NHS, so it's no surprise this inequality is affecting nurses recruited abroad. Nurses from minority ethnic backgrounds make up a large proportion of the UK workforce, but evidence shows they struggle to progress in their careers.

Available via: [Here via OpenAthens login](#) or via [Article Request Form](#).

### **Blogs**

#### **HR Magazine**

##### [Rethinking EDI in the NHS](#)

Equality, diversity and inclusion (EDI) is high on the agenda for most organisations. Diversity and inclusion in the workplace can enhance productivity, innovation, collaboration and safety according to Action Sustainability, an organisation that helps businesses create inclusive workplaces. In the NHS this is even more of a priority. The NHS has one of the most ethnically diverse workforces in the public sector, and addressing race inequalities in the NHS workforce is critical on multiple levels.

#### **NHS England**

##### [Developing aspiring ethnic minority nursing and midwifery leaders](#)

Nearly a quarter of nurses and midwives in NHS Midlands are from an ethnic minority background. Despite these numbers, staff continue to face inequity in both access to opportunities for development and progression compared to their white colleagues. Data highlights that there is a barrier for ethnic minority nurses and midwives at more senior levels, clearly showing a marked fall in representation for ethnic minority staff at band 6 and above and over representation at band 5.

#### **Personnel Today**

##### [Employers must help employees 'flourish' post-pandemic](#)

Organisations must consider how they can help employees 'flourish' and bring energy to their roles, and move on from simply reacting to some of the mental health struggles that have emerged during the pandemic.

#### **Personnel Today**

##### [Supporting non-binary and transgender staff: four key steps for employers](#)

Non-binary and transgender employees often experience a range of problems in the workplace, including difficulty in gaining and retaining employment, discrimination and harassment, a lack of awareness about gender identity, prejudice and an absence of effective confidentiality procedures. What steps can HR take to ensure that they feel supported at work and are able to be themselves?

#### **The Guardian**

##### [NHS trusts in England offer staff hardship grants amid cost of living crisis](#)

NHS trusts are giving their staff hardship grants, low-cost meals and money to buy their children's school uniforms to help them cope with the deepening cost of living crisis.

Others have set up food banks, are subsidising public transport fares and advising hard-up frontline personnel how to access supermarket vouchers to help feed their families.



### **TrainingZone**

#### [Educating your workforce about microaggressions](#)

Stuart Affleck unpacks what microaggressions actually are, as well as discussing how to tackle this discriminatory behaviour in the workplace.

## **Podcasts / Videos**

### **NHS Confederation**

#### [General Sir Gordon Messenger: The workforce deserves the best leadership they can have](#)

What did General Sir Gordon Messenger really think of health and care leadership? Following the release of the highly publicised review into health and care leadership, Sir Gordon sits down with Matthew Taylor to unpack the recommendations, his hopes for implementing the reforms, why equality and diversity is mission critical and why a focus on leadership and workforce is utterly central to better patient outcomes.

## **Library Services**

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: <https://www.nhslincslibrary.uk/knowledgeshare-request/>

Can't find the information you need? We can do literature searches for you:

<https://www.nhslincslibrary.uk/page/search-request/>

We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find:

<https://www.nhslincslibrary.uk/page/training/>

## **Online Resources**

**BMJ Best Practice** is a clinical decision support tool that provides step-by-step guidance on diagnosis, prognosis, treatment and prevention of a wide variety of conditions:

<https://bestpractice.bmj.com/oafed>

**ClinicalKey** is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>