Organisational Development and Staff Wellbeing Bulletin
September 2022

Guidelines, Policies and Reports

CIPD
[Employer focus on working parents](#)
This report explores current practice in relation to supporting working parents and, in particular, what provisions organisations provide around parental leave.

Published research

BJPsych Open
[Breast Feeding Experiences of NHS Staff Returning to Work From Maternity Leave: A National Study](#)
NHS staff feel unsupported in breastfeeding when returning to work from maternity leave. The NHS provides clear guidance to employers about provisions required for breastfeeding employees. This article aimed to establish if these provisions were provided for NHS staff, and to further explore the difficulties reported.

British Journal of Nursing
Co-producing nurse education with academics, students, service users and carers: lessons from the pandemic
Available via: [Article request form](#) [Vol 31, Issue 16, Janet Garner]
This article presents a holistic view of re-designing learner-centred nursing curricula in a post-coronavirus pandemic digital educational system while maintaining authentic service user and carer involvement. There are increased requirements from health professional bodies to involve students and service users and carers in co-creating curricula. Authors present a service user-and-student-led proposal for the future of digitally enabled nursing education that involves people with lived experience in an authentic way.

International Journal of Nursing Studies Advances
[Global migration and factors that support acculturation and retention of international nurses: A systematic review](#)
Despite the success of overseas recruitment drives in attracting international nurses, there has been limited attention to the supporting acculturation and the longer term retention of an important nursing workforce. International nurses can experience challenges and frustrations alongside unique learning needs that makes their transitional period difficult.

BMC Medical Education

[Exploring accommodations along the education to employment pathway for deaf and hard of hearing healthcare professionals](#)

Deaf and hard of hearing (DHH) people are an underserved population and underrepresented among healthcare professionals. A major barrier to success for DHH healthcare professionals is obtaining effective accommodations during education and employment.

Blogs

BBC News

[Wellbeing centre for Reading hospital staff set to open](#)

A £1m wellbeing centre and garden for hospital staff left reeling from the Covid-19 pandemic is set to open by the end of the month. The facility at Reading's Royal Berkshire Hospital includes a gym and quiet rooms as well as a large green space featuring an edible forest and vegetable garden. Backers said the centre would also improve health outcomes for the wider community.

Personnel Today

[Diversity versus inclusion: why the difference matters](#)

The terms "diversity and inclusion" are so often used together that it's easy to think that they mean the same thing. However, diversity and inclusion are distinct concepts, and they are not interchangeable. It's possible for an environment to be diverse, but not inclusive.

Personnel Today

[NHS staffing professionals feel overwhelmed and overlooked](#)

Almost half of those working in NHS staffing roles are dissatisfied due to the crippling job pressures they face. Research from NHS Employers has found that 45% of people working in medical staffing face increased workloads and resource constraints, and often feel they are overlooked or their roles misunderstood.

Medscape

[Physicians Behaving Badly: Stress and Hardship Trigger Misconduct](#)

Physicians are seeing more frequent incidents of other doctors acting disrespectfully toward patients or coworkers, not respecting patient privacy, and acting aggressively. Such behaviour is still relatively uncommon. Some physicians feel that the public holds them to an overly high standard for behaviour that has nothing to do with treating patients. Medscape surveyed more than 1500 doctors about how often and where physician misbehaviour crops up, and what they've witnessed with other doctors in recent years.

Sodexo

[Which types of rewards and recognition are most effective at engaging employees?](#)

There are multiple ways organisations can engage their employees, but one of the most effective is rewarding and recognising hard work and consistent performance. There are many different types of rewards and recognition in the workplace.

Sodexo

[Which health and wellbeing activities will employees engage with at work?](#)

Supporting the wellbeing of your employees has never been more important. Although we appear to be emerging from the other side of Covid-19, the pandemic and lockdowns caused significant job insecurity and strain on our mental health. Employee engagement is key to wellbeing, and there are a number of health and wellbeing activities at work that can give it a boost.

SHRM

[Global Survey Highlights Ways to Strengthen Workplace Culture](#)

A SHRM survey of more than 9,000 workers in 12 different countries shows that a workplace culture with transparent communication that builds trust is one of the best ways to ward off high turnover. Better people management and empathy training can help improve workplace culture.

Podcasts / Videos

The Mind Solution Podcast

[How to create psychological safety in your workplace](#)

Tune into this episode where Michelle unpacks how to create psychological safety in your workplace. The episode focuses on what gets in the way of psychological safety, how to measure it, what positive actions organisations can take to create psychological safety, what senior leaders need to role model to create that culture, and the benefits of a coaching approach.

Library Services

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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/