



# Organisational Development and Staff Wellbeing Bulletin

## October 2022

### Guidelines, Policies and Reports

#### CIPD

##### [Workplace support for employees experiencing pregnancy or baby loss](#)

This report reveals the considerable gap in the level of support and understanding organisations provide. Undoubtedly many employees' wellbeing and their interaction with work – not only the individual physically experiencing the pregnancy or baby loss but also their partner – will be affected. Therefore, as well as recognising pregnancy or baby loss as an important workplace issue, employers should develop an effective framework to support people during what can be a physically, emotionally and socially difficult time.

#### NHS England

##### [Winter workforce preparedness](#)

Supporting the health and wellbeing of our workforce is critically important at any time, and especially so this winter given the likely operational pressures which the NHS will face. Looking after our people enables them to provide the best care for patients.

#### NHS Employers

##### [Health and wellbeing communications guide](#)

This guide provides practical tools that will help NHS health and wellbeing and staff experience leads deliver successful campaigns and initiatives. Investing time and effort into your communications can help you and your staff make the most of the health and wellbeing offers in your organisation.

#### NHS Employers

##### [Latest updates to the Inspire, Attract and Recruit Toolkit](#)

The Inspire, Attract and Recruit Toolkit has been updated to reflect the current employment context and links to the latest tools and resources.

#### NHS Providers

##### [Rising living costs – the impact on NHS, staff and patients](#)

Inflation is eroding the NHS funding settlement, creating cost pressures for trusts, particularly for fuel, energy and consumables. However, this briefing, based on a survey of trust leaders, focuses deliberately on the impact of the rising cost of living on NHS staff, and the patients and communities they support.



### **Nuffield Trust**

#### [Peak leaving? A spotlight on nurse leaver rates in the UK](#)

Nursing is the single largest profession in the NHS, but it suffers from substantial staffing shortages. This analysis reflects on the rate at which the health service is losing nurses, and considers the reasons why.

### **Published research**

#### **Sustainability**

#### [The Effect of Perceived Organizational Support and Employee Care on Turnover Intention and Work Engagement: A Mediated Moderation Model Using Age in the Post Pandemic Period](#)

Perceived organizational support had a negative impact on the turnover intention of frontline healthcare staff. The medical system managers can buffer the negative impact of a lack of job resources on the work engagement of employees in terms of personal strategies, such as the psychological pressure in coping with a high workload. Compared with employee care, perceived organizational support for the respondents had a positive impact on work engagement.

### **Blogs/News**

#### **NHS Employers**

#### ['Growing your own' – a focus on internal staff development to grow the workforce](#)

Encouraging staff to upskill leads to further initiatives to develop and retain staff. Two Derbyshire trusts have a joint venture agreement on delivering recruitment and development and have witnessed the great impact that a focus on internal staff development can have on progression, and morale.

#### **Nursing Times**

#### [Charity sees 211% rise in nurses seeking help with financial struggles](#)

A charity that supports nurses and midwives who are struggling financially has seen a three-fold increase in people seeking help, its chief executive has said.

#### **Personnel Today**

#### [Two thirds say high attrition is damaging workplace culture](#)

A survey of businesses has revealed that company culture has suffered in 63% of UK businesses as a result of high attrition of staff. The research by training and talent provider Wiley Edge found that 23% of business leaders have received complaints from remaining team members about a change in company culture, and another 23% have noticed the company culture drift due to poor retention rates.



### **Personnel Today**

#### [Writing a menstruation policy: a guide for HR](#)

While more employers are implementing menopause policies and offering support, there is currently not the same level of awareness or support for individuals who suffer from menstrual symptoms. A robust menstruation policy helps create a forward-thinking supportive culture and sends a strong message that gender-specific health issues are taken seriously.

### **Reward Gateway**

#### [5 ideas to introduce recognition into your onboarding processes](#)

Onboarding is stressful. Not only for the company but for the new hire. They may have a lot racing through their minds, such as worrying about whether they arrive on time, or perhaps concern around connecting with their colleagues that first day. Another thing on the minds of new employees is whether they made the right decision leaving their previous employer. One great way to ease their concern and counter any second thoughts is to bring recognition into the onboarding process.

### **The King's Fund**

#### [The courage to press the pause button: the role of OD in supporting health and care leaders](#)

Alumni participants of The King's Fund's Advanced Organisational Development programme met to share their experiences and explore the role of OD during some of the most complex times the health and social care system has ever faced. In the same week, the Health and Social Care Select Committee identified acute shortages and high turnover of staff across the sector; the stories that afternoon came to life against this backdrop.

### **The Guardian**

#### [NHS nurses not eating at work in order to feed their children, survey finds](#)

Some nurses are so hard up that they are having to not eat at work in order to feed and clothe their children, research among hospital bosses has found. Lack of money is also prompting some NHS staff to call in sick in the days before they get paid because they can no longer afford the travel costs for their shift.



## Library and Knowledge Services

### 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/>