



Organisational Development and Staff Wellbeing Bulletin

March 2023

Guidelines, Policies and Reports

House of Commons Library

[How is health affecting economic inactivity?](#)

Economic inactivity has been increasing in the UK. This Insight discusses how people leaving the workforce because of ill-health affects economic inactivity.

House of Commons Library

[Why have older workers left the labour market?](#)

Economic inactivity has been increasing in the UK. This Insight discusses why older workers may have left the workforce and whether they might return to work.

NHS Confederation

[NHS employee suicide: a postvention toolkit to help manage the impact and provide support](#)

We must do as much as we can to prevent suicide in NHS organisations. When suicide does happen, this toolkit is designed to help NHS organisations, particularly leaders in human resources, occupational health and health and wellbeing, to develop and implement a process to manage the impact of an employee suicide on colleagues.

NHS England

[NHS Workforce Race Equality Standard \(WRES\) 2022 data analysis report for NHS trusts](#)

This report is designed to enable organisations to compare their performance with others in their region and those providing similar services, with the aim of encouraging improvement by learning and sharing good practice. It aims to provide a national picture of WRES in practice, to colleagues, organisations and the public on the developments in the workforce race equality agenda.

NHS Employers

[Report: Feeling seen, being heard, taking action](#)

This report explores the concept of 'appreciation' in helping to address the agile working needs of workers from lower-income households.

Nuffield Trust

[Future proof: The impact of parental and caring responsibilities on surgical careers](#)

Support for working parents is vital for ensuring staff currently employed by the NHS achieve work-life balance, particularly amidst a workforce crisis. This report highlights the challenges faced by doctors who have parental and caring roles, including issues of organisational culture, access to support, information on policies and entitlements, and limits on opportunities to work flexibly. Many of the findings and recommendations will be relevant across all staff groups.



Blogs

Employee Benefits

[Only 13% are comfortable asking for time off due to mental ill health](#)

Only 1 in 10 (13%) of UK employees are comfortable enough to admit to their employers that they need time off for mental ill health. The findings highlighted that 83% would prefer to talk to a mental health app rather than their HR department, and 53% would choose an app over a therapist.

Employee Benefits

[Will automation and AI revolutionise the world of benefits in 2023?](#)

Artificial intelligence and greater automation are infiltrating almost every area of business, and employee benefits is no exception. It is a trend that is expected to increase this year, offering greater personalisation of benefits for employees and providing employers with the information they need to shape strategies.

NHS Employers

[NHS Staff Survey 2022: analysis of the results](#)

The NHS National Staff Survey 2022 results highlight the ongoing pressures within the NHS, with concerning falls in staff satisfaction around some key indicators.

Nursing in Practice

['BAME people don't have enough voice in the system' says British Indian Nurses Association founder](#)

During the Covid-19 pandemic, nurses from minority ethnic backgrounds faced disproportionate mortality and morbidity rates, with some analyses suggesting that six in ten UK health workers killed by Covid were BAME. Since then, a number of high-profile incidents have once again raised concerns over the discrimination facing BAME nurses in the NHS.

Personnel Today

[Menopause leave rejected, but what's the alternative?](#)

The UK government may have turned down the idea of 'menopause leave', but menopause should not be ignored by employers. There are alternatives employers can voluntarily put in place.

Personnel Today

[HR professionals lack training on neurodiversity](#)

Less than a quarter of HR professionals have had specific training to support neurodiverse employees, according to research. The lack of support negatively impacts neurodiverse employees, with 32% saying they have not been able to disclose their condition in the workplace, and 40% feeling they are impacted most days by it.

SHRM

[Game-Centric Technology: A Better Way to Engage Employees in L&D?](#)

Making learning and development "game-centric" can boost employees' interest in, and engagement with, training and development. 95% of employees prefer a gamified work experience and "that gamification results in a 60% increase in engagement and a 40% increase in skills retention." Game-based assessments can be fairer, particularly for autistic candidates.



Tommy's

[Embracing equity and creating a supportive culture for pregnant employees](#)

Ensuring that the College's managers are well-trained and that the College has tailored, compassionate policies for employees' pregnancy journeys, which might include IVF, pregnancy complications, or the devastation of baby loss, is vital for creating an equitable workplace – as is ensuring that the needs of the partners of pregnant people are included.

TrainingZone

[Can ethical leaders make a difference to your company culture?](#)

When talking about leadership we associate it with equality, diversity, inclusion, fairness, wellbeing, mental health and staff welfare. But what about ethics and morality in the workplace? One could argue that all of the above values are ethics however, they are not ethics as such but arise from ethical leadership and a work culture that understands and fosters ethics as a practice.

TrainingZone

[How L&D can develop more black women into leaders](#)

Diversity and inclusion aren't just the preserve of HR – L&D has a responsibility to help drive this agenda forward. Here are seven key ingredients for an L&D strategy that supports and uplifts black women in the workplace.

Podcasts / Videos

CIPD

[Evidence-based L&D: Designing learning for purpose, not trend](#)

Have we become too comfortable and over-reliant on digital learning? Research suggests we are losing sight of varied learning experiences. So do learning professionals need to think afresh about designing content that can meet the changing expectations and needs of both the organisation and learner? Are we sacrificing purpose for convenience when it comes to organisational learning?



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/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/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/>