



# Organisational Development and Staff Wellbeing Bulletin

## July 2023

### Guidelines, Policies and Reports

#### National Guardian

##### [Fear and futility – what does the staff survey tell us about speaking up in the NHS?](#)

Staff perceptions of speak up culture continued to decline, with a marked fall for raising concerns relating to clinical practice. Trusts with higher Freedom to Speak Up subscores were more likely to be rated 'good' or 'outstanding' by the CQC.

#### NHS Employers

##### [Financial wellbeing guide 2023](#)

Updated strategies to support employees during the cost of living crisis. This guide recommends organisations take a strategic long-term approach to support the financial health of employees and stresses an urgent need for employers to break down social taboos around talking about money.

#### NHS Employers

##### [Postvention guidance: Supporting NHS staff after the death by suicide of a colleague](#)

New evidence-based guidance aims to improve support for NHS staff affected by colleague suicide. The new postvention guidance has been developed with the input of NHS staff affected by a colleague's death by suicide and those who have provided support to staff affected by suicide. Postvention refers to the support and care offered to people who have been impacted by a suicide death.

#### Pregnant Then Screwed

##### [1 in 61 pregnant women say their boss insinuated they should have an abortion](#)

A new study from Pregnant Then Screwed reveals the state of discrimination in the workplace today. Over half of all mothers have faced some form of discrimination when pregnant, on maternity leave or when they returned. 1 in 5 have left their job following a negative experience. 64% of pregnant women say their boss or colleagues made hurtful comments about the way they look.

#### Society of Occupational Medicine

##### [Organisational Wellbeing Interventions: Case Studies from the NHS](#)

A new report from the Society of Occupational Medicine looks at the most effective actions organisations can take to support staff wellbeing. It identifies a range of factors underpinning the most successful interventions.



## **Published research**

### **Advances in Simulation**

#### [Identification of the barriers and enablers for receiving a speaking up message: a content analysis approach](#)

Within healthcare, the barriers and enablers that influence clinicians' ability to speak up are well researched. However, despite the receiver of the message being identified as a key barrier to a speaker voicing a concern, there have been very few receiver-focused studies. As a result, little is known about the barriers and enablers that influence message reception. Understanding these can help inform speaking up training and ultimately enhance patient safety through more effective clinical communication.

### **International Nursing Review**

#### [Retention and turnover among migrant nurses: A scoping review](#)

This review aimed to map and explore primary research about factors related to retention, turnover and turnover intention among migrant nurses. Organisations employing migrant nurses need to consider the presence of a social network to facilitate adaptation and integration.

### **Nurse Education Today**

Experiences of moral distress in nursing students – A qualitative systematic review

[Email [library.lincoln@ulh.nhs.uk](mailto:library.lincoln@ulh.nhs.uk) for article]

This review highlights the experiences of student nurses in situations of moral distress, including feelings of inadequacy and powerlessness when faced with ethical challenges, and the negative impact of resource constraints, unprofessional behaviour, and cultural differences. Collaborative efforts between healthcare professionals and student nurses are needed to promote shared decision-making, prioritize ethical training, and provide culturally sensitive care to address these challenges and ultimately improve patient care.

## **Blogs**

### **BMJ**

#### [“The cobbler’s children have no shoes”](#)

Setting aside the debate about pastoral support, if we look at it from a clinical point of view; we don't do enough. We have measures for the public to help with prevention or tackling the main killers such as cardiovascular death, yet little has been set aside for NHS staff. If you want cervical cancer screening, you have to go in your own time. You also have to work extra, cover for other colleagues, stay behind after allocated hours...the maths doesn't add up. Can we set something in place where we offer our own staff the support needed to have their risk factors assessed and prevent them from falling ill and blowing further holes in our workforce?

### **NHS Employers**

#### [Reward and benefits champions](#)

Read how Manchester University NHS Foundation Trust uses reward champions to communicate its reward offering effectively.



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

[Who is supporting locally employed, specialty and specialist doctors? The NHS cannot afford to lose them](#)

SAS and LE doctors experience inadequate inductions, lack of recognition, access to training and career development. As one locally employed doctor put it, after being recruited internationally, he was promised a structured introduction to the NHS and instead was left to 'sink or swim'.

### **TrainingZone**

[Men's health: Why workplaces must break the stigma](#)

Encouraging leaders to talk about their own mental health and creating safe spaces for conversations to take place is a great starting point to improve men's wellbeing in your workplace.

### **The HR Director**

[Employers urged not to neglect carers, ahead of new law](#)

With the Carer's Leave Bill due to become law in 2024, the Government has recognised the number of working carers who need support. Employers are being urged to act now to ensure they can deliver the changes and provide the necessary support for their employees who are carers.

### **The HR Director**

[Hybrid working has changed the emphasis of health and wellbeing support](#)

Research into how hybrid working has changed the emphasis of health and wellbeing support shows there is a full spectrum of increased needs. While mental health tops the list, all four pillars of health and wellbeing are strongly represented as areas where increased support is wanted.

## **Podcasts / Videos**

### **CIPD Podcast**

[Are people managers doing too much, or not enough?](#)

Have we over-expanded the remit of people managers? As the world and the workplace have become increasingly complex, management requirements and expectations are expanding exponentially. So, what steps can People Professionals take to support managers, to relieve the risk of being overwhelmed, and equip them with the competencies and behaviours to thrive?

### **MyGworks**

[Inclusion Unlocked Podcast - Trauma & Burnout](#)

This episode of Inclusion Unlocked looks at the critical issues of workplace trauma and burnout and the toll the pandemic has taken on the mental health and wellbeing of those who spend their working lives putting others first.



## 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/>