



Organisational Development and Staff Wellbeing Bulletin

August 2023

Guidelines, Policies and Reports

CIPD

[Effective people managers: Evidence review](#)

This evidence review looks at why people managers are important, what makes an effective people manager, and how to develop effective people managers

General Medical Council

[Good medical practice 2024](#)

An updated version of *Good medical practice*, the professional standards for all doctors in the UK. The standards have a stronger focus on behaviours and values which create respectful, fair and supportive workplaces. It also spells out the zero-tolerance approach that will be taken by the doctors' regulator to sexual harassment at work.

HSJ

[Roundtable: How can healthcare environments adapt to support the wellbeing of staff?](#)

The impact of healthcare environments on people's wellbeing has been recognised for many years. However, improvements to healthcare buildings and facilities often focus on creating surroundings that reduce the stress on patients and support the healing process. As panellists discussed, the experience of staff can be lower down the list of priorities. The discussion brought together experts in NHS estates and capital projects, architecture, air quality and staff wellbeing, to discuss these important issues.

NHS Staff Council

[Introduction of Section 35 - Homeworking and agile/hybrid working](#)

The NHS Staff Council, on behalf of NHS trade unions and employers, has jointly agreed to implement a framework agreement for homeworking and agile/hybrid working. The framework agreement provides the underpinning principles to support with the implementation of new and ongoing home and agile/hybrid working arrangements.

Nursing and Midwifery Council

[Spotlight on Nursing and Midwifery](#)

The NMC's first annual report highlights current issues in nursing. Poorly supported new entrants lack confidence in their ability to practise safely and are more likely to leave. Nurses and midwives who were educated overseas face racism and discrimination that they had not anticipated prior to arriving in the UK.



Society of Occupational Medicine

[Burnout in healthcare: risk factors and solutions](#)

Burnout has serious implications for organisations and patients/service users as well as the health and wellbeing of practitioners, so it is essential to implement evidenceinformed intervention strategies for its prevention and management. As burnout is a response to workplace stress, interventions are needed at the organisational as well as the individual level.

Published research

Human Resources for Health

[Strategies for maintaining and strengthening the health care workers during epidemics: a scoping review](#)

This study provides a holistic perspective on HR issues by providing a thematic map of different strategies for strengthening and maintaining HCWs during epidemics. Considering the multidimensionality of human nature, it is suggested that policymakers and managers of health systems provide facilities that simultaneously address a wide range of needs.

Psycho-oncology

[Outcomes of psychological support skills training for cancer care staff: Skill acquisition, work engagement, mental wellbeing and burnout](#)

Psychological support skills training has the potential to improve both the ability of cancer staff to help their patients, and staff wellbeing. This study aimed to evaluate staff skill acquisition and work-related wellbeing following psychological support skills training that applied deliberate practice principles.

Blogs

Capsticks

[Spotlight on harassment, violence and aggression against healthcare and emergency services workers](#)

The year-on-year increase in harassment, violence and aggression against staff working in healthcare and emergency services and the continued reporting of harassment in the workplace is a significant concern for both workers and employers. In this insight, we look at the recent reports on increased violence and how employers can meet their legal obligations to ensure the health, safety and welfare of staff.

Digital Health

[CAMHS staff benefit from AI mental health support to improve wellbeing](#)

Staff in CAMHS services at Northamptonshire Healthcare NHS Foundation Trust (NHFT) and St Andrew's Healthcare (STAH) have been using Wysa's AI mental health app to support their wellbeing and mental health.



Employee Benefits

[How to break down workplace wellbeing taboos](#)

No matter where you look on social media these days, people are sharing their lived experience of poor mental health and other life challenges. However, when it comes to the workplace there is still a reluctance to be as open about what we might be going through with our work colleagues and our employer for fear of stigma or discrimination.

Inclusive Employers

[Why inclusion in the workplace is an essential part of our culture in the NHS](#)

Developing a truly diverse and inclusive workforce creates a culture that celebrates and draws on the skills and the valuable lived experiences of all employees. An organisation where everyone feels valued and cared for improves retention, has greater productivity and ultimately greater staff satisfaction, resulting in improved experiences and outcomes for patients and service users.

NHS Forest

[Greening the NHS estate: the key to staff wellbeing?](#)

The Centre for Sustainable Healthcare's NHS staff wellbeing study showed that there is a strong appetite among staff to spend time outdoors. It revealed that workers who regularly spent time in green space during the working day reported significantly greater wellbeing than those who did not. Employees with a view of nature take 23% less sick leave.

People Management

[Mental health needs of workforce have 'never been greater' and are still soaring, new study finds](#)

The mental health needs of the workforce are expected to continue rising, with the majority of large employers saying their concerns are steadily increasing, a new study has shown.

Personnel Today

[NHS workers 'suffering dehydration'](#)

NHS employers are being urged to encourage staff to drink more water, after finding that health workers are experiencing dehydration during their shifts. According to Hydrate the Nation, NHS staff regularly feel dehydrated due to inadequate water intake during their shifts, which can be long and demanding and may offer little opportunity for workers to have a drink.

Miscellaneous

The BMJ

[The NHS workforce plan needs a wellbeing focus](#)

The NHS recently published its workforce plan, and although it is welcome, it lacks a focus on wellbeing. By contrast, the NHS Equity, Diversity, and Inclusion plan provides details about the importance of staff wellbeing, with proposed procedures to ensure fair treatment of staff and the prevention of bullying, harassment, and discrimination. The workforce plan will be hindered severely if staff are distressed and demoralised.



Library and Knowledge Services

Library Services

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