



# Organisational Development and Staff Wellbeing Bulletin

## January 2022

### Guidelines, Policies and Reports

#### CIPD

##### [Effective hybrid working: practical guidance](#)

As part of its involvement in the Flexible Working Taskforce, the CIPD has jointly produced practical guidance to support effective hybrid working.

### Published research

#### British Journal of Nursing

##### [Ward Accreditation and organisational culture](#)

The healthcare agenda is dominated by 'quick fix' solutions. As a result, the complexity of issues involved and the amount of time it takes for real and enduring change to occur is often underestimated. Consequently the 'little things' that define the quality of the environment in which patients receive care and in which staff provide care can be overlooked. If organisations want to provide compassionate and safe care, they must focus on nurturing appropriate cultures. Francis (2015) highlighted the need for a culture of safety and learning, where staff feel safe to raise and discuss concerns.

Available via: [OpenAthens login](#) or [Article request form](#) [Journal title: British Journal of Nursing. Article title: Ward Accreditation and organisational culture. Author: Vigi Arun. Year: 2020. Volume & Issue: Vol. 29, No. 17.]

#### Future Healthcare Journal

##### [The contribution of human factors and ergonomics to the design and delivery of safe future healthcare](#)

Human factors and ergonomics (HF/E) is concerned with the design of work and work systems. There is an increasing appreciation of the value that HF/E can bring to enhancing the quality and safety of care, but the professionalisation of HF/E in healthcare is still in its infancy. In this paper, the contribution of HF/E in design, in digital transformation, in organisational learning and during COVID-19 are considered.



### **QJM: An International Journal of Medicine**

#### [An antidote to burnout? Developing broad-spectrum curiosity as a prevailing attitude](#)

Exposure to the humanities correlate particularly well with desirable physician qualities and resilience to burnout, and humanities-focused educational programs achieved sustained improvements in empathy reducing burnout. Likewise, curiosity, an essential humanistic attribute much neglected in current medical education, holds promise as an effective antidote to burnout.

### **Blogs**

#### **CIPD**

##### [How can change and transformation be more ethical?](#)

You don't have to look too far to uncover the statistic that around 50–70% of organisational change fails. What does this mean for the practice of organisation development (OD)? We spend half to two-thirds of every hour managing change that doesn't land – and this has a real business and human impact. What's going wrong?

#### **Healthcare Communication Matters**

##### [Helping healthcare professionals practice self-care](#)

HCPs face challenging situations on a daily basis. They work long hours and often have to make critical decisions under pressure. Giving HCPs time to reflect on situations via experiential learning can help them rid themselves of the proverbial monkeys on their backs. Equipping them with effective communication skills can also give them the tools to reduce potential future stress.

#### **NHS Providers**

##### [Injecting community back into our lives](#)

The building of community wherever we go in our organisations is a sign for hope and the future. This work is aligned to other work streams. It flows into organisational development, service improvement, human resources approaches, leadership development, coaching, one-to-one support around health and wellbeing, the work of our race equality network, the psychological interventions and freedom to speak up work. It needs to flow and interlock or else it will be isolated and struggle for organisational effect.

#### **Royal College of Physicians**

##### [One in five doctors feels overwhelmed at work every day](#)

The RCP's fourteenth survey of members and fellows during the COVID-19 pandemic shows that absence is now falling, but it follows a period in which most felt overwhelmed on at least one occasion. More than two thirds of doctors (69%) have felt overwhelmed at least once while at work in the past 3 weeks, according to the survey. Some 27.5% of respondents said they had felt overwhelmed once or twice during this period, 21.5% once or twice a week. A fifth (20.5%) said they had felt overwhelmed almost every day.



**The HR Director**

[Employers not meeting upskilling aspirations](#)

According to the latest UK Skills Report, 97 percent of UK professionals cited a desire to upskill in order to stay relevant, yet only 5 percent feel their employer considers upskilling staff essential.

**The HR Director**

[Untrained managers more likely to change jobs in 2022](#)

Employers looking to retain talent during the so-called 'Great Resignation' may benefit from investing in more management training for their staff, according to learning and development experts. New research suggests that managers who haven't received any management training are 36% more likely to leave their current jobs in the next year than managers who receive regular management training.

**The HR Director**

[Macho culture surrounding health issues is a major workplace disruption](#)

Two fifths of employers (39%) say that their male employees wait until a health problem becomes severe before talking to their line manager or HR department.

**Training Zone**

[Three learning and development trends for 2022](#)

From the continuation of hybrid learning to the three 'Ps', Robin Hoyle offers his insights for the coming year.



## 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/>