



Organisational Development and Staff Wellbeing Bulletin

April 2022

Guidelines, Policies and Reports

CIPD

[Working with long COVID: guidance to provide support](#)

Advice for HR professionals, line managers and colleagues to support employees with long COVID. Supporting employees with long COVID to return to and stay in work is important for their recovery and for your organisation. Drawing on the CIPD research, involving returning workers, line managers, occupational health, employment advisers, and rehabilitation professionals, HR professionals and the Long COVID Support group, these guides offer advice and practical recommendations to provide support to employees with long COVID.

Published research

Journal of Leadership & Organizational Studies

[Resilience and Turnover Intention: The Role of Mindful Leadership, Empathetic Leadership, and Self-Regulation](#)

This study investigates the impact of mindful and empathetic leadership on resilience and turnover intention, with self-regulation as a mediating variable. This research established the importance of mindful and empathetic leadership to promote resilience and reduce the turnover intention of nurses in the time of crisis.

Blogs

Employee Benefits

[50% of employers have not introduced extra financial support](#)

Research last month found that staff felt their organisations could go further to support their financial wellbeing; 27% reported that their pay was not enough to cope with a £300 emergency without having to use their savings. Nearly one in five employees felt their employer was not doing enough to support their financial wellbeing, and 12% said their pay was not enough to support an acceptable standard of living without having to go into debt to pay for food or bills.



Gallup

[Showing That You Care About Employee Wellbeing](#)

Top 10 Ways to Enhance "My Organization Cares About My Overall Wellbeing". Leaders can implement tangible steps to ensure employees feel that their wellbeing is cared about, thus better leveraging this mindset. Based on Gallup research, listed below are 10 high-impact ideas for driving this critical belief system in the workplace.

NHS Employers

[Embedding and empowering LGBTQ+ staff networks](#)

This webinar covered the latest good practice on LGBTQ+ staff networks in the NHS and what can be done to ensure they operate effectively.

People Management

[How to support employees through grief and loss](#)

Different people grieve in different ways. Some of those individuals affected will want to continue to focus on work and not talk about it to distract themselves. Others will want time to reflect and to voice their experiences or talk about the people and places they've lost. It's impossible to know what someone needs, without asking them, so managers should be prepared to ask people how they are and what they can do to support them. Many managers might feel awkward or reluctant doing this, especially if their own response to grief and loss is to distract themselves and carry on as normal around others.

Relocate Global

[Books to guide your growth strategy in the new world of work](#)

Fiona Murchie takes a look at some new editions and new books to bring you up to speed with hybrid working and OD.

The HR Director

[Massive spike in people with money worries](#)

A new report today reveals almost seven in ten UK workers (68%) are hiding financially-driven mental health concerns from their employers, due to embarrassment and fear of being reprimanded.

The HR Director

[More needs to be done to combat loneliness](#)

While many employees have adapted to a fulltime or partial working from home policy, research shows that one in five people struggle with loneliness. More support is needed for staff who continue to battle feelings of loneliness and isolation while working from home, which latest figures reveal affects 30.9 per cent of remote workers in the UK.

Total Jobs

[LGBTQ+ people continue to feel displaced in the workplace](#)

71% of LGBTQ+ workers feel under pressure to change how they act when being interviewed or starting a new job. When you've experienced prejudice in previous jobs, it leads to heightened self-consciousness that most people never consider. However, it goes much deeper than just how



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employees are treated by their colleagues. It also comes down to the culture set out by the company or organisation you work for.

Trainingzone

[Top five needs for employees to perform at their best](#)

Leaders play a critical role in how employees feel at work. The combined results across hundreds of scientific studies has shown that a positive leadership style, and a constructive relationship between leaders and individual team members, are associated with greater feelings of trust, engagement, commitment, and psychological safety.

Trainingzone

[Treat your workers like citizens of a company, not consumers of jobs](#)

Reframing how you see workers is the first step in building a more human culture. Instead of simply being cogs in the wheel, see them as citizens of the organisation. A citizen is the idea of the individual in society. It's about being human and knowing what the right thing to do is. A citizen is someone who can and wants to shape the world and society that they are a part of and brings energy and creativity to bare on the world they live in. A citizen is about tapping into the resources of everyone and finding the best outcomes as a society. It's being more than a sum of your parts.

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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.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/>