



Health Management Bulletin April 2024

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Focus Board Games

Game based learning is the perfect way to learn!

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Leadership Game



Working Stress Game



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Articles

The organisational harm, economic cost and workforce waste of unnecessary disciplinary investigations

British Journal of Healthcare Management Vol. 30, No. 4 pp.1-5

Andrew Cooper and colleagues highlight the harm, cost and waste that can be caused by unnecessary and poorly managed employee investigations and highlights areas that need to be addressed to improve this area of human resources practice.

Establishment of a hospital group complaints staff network

British Journal of Healthcare Management Vol. 30, No. 4 pp.1-6

This article describes the rationale and development of a complaints staff network in a hospital group in Ireland. The network was set up in early 2022 to encourage standardisation in healthcare complaints management and provide a platform for shared learning for staff directly involved in complaints management.

Perceived barriers and opportunities to improve working conditions and staff retention in emergency departments: a qualitative study

Emergency Medicine Journal 2024; 41: pp. 257–265.

This study aimed to better understand current concerns relating to working conditions and working practices in Emergency Departments (EDs).

Effect of clinical engagement on value, standardisation, decision-making and savings in NHS product procurement

British Journal of Nursing Vol. 33, No. 7 pp. 326-336

This research brings empirically derived findings to address gaps in research, supports the benefit of clinical engagement through specific forums for collaboration at a trust level and provides a clinical/expert impact/preference matrix as a resource for procurement professionals to facilitate clinical engagement.

Redefining leadership within the NHS' complex adaptive system

Future Healthcare Journal, 11, 1, March 2024

This article explores the characteristics of Complex Adaptive Systems and how we can understand the patterns of these systems through our experiences leading in the NHS. It then analyses leadership approaches both past and present and considers how future leaders can be effective in tomorrow's NHS. Finally, this article identifies potential barriers and challenges that leaders must overcome as they adapt and tailor their leadership approach to meet the needs of a dynamic health service.

NHS Leadership Competency Framework for board members

NHS Providers, 29th February 2024

NHS England (NHSE) published a new [NHS leadership competency framework for board members](#) yesterday. It is intended to support NHS organisations to recruit, appraise and develop board members.

Upcoming legislation changes

<https://www.nhsemployers.org/news/upcoming-legislation-changes>

NHS Employers, 28th March 2024

Details of legislation changes due in April 2024 which impact on flexible working, unpaid carers leave, holiday pay and protection from redundancy.



Sustainability reporting in the NHS 2023/24 and beyond

[sustainability-reporting-in-the-nhs-2023-24-and-beyond--7200.pdf \(hfma.org.uk\)](https://www.hfma.org.uk/sustainability-reporting-in-the-nhs-2023-24-and-beyond--7200.pdf)

The briefing sets out the NHS environmental sustainability commitments and reporting requirements across the United Kingdom, what NHS organisations must report in 2023/24, along with good practice in sustainability reporting for NHS organisations in 2023/24 and beyond.

Healthcare Financial Management Association 5th April 2024

[Should I stay or should I go? - 2](#)

**Monitoring influences on NHS staff retention in the post COVID-19 world
Winter 2020-Spring 2023**

Institute for Policy Research April 2024

The BMJ Commission on the Future of the NHS

<https://info.bmj.com/view/344999951/>

The purpose of our NHS Commission is to identify key areas for analysis and bring those together in a publicly available report by January 2024.

Our commission will lay out that vision and make recommendations as to how we get there.

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