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# Healthcare Management Bulletin

April 2023

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### [How to become a compassionate leader](#)

*Sam Foster, Chief Nurse, Oxford University Hospitals, discusses a set of attributes that will enable managers to create workplace environments within which colleagues are empathetic and supportive of one another*

British Journal of Nursing Volume 32, 6 Mar 2023

### [Distributed leadership: A new perspective on leadership in driving innovation and transformation in healthcare?](#)

*The purpose of this article is to critically discuss distributed leadership and its integral role as the potential solution to the above perceived leadership problem. The paper will conclude by summarising a case study, highlighting the usefulness and application of distributed leadership in driving innovation and transformation on a large-scale*

Hospital Administration and Medical Practices, 2. 2023

### [What, why and how of leadership and management standards in health and social care](#)

*The Health and Social Care Review: Leadership for a Collaborative and Inclusive Future, by Messenger and Pollard, reviewed the state of leadership and management in the National Health Service and social care.<sup>1</sup> The review was published in June 2022, and stated that effective leadership and management to become embedded and instinctive across the workforce to drive the improvements needed*

BMJ Leader Published Online First: 29 March 2023.



### Maintaining patient safety, despite difficult circumstances

**Sarah Jane Parker**, endeavours to explore the topic of patient safety in this article, with regards to the healthcare assistant (HCA) role, but also the wider role of other practitioners, as well as considering the health governance and strategy surrounding this topic.

British Journal of Healthcare Assistants Volume 17, Issue 2 pp. 88-91 February 2023

### Satisfaction and attrition in the UK healthcare sector over the past decade

Existing literature has highlighted concerns over working conditions in the UK National Health Service (NHS), with healthcare workers frequently citing work-life balance issues and stress as being drivers of attrition and burnout. However, we do not know whether these problems have become worse over time, particularly over the past decade, during which there have been multiple shocks to the UK healthcare system. To investigate this, we analysed data from NHS monthly workforce statistics and the UK Household Longitudinal Study.

PLoS One, 18 (4) 13<sup>th</sup> April 2023

### Looking after your team's health and wellbeing guide

[https://www.england.nhs.uk/wp-content/uploads/2023/04/B1780\\_vi-Looking-after-your-teams-health-and-wellbeing-guide-creating-a-safe-and-inclusive-space-to-talk-about.pdf](https://www.england.nhs.uk/wp-content/uploads/2023/04/B1780_vi-Looking-after-your-teams-health-and-wellbeing-guide-creating-a-safe-and-inclusive-space-to-talk-about.pdf)

NHS England, March 2023

### Independent report: The Hewitt Review: an independent review of integrated care systems

The review covered ICSs in England and the NHS targets and priorities for which ICBs are accountable, including those set out in the government's mandate to NHS England.

DHSC 4<sup>th</sup> April 2023

### Health Education England and NHS England complete merger

<https://www.england.nhs.uk/2023/04/health-education-england-and-nhs-england-complete-merger/>

NHS England and Health Education England have legally merged to create a new, single organisation to lead the NHS in England.

NHS England, 3<sup>rd</sup> April 2023

### RCP view on healthcare sustainability and climate change

The Royal College of Physicians (RCP) has published a new position paper on healthcare sustainability and climate change setting out recommendations to improve the sustainability of healthcare and reduce the health impacts of climate change.

RCP, March 2023

### The rise and decline of the NHS in England 2000–20: How political failure led to the crisis in the NHS and social care

<https://www.kingsfund.org.uk/publications/rise-and-decline-nhs-in-england-2000-20>



*This paper, from former Chief Executive of The King's Fund Chris Ham, analyses how a major public service that is highly valued by the public was allowed to deteriorate. It focuses on the period since 2010 and the factors that contributed to the decline of the NHS after the progress that had been made in the previous decade.*

The King's Fund 12<sup>th</sup> April 2023

### [Being fair 2](#)

<https://resolution.nhs.uk/resources/being-fair-2/>

*Our new report, [Being fair 2](#) aims to promote the value of a person-centred workplace that is compassionate, safe and fair when care in the NHS goes wrong.*

*It follows on from the original [Being fair report](#) published in 2019. With workforce issues like incivility, bullying and harassment still prevalent across the NHS system, the report sets out the benefits of adopting a more reflective and fair approach to support staff to learn from incidents of harm.*

NHS Resolution, 30<sup>th</sup> March 2023

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