



# Management Bulletin

November 2022

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## **Equality & Diversity**

### [Combating racial discrimination against minority ethnic nurses and midwives](#)

*This resource is designed to help nurses midwives and nursing associates recognise and challenge racial discrimination and by doing so, it supports staff wellbeing, physical and psychological safety.*

NHS England, 3<sup>rd</sup> November 2022

## **Estates & Facilities**

### [Importance of fire damper safety testing underlined](#)

Health Estate Journal, 76,(10) November 2022

## **Guidance & Policy**

### [NHS England external freedom to speak up policy for NHS workers](#)

*This policy provides information on how NHS workers can speak up to NHS England in our role as a prescribed body. NHS workers can speak up to us about any matters that relate to the role of NHS England.*

*This policy replaces the previous NHS Improvement and NHS England freedom to speak up policies for NHS workers.*

NHS England, 4<sup>th</sup> October 2022



## **Health & Wellbeing**

### **[Supporting healthcare workers with work related stress](#)**

*Work related stress is an important problem in the NHS workforce. Addressing the underlying cause, which may relate to factors such as workplace demand, relationships, and support is necessary for sustained recovery and full engagement with work.*

BMJ, 379 16<sup>th</sup> November 2022

## **Integrated Care**

### **[Guidance on good governance and collaboration](#)**

*New guidance on good governance and collaboration that sets out expectations on how trusts should collaborate and links effective collaboration to a governance licence condition under the provider licence*

NHS England, 27<sup>th</sup> October 2022

## **Patient Safety**

### **[Safety culture: learning from best practice, NHS England \(published /updated 15th November 2022\)](#)**

*This document shares insights from focus groups held with NHS organisations that the Care Quality Commission rated outstanding/good for the safe domain on what they have done to support a patient safety culture within their organisation.*

NHS England, 15<sup>th</sup> November 2022

## **Policy Paper**

### **[Supporting doctors through the menopause](#)**

*The aim of this paper is to raise awareness of the impact menopause is having on the workforce, as well as to issue recommendations and help healthcare organisations, managers, and employers to better support health care workers so that they do not leave the workforce or suffer in silence if they struggle with managing menopause symptoms.*

Medical Protection Society, 2022

## **Quality Improvement**

### **[Using quality improvement to deliver a systematic organisational approach to enjoying work in healthcare](#)**

*This article shares learning from 5 years of using the Institute for Healthcare Improvement's joy in work framework, coupled with quality improvement methods to enhance staff experience and wellbeing.*

British Journal of Healthcare Management, 28 11 pp. 292-304

## **Reports**

### **[Optimising surgical hubs for staff: case studies on training, wellbeing and retention](#)**

*While evidence for the benefits of surgical hubs for patient care continues to come out, this article will focus instead on the potential benefits for staff. Four case studies will be examined, looking at the experiences of the people who work in these hubs to explore how they can be harnessed as a tool to improve training, retention and overall staff experience.*



British Journal of Healthcare Management, (early view) pp. 1-9

### State of the provider sector 2022

This briefing delves into our recent survey of trust leaders of the operational pressures they face and their preparedness for winter.

NHS Providers, 2022

### Workforce

#### Sexual orientation and gender identity in the medical profession

*This report has found that fewer than half (46 per cent) of lesbian, gay, bisexual, and queer respondents feel able to be open about their sexual orientation where they work or study.*

BMA, 2022

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