Management Bulletin

October 2020

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Featured Article

The courage of compassion: transforming nurses' and midwives' working environments to enable them to flourish

How can we better support nurses and midwives to flourish and thrive in their work? Join us at this free online event to discuss the changes needed to empower nurses and midwives to shape and provide the compassionate, high-quality care that they aspire to in a sustainable way – through the Covid-19 pandemic and beyond.

Brexit

How will Brexit affect the UK's response to coronavirus?

This briefing considers how leaving the single market might affect UK health and social care services in the short term as they try to deal with coronavirus while maintaining normal services. It also looks at what difference a deal might make, and the options for the UK and the EU

Nuffield Trust, October 19th 2020

Communication

NHS Reset: Freedom to speak up in the COVID-19 pandemic and beyond Dr Henrietta Hughes OBE

NHS Reset is an NHS Confederation campaign to help shape what the health and care system should look like in the aftermath of the pandemic.

NHS Confederation, 15th October 2020

Equality and Diversity

Are we doing enough for our BME workforce in nursing?

The combination of the COVID-19 crisis and the Black Lives Matter movement has thrown a spotlight on racial inequalities in the NHS. BME nurse Julie Roye discusses the extent of the problem and the steps necessary to affect lasting change

Practice Nursing September 2020, Vol 31, No 9

New indicators will track doctors' careers to expose racism

NHS England has launched a new set of indicators to expose ethnic disparities in the medical workforce, with data set to be presented to trusts later this year.

The Medical Workforce Race Equality Standard (MWRES) has been created to capture "several issues" particular to doctors that are not picked up by the general NHS staff WRES introduced in 2015.

BMJ, 370 September 17th 2020

Research on understanding LGBT employee networks published

This research is the first of its kind to focus specifically on the NHS and how to address these gaps in knowledge.

Read the full report and executive summary.

NHS Employers, 8th October 2020

Management and Leadership

Leaders as guardians of culture: how reverse mentoring can improve organisational subcultures

Ali Raza *explains how reverse mentoring schemes and values-based recruitment can facilitate positive change and raise the standard of healthcare leadership on an organisational level.*

British Journal of Healthcare Management, 26 (10) October 2020

Workforce flexibility in the NHS: utilising Covid-19 innovations

This briefing argues that the speed at which workforce innovations and flexibilities have been implemented in the NHS since the outbreak of Covid-19 has been both impressive and encouraging. It explores and makes recommendations on six key areas of change: staff wellbeing; flexibility in staff deployment and roles; cross-organisational working and regulation; technology; making use of new roles; and funding.

NHS Providers, October 22nd 2020

Occupational Health and Wellbeing

[Health and Wellbeing Interventions in Healthcare](#)

The aim of this report was to undertake a rapid review of the evidence base of health and wellbeing interventions used in healthcare and their implications for wellbeing outcomes.

institute for employment studies, October 19th 2020

Patient Experience

[Patient experience of NHS and social care services](#)

In our latest update we look at trends in patients' experiences of NHS and social care services.

Nuffield Trust, Quality Watch   October 15th 2020

Policies and Guidelines

[Anaesthesia and critical care: guidance for Clinical Directors on preparations for a possible second surge in COVID-19](#)

This document is not a detailed and comprehensive checklist of preparations but rather aims to set out key principles that clinical leaders in anaesthesia and critical care should consider during planning.

ICM Anaesthesia COVID-19 September 2020

Project Management

[NHS becomes the world's first national health system to commit to become 'carbon net zero', backed by clear deliverables and milestones](#)

The NHS has today adopted a multiyear plan to become the world's first carbon net zero national health system.

NHS England and NHS Improvement, October 1st 2020

Quality Improvement

[Report of the independent review of NHS hospital food](#)

This review, advised by chef and restaurateur Prue Leith, highlights the main challenges for NHS catering and makes recommendations on how NHS trusts can prioritise food safety and provide more nutritious meals to both staff and patients. The review covers: workforce; nutrition and hydration; food safety; facilities; technology; sustainability; enforcing standards; and the way forward to improving hospital food for patients, staff and visitors.

Department of Health and Social Care 2020

Training and Development

A preceptorship toolkit for nurse managers, teams and healthcare organisations

Researchers have developed a toolkit based on previous research that contains several resources that nurse managers, teams and organisations can use to develop and improve preceptorship for newly qualified nurses. The toolkit includes an organisational support tool, a managerial support framework, a supernumerary time tool and a local culture of support tool.

This article describes these resources and gives an example of how the toolkit can be adapted locally.

Nursing Management, July 2020

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