



# Organisational Development and Staff Wellbeing Bulletin

March 2024

## Focus Board Games

Game based learning is the perfect way to learn!  
The following board games are available to loan from the library

**Leadership Game**



**Working Stress Game**



Please contact [library.lincoln@ulh.nhs.uk](mailto:library.lincoln@ulh.nhs.uk) for information on how to loan these items

## Guidelines, Policies and Reports

### Medscape

[Medscape Hospitalist Burnout & Depression Report 2024: Seeking Progress, Balance](#)

Burnout and depression are major work worries but can pose a particular risk for physicians feeling the stress of treating patients full time in hospital. This survey checked in on doctors regarding their efforts for a well-rounded life and how much employers are helping address burnout and depression.

## Published research

### Frontiers in Psychology

[Translating purpose and mindset into positive impact through shared vision, compassion, and energy- a comparative study of seven organizations](#)

This study explores the conditions under which business leaders turn their organizations toward generating prosperity for all stakeholders, achieving positive societal outcomes, improving human wellbeing, and delivering results.



### **Journal of Advanced Nursing**

#### [The prevalence of incivility in hospitals and the effects of incivility on patient safety culture and outcomes: A systematic review and meta-analysis](#)

Workplace incivility is a barrier to safe and high-quality patient care in hospitals. The present study aims to systematically review the existing evidence to provide a comprehensive understanding of the prevalence of co-worker incivility experienced and witnessed by nurses and other healthcare professionals, the effects of incivility on patient safety culture and patient outcomes, and the factors which mediate the relationship between incivility and patient safety.

### **Journal of Healthcare Leadership**

#### [Updating Factors Influencing Nurse Work Engagement in the Hospital Settings: A Systematic Review](#)

Understanding the factors influencing work engagement among nurses is crucial for ensuring high-quality care. Despite numerous factors associated with nurse work engagement, many were explored before the pandemic, potentially overlooking aspects relevant to the current context. This study explores factors related to nurse work engagement in the new normal era.

### **Journal of Health Organization and Management**

Trust in embedding co-design for innovation and change: considering the role of senior leaders and managers [email [library.lincoln@ulh.nhs.uk](mailto:library.lincoln@ulh.nhs.uk) to request full article]

In this viewpoint article, the authors recognize the increased focus in health systems on co-design for innovation and change. This article explores the role of leaders and managers in developing and enhancing a culture of trust in their organizations to enable co-design, with the potential to drive innovation and change in healthcare.

## **Blogs**

### **BMJ**

#### [Less than full time working beyond parenting: the increasing number of doctors going LTFT for wellbeing reasons](#)

More doctors are choosing to work less than full time to boost their wellbeing and work-life balance, Erin Dean reports on what this means for doctors and the NHS

### **Medscape**

#### [How These MDs Conquered Imposter Syndrome](#)

The term "imposter" suggests a lack of belonging. If medicine doesn't "look like you," this can create feelings of pressure, like you're "representing a whole group with your mere existence, and you have to keep proving yourself." Research found that imposter syndrome is more likely to affect women and groups that are underrepresented in medicine. But overall, the incidence is remarkably high.

### **Medscape**

#### ['There's Nothing Left to Try': Oncologists on Managing Grief](#)

Experts agree that no amount of training in medical school prepares an oncologist to navigate the grief that comes with losing patients. Medscape Medical News spoke with five oncologists about the boundaries they rely on to sustain their careers.



### **NHS Employers**

#### [Eight elements of positive staff experience](#)

Information and resources outlining eight essential elements for an effective staff experience strategy.

### **NHS Employers**

#### [NHS Staff Survey 2023: key findings](#)

The NHS National Staff Survey 2023 results, published 7 March 2024, highlight a broadly positive picture, with progress made across several key themes despite the ongoing challenges within the NHS.

### **NHS Employers**

#### [Supporting the wellbeing needs of NHS staff](#)

This guidance supports NHS health and wellbeing leads to prioritise and fulfil the wellbeing needs of staff.

### **People Management**

#### [What managers really need to know ahead of the new flexible working law](#)

Making a success of the changes involves measuring performance against clearly defined expectations, says Sarah Jackson

## **Podcasts / Videos**

### **CIPD**

#### [Is your organisation neuroinclusive?](#)

It's estimated that 1 in 5 people are neurodivergent in some way, amounting to a significant proportion of any workforce. While awareness of neurodiversity may have improved in recent years, how neuroinclusive is your organisation?

## **Miscellaneous**

### **NHS Employers**

#### [University Hospitals Birmingham - listening to retain](#)

Learn how UHB improved staff retention through culture shift, feedback-driven strategies and effective use of data.

### **Talk About Flex**

#### [It's time to #TalkAboutFlex](#)

Flexible working can help us all make the NHS work better. Flexible roles make it easier to attract people to work in NHS jobs, and improve wellbeing for existing staff, so they don't need to leave. Ultimately, it all adds up to better patient care. The NHS unions are leading this campaign to help inspire staff and managers across the health service to start a conversation about flexible working.



## Library and Knowledge Services

### Library Services

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: <https://www.nhslincslibrary.uk/knowledgeshare-request/>

Can't find the information you need? We can do literature searches for you: <https://www.nhslincslibrary.uk/search-request/>

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/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/>