



Organisational Development and Staff Wellbeing bulletin

June 2025

The aim of this current awareness bulletin is to provide a digest of recent guidelines, reports, research and best practice on Organisational Development and Staff Wellbeing

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Guidelines, Policies and Reports

Florence Nightingale Foundation

[Preceptorship Pulse Check](#)

New research shows growth in support for new nurses and midwives but preceptorship gaps persist. The report also underscores the importance of preceptorship in staff retention: 74% of new registrants say the quality of their preceptorship influenced their decision to stay with or leave their organisation.

GMC

[Understanding doctors' decision-making regarding migrating to the UK](#)

Understanding the motivations and expectations of doctors who have had intentions to join UK medical practice from abroad enables us to identify the UK's strengths and how to attract and retain overseas doctors.

NHS England

[NHS Workforce Race Equality Standard \(WRES\)](#)

The NHS Workforce Race Equality Standard (WRES) is published annually and is an essential tool in supporting the NHS to be an inclusive and fair workplace. This year's WRES report highlights significant progress since 2016 to create a more inclusive and equitable working environment, but also brings attention to the challenges we still face.

NHS England

[Workforce Disability Equality Standard](#)

This report provides an overview of the NHS Workforce Disability Equality Standard metrics data analysis for 2024. It is for trust board members, people professionals, disabled staff, equality leads and others who are interested in improving the working and career experiences of disabled people. This year's report shows evidence of the efforts NHS employers are making to create a fully inclusive workplace for disabled staff and position themselves as the employer of choice for disabled people.

Royal College of Nursing

[Nursing Workforce Standards](#)



The RCN's Nursing Workforce Standards is the first national blueprint for tackling the nursing staff shortage in your workplace and across the UK.

Published Research

Journal of Primary Care and Community Health

[Current Approaches to Addressing Burnout and Moral Injury: Experiences from Four Community Health Centers](#)

The study found that employee voice is crucial in addressing burnout, contrasting with wellness approaches that focus solely on individual staff members. Involving staff in decision-making and addressing systemic issues are viewed by participants as essential strategies for mitigating burnout.

Nursing Outlook

The effects of bullying on nurses' turnover intentions, patient care, and somatic health complaints: Examining the importance of staffing adequacy and stress mindsets [email ulth.library.lincoln@nhs.net to request article]

Findings reveal that bullying indirectly increases turnover intentions, diminishes perceived quality of patient care, and elevates health complaints by increasing stress. Importantly, both adequate staffing and a stress-is-enhancing mindset can buffer nurses against these negative effects.

Blogs/Opinion

BMA

[Happy staff, better outcomes](#)

The NHS has processes to tackle sub-optimal behaviour yet reports continue to appear about unacceptable work culture. It is generally accepted that organisational culture reflects its overall performance and, therefore, for the health of the nation, NHS culture should be positive and constructive.

BMJ Leader

[EDI: Wake up and smell the coffee](#)

Too much employer-based activity on EDI is performative, driven by good intentions not by evidence-based practice. That has to change. It has to demonstrably be about improvement not just compliance, about uncomfortable discussions and measurable outcomes anchored in moral courage.

Employee Benefits

[How can employers create a low-cost wellbeing strategy?](#)

65% of employers are including wellbeing costs in their existing healthcare budgets. To ensure all areas of employee wellbeing are supported without breaking the bank, employers could explore how to offer a strategy that addresses staff needs and does not come at a high cost.

NHS Employers

[Health and wellbeing champions](#)

By empowering staff to become health and wellbeing champions, organisations can foster a supportive environment that promotes mental and physical health, ultimately contributing to the success of the NHS ten-year health plan and the overall wellbeing of the workforce.

NHS Employers

[Men's health guidance](#)



This guidance supports organisations and employers to implement measures which support men's health and drive cultural change to help beat the stigma which surrounds this topic.

NHS Employers

[Preventing sexual harassment, misogyny, and sexual misconduct in the workplace](#)

Access our guidance on creating safer workplaces, free from sexual harassment, misogyny, and sexual misconduct.

People Management

[Gen Z less likely to blow the whistle at work than older employees, research reveals](#)

Experts urge employers to harness younger generation's 'passion and awareness' by encouraging more dialogue between staff and managers

Practice Business

[The Case for Investing in NHS Staff Wellbeing](#)

As violence, discrimination and burnout continue to impact the wellbeing of NHS frontline staff, psychiatrists are urging the government to strengthen mental health support across the healthcare system

The Conversation

[Investing in NHS staff wellbeing could produce economic benefits the UK desperately needs](#)

While technology can boost efficiency, the human element remains the bedrock of healthcare. NHS staff, grappling with burnout from relentless pressures, are at the forefront of delivering patient care. Ignoring their needs risks undermining the very advances the spending review aims to achieve.

The HR Director

[How to keep staff engaged when pay rises are off the table](#)

While competitive pay remains important, financial wellbeing extends far beyond base salary. When faced with limited wage increase options, employers still have options and can focus on alternative approaches that can ease financial pressures while fostering engagement.

Podcasts/Videos

Mindful Management

[The Hidden Toxification of Workplace Culture and How to Prevent It](#)

What's the secret sauce to a happy workplace that stays happy? We unpack the practical strategies to create resilient and collaborative workplace cultures, build trust, set healthy boundaries, and foster cross-functional teamwork that drives wellness and productivity.

Miscellaneous

NHS Employers

[Shift work in healthcare infographic](#)

Statistics and key facts on the impact of shift work in healthcare by the NHS Staff Council's Health, Safety and Wellbeing Group.

NHS Employers

[Tackling bullying in the NHS infographic](#)

Statistics and key facts on the impact of bullying on workforce wellbeing from the NHS Staff Council's Health, Safety and Wellbeing Group.