



Organisational Development and Staff Wellbeing bulletin

June 2026

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

MENO-Kit

[UK's 'First Evidence-Based Menopause Workplace Toolkit' Launches](#)

MENO-kit offers a free, online, evidence-based toolkit designed specifically for UK organisations to raise awareness and better support menopause in their workplace. MENO-kit has been developed by world-leading academic experts on menopause and work.

NHS Employers

[Sickness Absence Toolkit](#)

This resource is designed to help NHS line managers take a consistent, confident and wellbeing centred approach to managing sickness absence. It guides users through every stage, from prevention to responding when someone calls in sick to supporting their return to work or leaving the organisation.

Tommy's

[Bumped Out: Why pregnancy and parenting support in the workplace must be a priority](#)

Across every organisation, people bring their whole lives to work – the good, the bad, the unexpected. Yet one of life's most significant moments, becoming a parent, is still not consistently supported in the workplace. By listening to a broad range of first-hand experiences, we've uncovered where workplaces are making a real difference, the positive impact of meaningful support, and where gaps can leave lasting effects.

Published Research

Emergency Nurse

Burnout: the case for integrating the Maslach Burnout Inventory in nurse supervision [email ulth.library.lincoln@nhs.net to request]

Burnout remains a major issue in nursing, with negative effects on staff well-being, patient outcomes and organisational performance. This article reviews contemporary evidence on the prevalence, causes and effects of burnout among nurses and discusses the potential benefits of integrating the Maslach Burnout Inventory in nurse supervision as part of the solution for addressing burnout.

International Journal for Advancing Practice



[The relationship between line manager support and practitioner wellbeing: a national mixed methods study](#)

While advanced clinical practitioners play a pivotal role in healthcare delivery, the relationship between managerial support and advanced clinical practitioners' wellbeing has not been explored. Understanding this relationship is essential for workforce sustainability and leadership development.

Nursing Management

Compassion fatigue among critical care nurses: a literature review [email ulth.library.lincoln@nhs.net to request]

Providing compassionate care continually can result in nurses developing compassion fatigue – a state of physical, emotional and psychological exhaustion. Critical care nurses are particularly at risk of compassion fatigue. This article aimed to explore compassion fatigue among critical care nurses, with a view to identifying interventions and coping strategies to enhance their wellbeing as well as to guide nurse managers in protecting staff wellbeing. Five main themes were generated through narrative synthesis.

Nursing Management

Relationship between leadership transparency and workplace cynicism among nurses: a systematic review and meta-analysis [email ulth.library.lincoln@nhs.net to request]

In the NHS, transparency is a crucial facet of effective leadership, with open communication, consistent information sharing and trusting relationships promoting a shared sense of purpose among staff. However, many nurses display cynicism towards their employing organisations and leaders, characterised by negative attitudes, scepticism and distrust. This article examines the association between leadership transparency and workplace cynicism among nurses.

Nursing Management

Repositioning entrepreneurial competence as a core nursing capability: unlocking nurses' leadership and innovation potential [email ulth.library.lincoln@nhs.net to request]

While professional standards emphasise the importance of effective leadership, communication and compassion, they rarely articulate how nurses can systematically develop the entrepreneurial capabilities required to drive innovation at scale. We reframe everyday nursing innovation as entrepreneurial practice and offer a structured framework for its development, thereby supporting nurses and nurse leaders to lead sustainable, practice-informed changes.

The American Journal of Emergency Medicine

Psychologists in emergency care: Burnout prevention and intervention [email ulth.library.lincoln@nhs.net to request]

Emergency department staff perform their daily work under high levels of psychological distress, often in 12-h shifts, and while managing an ever-increasing patient load. These circumstances make it particularly important to identify factors that may contribute to the prevention and reduction of burnout. We aimed to examine how burnout symptoms have evolved in emergency care three years after the pandemic period.

Blogs

CIPD

[AI in HR teams: what our new Community of Practice learned in its first session](#)

AI is changing how HR teams work, but most of us are still figuring out what "good" looks like in practice. That's exactly why the CIPD and Sustainable HRM Skillnet launched a



new AI Community of Practice, bringing people professionals together to share what's working, what isn't, and what they're learning along the way.

MyGwork

[Workplace Equality Best Practices for HR Leaders](#)

Most HR leaders can articulate the right values around equality. The harder challenge is translating those values into concrete, repeatable processes that actually change outcomes. Workplace equality best practices are not about adding a diversity statement to your website or hosting a one-off training. They are structured, measurable commitments that shape how your organization hires, promotes, pays, and retains people.

NHS Employers

[Beating burnout in the NHS](#)

Burnout is a state of physical and emotional exhaustion. It can occur when you experience long-term stress in your job, or when you have worked in a physically or emotionally draining role for a long time. This article has guidance on the increasing issue of staff burnout in the NHS and how and why trusts must take action to address it.

NHS Employers

[Menopause and the workplace](#)

Information on how menopause can affect people at work and practical guidance for employers on how to improve the workplace environment.

NHS Employers

[Sustaining excellent staff experience at Frimley Health](#)

Frimley Health, a historically high-performing trust, saw a dip in NHS Staff Survey scores in 2022. In response, it adopted a more focused approach in 2025, targeting key staff experience priorities and introducing initiatives such as an employee experience team and champions network to strengthen engagement, wellbeing and employee voice.

Workplace Wellbeing Pro

[Britain 'Has Entered a Coping Era at Work' As Employers Miss Key Warning Signs](#)

A new study suggests that Britain's workforce has entered what it calls a "coping era" at work, where employees are increasingly pushing through illness, staying constantly connected and sacrificing wellbeing to manage day to day pressure.

Workplace Wellbeing Pro

[Half of Bereaved Employees 'Managing Death Administration During Work Hours'](#)

Half of UK employees who have lost a loved one are handling practical bereavement-related tasks during their working day, according to new research. The findings highlight the often-overlooked impact that grief and administrative responsibilities can have on employee wellbeing and workplace performance.

Podcasts/Videos

Mindful Management

[Beyond The Pizza Party: What a Healthy Workplace Really Looks Like](#)

Shenandoah sits down with Chase Sterling, founder and Executive Director of Wellbeing Think Tank, to unpack what it really takes to create healthier, more human workplaces. Together, they explore burnout, toxic positivity, psychological safety, and why wellbeing can't be reduced to perks and pizza parties. Chase shares practical insights on leadership, belonging, workplace culture, and small shifts that create meaningful change.