



Organisational Development and Staff Wellbeing Bulletin

January 2024

Guidelines, Policies and Reports

CIPD

[Carer-friendly workplaces: Guide for people professionals](#)

Almost a third of working carers in the UK have not discussed their caring role with anyone at their workplace, most commonly because they believed that nothing would change as a result. A quarter of working carers in the UK were also considering giving up their job entirely. By creating a carer-friendly workplace, employers can attract and retain talent and realise the organisational and social benefits of supporting carers.

CIPD

[Terminal illness: Guidance for people professionals](#)

Receiving a terminal diagnosis can be the most difficult news someone will ever hear. Many people in this situation will be in employment. And yet few employers have developed comprehensive support for employees with a terminal illness. Just a third of UK organisations have specific provision such as a policy, guidance, line manager training or awareness-raising. This guide provides practical strategies on how to create a supportive culture and people management framework for employees with a terminal diagnosis.

O.C. Tanner Institute

[2024 Global Culture Report](#)

Every organization, leader, and employee is experiencing a new workplace still taking shape due to fundamental shifts in our expectations. Why do we work? Where do we work best? How can we meet the needs of both our business and our people? The fundamentals of work, the priorities of employees, and the role of leaders all continue to evolve, and this year's report presents a roadmap with insights to navigate the transformation already underway.

Published research

Frontiers in Psychology

[High-performance work systems and individual performance: a longitudinal study of the differential roles of happiness and health well-being](#)

As a part of the growing strand of employee-centered Human Resource Management (HRM) research, employee well-being is suggested to be a key mechanism that may help to explain the relationship between HRM and performance. To investigate how an employee's well-being mediates the HRM-performance relationship, we distinguish between two types of well-being identified in prior work, happiness well-being and health well-being, and present arguments for differences in their effects on individual performance.



Human Resources for Health

[Engaging leadership and nurse well-being: the role of the work environment and work motivation—a cross-sectional study](#)

Healthcare literature suggests that leadership behaviour has a profound impact on nurse work-related well-being. This study aims to investigate the association between engaging leadership and burnout and work engagement among nurses by focusing on two explanatory mechanisms: perceived job characteristics (job demands and resources) and intrinsic motivation.

Human Resource Management Review

Kick me while I'm down: Modeling employee differences of the impact of workplace incivility on employees' health and wellbeing

[email library.lincoln@ulh.nhs.uk for full article]

Although research has shown that workplace incivility has a stronger and more enduring impact on the health and wellbeing of some employees more than others, there has been little focus on why this is the case. To address this gap, in this paper, we integrate attribution and conservation of resource theories and relevant studies to develop a conceptual model that focuses on explaining the relationship between workplace incivility and employees' health and wellbeing.

Intensive and Critical Care Nursing

Interventions to support critical care nurse wellbeing: A scoping review

[email library.lincoln@ulh.nhs.uk for full article]

Recruitment and retention of qualified nurses in critical care is challenging and has been further exacerbated by the COVID-19 pandemic. Poor staff wellbeing, including sickness absence and burnout contribute to a high staff turnover and staff shortages. This scoping review charts wellbeing interventions targeting nurses who work in adult critical care.

Blogs

Business Leader

[Leadership strategies for a cancer-inclusive workplace](#)

86% of employees who have had cancer saying that they would have stayed at work for longer if their employer had been more supportive. The study also found that businesses that support their employees with cancer have lower staff turnover rates and higher productivity levels. Responsible leadership demands more than just compliance with regulations: it requires empathy, flexibility, and proactive measures.

MDDUS

[Most UK doctors experiencing moral distress, survey shows](#)

Nearly four out of five (78%) family doctors across the United Kingdom are experiencing moral distress while caring for their patients. New research conducted by MDDUS revealed that doctors are emotionally burdened from being unable to provide the care they want and expect to deliver due to issues such as lack of resources and delays.



Library and Knowledge Services

People Management

[What can HR do in 2024 to retain working parents?](#)

Despite glimmers of progress, the UK's approach has made it nearly impossible for two working parents to both achieve a fulfilling career. The crippling cost of childcare has had a disproportionate impact on mums in particular. Despite the majority wanting to work, many have been forced to sacrifice their careers in lieu of childcare responsibilities. So, what can employers put in place to ensure parents can manage their careers and parenthood? We've prioritised five evidence-informed actions that will drive equality.

Personnel Today

[Top nine trends for HR leaders in 2024](#)

HR analysts at Gartner have revealed nine workplace trends they believe will dominate 2024. From the continued rise of generative AI in the workplace to a focus on skills rather than qualifications, HR professionals will already be grappling with several of these issues.

The King's Fund

[Following compassion](#)

There are many unheard and under-acknowledged voices and perspectives in the health and social care workforce, and they usually belong to those in the most junior, poorest-paid and precarious roles. All these voices deserve more attention than they get, but those of newly qualified and registered nurses and midwives are especially important. We have been working with 22 newly qualified nurses and midwives on a project called [Follow Your Compassion](#). A documentary record of the everyday working lives of these nurses and midwives across a variety of settings.

Training Zone

[L&D in a crisis: Why we need to work on 'self-talk' to improve performance](#)

In order to generate new results, we need to take new actions. This may work in the short term, but to achieve lasting change, we also need to understand what it is driving those actions. The T.E.A.R cycle is about understanding our thinking, emotions, actions and results.

Miscellaneous

NHS Employers

[Supporting our NHS workforce with the rising cost of living: Money talks, people don't \[webinar, 8th February\]](#)

In this masterclass we talk about how tackling stigma is key to work being done to support staff with the rising cost of living.

The Clinical Services Journal

Developing cultural change in healthcare [email library.lincoln@ulh.nhs.uk for article]

If we are to continue improving healthcare services, then developing cultural change in healthcare is crucial, says quality improvement consultant, Dawn Stott. Here she outlines the key steps to developing a programme of change.



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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/>