



# Organisational Development and Staff Wellbeing bulletin

April 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

### **The Health Services Safety Investigations Body**

#### [The impact of staff fatigue on patient safety](#)

This report is intended to help healthcare organisations, healthcare regulators, policymakers, patient safety leads and the public understand the risk that healthcare staff fatigue poses to patient safety and staff safety, and to make improvements in this area. There are barriers to acknowledging the risk posed by staff fatigue. These include historical beliefs and norms around working long and additional hours, pride and 'heroism' of NHS staff.

### **The Working Party on Sexual Misconduct in Surgery & Royal College of Surgeons**

#### [Turning the Tide: progress and actions to support targets of sexual misconduct in surgery](#)

Over the last two years, significant steps have been taken by the WPSMS, RCS England and key stakeholders to address sexual misconduct in the NHS. This document outlines the progress made to date and sets out the critical next steps needed to ensure sustained action in addressing this serious issue.

### **Wales Institute of Social and Economic Research and Data**

#### [How Common is Workplace Abuse?: Findings from the Skills and Employment Survey 2024](#)

Abuse is the dark side of the social environment at work, with detrimental effects on worker health and wellbeing, and a reduced commitment to work. Too little is known, however, about the prevalence of abuse across UK workplaces. This report analyses perceptions of physical violence, sexual harassment and other harassment or bullying.

## Published Research

### **Healthcare Management Forum**

The impact of a mentorship program on burnout and work engagement in healthcare workers in a community hospital setting [Email [ulth.library.lincoln@nhs.net](mailto:ulth.library.lincoln@nhs.net) to request article]

This study evaluates mentorship as a practical intervention to address burnout and improve work engagement in healthcare workers at community hospitals. This research



provides empirical evidence which highlights the potential role of mentorship as a practical and scalable approach to strengthen workforce well-being.

### **PLoS One**

#### [Reasonable adjustments for autistic clinicians: A qualitative study](#)

Autistic people experience barriers to accessing healthcare. Autistic clinical professionals may be able to help improve this situation. Previous research, however, has shown that Autistic clinical professionals experience numerous challenges in the workplace

### **Blogs/Editorials**

#### **People Management**

##### [Prince William calls for mandatory career breaks to combat NHS burnout – should this apply to all industries?](#)

Experts warn of potential drawbacks and advocate for a workplace culture where mental health leave is 'normalised' rather than enforced. Frontline NHS workers have endured extreme pressures, especially during the pandemic, with many experiencing burnout and stress.

#### **People Management**

##### [Women two thirds more likely to feel unsupported with health issues at work than men, study finds](#)

Women were also 20 per cent less likely to feel they could take sick leave when needed, and 27 per cent more likely to worry about how their team perceived their absence. They were also 24 per cent more likely to worry about taking a mental health day. Additionally, 65 per cent of women reported experiencing internal pressure to work even when they were unwell.

#### **NHS Employers**

##### [Navigating the choppy waters of change through OD practice](#)

Julia Tybura explains how building our reflexivity muscle is key to providing superb OD leadership through periods of complex and difficult change.

#### **NHS Employers**

##### [Six ways to create a culture for integration](#)

The six ways to create a culture for integration have been developed in partnership to help systems understand how they can create an environment where integrated working can thrive.

#### **Nursing Standard**

##### [Datix denial: when nurses flag safety incidents, who listens?](#)

Our latest investigation into Datix, the system used to report patient safety incidents in the NHS, reveals the reality and struggle of nursing staff who flag these important issues. Many say their reports of genuine safety issues are ignored or downgraded by those reviewing them.

#### **Nursing Times**

Streeting unveils measures to tackle violence against nurses [Email [ulth.library.lincoln@nhs.net](mailto:ulth.library.lincoln@nhs.net) to request article]

Reporting incidents of workplace violence in the NHS will become mandatory under new measures to tackle the rise in violence against healthcare staff, it has been announced.

#### **The HR Director**



[Brits among worst in Europe for taking full-week holidays, fuelling burnout crisis](#)

According to latest findings\*, a staggering 43% of UK employees did not take a full week off in 2024, despite having access to an average annual leave entitlement of 22–23 days, a figure that has remained consistent since 2019. This trend of underutilised holidays is more than just a quirk of modern work culture, it's a growing problem with serious consequences.

**UNISON**

[Health conference: Violence and harassment are not part of the job'](#)

Delegates at health conference have heard harrowing, personal stories of health workers facing violence and harassment in the course of their jobs. The stories came in a section of motions, on Monday afternoon, looking at health, safety and wellbeing in the sector.

**University of Strathclyde**

[NHS staff grow edible plants for wellbeing and sustainability](#)

NHS staff are growing edible plants, including herbs and chilli plants, as part of a project aimed at promoting wellbeing, biodiversity and creativity. Sixty employees have volunteered to take part in the Growing Calm programme, which promotes mental health, sustainable food habits, and a stronger connection to nature.

**Workplace Wellbeing Professional**

[Healthcare and Education Top UK's Burnout Risk List, New Analysis Finds](#)

Professionals in the healthcare and education sectors are experiencing the highest levels of workplace stress in the UK, leading to an increased risk of burnout, an analysis of official data reveals.

**Workplace Wellbeing Professional**

[Hybrid Working 'Enhances Employee Wellbeing and Productivity'](#)

A survey involving 607 mid-sized businesses revealed that 71% have adopted a hybrid working model. Among these, 83% reported increased employee productivity, and an equal percentage noted a positive impact on staff wellbeing.

**Podcasts/Videos**

**CIPD**

[HR People Pod – Ep 22: Ethical AI | Future skill requirements | Supporting change | 'Pleasanteeism'](#)

How are skill requirements expected to evolve over the medium to long term? What role should the profession play in helping organisations navigate change? And finally, is 'pleasanteeism' really a thing?

**Miscellaneous**

**NHS Employers**

[Developing an engagement approach for improved Staff Survey results](#)

This case study looks at what Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust did to improve its NHS Staff Survey results. In 2023, the trust launched a new five-year people strategy and a new cultural strategy titled The DBTH Way in collaboration with staff. Since the introduction of these strategies the organisation has seen improved NHS Staff Survey results, improvements to feedback mechanisms and seen a greater emphasis on staff engagement.