



Organisational Development and Staff Wellbeing bulletin

July 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

CIPD

[Responding to suicide risk in the workplace: A guide for people managers](#)

This guide runs alongside a [partner guide for people professionals](#) – so both the HR person/team and managers, have a clear idea of the steps you can take to remove the stigma in talking about suicide, creating a safe space to talk, and signposting someone to support.

Department of Health and Social Care

[NHS staff standards](#)

The NHS staff standards set national minimum employment requirements to improve staff experience, outlining employer actions and what staff can expect. The purpose of setting national standards is to address pockets of poor practice, reduce variation and support overall improvement in staff experience. See also: [NHS Employers hub of guidance](#) to support meeting the six standards.

GMC

[The national training survey 2026](#)

The national training survey plays a vital role in helping us make sure that doctors in training receive high-quality education and training in safe and effective clinical environments. The findings reveal that 61% of doctors in training were at moderate or high risk of burnout, and 28% had experienced microaggressions or negative comments from colleagues. There has been an increase in doctors in training experiencing sexual harassment.

Medscape

[How Doctors Are Really Doing: Physician Mental Health & Well-Being Report 2026](#)

A Medscape survey found that personal happiness, a well-balanced life, and time with family and friends are not optional for doctors' health and well-being. Yet most physicians struggle to maintain these. The challenge isn't that doctors don't know what a healthy life looks like. They prescribe it for their patients all the time. The challenge is that the system they work within makes the quest for balance harder to find and maintain.



NHS Employers

[Post-incident support framework](#)

This framework is focused on the post-incident support response for staff following violence and abuse in the course of their work. Preventing incidents is the priority, but it is not always possible; staff therefore need timely, practical and equitable support after an incident.

Published Research

Computers in Human Behavior

[The digital mindfulness scale: Development and longitudinal validation in the workplace](#)

Digital mindfulness (DM) refers to the capacity to engage with digital technologies in a deliberate, attentive, and non-reactive manner. As digital work intensifies, DM has shown early promise as a protective factor for employee well-being. This article develops a Digital Mindfulness Scale to assess DM and predict workplace burnout.

Blogs

BBC

[What the Middle Ages can teach us about preventing burnout](#)

Stress and mental exhaustion aren't new – in medieval times, they were prevalent. And the wisdom of the Middle Ages about how to deal with burnout still rings surprisingly true today.

Forbes

[Burnout Recovery Takes Years, Not Weeks. Plan Accordingly](#)

We tell ourselves a comforting story about burnout: that it's a battery problem. Run low, recharge, resume. Two weeks somewhere with ocean views, maybe an upgraded meditation app, and we'll be back. Able to handle the same pace, same inbox, same self. I hear a different story from the leaders I work with, and I lived a different story myself. Burnout doesn't arrive; it escalates.

NHS Employers

[Let's think about flex](#)

In recent years, flexible working arrangements have become an important policy tool for addressing key workforce challenges. By varying the scope of how, when and where people work, employment opportunities can be extended for many people who have previously struggled to access and thrive in work. However, making flexible working work requires more than just the development of policy.

NHS Employers

[NHS College of Leadership and Management launched](#)

NHS England has launched the NHS College of Leadership and Management alongside a new Leadership and Management Framework for all NHS leaders. Both are designed to support NHS leaders and managers at every level to develop their skills and strengthen their practice. The [framework and self-assessment tool are now available to use](#). Organisations are asked to embed the framework within development, appraisal and recruitment processes during 2026/2027.

NHS Employers

[The Ockenden report on Nottingham maternity services - next steps for chief people officers](#)

Dean Royles outlines key actions for chief people officers following the Ockenden Report, focusing on culture, leadership and patient safety.



Nursing Standard

What can more junior staff teach senior colleagues? [email ulth.library.lincoln@nhs.net to request]

Reverse mentoring offers a chance to learn through colleagues' different perspectives – with benefits for both. It has advantages for those who are doing the mentoring, advocates say, as well as the leaders or senior figures being mentored and organisations more generally. Benefits for mentor and mentee can include better leadership skills and tangible improvements in the workplace.

The HR Director

[Public sector burnout a rising risk amid overwhelming workloads](#)

Half of public sector employees say they're mentally exhausted due to growing structural pressures and inadequate resources, with two thirds of workers feel overwhelmed in their job. Inadequate staffing is also a concern, with public sector employees being more likely to report stress due to staff shortages. Only around half say their team has enough staff most or all of the time, compared with around two thirds of private sector employees.

Workplace Wellbeing Pro

[Employers And Employees 'Divided Over Pension Understanding And Financial Wellbeing'](#)

Almost all employers believe their workforce understands and values workplace pensions – yet many employees say they are not confident making pension decisions, according to new research. The report suggests that improving pension engagement could help employers strengthen trust, support financial wellbeing and improve retention outcomes.

Workplace Wellbeing Pro

[Workplace Pressure to 'Push Through' Back Pain Leaves Millions Without Lasting Relief](#)

A new UK survey of people living with back pain and sciatica has revealed the extent to which sufferers feel dismissed by those around them, including employers, despite the long-term toll the condition takes on daily life.

Podcasts/Videos

Learning for Good

[How to Make Learning Last: Designing for Workplace Behaviour Change](#)

Most training ends the same way. People show up, they learn something new, and within a few weeks it is like the training never happened. If this sounds familiar, you are not alone, and it is not because your training was bad. What matters is designing for what happens after training ends, so the learning people carry with them actually changes what they do on the job.

Miscellaneous

Nursing Standard

What makes a great workplace? The top-rated nursing employers named [email ulth.library.lincoln@nhs.net to request]

Your workplace is far more than a physical environment. How you're valued and supported is pivotal to your job satisfaction and career progression. So let's look at what some results in the most recent NHS Staff Survey tell us about how nurses rate their employers. What does a great workplace look like?