Organisational Development and Staff Wellbeing Bulletin
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Guidelines, Policies and Reports

NHS England

[The future of NHS human resources and organisational development](#)

The future of NHS human resources and organisational development report outlines a vision and actions that support the delivery of the four pillars of We are NHS: People Plan for 2020/2021 – action for us all and embeds the seven elements of our People Promise. The future of NHS human resources and organisational development vision for 2030 has eight themes which are referenced throughout the report.

Published research

Emergency Nurse

Staff education by the critical care outreach team: evaluating the effect of a study day on nurses' knowledge levels

One of the goals of CCOTs is to provide educational support to staff to enhance their skills at recognising and managing deteriorating patients. However, the evidence regarding the effects of CCOTs is conflicting. This article describes a service evaluation conducted at an acute NHS trust in England to assess the effects of educational sessions designed and delivered by the local CCOT.

Available via: Article request form [Journal title: Emergency Nurse. Article title: Staff education by the critical care outreach team: evaluating the effect of a study day on nurses' knowledge levels. Author: Sergio Costa. Year: 2021. Volume & Issue: Vol 29 Issue 5.]

International Nursing Review

From front line to battle planning: a nursing perspective of covid-19

The experiences described in this paper are those of a senior nurse leader within a particular care context. However, the lessons learned are likely to resonate with many nurses who are facing the same challenges in very similar care contexts and who are urged to reflect upon their own experiences. Furthermore, the associated lessons may help support others and inform their strategy for coping throughout potential future admission surges of this pandemic.

Available via: Article request form [Journal title: International Nursing Standard. Article title: From front line to battle planning: a nursing perspective of covid-19 Year: 2021.]

Irish Journal of Medical Science

[Burnout on the frontline: the impact of COVID-19 on emergency department staff wellbeing](#)

Burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed. Healthcare professionals are particularly susceptible to this occupational phenomenon. The COVID-19 pandemic may be contributing to the long-established problem of health care burnout. The trajectory of this disease is still unclear. Consistent, progressive measures to address staff well-being, and support frontline workers, are imperative going forward.

JMIR Medical Education

[Coproduction, Coeducation, and Patient Involvement: Everyone Included Framework for Medical Education Across Age Groups and Cultures](#)

Medical education, research, and health care practice continue to grow with minimal coproduction guidance. A study about how applying 'Everyone Included' models of medical education to multiple settings can enhance empathy, increase psychological safety, and provide robust just-in-time learning tools for practice.

SAGE Journals

[Individualizing the burnout problem: Health professionals' discourses of burnout and recovery in the context of rehabilitation](#)

Burnout rehabilitation and Health Professionals' views reproduce a cultural and clinical discourse around burnout in which work-related problems are treated as individual-level problems and individuals are responsibilized for the management of mental distress. Based on the results, it is concluded that the hybrid type of interventions that attempt to influence both individual- and work-related problems behind burnout would help to prevent people dealing with burnout from being over-responsibilized for solving problems at the workplace.

Blogs

LGC

[Roundtable: 'Trust lies at the heart of hybrid working'](#)

The revolution in working practices caused by the pandemic raises challenging questions but treating staff like adults will help ensure good outcomes. Home working has brought its challenges: how do you ensure the cohesion of the workforce, ensure a strong staff culture and support staff in particular those who are vulnerable or new starters?

People Management

[One in four managers have never had management training, survey finds](#)

A further two in five (39 per cent) said they received management training when they first took on managerial responsibilities, and just a third (35 per cent) said they received regular management training.

People Management

[Organisations and staff disagree over employee experience, report reveals](#)

There are large disparities between what organisations and employees think equates to good wellbeing, a report has found, especially over issues of remote and hybrid working. Half of executives report being happy at work, according to research, compared to just one in five more junior staff.

People Management

[Four ways to keep employees healthy this winter](#)

Many employees were spared the usual winter illnesses last year because of social distancing. But with many people now back in the workplace, 'flu cases are expected to surge. Meanwhile, the shorter, darker days make it more difficult to stay physically active and increase the risk of becoming depressed. Employers that meet these challenges head on will not only make their people feel more cared for but can also reduce winter-related absence and productivity issues. Here are four tips for keeping your workforce healthy this winter.

The HR Director

[How will hybrid impact wellness?](#)

With employees returning to workplaces that have changed forever, 'hybrid working' is becoming established. While managing staff splitting their time between home and the office, employers also need to ensure their corporate wellbeing programmes are fit for purpose.

The HR Director

[Is your organisational culture 'too nice'?](#)

The problem is bigger than people holding back on useful opinions. Most organisations are in a position where their employees have a rigid work persona. They want to fulfil a role and impress their boss with their professionalism. That means the bottling up of more than opinions on business strategy. Grievances, concerns about everyday practices, personality clashes, unfulfilled ambitions and ideas — all the kinds of small troubles that together form a feeling of discontent.

The Nuffield Trust

[The NHS's duty of care with its overseas staff](#)

Staff from abroad have long been invaluable to the NHS, not least in nursing where they make up nearly a fifth of the current workforce. Drawing on our conversations with communities of overseas nurses, this blog from Claudia Leone emphasises the importance of supporting and retaining staff from overseas.

Podcasts / Videos

Epsom and St Helier University Hospitals NHS Trust
Make or Break: Incivility in the workplace
See how incivility affects all of us in the NHS and how that can impact patient safety. Join the staff of Epsom and St Helier University Hospitals NHS Trust on their journey as they reflect on the real-life effects of both incivility and active kindness.

TEDx Talks
When rudeness in teams turns deadly | Chris Turner
How we treat each other at work has an enormous impact on how teams perform – with potentially fatal consequences if you work in healthcare. Chris Turner reveals the shocking impact of rudeness in the workplace, arguing that civility saves lives.

Library Services

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: https://www.nhslincslibrary.uk/knowledgeshare-request/

Can't find the information you need? We can do literature searches for you: https://www.nhslincslibrary.uk/page/search-request/

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/page/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/