



# Organisational Development and Staff Wellbeing Bulletin

## February 2022

### Guidelines, Policies and Reports

#### Endometriosis UK

##### [Endometriosis: law and best practice for employers](#)

Endometriosis is a long-term condition where cells, similar to the ones in the lining of the womb, are found elsewhere in the body. Each month these cells react in the same way to those lining the womb, building up and then breaking down and bleeding. Unlike the cells in the womb that leave the body as a period, this blood has no way to escape. This can cause inflammation, pain and the formation of scar tissue. This guide is to assist employers when managing employees who suffer from endometriosis with legal considerations and other issues that may arise.

#### The King's Fund

##### [What is compassionate leadership?](#)

Compassionate leadership involves a focus on relationships through careful listening to, understanding, empathising with and supporting other people, enabling those we lead to feel valued, respected and cared for, so they can reach their potential and do their best work. There is clear evidence that compassionate leadership results in more engaged and motivated staff with high levels of wellbeing, which in turn results in high-quality care.

#### Nuffield Trust

##### [The long goodbye? Exploring rates of staff leaving the NHS and social care](#)

In this explainer, Billy Palmer and Lucina Rolewicz take stock of what is known and not known about the numbers of staff leaving NHS and social care roles, and the reasons given for moving on.

#### NHS England

##### [Flexible working: raising the standards for the NHS](#)

NHS England and NHS Improvement has published a flexible working definition and set of principles. The definition supports a shared understanding of what flexible working means



and the principles guide the ethos and values we want the NHS to aspire to when it comes to flexible working.

### **NHS England**

#### [Supporting colleagues affected by Long COVID](#)

'Long COVID' is commonly used to describe signs and symptoms that continue or develop after acute COVID-19. The NHS has a range of support offers and services available to NHS colleagues to support with their health and wellbeing, including support for Long COVID symptoms.

### **Secretary of State for Health and Social Care**

#### [The Government Response to the Health and Social Care Committee Report on Workforce Burnout and Resilience in the NHS and Social Care](#)

Whilst work to improve the wellbeing and day-to-day experiences of the workforce started well before the pandemic began, it has brought into sharp focus the huge importance of our work on staff wellbeing.

### **Published research**

#### **BMC Medical Education**

##### [Acceptability and feasibility of video-based coaching to enhance clinicians' communication skills with patients](#)

Despite a growing call to train clinicians in interpersonal communication skills, communication training is either not offered or is minimally effective, if at all. A critical need exists to develop new ways of teaching communication skills that are effective and mindful of clinician time pressures.

#### **Psychology, Health and Medicine**

##### [NHS frontline staff experiences of an in-house psychological support service during the COVID-19 pandemic](#)

The COVID-19 pandemic has led to enormous practical and emotional challenges for healthcare workers globally, including NHS staff. Psychological support provisions have been established by an NHS healthcare trust in the North of England, including 1:1 psychological support provided by the in-house psychology team. This study sought to understand how staff experienced the service, what worked well and what could be improved.



## **Blogs**

### **The King's Fund**

#### [Tired of being exhausted: seven key actions for leaders in the NHS workforce crisis](#)

The challenge for leaders and managers across health and social care is monumental. While most leaders are committed to the maxim that 'our people are our most important asset' and there are many good and outstanding examples of teams and organisations in health and social care where staff wellbeing is a priority, this is often not the experience of staff in practice.

### **People Management**

#### [Two in five disabled workers not receiving reasonable adjustments, research finds](#)

There is value in checking whether anyone needs reasonable adjustments as a standard part of your process – whether this is recruitment, onboarding, or day-to-day management. By asking everyone, we normalise the process and help to remove the stigma, making it easier for disabled colleagues to request what they need. A significant proportion of managers did not feel confident supporting employees with disabilities or health conditions. Only half said their knowledge about supporting disabled employees was from training provided by their organisation.

### **People Management**

#### [Half of employers have staff with long Covid, CIPD research finds](#)

Nearly half of firms have employees who have experienced long Covid during the last year, a poll of employers has found, with experts urging businesses to train line managers to support staff with the illness. The report found that only a quarter of organisations provide line managers with training and guidance on how to support people with long-term health conditions to remain in work, while just 19 per cent provided guidance for employees.

### **People Management**

#### [How employers can battle burnout in the workplace](#)

Sometimes it can be difficult to differentiate between high stress levels and 'par for the course' of a particular profession, versus when an employee is deemed burnt out. Burnout starts as anxiety related to work demands, but increases to a point where the anxiety causes clinically significant impairment in a person's functioning and wellbeing. Burnout will manifest in three important areas of functioning – physical, emotional and cognitive.



### **The HR Director**

#### [Why is there is inequality in menopause support?](#)

Many employers clearly want to do the right thing in addressing the way they support a diverse workforce. It may be challenging for employers to know who needs support for menopause, and the only way to address this is to have a menopause policy that does not discriminate on any front.

### **Trainingzone**

#### [How the digital default mindset is going to affect organisations in 2022](#)

With our collective mindset switched to digital learning this year, what does it mean for organisational culture, education and change?

### **Trainingzone**

#### [How to ensure training is inclusive for neurodiverse learners](#)

Effective training may take into account employees' cultural differences, but what about neurodiversity? Here are some considerations to adapt learning so that everyone benefits.

## **Podcasts / Videos**

### **CIPD**

#### [Evidence-based L&D: the rise of virtual learning](#)

The digital evolution of organisational learning brought about by the pandemic continues apace. But as we shift from reactive to deliberate change, how can people professionals hone the right skills to effectively utilise these emerging technologies in the future?

## **Miscellaneous**

### **iNews**

#### [Almost 1 in 3 nurses showed signs of PTSD in the months after the peak of first Covid wave in 2020](#)

Surveys of the UK nursing and midwifery workforce taken at three different times last year found “extremely concerning” levels of psychological distress both during and after the first wave. Almost two-thirds of staff who were redeployed due to Covid reported that training to prepare for redeployment either did not occur or was inadequate.



### **The Guardian**

[One in four NHS doctors tired to the point of impairment, survey finds](#)

One in four doctors in the NHS are so tired that their ability to treat patients has become impaired, according to the first survey to reveal the impact of sleep deprivation on medics during the coronavirus pandemic. Nearly one in three (29%) said they got no breaks during a working day.

### **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/>