Organisational Development and Staff Wellbeing Bulletin
March 2022

Guidelines, Policies and Reports

NICE

[Mental wellbeing at work guideline](#)

This guideline covers how to create the right conditions for mental wellbeing at work. It aims to promote a supportive and inclusive work environment, including training and support for managers and helping people who have or are at risk of poor mental health.

The Health Foundation

[Strengthening NHS management and leadership](#)

As part of the Health Foundation's research on management in the health service, we interviewed NHS managers and leaders in England to understand the challenges they face, what works well and what could be done differently. In this long read, we set out some of the insights from these interviews, focusing mainly on the role and practice of managers, and how they are trained and supported.

Published research

Institute for Healthcare Improvement

[Learning from the COVID-19 Pandemic to Improve Staff Well-Being](#)

Health care organizations around the world are constantly faced with the difficulties of building and maintaining a culture that supports not only patients, but also point-of-care teams. Uncertainties related to COVID-19 make these challenges harder. Leaders must determine how to keep employees safe, engaged, and supported. Royal Free London NHS Foundation Trust (RFL) adapted the "What Matters to You?" framework to understand what mattered most to its teams in times of crisis.

Blogs

BBC News
[Derriford Hospital: 'Sanctuary' created for NHS staff](#)
A Devon hospital has introduced a "sanctuary" for staff to relax away from the pressures of work. Derriford Hospital's wellbeing room, the first of its kind, has been designed for NHS workers to "decompress" and take a break. It has free refreshments, pastel colours and comfy furniture.

HR News
[What to do about the 'them and us' of a hybrid workplace](#)
Hybrid working — given the flexibility and the time and cost-savings it offers — is here to stay. Unfortunately, management skills and approaches haven't yet caught up with the new realities involved. Many organisations continue to think virtual working is just a case of making sure Teams is working — not how it's being used and how virtual relationships are built and maintained over time.

NHS FAB stuff
[People Analytics – A priority for NHS workforce leadership](#)
The use of People Analytics is recommended to meet the Chief People Officer's action to "establish data standards across multiple people digital systems to enable interoperability and informed decision making." Overcoming the barriers within NHS organisations and systems to the implementation of People Analytics is essential to meeting this ambition, and the report provides recommendations for the successful application of People Analytics at organisational and system level to benefit the NHS workforce.

People Management
[Highlighting race and privilege has been key to wellbeing for East London NHS Foundation Trust](#)
Sharing employees' experiences of bullying and harassment has also enabled the trust to foster a culture where staff feel empowered to call out unacceptable behaviour.

People Management
[How to create an agile wellbeing strategy](#)
An agile wellbeing strategy can help businesses respond to changing employee health needs, whatever the year ahead has in store. The past couple of years have created a huge shift in the importance employees place on being helped to stay healthy. Recent research shows that 86 per cent of employees now believe their employer is responsible for their health and wellbeing, with more than three in five saying the support provided makes them less likely to move elsewhere.

Phase 3
[National Stress Awareness Day: 6 tips for improving mood and reducing stress in your office](#)
A stressed employee is not a productive employee and a stressed leadership team will make bad decisions. At first, reducing stress in your office can seem like a difficult task. What is causing the stress and how can you help fix the issue?

The HR Director
[Role of management has changed, possibly forever](#)
In response to the remote working revolution, new managerial norms have been formed, leaving behind skills gaps in the management and development of individuals' co-called 'softer skills'. How can managers address emerging L&D challenges in the new era?

TrainingZone
[Why learning cultures need to be reframed as awareness cultures](#)
Encouraging self-direction and self-regulation in learners can only be achieved if learning is targeted appropriately and that might take a culture shake-up. Simply offering time for learning, pathways for learning, learning platforms, and talking about the importance of learning is not enough. Helping employees become aware of specifically what they need to learn, and how it will drive their individual success is key. Employee motivation and engagement is linked to employees' ability to see a clear connection between what they do and the success of the organisation, so making sure employees are aware of where the organisation is headed, and offering learning that is clearly linked to these goals is what will enable that culture of learning to deliver the expected outcomes.

Podcasts / Videos

CIPD
[Supporting your people through times of crisis](#)
As the crisis in Ukraine continues, people professionals and business leaders are looking at how they can support those affected, whether that impact is physical, economic or psychological. Wider implications for organisations are also being anticipated, and it's vital that people professionals are on hand to offer the right support to those affected.

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/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/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/