Organisational Development and Staff Wellbeing Bulletin
December 2023

Guidelines, Policies and Reports

CIPD
[Menstruation and support at work](#)
This report explores the difference workplace support with menstruation can make and the importance of creating an open and healthy workplace culture where people can talk about symptoms and the support they need. It looks at the types of adjustments that are seen to be most helpful when managing symptoms at work and explores the impact of menstruation symptoms on employees' ability to stay in and progress at work.

British Psychological Society
[Learning from NHS staff mental health and wellbeing hubs: Principles for staff mental health provision](#)
In this report, we've gathered key insights and case studies from the frontline of staff mental health and wellbeing provision, which we hope will help inform and shape future services supporting the health and care workforce.

Society of Occupational Medicine
[The value of Occupational Health and Human Resources in supporting mental health and wellbeing in the workplace](#)
We are seeing record numbers of days being lost due to work related stress. There is therefore a need to support employees and colleagues in managing their mental health. There are many interventions that are being publicised and sold to employers. It is however difficult to know what works. This guide is therefore necessary and timely, in reviewing the evidence base, to advise which interventions are effective.

Published research

Anesthesiology Clinics
Patient Safety and Clinician Well-Being [email library.lincoln@ulh.nhs.uk for full article]
Clinician well-being and patient safety are intricately linked. We propose that organizational factors affect both. Threats to patient safety and clinician well-being include clinician mental health issues, work environments, poor teamwork and communication, and staffing shortages. Opportunities to

mitigate these threats include the normalization of mental health care, peer support, psychological safety, just culture, teamwork and communication training, and creative staffing approaches.

Mayo Clinic proceedings. Innovations, quality & outcomes
[Impact of a Wellness Leadership Intervention on the Empathy, Burnout, and Resting Heart Rate of Medical Faculty](#)
We delivered an evidence-based wellness leadership training intervention course to medical faculty leaders. Our course trained 5 specific elements to cultivate leader capacity to focus on relationships and inspire change: leader core values, self-care, work stress recovery, empathic leadership skills, and psychological flexibility. We tested whether the course can decrease leaders' burnout, improve their empathy, and reduce their general stress responsivity.

Nursing Management
Nurses' perceptions of the influence of leadership behaviours and organisational culture on patient safety incident reporting practices [email library.lincoln@ulh.nhs.uk for full article]
This study aimed to explore nurse perceptions of the influence of nurse managers' leadership behaviours and organisational culture on patient safety incident reporting practices. There was a significant positive relationship between leadership behaviours and organisational culture and between leadership behaviours and actual incident-reporting practices. Additionally, there was a significant positive relationship between organisational culture and incident-reporting practices.

Occupational Medicine
[Lived experience of work and long COVID in healthcare staff](#)
Long COVID has a significant impact on the lives of healthcare workers suffering prolonged symptoms. Due to the variability and dynamic nature of symptoms, workplace support and flexible policies are needed to help retain staff.

Blogs

NHS Employers
[A passport to better health and wellbeing](#)
Hear how an innovative health and wellbeing passport is helping staff feel more confident bringing their whole selves to work.

People Management
[Burnout or rust out? The differences, warning signs and what to do](#)
When we think of mental ill-health or stress at work, burnout comes to mind. People burn the candle at both ends – often because of extreme levels of pressure and demand. However, too much going on isn't the only issue: too little can be just as problematic. Rust out describes the boredom experienced by employees when they do work that is "uninspiring and fails to stretch the person, so that they become disinterested, apathetic and alienated".

People Management

[How to rescue the accidental manager by revamping roles and bringing in 'coach AI'](#)

Research tells us that only 27% of employees consider their line manager to be highly effective. It's no wonder, given that so many managers fall into their roles with little to no formal training or support, with many given extra responsibilities with limited reward. How can organisations use a robust learning and employee experience strategy to break this cycle?

Training Zone

[What's a super-helper and why are they damaging your organisation?](#)

Chartered psychologists Jess Baker and Rod Vincent explore how super-helpers are getting burned out and how the manager's role is integral to getting the most out of these valued employees.

Training Zone

[Workplace gaslighting: Equip managers to address psychological manipulation](#)

Are your leaders and managers equipped to spot and address gaslighting quickly? If not, this common toxic behaviour will permeate through the organisation. Thom Dennis outlines what gaslighting is and how managers can swiftly confront this form of psychological manipulation.

Podcasts / Videos

CIPD

[Evidence-based L&D – Asking the right questions](#)

Learning professionals may not be asked to 'show me the money', but they will be expected to demonstrate value and return on investment. So, what can learning professionals do to best set themselves up for success? Could the answer lie in simply asking the right questions to properly diagnose an organisation's real learning need?

Miscellaneous

The BMJ

[All the trimmings: patient and staff wellbeing should not be left to charitable funding](#)

By providing "non-essential" things the NHS cannot afford, charitable funds often soften the edges of a struggling system. But, in another year where joy among the NHS workforce has been in particularly short supply, we should resist the suggestion that patient and staff welfare are "extra" to core business.

HSE

[New online learning tool helps businesses address work-related stress](#)

A new online learning tool designed to prevent work-related stress has been launched. The free-to-use interactive tool provides employers with simple and effective guidance to meet their legal duties and begin to understand how to include stress in their workplace risk assessments. Accessed at: [HSE Workplace Stress](#)

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/