



Organisational Development and Staff Wellbeing Bulletin

April 2024

Guidelines, Policies and Reports

GMC

[Power imbalances and hierarchy prevent doctors from working effectively in teams GMC research shows](#)

Doctors under pressure are being prevented from working effectively in teams by power imbalances and negative hierarchies, a new study by the General Medical Council (GMC) has found. Continuity, good communication and effective leadership all lead to greater team efficiency and were found to make it much easier to resolve issues, ultimately having a positive impact on patient outcomes.

Nursing and Midwifery Council

[Good leadership means better care guidance and supporting information](#)

Leaders in nursing and midwifery share their reflections on what leadership means for them, and how good leadership supports teams to deliver the best possible care. What do nursing and midwifery leaders think is important to look after their teams, and help them deliver the best possible care?

Published research

Academic Emergency Medicine

“I don't want to be the squeaky wheel”: Addressing bias as a leader in emergency medicine [email library.lincoln@ulh.nhs.uk to request full article]

Implicit bias poses a barrier to inclusivity in the health care workforce and is detrimental to patient care. While previous studies have investigated knowledge and training gaps related to implicit bias, emergency medicine (EM) leaders' self-awareness and perspectives on bias have not been studied. This qualitative study explores the attitudes of leaders in EM toward implicit bias and individual or structural barriers to navigating and addressing bias in the workplace.

BMC Health Services Research

[A service mapping exercise of four health and social care staff mental health and wellbeing services, Resilience Hubs, to describe health service provision and interventions](#)

This study provides a map for setting up wellbeing services, emphasising early understandings of how new services will integrate within existing systems. Local and regional contexts led to variation in service configuration. Whilst additional Hub functions are supported by available literature, further research is needed to determine whether these functions should comprise essential components of staff wellbeing services moving forward.



BMJ Quality and Safety

[Care Under Pressure 2: a realist synthesis of causes and interventions to mitigate psychological ill health in nurses, midwives and paramedics](#)

Nurses, midwives and paramedics comprise over half of the clinical workforce in the UK National Health Service and have some of the highest prevalence of psychological ill health. This study explored why psychological ill health is a growing problem and how we might change this.

Canadian journal of nursing leadership

Leaders' Role in Fostering a Just Culture [email library.lincoln@ulh.nhs.uk to request full article]
Just culture supports learning, encourages transparency and minimizes harm following reported patient safety incidents. Healthcare leaders have a key role in establishing and maintaining a just culture to improve patient safety at the macro, meso and micro levels of the healthcare system. In this paper, we discuss the role of leaders at various levels in the healthcare system in fostering a just culture to support the reporting of and learning from patient safety incidents. Specifically, leadership challenges related to establishing a just culture to improve patient safety are analyzed.

eClinicalMedicine

[Potential strategies for supporting mental health and mitigating the risk of burnout among healthcare professionals: insights from the COVID-19 pandemic](#)

Healthcare professionals (HCPs) experienced prolonged stressful conditions during the pandemic, and the global situation meant that they continue to sustain mental stress related to the subsequent cost-of-living and healthcare budgeting crises. The psychological toll on HCPs may lead to increased staff attrition. To help mitigate this psychological impact, the current evidence is strongly supportive of healthcare providers consistently adopting programmes fostering improvement in coping and resilience, facilitating healthy lifestyle, and allocating some resources for therapeutic strategies.

Blogs

BBC News

[Sexual harassment of NHS staff widespread – survey](#)

NHS staff including ambulance workers, porters, nurses and cleaners have been shown pornographic images, offered money for sex, and assaulted at work, according to new research.

Medscape

[For Some MDs, Long COVID Burnout Is a New Reality](#)

While it is difficult to assess whether burnout from the pandemic is transient, experts say this is an opportunity for health institutions to learn from these experiences and implement policies and actions that can help reduce the mental health strain on staff. One study found that changes made by organizations had a bigger positive impact on reducing burnout than individual changes.

NHS Employers

[GMC report reveals why doctors may leave the UK](#)

Factors driving thousands of doctors to consider leaving the UK have been revealed in research published by the General Medical Council (GMC). The GMC commissioned research into finding out reasons doctors may be considering moving abroad. The report also makes recommendations for



interventions that may persuade more of them to stay. Over 75 per cent of doctors reported feeling under-valued professionally and demonstrated a concern over pay.

NHS Employers

[NHS staff experience: moving on up?](#)

In his latest blog, NHS Employers policy manager Steven Weeks shares his reflections on the results of the 2023 NHS Staff Survey - where we have seen encouraging improvements and where things could be better.

The HR Director

[April is stress awareness month](#)

Discover crucial insights from experts on navigating employee absences due to work-related stress during Stress Awareness Month.

The HR Director

[UK carers leave act: a step forward, but 70% say “not enough”](#)

Discover the implications of the Carers Leave Act and its significance for the millions of working carers across the UK. The Carers Leave Act is a positive step, recognising the critical role unpaid carers play in society. However, a new poll found a significant gap between the Act's provisions and the needs of working carers.

Podcasts / Videos

CIPD

[Evidence-based L&D – The gift of artificial intelligence](#)

Rapid digital innovation has revolutionised how we work and learn. But despite AI's vast potential, scepticism still prevails. Do L&D professionals need greater curiosity to explore how AI can better support them and bolster learning outcomes? We explore how learning professionals can embrace the disruption AI offers to increase their capacity to deliver impactful and effective learning for organisations.

Miscellaneous

Occupational Medicine

[Menopause in the workplace; what's everyone getting in a sweat about](#)

There has been a growing recognition among employers of the need to address menopause as an occupational health concern. Nevertheless, the media reports that menopause is increasingly at the centre of employment tribunal claims. Specifically, there has been a rise in cases where women have taken employers to court for unfair dismissal and discrimination, linked to menopause.

Occupational Medicine

[The world's psychiatrists update their position on Workforce mental health](#)

In September 2023, the World Psychiatric Association (WPA) updated its position statement on Workforce mental health for the first time since 2017. Why is this an important moment for Occupational Health professionals globally?



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Library Services

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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/>