



# Organisational Development and Staff Wellbeing Bulletin

## August 2024

### Guidelines, Policies and Reports

#### GMC

[The state of medical education and practice in the UK: Workplace experiences](#)

The UK health system is in a critical state and it is imperative that action is taken now to rebuild systems and support doctors. *The state of medical education and practice in the UK: workplace experiences* highlights that the workplace experiences of doctors across the UK remain very concerning. After successive years of declining wellbeing indicators, the vicious cycle of workplace pressures persists.

#### Patient Safety Learning

[We are not getting safer: Patient safety and the NHS staff survey results](#)

This report analyses the results of questions in the NHS Staff Survey 2023 specifically relating to reporting, speaking up and acting on patient safety concerns. It raises questions as to why there has been so little progress despite policy intention in this area.

#### TUC

[Bullying, harassment and discrimination of LGBT people in the workplace](#)

This research from the TUC provides a powerful and important insight into the experiences of lesbian, gay, bisexual and trans plus (LGBT+) workers of bullying, harassment and discrimination at work. The polling we have undertaken for this research complements our qualitative report *Being LGBT+ at Work* and helps to underline the lack of progress in eradicating the unfair and discriminatory treatment that the LGBT+ community face in workplaces.

### Published research

#### Occupational Medicine

[Healthcare professionals as domestic abuse survivors: workplace impact and support-seeking](#)

Healthcare professionals (HCPs) are expected to identify and respond to domestic abuse (DA) among patients. Although research suggests that a high proportion of HCPs are affected by DA, the impact of their experiences has been under-researched. This study aimed to assess UK HCPs' experiences of DA and develop a broad understanding of its impact on work and HCPs' support needs.

#### Occupational Medicine

Workplace ethical climate and its relationship with depression, anxiety and stress [email [library.lincoln@ulh.nhs.uk](mailto:library.lincoln@ulh.nhs.uk) to request full article]

The present study aims to investigate ethical climate as perceived by workers, and its correlation with mental health outcomes, in particular, symptoms of depression, anxiety and stress.



### **The International Journal of Human Resource Management**

#### [Work and family interaction management: the case for zigzag working](#)

The present study seeks to advance understanding of the interaction of work and family roles. Typically, while the intersection of these domains is established as either being detrimental (i.e. work-family conflict) or beneficial (i.e. work-family enrichment), we argue there is a fundamental issue with timing. Specifically, we offer zigzag working as an approach to understanding how work and family interact.

## **Blogs**

### **NHS Providers**

#### [How should we nurture NHS staff mental health and wellbeing?](#)

Sky-high job vacancies, increased demand on services and stretched resources – all in the aftermath of tackling a global pandemic – have left healthcare professionals battling with stress and mental health issues more than ever before. Almost a third of NHS healthcare staff feel burnt out because of their work and less than half claim they can meet all the conflicting demands on their time at work.

### **Nursing in Practice**

#### [Racist riots left many nurses feeling 'afraid and unwelcome', says CNO](#)

Racist and Islamophobic riots have left many nurses feeling 'afraid and unwelcome', the new chief nursing officer (CNO) for England has said as he called out 'unacceptable' racism and discrimination faced by the profession.

### **People Management**

#### [Hybrid workers less likely to 'quiet quit', research finds](#)

According to the report by International Workplace Group, which was conducted among more than 1,000 UK full-time office and hybrid workers, almost three in five (57 per cent) workers said they were more likely to 'quiet quit' if their manager made them feel undervalued or micromanaged or did not provide the flexibility to work from a location that best suited their needs.

### **SHP**

#### [Beating burnout starts at the top of your business](#)

When people feel burned out by their work, you won't necessarily see it – human beings can be adept at masking the signs – particularly if we don't feel psychologically safe enough in our working environments to reach out.

### **The HR Director**

#### [Worsening colleague absence is making fellow employees ill](#)

As we find ourselves in the middle of summer holiday season, research finds that employee absence due to sickness or holidays is harming the mental health of colleagues who remain active in the workplace.

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

#### [Fixing the broken wheels on the CoW: how can NHS organisations improve staff experience?](#)



## Library and Knowledge Services

There are still plenty of problems that blight the daily lives of NHS staff that can be fixed without national action without waiting for the collective view of a provider collaborative, and without the approval of a regional team or integrated care board. The trend in health policy in England is towards 'system-by-default.' But not every problem in the NHS needs a system-response.

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

[The King's Fund responds to the Nursing and Midwifery Council's annual data registration report](#)

The speed with which staff quit the nursing and midwifery profession is alarming, with a fifth leaving within 10 years of joining the register, and half of the respondents to the leaver's survey saying this was much earlier than they planned. Many are citing poor mental and physical health and burnout as reasons for leaving, which tallies with the results of the NHS staff survey that showed that two in five staff report feeling unwell due to work-related stress. See the NMC report [here](#).

## **Podcasts / Videos**

### **CIPD**

[Driving performance with people analytics](#)

The need to better understand your people is critical to driving better employee and wider organisational performance. Fundamental to that is the need for people professionals to have the capability and confidence to make sense of data, while working alongside and empowering people managers to take action. But is collecting the right data easier said than done?

### **NHS Employers**

[Cost of living masterclasses](#)

Watch the recordings from our popular series of four interactive masterclasses, with expert guest speakers and colleagues sharing learning to support staff with the ongoing challenge of the rising cost of living. The recordings are now chapterised to enable you to watch the masterclass in full or skip to the content of most interest to you.

## **Miscellaneous**

### **CIPD**

[How HR can look after their own mental health: Guide for people professionals](#)

The work of people professionals has unique and difficult challenges. HR work may involve advising on or supporting employees through difficult emotional or personal situations such as health issues or bereavement. It often requires people professionals to carefully balance the complex needs of stakeholders, employees, organisations and people managers. Such work can be highly demanding, especially emotionally.

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

[10 early actions the government can take to improve NHS working conditions](#)

The workforce crisis is at the heart of many of the challenges facing the NHS in England. This briefing outlines early actions the government can take to enable NHS staff and leaders to deliver the highest possible quality of care in the coming months.



## **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/>