



# Organisational Development and Staff Wellbeing Bulletin

## July 2024

### Guidelines, Policies and Reports

#### NHS Employers

[Guidance for consideration when defining a work base for home and agile/hybrid working](#)

This page details guidance from the NHS Staff Council to support defining a work base for home and agile/hybrid working arrangements.

#### NHS Employers

[Health and wellbeing communications guide](#)

A positive staff experience and a rounded support offer are vital to encouraging staff to remain in the workplace. Our guide provides practical tools that will help NHS health and wellbeing and staff experience leads deliver successful communications campaigns and initiatives to support colleagues.

#### NHS Employers

[The health, safety and wellbeing of shift workers in healthcare environments](#)

A significant number of staff involved in delivering round-the-clock care in healthcare environments are shift workers. This guidance advises on key health, safety and wellbeing considerations associated with shift work in healthcare organisations.

#### The King's Fund

[Realising the potential of integrated care systems: Developing system-wide solutions to workforce challenges](#)

This research examines the development of ICSs by assessing their efforts to develop system-wide approaches to the recruitment, training and retention of staff. Workforce issues such as these are currently some of the biggest challenges facing the health and care sector, and require a co-ordinated response from multiple organisations of the kind that ICSs were designed to enable.

### Published research

#### Occupational Medicine

[Associations between effort–reward imbalance and risk of burnout among Swedish physicians](#)

The high prevalence of burnout among physicians may have several possible effects on individuals and society. However, further investigations of work-related factors associated with the risk of burnout among physicians are needed.



### **Occupational Medicine**

#### [Line manager training and organizational approaches to supporting well-being](#)

Employee mental health and well-being (MH&WB) is critical to the productivity and success of organizations. Training line managers (LMs) in mental health plays an important role in protecting and enhancing employee well-being, but its relationship with other MH&WB practices is under-researched.

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

#### [Burned out by the binary: how misgendering of nonbinary employees contributes to workplace burnout](#)

We examine nonbinary employees' experiences with misgendering in work contexts to understand the consequences. Our findings from interviews with nonbinary individuals revealed that although being misgendered is a common and highly stressful experience, the emotional labor associated with anticipating and reacting to misgendering acts as an additional and more proximal stressor.

## **Blogs**

### **CIPD**

#### [People manager guide: How to tackle sexual harassment](#)

Everyone has a part to play in preventing sexual harassment, and managers are at the forefront of identifying and managing any incidents that occur. This guide provides people managers with advice on their role in tackling sexual harassment, with practical steps on enacting policies and reinforcing appropriate behaviour.

### **NHS Employers**

#### [New legal duty to prevent sexual harassment](#)

From October 2024 there will be a new duty on employers to take reasonable steps to prevent sexual harassment. The Worker Protection Act (amendment of Equality Act 2010) will come into force in October 2024 and will change the duty on employers from redress to prevention.

### **NHS Employers**

#### [Rewarding and recognising a multigenerational workforce](#)

People are working for longer and more flexibly, creating a diverse and multi-generational workforce, with a total of five different generations soon to be in employment. Each generation is made up of individuals that will have different needs, values and priorities. This article details how you can support the multigenerational workforce by launching an age-inclusive reward strategy to aid retention and attract new employees.

### **Nursing Times**

#### [Hospital pilot suggests flexible working better for nurse wellbeing](#)

Giving frontline workers greater control over their working patterns appears to improve health and wellbeing, according to findings from a pilot scheme. Participants in the scheme were given a greater say in, and choice over shifts, resulting in a large increase in recorded feelings of wellbeing.



### **Race Equality Matters**

[A Month for Stories to be Told and Listened to: Why is South Asian Heritage Month important for the Workplace?](#)

Regardless of your background, the stories of our South-Asian background colleagues matter. Whether stories of prejudice or resilience, this month provides an opportunity to listen and to learn. Our stories from the past can prompt change for the future.

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

[The consequences of overlooking the admin front line](#)

Admin staff are often recruited with little experience of the NHS and can be placed very swiftly in situations where they have to reassure and support patients. Yet despite the critical role admin plays in patient care, it is often overlooked and under-resourced. Admin is slowly working its way up the agenda and getting the attention that admin staff – and patients – deserve.

### **Workplace Wellbeing Professional**

[5 tips for successful communication with remote teams](#)

Current search data shows a significant 300% increase in searches for remote working jobs in the UK. So how do you create a successful company culture with remote teams?

## **Podcasts / Videos**

### **CIPD**

[What's hampering 'good work'?](#)

Ensuring that jobs achieve good outcomes for individuals and the organisations they work for is at the heart of what the 'good work' conversation is about. But what are the barriers that stand in the way, and which need to be addressed as a priority?

## **Miscellaneous**

### **NHS Employers**

[Cultural transformation as part of the People Promise](#)

Case study - learn how Shrewsbury and Telford Hospital NHS Trust set about changing its culture following poor NHS Staff Survey results. To improve future results the trust implemented a cultural transformation programme built around three flagship programmes.

### **NHS Providers**

[10 facts about the NHS workforce](#)

Although the size of the NHS workforce is rising, the level of growth is not sufficient to meet demand. Increases in numbers are not consistent across roles, and the service faces high numbers of vacancies. The following facts outline the current workforce and look back at trends since 2010.

### **The Guardian**

['We all need a place to hide': NHS workers take a breather – in pictures](#)

From wildflower retreats and Novid rooms to locking yourself in a disabled toilet, hospital staff reveal where they go when they need a moment's peace



## Library and Knowledge Services

### 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/>