Organisational Development and Staff Wellbeing Bulletin
June 2024

Guidelines, Policies and Reports

CIPD
CIPD Good Work Index
An annual benchmark of job quality in the UK, giving evidence-based insight on how to improve work and working lives

NHS Employers
Mental health in the workplace
Tools, resources and guidance to help you make positive, practical improvements to the mental wellbeing of your workforce.

NHS Employers
Staff development pathways
This guide showcases a range of your future roles infographics and highlights a series of short case studies demonstrating what trusts are doing to support staff development, enabling them to retain their workforce.

Royal College of Midwives, Society of Radiographers and the Chartered Society of Physiotherapy
Supporting International Recruitment – Principles & Standards
Three healthcare unions have joined forces to publish a new standards document for international recruitment, following reports that overseas staff are being subjected to bullying, harassment and discrimination.

Published research

Arts & Health
Videoconference-based Creativity Workshops for mental health staff during the COVID-19 pandemic
Online Creativity Workshops appear feasible and acceptable in reducing stress in psychiatric staff. Integrating a programme of Creativity Workshops within healthcare staff support may benefit staff wellbeing.

Current Opinion in Cardiology
Bad behavior in healthcare: an insidious threat to patients, staff, and organizations [Email library.lincoln@ulh.nhs.uk to request full article]
'Bad' or unprofessional behavior (UPB) destroys communication, teamwork, and professional wellbeing, presenting a significant threat to patients and staff. Understanding what constitutes 'bad'

or UPB and creating broad accountability for its cessation is imperative to patient-centered care and the survival of the multidisciplinary health workforce.

International Emergency Nursing
What can be done about workplace wellbeing in emergency departments? 'There's no petrol for this Ferrari' [Email library.lincoln@ulh.nhs.uk to request full article]
Workplace wellbeing encompasses all aspects of working life. Peak health organisations recognise that poor workplace wellbeing is costly, both to individuals and to the organisation, and the value in promoting healthy workplaces. Workplace wellbeing improves when its barriers are acknowledged and addressed, and protective factors are promoted. We held focus groups across four EDs to discuss barriers and enablers to wellbeing and found four core themes

Occupational Medicine
Work and Retirement Among Women: The Health and Employment After Fifty Study
Factors contributing to exit from work among older women differ by age group, after controlling for perceived financial position, age and mental demands of the job. A number of work characteristics predict job exit and suggest that employers can play an important role in supporting women to continue working until older ages.

Blogs

BMA
Fixing our wellbeing and conditions in public health
A wellbeing campaign is working to improve conditions for resident doctors. As it rolls out in public health, Dr Deiniol Jones reflects on the progress so far.

BMJ
"I wasn't alone after all"—how modelling vulnerability can support staff wellbeing
Jess Morgan describes how opening up about the emotional impact of practising medicine helped her connect with colleagues.

NHS Employers
The power of the team
At our 2024 Do OD annual conference we delved into the heart of OD, putting a spotlight on the ever evolving topic of team dynamics. On this web page we share presentations and video highlights from our expert speakers and session leads containing ideas you can use in your own OD practice, and to benefit your organisation.

Nursing Standard
Please call me by my name, not by a role-based label [Email library.lincoln@ulh.nhs.uk to request full article]
A pervasive culture in the NHS of calling colleagues by their role, pay band or student status instead of their name demotivates and undervalues team members. This kind of labelling happens throughout the NHS and can leave nurses and students feeling undervalued and demotivated.

The People Manager

[Why women leave jobs – and how to retain them](#)
Edward Haigh shares findings from recent research highlighting what really influences women's decisions to stay in or quit their current roles.

The HR Director
[Calls for employers to be menstruation-friendly workplaces](#)
The Breaking the Cycle survey reveals that 44% of employees have never talked about menstruation with their line manager and only 17% feel 'very comfortable' doing so. 64% of employers had no specific training to enable them to approach the topic with good knowledge, understanding and confidence. This leaves a gap between the desire to support staff and the ability to deliver.

The Medical Protection Society
[Too many overseas trained doctors still not getting NHS induction they deserve](#)
More needs to be done to improve NHS inductions for international medical graduates (IMGs). In a survey of IMGs who started in the last five years, 58% said their induction was not adequate or appropriate for them, and nearly half felt anxious about starting clinical duties because of this.

Workplace Wellbeing Professional
[Workplace wellbeing – consistency over grand gestures](#)
One common misconception is that addressing wellbeing in the workplace requires costly initiatives. While investing heavily in such measures can make a difference, they aren't always sustainable or even possible. Instead, it's often the small, thoughtful and continuous gestures that resonate most with employees and contribute to a positive and healthy work environment.

Podcasts / Videos

CIPD
[Is a transactional attitude towards work problematic?](#)
Work for many has become increasingly transactional, simply a means of income. While this may not necessarily be a 'bad' thing, if it also means disengagement with the employer's purpose or values, then what?

Workplace Wellbeing Professional
[Healthy minds, productive workplaces: what you need to know](#)
In this session, Joanne Swann is joined by psychologist Dr Ute Liersch and Psychology and Neuroscience Expert, Ruth Kudzi. They explore five prevalent mental health conditions: anxiety, depression, PTSD, OCD, and eating disorders. They offer advice for employers to effectively address these challenges within the workforce.

Miscellaneous

NHS Employers
[Getting to the heart of peer-to-peer recognition](#)
Find out how Barts Health NHS Trust implemented its Barts Hearts initiative to enhance peer-to-peer recognition

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/