Leadership Bulletin November 2019

Articles

The following journal articles are available from the Library and Knowledge Service electronically or in print. Please follow links to access full text online, contact me to order copies, or call into your nearest library.

Organisational change in hospitals: a qualitative case-study of staff perspectives.
[The purpose of this study is to explore the understanding and experiences of hospital staff in the early stages of organisational change, using a hospital redevelopment in Sydney, Australia as a case study.]

Organizational change and the risk of sickness absence: a longitudinal multilevel analysis of organizational unit-level change in hospitals.
[Organizational change is often associated with reduced employee health and increased sickness absence. However, most studies in the field accentuate major organizational change and often do not distinguish between and compare types of change. The aim of this study was to examine the different relationships between six unit-level changes (upsizing, downsizing, merger, spin-off, outsourcing and insourcing) and sickness absence among hospital employees.]

Guidelines

The following new guidance has recently been published:

Addressing your gender pay gap: a guide for employers.
NHS Employers;2019.
[NHS Employers and the Health and Care Women Leaders Network have launched a practical guide to support NHS employers with their gender pay gaps. It aims to help employers: report their annual gender pay gap figures; understand how to address the challenges; and develop an action plan to tackle the gap.]
Freely available online

Reports

The following report(s) may be of interest:

Developing an education pathway for newly registered practitioners.
NHS Improvement; 2019.
https://improvement.nhs.uk/resources/developing-education-pathway-newly-registered-practitioners/
[Case study. Great Ormond Street Hospital utilised evidence that if organisations can retain staff beyond their two years in the job, they are more likely to retain them for more than five years.]
Freely available online

**Falling short: the NHS workforce challenge: Workforce profile and trends of the NHS in England.**
The Health Foundation; 2019.
[This is the fourth annual NHS workforce trends report published by the Health Foundation. In it, the Health Foundation analyse the changes in the size and composition of the NHS workforce in England in the context of long-term trends, policy priorities and future projected need. It focuses specifically on the critical NHS workforce issues that have been repeatedly identified in recent years: nursing shortages, and shortages of staff in general practice and primary care.]
Freely available online

**Websites**

The following website(s) may be of interest:

**A fair experience for all.**
https://improvement.nhs.uk/resources/fair-experience-all/
[The NHS Workforce Race Equality Standard (WRES) team developed these resources to help support local practices in outlining targets for black and ethnic minority (BME) representation in leadership teams and promoting equity, fairness and joy at work to ensure people want to stay in the NHS. ]
Freely available online

**Books**

New books available from the library

Human resource management: people and organisations / Taylor, Stephen; Woodhams, Carol. (2nd ed) (2016) WX400

Studying human resource management / Taylor, Stephen; Woodhams, Carol (2016) WX400

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