Leadership Bulletin September 2020

Articles

A systematic scoping review of change management practices used for telemedicine service implementations.
[Our findings suggest that the slow rate of adoption of telemedicine may be due to a piecemeal approach to the change process, and a lack of understanding of how to plan, manage and reinforce change when implementing telemedicine services.]

**Black lives matter and the disparities and risk of COVID-19 in BAME nurses.**
[Inequalities based on ethnicity have a part to play in the higher death rates and the impact of long-term conditions on BAME people (Brathwaite, 2020). COVID-19 has highlighted these long-standing inequalities in health and society (Marmot et al, 2020).]
*Available with an NHS OpenAthens password for eligible users*

**Co-production of an intervention to increase retention of early career nurses: acceptability and feasibility.**
Brook J. *Nurse Education in Practice* 2020;47:102861.
[Co-production is a process employed to solve complex issues, recognising the expertise of all stakeholders. This paper reports on co-production undertaken by nursing students, early career nurses and researchers as part of a larger study to design an intervention to increase retention of early career nurses. Mixed methods were used to evaluate the acceptability and feasibility of the co-production process in a UK university.]
*Available with an NHS OpenAthens password for eligible users*

Education and training for preventing and minimizing workplace aggression directed toward healthcare workers.
Geoffrion S. *Cochrane Database of Systematic Reviews* 2020;9:CD011860.
[Workplace aggression constitutes a serious issue for healthcare workers and organizations. Aggression is tied to physical and mental health issues at an individual level, as well as to absenteeism, decreased productivity or quality of work, and high employee turnover rates at an organizational level. To counteract these negative impacts, organizations have used a variety of interventions, including education and training, to provide workers with the knowledge and skills to prevent aggression.]

Exploring psychological safety in healthcare teams to inform the development of interventions: combining observational, survey and interview data.
[The results of this study provide a detailed description and in-depth understanding of psychological safety within four healthcare teams. Based on this, recommendations are made for future research and the development of interventions to improve psychological safety.]
Openness in the NHS: a secondary longitudinal analysis of national staff and patient surveys.  
[Data suggest that the Francis inquiry may have had a positive impact on staff and acute inpatients’ perceptions and experiences of openness in the NHS. However such improvements have not transpired in mental health. How best to create an environment in which patients can discuss their care and raise concerns openly in mental health settings may require further consideration.]

Report

Action for equality: The time is now.  
NHS Confederation; 2020.  
https://www.nhsconfed.org/resources/2020/09/action-for-equality-the-time-is-now
[This report by the NHS Confederation’s Health & Care Women Leaders Network builds on and expands the work undertaken for the 2017 NHS Women on Boards 50:50 by 2020 report which examined the steps the NHS needed to take to reach the target of equal gender representation on boards by 2020. The report concludes that we need 150 more women in board level positions to reach our goal of truly diverse boards.]
Freely available online

An inclusive approach to disability leave.  
NHS Employers; 2020.  
[This briefing will help you understand: the difference between disability leave and disability related sickness absence; the types of disability leave; how to record disability leave on ESR; the benefits of having a disability leave policy; the medical diagnoses, progressive and life-threatening conditions; good practice examples and links to further support.]
Freely available online

NHS Confederation; 2020.  
[This report, part of the NHS Reset campaign, follows a November 2019 roundtable held by the NHS Confederation and the Independent Commission on the College of the Future. It focused on the relationship between colleges and the NHS through the lens of integrated care systems. By better embedding colleges into core NHS workforce development, and better using their local recruitment and training power, we can help to ensure a sustainable, agile and innovative future health and care workforce.]
Freely available online

NHS nursing workforce.  
House of Commons Public Accounts Committee; 2020.  
https://publications.parliament.uk/pa/cm5801/cmselect/cmpubacc/408/40802.htm
This report finds that the NHS has 40,000 nursing vacancies, with tens of thousands of nurses leaving every year and 36 per cent of the current workforce considering leaving in the next year. It says that the progress on increasing the number of nurses in the NHS is too slow and expresses concerns about the Department of Health and Social Care’s approach to addressing shortages in adult social care nurses.  

Freely available online

**Whistleblowing disclosures report 2020.**

[As with previous years, healthcare professional regulators have compiled a joint whistleblowing disclosures report to highlight their coordinated effort in working together to address the serious issues raised to them.]  
Freely available online

**Guideline**

**Workforce race equality standard (WRES): indicators for the NHS medical workforce.**
[A bespoke set of WRES indicators have been developed for the NHS medical workforce. This document outlines the rationale for these indicators and explains how they will work. A full set of data against these indicators will be analysed and presented as part of the annual WRES data report for NHS trusts later this year.]  
Freely available online

**The care home clinical lead: Leadership through COVID-19 and beyond.**
NHS Confederation; 2020.  
[This document provides guidance on the role of the clinical lead for the Enhanced Health in Care Homes (EHCH) service set out in the network contract DES. A PCN must deliver the EHCH service to the care homes it is aligned to. The network contract DES also states that a lead clinician must be identified for each of the PCN’s aligned homes. This is the clinical lead.]  
Freely available online

**Books**

These books are available from the library

- ESTJ: understanding & relating with the guardian / Clayton Geoffreys.. 2015. WLM325
- ISTP : understanding & relating with the virtuoso / Clayton Geoffreys.. 2015. WLM325
- ESFJ : understanding & relating with the provider / Clayton Geoffreys.. 2015. WLM325
• ESTP: understanding & relating with the entrepreneur / Clayton Geoffreys. 2015 WLM325
• ESFP: understanding & relating with the performer / Clayton Geoffreys. 2015. WLM325
• ENTJ: understanding & relating with the leader / Clayton Geoffreys. 2015. WLM325
• ENTP: understanding & relating with the inventor / Clayton Geoffreys. 2017. WLM325
• ISFJ: understanding & relating with the protector / Clayton Geoffreys. 2015. WLM325
• INFJ: understanding & relating with the counselor / Clayton Geoffreys. 2015. WLM325
• ISTP: understanding & relating with the virtuoso / Clayton Geoffreys. 2015. WLM325
• ISFP: understanding & relating with the composer / Clayton Geoffreys. 2015. WLM325
• INTP: understanding & relating with the logician / Clayton Geoffreys. 2015. WLM325
• INFP: understanding & relating with the healer / Clayton Geoffreys. 2015. WLM325
• ISTJ: understanding & relating with the inspector / Clayton Geoffreys. 2015. WLM325
• ENFP: understanding & relating with the champion / Clayton, Geoffreys. 2015. WLM325
• INTJ: understanding & relating with the mastermind / Clayton Geoffreys. 2015. WLM325
• ENFJ: understanding & relating with the teacher / Clayton Geoffreys. 2015. WLM325
• Mental health and wellbeing in the workplace: a practical guide for employers and employees / Gill Hasson, Donna Butler. 2020. [WELLB] W300
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