NHS
West Hertfordshire Hospitals
NHS Trust

Quarterly Management Bulletin

Covid-19

Here you can find a range of guidance, information and resources related to working through and supporting the Covid-19 pandemic. Please select each heading to access the full website.

Public Health England	**NHS England**
Health Education England	**NHS Employers**
e-Learning for Healthcare	**NICE Guidance**

Businesses Must Counter Coronavirus Misinformation
Organisations' resilience under threat during outbreak from unreliable information sources and lack of planning.

Coronavirus: Four Things To Consider When Encouraging Home Working
With almost 600 cases of the new coronavirus confirmed in the UK, businesses are increasingly telling staff to work from home, if they are able to, in order to reduce the impact the virus could have on their operations.

Practical Ways To Deal With Coronavirus Disruption
Last week's Budget saw the introduction of a number of measures to support businesses and individuals during the coronavirus crisis. But there are a number of actions employers can consider taking themselves that could protect them financially but also support the financial and mental wellbeing of staff. Rachel Collins explains.

A Guide to Managing Your (Newly) Remote Workers
Leaders need to adapt to the new normal.

How To Manage An Entirely Virtual Team
As the majority of the UK turns to remote working to slow the spread of COVID-19, we talk you through how to step up your management style to ensure business continuity

Workforce, Recruitment and Retention

Talent Shortage Worst Since 2008, Says Recruiter
Almost a quarter of employers in the UK are unable to find the talent they need.

Two In Five Unaware It Is Legal To Employ Somebody Who Is Homeless
Two in five employers are not aware that it is legal to employ somebody who is homeless, a survey has found, which suggests many organisations could be needlessly shutting talented people out of work.

Developing A Sustainable Career Pathway
A case study of how Warrington and Halton Teaching Hospitals (WHH) NHS Trust developed new nursing career pathways to improve retention and recruitment.

New To Care
A case study of how University Hospitals Plymouth (UHP) NHS Trust tackled its issues with nursing recruitment and retention by developing a clear pathway for staff development and progression.

Leading With Empathy
A case study of how East Lancashire Hospitals NHS Trust are using a modern, supportive approach to staff development to successfully combat longstanding recruitment challenges and rising rates of staff turnover and absence.

Quality, Improvement and Innovation

Is Succession Planning An Outdated Concept?
Succession planning often focuses on key leaders in the organisation. But in a changing business environment, planning for the future needs to be far more strategic and widespread.

Getting Value Out Of Your Company Values
It wasn't until around 20 years ago that most companies began to state their values and deploy them as strategic HR and business tools.

2020 Employment Law: Eight Action Points For HR
The new year begins with a new government, the prospect of Brexit and a number of employment law developments already on the horizon.

Flexible Working: Are We Moving In The Right Direction?
New research underlines how businesses must learn to properly engage flexible workers.

'Overcommitment' Is Greatest HR Challenge For 2020
The urge to commit to too many initiatives may be one of the greatest challenges facing HR, according to global research by the Hackett Group consultancy.

Why Is HR Hiding From Tech Investment?
While HR professionals are aware of why they should have a technology strategy and the benefits it can bring, many still shy away from tech investment – at least until others have adopted it first.

Employee Engagement Isn't Just HR's Responsibility
As UK employee engagement and productivity levels remain stubbornly low, Stuart Hearn explains why improving engagement levels is a job for the whole business, not just HR.

How To Set Up A Hack Week
Hack weeks are all about empowering your teams to make innovation happen. Could they work in your organisation?

How To Produce A Green Plan
The Sustainable Development Unit, NHS England and NHS Improvement produced this guide to support organisations to take a coordinated, strategic and action-orientated approach to sustainability.

Matron's Handbook
A guide for matrons and trusts to support and develop this important role.

Veteran Aware NHS Trusts
A group of 49 NHS providers have been accredited as exemplars of the best care for veterans, helping to drive improvements in NHS care for people who serve or have served in the UK armed forces and their families.

Establishing A Preceptorship Programme For General Practice Nurses
A case study of how Leeds GP Confederation improved access to training for primary care nurses, achieving high levels of satisfaction among new recruits.

Management and Leadership

The Key to Inclusive Leadership
Overcome unconscious bias using humility and empathy.

How Stopping Rudeness In Its Tracks Can Make Work A Safer Place

Uncivil and rude behaviour seems to be increasing in the workplace, making it difficult to confront difficult situations. But a campaign in the health service that arms employees with the skills to disarm conflict situations is having great results.

Toxic Team Cultures, And How To Improve Them
You take on a new role, only to discover deep problems with attitudes and culture. How do you go about changing things?

Promoting Potential Over Experience
Attitude is more important than aptitude, or so the saying goes. But promoting potential over experience can present some tricky challenges – here's how to navigate them.

Finance

Cost Of Poor Mental Health To Employers Up 16% In Three Years, Argues Report
The cost of poor mental health to employers has risen by 16% over the past three years.

Budget 2020: Seven Things Employers May Have Missed
Given the covid-19 coronavirus has now been declared a pandemic by the World Health Organisation, chancellor Rishi Sunak's Budget announcement yesterday was

rightly focused on the how the government would support employers and workers as the UK attempts to contain the spread of the virus.

Approved Costing Guidance 2021
Healthcare costing standards and collection guidance for collection year 2021. We are publishing these materials in 2020 to help providers prepare for mandatory collections in 2021.

Approved Costing Guidance 2020
Healthcare costing standards and collection guidance for collection year 2020.

Reducing Expenditure On NHS Agency Staff: Rules And Price Caps
We're taking steps to support NHS providers to reduce their agency staff bills and encourage workers back into substantive and bank roles. This will help ease the financial pressure facing the NHS.

Wellbeing and Employee Satisfaction

Health Conscious – Does A Fit Workforce Mean A Happy Workplace?
The benefits of making healthier lifestyle choices are not exactly rocket science, even if many of us struggle to sustain such 'good behaviour'.

Helping Men To Open Up About Mental Health
Mental ill health can of course affect anyone, irrespective of age, gender or status. But men, especially those working in a 'macho' or competitive environments, can often struggle to open up, to say they need help and support. But, in conjunction with occupational health, there is much employers can do to make a difference, argues Phil Austin.

Jack's Law: Statutory Parental Bereavement Leave Rules To Start In April 2020
Parents who suffer stillbirth or loss of a child will be entitled to two weeks' leave.

From Grenfell Tower To Manchester Arena: Supporting The Health Of Medics On The Frontline
Anyone who goes into the caring professions, especially those working in "blue light" emergency response services, will fully accept they are likely to be dealing with stressful and challenging situations. But that doesn't mean they walk away unaffected. The mental and psychological toll of responding to major emergencies, and how doctors, nurses and others can be better supported, was the focus of a recent conference.

Presenteeism Blights Seven In 10 Organisations, Poll Finds
Seven in 10 (71%) business leaders have witnessed "presenteeism" in their organisations over the past 12 months, with the behaviour more prevalent in London than any other city or region, a survey has suggested.

Government To Announce Extra Paid Leave For Parents Of Premature Babies
Parents of premature babies will be able to claim an extra £160 per week in new measures set to be announced in this week's budget.

Equality and Diversity

Men Continue To Take Top Jobs In Public Life
Men continue to dominate positions of power in public life such as judges, FTSE 100 CEOs and national newspaper editors

Why A Promotion Can Be A Nightmare For The Neurodiverse
The transition into a management role can be a stressful time for a neurodiverse employee, especially if the cognitive abilities that got them noticed in their previous role will be used less frequently.

Coming Out At Work: Advice For Employers
After Phillip Schofield's heartfelt Twitter post where he revealed he is gay, Philip Richardson, head of employment law at Stephensons, offers advice for employers wanting to support staff who have revealed they are LGBT at work.

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Library and Evidence Services

Watford General Hospital
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Willow House
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Vicarage Road
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Tel. 01923 217437
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St Albans City Hospital
Staff Library
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St Albans City Hospital
Waverley Road
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AL3 5PN
Email: westherts.librarysta@nhs.net
Tel. 01727 897818
Ext. 4818

Intranet: http://wghintra01/library
Internet: http://whhtlibraries.weebly.com/contact.html
ELMS: https://www.elms.nhs.uk/uhtbin/cgisirsi/?ps=deWOyfrLFW/ADMIN/X/60/81/X

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