



Quarterly Management Bulletin

Here you can find a selection of the latest management-relation publications over the last three months. Select each heading the view the full publication. In this issue, most are related to the current Covid-19 pandemic.

Workforce, Recruitment and Retention

Employer Branding: Attracting Talent During The Lockdown

How can businesses attract and recruit the best candidates when everyone's working at home?

Why Graduate Recruitment Doesn't Need To Be On Lockdown

Although some organisations may be putting graduate recruitment and internships on hold to reduce cost, there's no reason why they should be postponed for practical reasons. Nicola Sullivan looks at how technology can allow new recruits to work, learn and meet colleagues entirely online.

Chief Nursing Officer Safer Staffing Fellowship Programme

We have designed this programme to help trusts develop evidence-based approaches to effective staffing decisions, taking into account all elements that contribute to safe, effective care and great patient experience.

Quality, Improvement and Innovation

Learning Hub

Health Education England's Technology Enhanced Learning team will be releasing the Learning Hub, with core functionality, at the end of May 2020. The Learning Hub is being released to support the Coronavirus (COVID-19) response by enabling the health and care workforce to share and access resources during the pandemic.

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The Learning Hub will be a new digital platform that will provide easy access to a wide range of resources that are pertinent to education and training in health and care. Users will be able to contribute digital resources and access the variety of learning resources that will have been contributed by stakeholders and the health and care workforce to support system readiness and recovery from the pandemic.

The Learning Hub will add to HEE's existing suite of platforms and complements the major role the e-lfh Hub is playing as part of the COVID-19 response. More information is available [here](#). You can access the hub [here](#).

COVID-19 E-Learning Programme Reaches Over 1 Million Session Launches

The Health Education England e-Learning for Healthcare COVID-19 programme, which includes key materials to help the health and care workforce respond to Coronavirus, has reached the milestone of 1 million session launches since it went live in mid-March. It was created in response to the Coronavirus (COVID-19) global pandemic and is free to access for the entire UK health and care workforce, including those working in the NHS, the independent sector and social care. For more information about the programme including a drop down list of resources available by role select [here](#). You can access the portal [here](#).

Take Your Teaching Online

It is almost 20 years since The Open University trialled their first fully online course. They are now world leaders in the research and delivery of online education. In this free course, they share the knowledge needed to deliver effective teaching online. In *Take your teaching online*, you will hear about the experiences of real educators, be introduced to cutting edge research, and understand the ideas and tools that shape how they teach and learn online. You will also learn methods that will guide you to test out these new ideas in your own practice. You can access the course [here](#).

April 2020 Employment Law Changes: Eight Tasks For HR

Each April, HR professionals must ensure that their organisation complies with the latest round of amended employment laws and deadlines. As well as dealing with the ongoing impact of coronavirus (Covid-19), important issues for HR in April 2020 include changes to written statements of terms and conditions, the introduction of parental bereavement leave and pay, and changes to the law on calculating holiday pay for workers with irregular hours.

The Lasting Effects Of Coronavirus On HR And Business

The Covid-19 crisis will change how we work in future. Gartner's Brian Kropp looks at the impact of the pandemic on how we work and whether businesses will become greener.

Crisis Then Calm: How Coronavirus Is Affecting The Job Of HR

Few would argue that HR teams have not been busy since the coronavirus took hold some weeks ago, but how has this affected how they manage their teams and allocate resource?

Developing Effective Virtual Teams

Evidence-based insight and practice recommendations for running effective remote teams.

How Will Your Star Teams Perform Now They're Working Alone?

Your star performers, or 'superchickens', work better together. So how can organisations build social cohesion when everyone is working virtually?

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The Model Hospital

The Model Hospital is a digital information service designed to help NHS providers improve their productivity and efficiency.

Veteran Aware NHS Trusts

A group of 53 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.

Lockdown Values: Preserving Your Organisation's Culture Through Crisis

It's in an emergency that an organisation's true values become clear. We've talked to some of the UK's leading thinkers on corporate culture to find out how to preserve that special spirit through this strange, locked-down period.

Management and Leadership

Is 'Good' Leadership Different During A Crisis?

The qualities of good leadership often seem more explicit during a crisis. But by understanding these qualities, employers can nurture them and ensure leaders remain effective when business returns to normal.

The Type Of Leader That Builds Exceptional Talent

Are you a "teacher"? A "cheerleader"? A "connector"? Or an "Always on" manager?

Ask Yourself: "How Do I Make My Employees Feel?"

There is no other management behaviour that matters more to your employees.

The CIPD's Good Work Index Finds Many Poor-Quality Jobs Could Be Easily Improved By Changing People Management Practices

The CIPD's annual benchmark of working life in the UK prompts calls to protect job quality in the wake of the coronavirus pandemic.

How To Handle Annual Leave During Lockdown

With no real clarity as to when businesses can fully open again or how long lockdown measures will last, it can be challenging to plan employees' annual leave.

'Remote Conflict': What Happens When Teams Work From Home?

It may be easy to assume that conflict only happens face to face, but even as entire teams have been disbanded and working from home, it can still rise to the surface. Anna Shields looks at the challenges that we can expect from workplace conflict issues in the 'new normal' era of remote working.

The Five Main Causes Of Conflict In Distributed Teams – And How To Manage Them

These situations are going to happen more often, says the futurist Gihan Pererra. So, it's vital you know how to deal with them.

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Finance

Approved Costing Guidance 2020

Healthcare costing standards and collection guidance for collection year 2020.

Financial Accounting And Reporting Updates

NHS providers should refer to this page for the latest updates on financial accounting and reporting. We also email updates to finance teams.

Wellbeing and Employee Satisfaction

Employers Need To Put People First When Planning A Return To The Workplace

The CIPD is warning that the guidance for employers needs to provide more clarity on the legal risks businesses will need to manage on health and safety and employment rights.

Businesses Should Pass Three Tests Before Bringing Their People Back To Work

The government has announced that employees who cannot work from home should return to work. In anticipation of further guidance, the CIPD urges businesses to ensure they can meet three key tests before bringing people back to the workplace.

Remote Working: Key Considerations For Junior Employees' Development

Employers need to establish clear processes, monitor the quality of work and provide timely feedback if they are to effectively supervise junior employees and track their development needs while they are working from home during the coronavirus lockdown.

Post-Lockdown: Reintroducing Employees To The Workplace

Gartner's Brian Kropp addresses key questions about the post-lockdown workplace environment - what will be the 'new normal'?

Working From Home: Do Staff Have Suitable Equipment?

With the UK entering another week of lockdown, the majority of the workforce continue to work from home. However, there still remains numerous challenges with this almost-overnight switch to remote working.

The Brain Chemistry Of The Crisis: What Managers Need To Know To Help Employees Cope And Perform Well

To draw the best from your people at a time of uncertainty, your management style needs to stimulate the right neural reactions. In a CMI Insights exclusive, one of the world's most respected leadership gurus highlights the five traits of charismatic leaders.

NHS Adopting Military Trauma Techniques For Coronavirus Fight

The NHS is adapting trauma support techniques often used in military settings for use on the frontline of the coronavirus crisis, in the belief that staff could be experiencing trauma comparable to that seen on the battlefield.

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Equality and Diversity

The CIPD Marks Pride Month 2020

The CIPD calls on employers to create safe and inclusive environments for LGBT+ employees.

Neurodiversity: The Impact Of Lockdown And Social Isolation

Many of us are neurodivergent and HR always has to be aware of mental pressures people are being put under by the current crisis. Matthew Trerise and Dr Angela Armstrong discuss the challenges neurodivergent individuals may experience due to lockdown and social isolation, with tips on how to help manage them.

Coronavirus Will Widen Gender Gaps At Work And Home

More women will lose their jobs than men and the coronavirus will widen gender gaps both at work and at home.

Time For Action On Ethnic Diversity In The Workplace

Given recent world events there's never been a better time for companies to make a commitment to eradicating bias, inequality and discrimination, argue Bina Patel and Ozlem Mehmet.

How Working From Home Is Levelling The Playing Field

Home working and the absence of 'office power' has led to major cultural shifts that will benefit the goals of diversity and inclusion.

“Take A Stand. Be Anti-Racist. Be Vocal”

Elysia mcaffrey is in charge of the UK government's diversity efforts. Here's how she'll be driving diversity after the Covid-19 crisis – and what you can be doing right now.

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Library

Willow House

Watford General Hospital

Vicarage Road

Watford

WD18 0HB

Email: westherts.librarywat@nhs.net

Tel. 01923 217437

Ext. 7437

St Albans City Hospital

Staff Library

Moynihan Wing, Level 2

St Albans City Hospital

Waverley Road

St Albans

AL3 5PN

Email: westherts.librarysta@nhs.net

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Ext. 4818

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Internet: <http://whhtlibraries.weebly.com/contact.html>

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