



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.

Quality, Improvement and Innovation

Collaborative Working With Volunteers

This case study looks at how nursing teams have worked with volunteer coordinators to identify new ways of working for volunteer colleagues.

Flexible Working During The Pandemic And Beyond

Use this guide to plan your flexible working approach in the short and long term following the COVID-19 pandemic.

The Better Managers Manual – Managing the New Normal

The #BetterManagers Manual offers a practical guide to navigating the impacts of Covid-19 for managers and leaders. To support managers and leaders as they navigate this crisis – both for themselves and for those they manage – we have assembled a set of tried-and-tested tools and resources brought together through five key themes: flexible working; crisis management; mental health and wellbeing; the new employment landscape; and good governance.

Nine Proven Techniques To Optimise Your Remote Learning

An online education can feel more intense and less personal than face to face. But by taking control of your environment, as well as your remote learning intentions, you can enhance the experience.

A Green Recovery Is The Only Recovery

The Case for 'building Back Greener' is Irrefutable But, Say Two of Britain's Most Influential Sustainability Experts, We Face a Huge Challenge in Developing the Skills Base That Can Deliver Our Net-zero Targets.

Issue 6 September 2020

Manage. Back. Better.

Imagine a world where all management decisions factored in sustainability and net-zero targets... A fascinating discussion ensued.

HR In A Pandemic: How Three Companies Dealt With A Surge In Demand

For organisations up and down the country, Covid-19 has put considerable strain on HR. Many in the profession are facing long, stressful days dealing with furlough arrangements and potential redundancies. But some businesses experienced a surge in demand, which created a different pandemic challenge for the HR teams involved. Personnel Today spoke to three companies that stepped up to the plate on everything from virtual working to re-organising factory shifts.

Covid-19 Offers Occupational Health ‘A Unique Opportunity’

As the first “crisis” phase of the coronavirus pandemic eases, but with the threat of a second wave still all too real, now is an opportune moment to reflect on what occupational health sector has learnt so far from the Covid-19 pandemic.

Top 10 HR Questions August 2020: Returning To Work And Quarantine

The summer holiday season raised questions for employers about the impact of self-isolating and quarantining after returning from abroad. A heatwave in some parts of the UK during August also led HR professionals to ask about maximum working temperatures.

Is It Time To Rip Up The Learning And Development Rulebook?

Leaders have a unique opportunity to question how things have been done in the past and create new organisational norms. What does this mean for learning and development, asks David Williams?

Management and Leadership

How To Improve Your Team Chemistry When You’re Not Together

Many things contribute to team dynamics. Here’s a checklist on boosting interpersonal relationships from a Chartered Manager.

Why Praise Feels So Good

An 11-point Checklist to Discover Whether You’re Giving (and Receiving) Enough Appreciation

Do You Have A Respect Problem?

Do your team respect you? Do you respect them? Do you call out disrespectful behaviour when you see it?

‘Love Contracts’? Managing Personal Relationships At Work

While the coronavirus lockdown may have cooled some simmering office romances over recent months, it’s well known that many personal relationships are forged in the workplace. Philip Richardson examines the legal safeguards employers can put in place.

Finance

Four-Day Week Could Create Half A Million Public Sector Jobs

Introducing a four-day working week with no loss of pay in the public sector would create up to half a million new jobs, a think tank has suggested.

Business Must Do More To Promote Workers' Financial Wellbeing

Half of the UK's workers worry about money at least once a week and most feel unsupported by their employers when it comes to financial wellbeing.

Wellbeing and Satisfaction

Supporting Health And Wellbeing

In this case study Blenda Correya, Ward Manager, Bedfordshire Hospitals NHS Foundation Trust, explains how the trust is supporting the health and wellbeing of staff during the COVID-19 pandemic.

Speaking Up: How UK Nursing Staff Expect To Be Valued

In mid-May, 42,000 members responded to a survey on their experience of nursing during COVID-19. This is a first look at their experiences of feeling valued, and how in their own view, their value is expressed in relation to pay.

World Suicide Prevention Day: Why We Should Redefine Masculinity

On World Suicide Prevention Day, Louise Kitchingham looks at the issue of toxic masculinity and why it is often a barrier to mental health treatment.

Working From Home: Four In Five Develop Musculoskeletal Pain

Poor home working set-ups could be causing thousands of workers discomfort, with four in five who began working remotely in lockdown developing some form of musculoskeletal pain.

Equality, Diversity and Inclusion

The CIPD Marks Pride Month 2020

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

Equality & Diversity Toolkit

A practical guide for CSP stewards, managers and members.

Developing an Anti-Racism Strategy

Racial injustices and ingrained inequalities are apparent in society and evident in UK workplaces. To address the root causes of racial inequality (racism), employers need to maintain a zero-tolerance approach to workplace discrimination – as is required by the

Issue 6 September 2020

Equality Act 2010 – and commit to planned action. This guide outlines six principles (which build upon our initial call for an approach based on [four key principles](#)) to help organisations develop an action strategy to help end systemic racism and address racial inequalities at work.

Support For Black, Asian And Minority Ethnic (BAME) Colleagues

The case study explains how Gloucestershire Hospitals NHS Foundation Trust put in place comprehensive support offers for BAME colleagues and at-risk individuals during the COVID-19 pandemic.

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.

The WRES was introduced in 2015 to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

Are You Actually Championing Diverse Voices In Your Organisation?

Liz White from the British Library discusses the milestones of their LGBTQ+ network.

Can Flexible Work Close The Disability Employment Gap?

At the start of 2020, flexible working was something you had to ask permission for. But overnight, it became a necessity.

The Persistence Of Presenteeism And Other Nuanced Nonsense

Work is still underpinned by unspoken codes. We can't truly tackle inequalities in our workforce without challenging them.

Library and Evidence Services

Watford General Hospital

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

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>



Twitter @whhtlibraries



Facebook Workplace <https://work-77642449.facebook.com/groups/1711204562269570/>

