

Library Current Awareness Bulletin Human Resources March 2019

A current awareness update service from Library and Knowledge Services. If you know anyone who could benefit from receiving this please ask them to sign up by emailing me at abbas.bismillah@elht.nhs.uk

Just culture case profiles

[A case study by Sussex Community NHS Foundation Trust](#) has been added to the information on approaches specific organisations are following to make their culture fairer and safer.

NHS Improvement

New data on gender pay gap in medicine

An update from the Gender Pay Gap in Medicine Review shows that in the NHS, 2 in 3 consultants are men, [and that men earn £1.17 for every £1 earned by women](#).

Department of Health and Social Care

Returners qualitative analysis

[A report has been released](#) on the findings from qualitative research to understand organisations' experiences of the barriers and facilitators for hiring returners and integrating returners into the organisation. **Government Equalities Office**

Flexible working qualitative analysis

[A report has been issued](#) on the findings from qualitative research to understand organisations' experiences of the barriers and facilitators for offering flexible working in their organisations and the uptake of flexible working policies. **Government Equalities Office**

NHS Workforce Disability Equality Standard Technical Guidance

The [WDES Technical Guidance has been issued](#) and provides detailed information and guidance to support the Standard that will apply to all NHS Trusts and Foundation Trusts from April 1 2019.

NHS England

Total reward statements poster

[Download and share the new total reward statements \(TRS\) timeline poster](#). This poster includes key deadlines, employer actions and tips to help you successfully deliver TRS in your organisation.

NHS Employers

Reducing expenditure on NHS agency staff: rules and price caps

[NHS Improvement are 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. **NHS Improvement**

Let's talk menopause

The Chartered Institute of Personnel and Development (CIPD) [have launched new menopause resources](#) to help employers effectively support women going through menopause at work.

NHS Employers

New job evaluation handbook

The NHS job evaluation handbook is now digital [and has re-launched online](#). The handbook is now fully interactive and includes new features which will help you access information quicker.

NHS Employers

Pay progression and NHS Terms and Conditions published

Details of the terms and conditions of service for staff working in the NHS in England, as well as joint union guidance on the pay progression system, [have been published](#).

The Society of Radiographers

Changes announced to test of competence for overseas nurses and midwives

The Nursing and Midwifery council (NMC) has announced that it will [reduce the cost of the test of competence for overseas nurses, midwives and nursing associates wishing to join the UK register](#).

The fees will see a reduction of more than 20 per cent and will take effect from 1 April 2019.

NHS Employers

Survey to inform the review of the junior doctors' contract

[NHS Employers are gathering employer feedback](#) to help inform and support the negotiation phase of the 2018 review of the junior doctors' contract. **NHS Employers**

Staffing for safe and effective care: an opportunity to change the law now

You can contribute to a [consultation on staffing for safe and effective care](#). **Royal College of Nursing**

Renewal of Public Voluntary Register of Sonographers

Sonographers who are listed on the Public Voluntary Register of Sonographers [are required to renew their registration](#) for the registration period leading through to the end of February 2021.

The Society of Radiographers

Newly published guidance document for sonographers

The 'Terminology associated with sonographers, sonography education, and the ultrasound profession' document provides an explanation of some of the terminology associated with sonographers, sonography education and the ultrasound profession. It assists members and managers who may be [involved with career framework and education pathway developments in this imaging modality](#).

The Society of Radiographers

Women's Progression in the Workplace: actions for employers

[Guidance is available](#) for employers on the evidence based actions they can take to support women to progress, to help to close the gender pay gap and increase gender equality in the workplace.

Government Equalities Office

Health Education England confirms £42m will be invested in expanding its Nursing Associate programme

[The £42m investment](#) underlines the commitment to this important role and to working with system partners to further boost numbers. **Health Education England**

Insurance worries for GP nursing staff dispelled with new scheme

[RCN welcomes new state-backed indemnity scheme](#) that will automatically provide cover to nursing staff working in NHS GP services in England. **Royal College of Nursing**

The GMC asks doctors for diversity data to help ensure fair regulation

The General Medical Council (GMC) is asking all doctors on the UK register [to provide information about their protected characteristics](#) – including disabilities, sexual orientation and religion or beliefs – as part of its commitment to equality and fairness for the medical profession.

General Medical Council

Act now to help halt workforce crisis

RCN members in England have a 'clear opportunity' [to make leaders accountable for safe staffing](#).

Royal College of Nursing

Developing a strategy for the health and care workforce in England: Summary of a roundtable discussion

Following publication of the draft 10-year workforce strategy Facing the facts, shaping the future, The King's Fund, the Health Foundation and the Nuffield Trust [convened a roundtable event to facilitate discussion on the issues it raised](#). **The King's Fund**

Thinktanks warn nurse shortages could double without decisive action

[RCN backs findings of new report](#) calling for significant funding for nurse education.

Royal College of Nursing

Closing the gap: Key areas for action on the health and care workforce

Staffing is the make-or-break issue for the NHS in England. Workforce shortages are already having a direct impact on patient care and staff experience. Urgent action is now required to avoid a vicious cycle of growing shortages and declining quality. The workforce implementation plan to be published later this year [presents a pivotal opportunity to do this](#). **The King's Fund**

Campaign to bring more family doctors back to general practice

A new campaign aimed at getting hundreds of family doctors to return to general practice [has been launched](#). **NHS England**

Consultation on redundancy protection for women and new parents

[Have your say on proposed changes to extend redundancy protection for women and new parents](#).

Currently, special protection from redundancy applies to women on maternity leave. The government is currently consulting on extending this redundancy protection to pregnancy, as well as a six-month period following return from maternity leave. The effect would be to significantly extend the protected period. In addition, the consultation asks who could additionally receive special protection, for example those taking shared parental leave or adoption leave.

NHS Employers

NHS Streamlining Week - ESR webinar

As part of NHS Streamlining Week, [Electronic Staff Record \(ESR\) will be hosting a webinar](#) Adopt and configure your ESR to meet streamlining. The webinar will take place on Wednesday 3 April from 2-3.30pm. **NHS Employers**

England's Chief Nurse sets out long term vision for NHS nursing

England's top nurse pledged to ensure the voices of nurses and midwives [will be valued and heard across the NHS](#). **NHS England**

GMC to ask SAS doctors about workplace experiences for the first time

The one in six UK doctors who are not GPs, consultants nor in training roles [are to be asked about their workplace experiences](#), for the first time, by the General Medical Council (GMC).

General Medical Council

Unique mental health scheme helps 1,000 people back to work and generates funds for NHS

[A case study is available](#) which show how the New Leaf project in Exeter, part of Devon Partnership NHS Trust, has helped more than 1,000 people develop employment skills as part of their therapy.

NHS England

Executive nurse handbook

[A guide is available](#) for those who aspire to be an executive nurse working effectively at board level, those already in post, and for NHS trusts that want to support and develop this important role.

NHS Improvement

Declining numbers of mature students put recruitment at risk

New research has [outlined the challenges surrounding recruiting mature students](#) to allied health profession courses. **The Society of Radiographers**

More staff needed to meet proposed new NHS targets

The [RCN has responded](#) to news that changes to clinical standards will be tested in England.

Royal College of Nursing

NAO report “rightly calls into question the long-term financial stability of the apprenticeship programme”, says the CIPD

[The CIPD has issued a response](#) into the National Audit Office’s (NAO) report into the apprenticeship programme.

The NAO report on the apprenticeships programme can be found [here](#). **CIPD**

CIPD welcomes the Government’s commitment to protect workers’ rights after Brexit

The CIPD has responded to the Government’s announcement [regarding protecting workers’ rights in UK law](#). **CIPD**

Hundreds of NHS nurses worse off despite pay rise

[Hundreds of nurses have had to pay money back to the NHS despite receiving a pay rise](#). The Department of Health (DoH) implemented a pay award for Health and Social Care (HSC) employees last month. But the pay rise has resulted in 787 workers - 1.1% of HSC staff - taking home less money as it put them in a higher pension bracket. **BBC News**

International Women’s Day analysis: The role of women in the NHS in England

Women account for more than three quarters of the NHS workforce in England, [according to NHS Digital statistics](#) published on International Women's Day. **NHS Digital**

Are you leading the way in flexible working?

[Submit your examples of great flexible working practice](#) to this year’s Working Families Best Practice Awards, where NHS Employers is supporting the category for best flexible working initiative.

NHS Employers

Salary exemption for international nurses extended

The Home Office has confirmed it will [extend the minimum salary exemption for internationally recruited nurses](#) until January 2021. **Royal College of Nursing**

Improved support for Specialty and Associate Specialist doctors

Specialty and Associate Specialist (SAS) doctors in England will have access to improved support and better development opportunities [thanks to measures outlined in the report 'Maximising the potential: essential measures to support SAS doctors'](#). **NHS Improvement**

Retention of older nurses: a focus group study in UK hospitals

A piece of research was led by Professor Anne Marie Rafferty of King's College London and commissioned by NHS Improvement to [explore the perspective of older nurses \(50+\) working in acute hospital trusts](#). **NHS Improvement**

UK's Biggest Nursing Party to take place on 12 May

RCN members are [invited to hold workplace parties](#) to celebrate Nurses' Day on Sunday 12 May. **Royal College of Nursing**

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