

## Update

### Welcome to the October

#### HMIU

Leading Lights, our professional online book club, returns at the end of November. We will be discussing chapter 10 of Invisible Women by Caroline Criado-Perez, detailing the health inequalities experienced by women in healthcare. See the Green Sheet for dates or email [laura.wilkes@wsh.nhs.uk](mailto:laura.wilkes@wsh.nhs.uk) to book a place.

### Resource Spotlight

Our chosen resource this month is our lovely new shelving, which was installed with a lot of help from Estates and the Porters.

We are already noticing a difference in the way the Library is used, we are loaning more books and all of the study spaces are being very well-used, perhaps because there is now access to more electrical sockets so users can use and charge their devices.



### This Months Highlights

#### FIRST FOR PATIENTS

A familiar talking point this month seems to focus on the link between poor health and economic growth, and the reasons why many older people have left the workforce. Reports concluding that it is simply down to health issues may be slightly off the mark, as retirement appears to have played a role, too.

#### FIRST FOR STAFF

The yawning, and growing, workforce gap in the social care sector dominates the news this month.

On a more positive note, steps are being taken to address the challenges to the workforce of the menopause and to explore ways to retain staff who leave due to the health issues associated with the menopause.

#### FIRST FOR THE FUTURE

Following a theme this month, most reports focus on health inequalities and how these will be a challenge for integrated care systems.



## FIRST FOR PATIENTS

### **Health disparities and health inequalities: applying All Our Health**

This guidance will help frontline professionals and organisations use their trusted relationships with individuals, families and communities to address the impact of health disparities and health inequalities on groups or populations. It also recommends important actions that managers and staff holding strategic roles can take.

**Office for Health Improvement and Disparities**

[Read here.](#)

### **Falling short: how far have we come in improving support for unpaid carers in England?**

People who provide unpaid care for a family member or a friend due to illness, disability or a mental health condition provide a vital role bridging gaps in state-funded support. But despite the laudable policy statements in support of carers, this report looking at the policy history and latest data shows that the reality for unpaid carers has been one of diminishing help over time.

**Nuffield Trust**

[Read here.](#)

### **Valuing health: why prioritising population health is essential to prosperity**

This report calls on the government to consider the health of the population as crucial to sustainable economic growth, rather than being dependent on a prosperous economy. The report identifies that the nation is facing a 'ticking time-bomb' of ill health with current government policies insufficient to meet the scale of the challenge.

To date, principal discourse centres on health care and treatments, rather than developing and sustaining trajectories that preserve health.

**British Medical Association**

[Read here.](#)



## FIRST FOR PATIENTS

### **Bereavement is everyone's business**

This report shows how bereavement impacts us all. From dealing with complicated administration, to coping with financial and housing insecurity. It explores the challenges of returning to work or school after a bereavement and highlights the challenges being bereaved throws up in every area of life.

**UK Commission on Bereavement**

[Read here.](#)

### **Acting on the evidence: ensuring the NHS meets the needs of trans people**

Richard Murray, Chief Executive at The King's Fund, takes a look at the evidence around poor access to health services and poor outcomes experienced by trans people and asks what more the NHS can do to better meet people's needs.

**Kings Fund**

[Read here.](#)

### **Inquiry to assess the impacts of menopause and the case for policy reform: concluding report**

This report outlines how menopause symptoms can have a debilitating impact on the day-to-day lives of women. The findings of the report demonstrate that widespread action is needed across all spheres to improve the situation for those going through the menopause, and the families, friends and colleagues affected by it. It raises concerns about the socio-economic divide emerging between women who are able to access the right treatment, and those who lose out in the postcode lottery and do not have the financial means to seek treatment elsewhere. It makes 13 recommendations for the government, NHS and other bodies to initiate change and dispel the long-held taboo around menopause.

**All Party Parliamentary Group on Menopause**

[Read here.](#)

**FIRST FOR  
PATIENTS****Reading the signals: maternity and neonatal services in East Kent – the report of the independent investigation**

The independent investigation into maternity and neonatal services at East Kent Hospitals University NHS Foundation Trust found that the NHS could be much better at: identifying poorly performing units; giving care with compassion and kindness; teamworking with a common purpose; and responding to challenge with honesty.

**Department of Health and Social care**

[Read here.](#)

**NHS England's new operating framework: what you need to know**

The new NHS England operating framework outlines the ways of working that will be needed to remodel and improve care and put the health service on a more sustainable footing in line with the new Health and Care Act. It largely addresses five things: purpose, areas of value, leadership behaviours and accountabilities, and medium-term priorities and long-term aims.

**NHS Confederation**

[Read here.](#)

**The power of the ordinary**

Half of adults who have a mental health difficulty had experienced symptoms by the age of 14. Many children struggle with their transitions to secondary school or are affected by exposure to risk factors such as poverty, disability, discrimination or trauma during their childhoods. But many of these problems are preventable. A Million & Me was developed by BBC Children in Need to explore how ordinary, trusted relationships can help children who are beginning to struggle with their mental wellbeing. Projects have showcased early intervention approaches, and provided intelligence for the wider children's mental health and wellbeing system. However, this report raises concerns that this awareness is not translating into enough action to prevent mental ill health in children at scale. It recommends further investment from governments and charitable funders in programmes to boost children's mental health and prevent later problems.

**Centre for Mental Health**

[Read here.](#)



# FIRST FOR STAFF

## [The mental health nurse's handbook](#)

This handbook is a resource for mental health nurses and their employers to guide their preceptorship and supervision conversations, helping to focus on some key areas of practice. It is intended as a brief practical guide and provides links to other important and helpful resources.

**NHS England**

[Read here.](#)

## [Allied health professionals' perceptions of research in the United Kingdom national health service: a survey of research capacity and culture \(open access article\)](#)

In the UK, AHPs working in NHS health and social care perceive individual and organisational level research skill/success to be adequate. In contrast, inadequacies in research skill/support at team level were exposed, which may hinder successful integration of allied health research into everyday health and social care practice. Recommendations are made with reference to the HEE AHP research strategy.

**BMC Health Services Research (2022) 22:1094**

## [The state of the adult social care sector and workforce in England 2022](#)

There are 165,000 vacant posts; average vacancy rates across the sector are at nearly 11 per cent, which is twice the national average; care workers with five years' experience are paid 7p per hour more than a care worker with less than one year's experience; and the average care worker pay is £1 per hour less than health care assistants in the NHS that are new to their roles.

**Skills for Care**

[Read here.](#)

## [Supporting doctors through the menopause](#)

The aim of this paper is to raise awareness of the impact menopause is having on the workforce, as well as to issue recommendations and help healthcare organisations, managers, and employers to better support health care workers so that they do not leave the workforce or suffer in silence if they struggle with managing menopause symptoms.

**Medical Protection Society**

[Read here](#)



# FIRST FOR THE FUTURE

## **The bet against the NHS – how likely is a two-tier healthcare system in the UK?**

This briefing unpacks the background and policy landscape creating increased concerns for the health care system in the UK. It explains how for-profit health care provision has grown in the past two decades, the role of the government in creating an environment that encouraged this growth, and the effect this has on patients and the way we access treatment based on ability to pay rather than level of need.

**Centre for Health and the Public Interest**

[Read here.](#)

## **Integrated workforce thinking across systems: practical solutions to support integrated care systems (ICSs)**

This guide builds on emerging lessons to support partners from across both health and social care to come together to plan and develop a workforce that integrates and connects across all parts of the system to deliver personal, person-centred care to their local populations now and in the future.

**NHS Employers**

[Read here.](#)

## **If integrated care cannot tackle inclusion health, we should all be worried**

Getting health and care right for some of the most excluded populations in the country needs intentional local leadership committed to a bigger scale of impact. This Kings Fund blog looks at health inclusion in the recent integrated care landscape.

**Kings Fund**

[Read here.](#)

## **Housing our ageing population**

This report, commissioned by the Local Government Association from the Housing Learning and Improvement Network, makes a number of recommendations to the government on how best to meet the needs of people in later life with case studies demonstrating how councils are addressing the housing needs of an ageing population.

**Local Government Association**

[Read here.](#)

## Update

This current awareness bulletin can be e-mailed directly to readers, or downloaded from the Library website:

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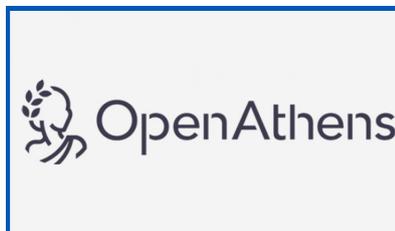
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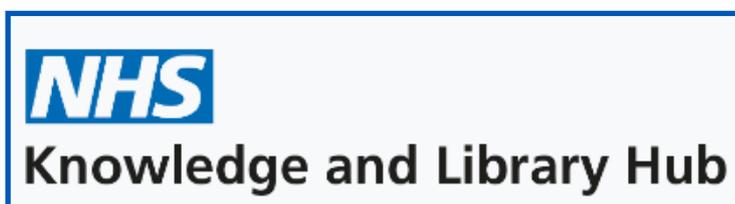
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