EBN Resources Page July 2023

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This edition of the EBN resources page is focused on further information to support the editorial by Alison Twycross and Jane Wray "**NHS England Long-term Workforce Plan: Can this deliver the workforce transformation so urgently needed or is it just more rhetoric?**"

EBN have published a number of commentaries that provide useful additional information relating to the UK NHS workforce.

- Collaboration between universities and nursing placement providers is essential to ensure the well-being of the future nursing workforce | Evidence-Based Nursing (bmj.com) Dr Anne Mills highlights the importance of joint initiatives between educational settings and placement providers to promote student nurse well-being.
- Supporting positive workplace cultures focused on staff well-being is discussed in; Negative workplace behaviour: nurses' power games, blame culture and incivility—why nurses do not care for each other | Evidence-Based Nursing (bmj.com) by Vanessa Heaslip and Claire Nadaf, and Staff burn-out has implications for organisational and patient outcomes: would an open culture of support with structures in place prevent burn-out? | Evidence-Based Nursing (bmj.com) by Jane Peirson.
- Reducing work-related stress to minimise emotional labour and burn-out syndrome in nurses | Evidence-Based Nursing (bmj.com) by Dorothy Afriyie highlights modifiable factors such as workload, work environment, time pressure, interpersonal relationships and communication that nurse managers and employers must focus on to reduce nurses' chances of experiencing stress and burn-out.
- EBN Editor in Chief Alison Twycross and Deputy Editor Professor Lisa Kidd summarised key professional and workforce issues for nursing and midwifery (theme 1) in EBN perspectives: nursing issues | Evidence-Based Nursing (bmj.com)

Relevant EBN Blogs include;

- "Our Nurses, Our Future: No more rhetoric, it's time for action" by Editor-in-Chief, Dr Alison Twycross https://blogs.bmj.com/ebn/2023/05/12/our-nurses-our-future-no-more-rhetoric-its-time-for-action/
- "Delivering our future workforce is ultimately dependent on a sustainable and high quality educator workforce to support education and training, both in practice and in academic settings" (Health Education England 2023, pg. 3) - Evidence-Based Nursing blog (bmj.com) by Deputy Editor Dr Jane Wray

The challenges facing the nursing and midwifery workforce and its long-term sustainability are of global concern.

- World Health Organization (WHO) Fact Sheet [Nursing and midwifery (who.int)](who.int)
- International Council of Nurses (ICN) [Sustain-and-Retain-in-2022-and-Beyond-The-global-nursing-workforce-and-the-COVID-19-pandemic.pdf (cgfns.org)](cgfns.org) and [ICN Policy Brief_Nurse Shortage and Retention.pdf](#)
- US Workforce - [Nurse Workforce Projections, 2020-2035 (hrsa.gov),](hrsa.gov) and
- [The State of the Nursing Workforce | ANA (nursingworld.org)](nursingworld.org)
- Australian Workforce - [What we're doing for nurses and midwives | Australian Government Department of Health and Aged Care](#)

There are also a number of useful summaries and commentaries on the (English) NHS Workforce plan. See for example;

- [NHS Long Term Workforce Plan 2023 | NHS Employers](#)
- [NHS Long Term Workforce Plan fact sheet - Department of Health and Social Care Media Centre (blog.gov.uk)](blog.gov.uk)
- [The King's Fund responds to NHS England's workforce plan | The King's Fund (kingsfund.org.uk)](kingsfund.org.uk)
- [NHS workforce plan: what does it mean for nursing? | RCN Magazine | Royal College of Nursing](#)