



Organisation	The Shrewsbury and Telford Hospital NHS Trust
Category	Human Resources
Please detail your project below	<p>Engaging and motivating staff – Over the past year we have actively focused on supporting and engaging our staff around the sustainability agenda, as well as embedding sustainability as a part of our core business.</p> <p>On NHS Sustainability Day 2014 we launched a staff Sustainability Champion project. With the support of a local nursery (who donated packs of seasonal seeds), staff who signed up as a Sustainability Champion were given a free pack of seeds. At this event we signed up over 40 staff champions over both hospital sites, and we also asked staff to make a sustainability pledge (one small action they could do as an individual either at work or at home). We had over 100 different pledges made by staff which included cycling into work once a week, not filling the kettle up more than is needed etc.</p> <p>We also had a sustainability stand at our annual Leadership Conference, in which another 50 members of staff signed up as champions. During the day we had a sustainability quiz where the winners received a hampers of local produce from our catering department.</p> <p>It is important that we have an informed and engaged group of Sustainability Champions within the Trust hence all champions receive a quarterly e-newsletter (please see attached document) to keep them up to date with developments within the organisation, and ways they can propose ideas, give feedback and get involved.</p> <p>Feedback from our events also highlighted that many of our staff are not aware of what the organisation is doing around sustainability for example, that we recycle 99% of our domestic waste. In response, we have designed and placed signage at both hospital sites informing and educating staff, patients and the public of the different sustainability initiatives within the organisation (please see attached example of signage)</p> <p>Sustainability has also been a key Trust objective over the past year and for the first time, a member of the sustainability team was invited to attend all of the Care Groups’ annual Business Planning Workshops to discuss the sustainability agenda.</p> <p>We have also launched a staff volunteer scheme following a successful pilot within the Corporate Governance directorate. The Trust recognises that staff have different needs and commitments in relation to volunteering and as such there are several types of placements available to staff who want to apply for this scheme, Regular volunteer placement (This type of placement is for staff that would like to commit to a regular day and time to volunteer), Ad-hoc volunteer placement (This type of placement would be for an individual who could not commit to a regular day/time and would need a volunteer placement which could be tailored around an unpredictable workload) or an Informal volunteering placement (this type of placement is for staff who do not want to commit to a long-term volunteer placement. For example, to work with community volunteers on a small-scale gardening project).</p>



<p>How has your project improved sustainable development within your organisation or community setting?</p>	<p>This project has improved our staffs' understanding and engagement around sustainability. There are now more opportunities for staff members to become involved or develop their own projects within the Trust as well as creating effective channels for feedback and views around sustainability.</p>
<p>What role does sustainable development play within patient and staff services within your organisation?</p>	<p>Staff are working across the Trust to deliver better outcomes for our patients and local communities by reflecting our sustainable development principles. By working collectively with our patients and local communities we endeavour to improve our environment, patient experience and ensure our staff and patients are well informed and engaged with sustainability.</p>
<p>Who has led the way on sustainable development within your organisation?</p>	<p>The Trust has a lead director for sustainability (Director of Corporate Governance) and sustainable development is one of the Trust a corporate objectives of 2014/15. In March 2014 the Trust Board approved the Sustainable Development Management Plan and action plan which underpins our work around Sustainable Development</p>
<p>First Image</p>	<p>http://www.nhssustainabilityday.co.uk/ie/wp-content/uploads/formidable/Sustainability-Newsletter-1-Winter-2014.pdf</p>
<p>Second Image</p>	<p>http://www.nhssustainabilityday.co.uk/ie/wp-content/uploads/formidable/Signage-design-recycling-PDF.pdf</p>