

# greener care

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## **Sustainable Development Management Plan 2015-2020**



# Foreword

Welcome to the Isle of Wight NHS Trust and NHS Isle of Wight Clinical Commissioning Group joint **Sustainable Development Management Plan**. As the two main organisations responsible for the commissioning and provision of health services on the Isle of Wight, we recognise the importance of working together to fulfil our commitment to support the sustainable development of healthcare on the Isle of Wight. This plan supports our vision for sustainable health and care systems, which balances environmental, economic, and social factors to deliver optimal outcomes for our patients and communities, both now and for future generations.

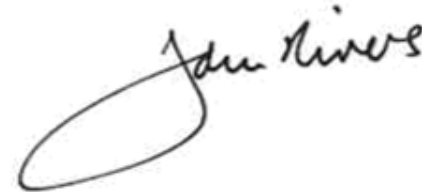
**Danny Fisher**  
**Chairman**

Isle of Wight NHS Trust

A handwritten signature in black ink, appearing to read 'Danny Fisher'.

**Dr John Rivers**  
**Chairman**

NHS Isle of Wight Clinical Commissioning Group

A handwritten signature in black ink, appearing to read 'John Rivers'.

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# What is Sustainable Development?

## Definition

Sustainable Development is traditionally defined as *meeting the needs of today without compromising the ability of future generations to meet their own needs*. In practice this means taking decisions which take into account and balance **economic**, **social** and **environmental** factors.



A sustainable approach to healthcare helps create sustainable, resilient, healthy places and people, by protecting the natural environment, enhancing social cohesion, and supporting wellbeing. But also reducing inequalities, negative environmental impacts, and the burden of disease.

## Why is it important to us?

It is widely recognised the NHS is not sustainable in its current form, and requires radical transformation to address the combined challenges of an ageing population, a rise in demand, and financial constraints.

Sustainability matters because it addresses or contributes to wider NHS commitments and goals: such as quality improvement, resource efficiency, and preventative health strategies.

Considering all risks and impacts as part of decision-making and planning helps reduce

negatives and enable positives. Sustainability is a holistic model of thinking, meaning decision making considering the whole system. Looking strategically at the health economy for communities and patients, ensures solutions are chosen which are fit for the future.





# Why do we care about carbon?

## Climate change

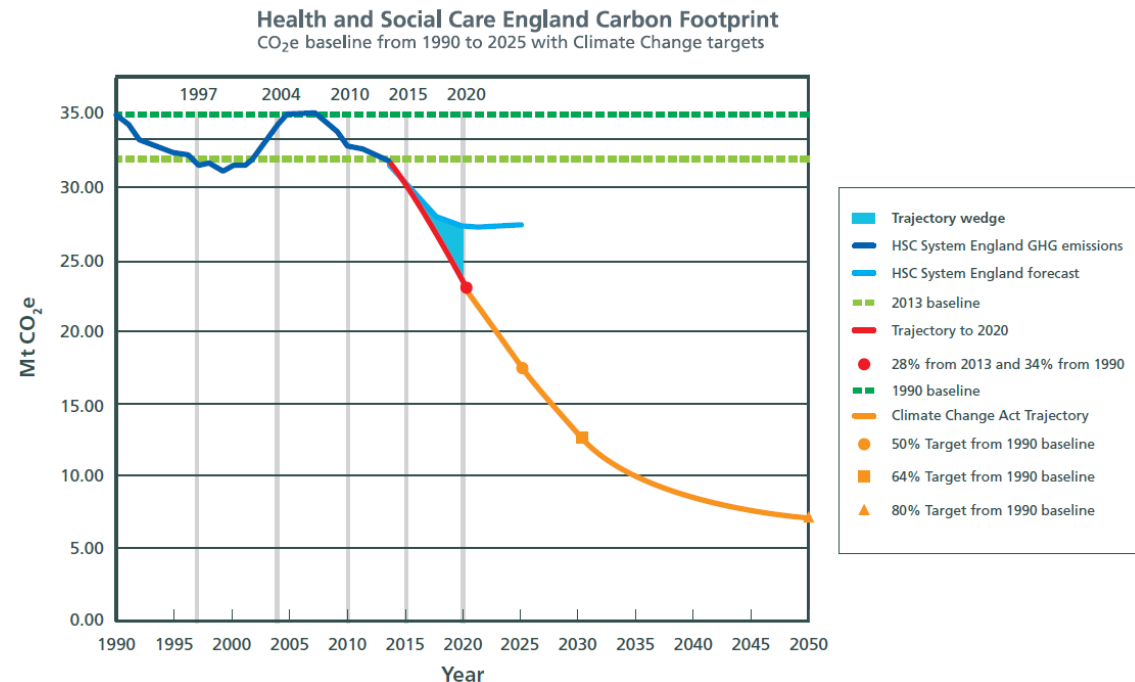
Climate change is one of the most serious threats we face today as a society. Climate change is predicted to have far-reaching consequences including increased global average temperatures and more frequent extreme weather events, such as floods and droughts. Such changes will also have a direct health impact on our communities.

## Carbon footprint

Total carbon emissions is commonly used as a performance indicator to measure an organisation's success in reducing its contribution to climate change. Carbon equivalent (**CO<sub>2</sub>e**) is a way to express all greenhouse gases emissions in a standardised unit. By using carbon emissions factors (expressed in **kg CO<sub>2</sub>e**), we can easily evaluate the carbon emissions (or 'footprint') associated with our activities, such as energy consumption or travel.

In line with the Climate Change Act 2008, the NHS seeks to reduce its carbon emissions by 34% by 2020, and 80% by 2050 on a 1990 baseline (see below).

As socially responsible organisations, we recognise the need to reduce our carbon emissions and contribute to the national effort to tackle climate change.



# Mitigate and adapt

## Mitigating our impacts

By reducing our emissions of greenhouse gases, we can reduce the magnitude of climate change. This can be achieved through the use of more efficient and low-carbon technologies, or changing behaviours and the way we do things.

## Adapting to climate change

Whilst we must tackle our carbon emissions, as health organisations we must also prepare for an already changing climate.

Heat waves will increase in regularity and are known to increase mortality rates significantly, with the elderly and people with pre-existing illnesses being at most risk.

Climate change will also increase the risk of river and coastal flooding. The direct effects on human health, such as drowning, are expected to be rare in the

UK due to strong emergency services and expanding flood defences. However, preparation for increased flooding will be necessary to minimise such risk. Flooding will also increase the risk of an outbreak of infectious diseases. In addition, flooding is known to have an important impact on the mental health of communities due to the negative impact that it can have on their livelihoods and property.

Extreme weather events also have the potential to disrupt supply chains to healthcare services, which can subsequently have a negative impact on provision to communities. This may include a lack of access to essential medicines and equipment, and the potential disruption of utilities supplies.

In accordance with the Civil Contingencies Act 2004, the CCG and Trust have produced joint business continuity plans to ensure that we are able to respond appropriately to adverse events/incidents.

### 1 tonne of carbon (CO<sub>2</sub>e) is

Driving 3,000 miles in a car, or  
Making 57,000 cups of tea, or  
A return flight London to New York

### Impacts of climate change

#### Environmental risks

Increased temperatures  
Flooding  
Droughts  
Heatwaves



#### Associated health risks

Rise in cardiovascular diseases  
Rise in respiratory illnesses  
Rise in infectious diseases

Further details of climate risks to Health & Care can be found in the *Isle of Wight Climate Adaptation report 2011* available on the IoW Council website.

# Sustainable clinical and care models

Commissioning and providing high quality health and care services is our fundamental responsibility. Sustainability principles can support clinical effectiveness, patient safety and a positive patient experience. Transforming the way care is delivered provides an opportunity to take a whole systems approach. Taking account of the environmental and social impacts of service models can support the development and delivery of more integrated and sustainable models of care in the future.

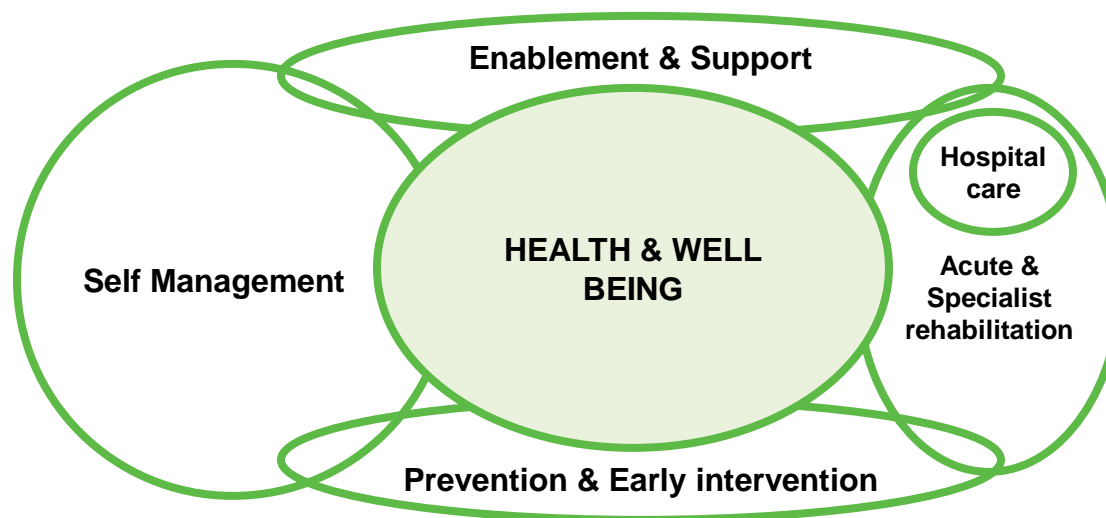
## Transforming care

Whilst we must tackle our carbon emissions, as health organisations we must also prepare for an already changing climate. By working in different ways service providers can deliver more sustainable health and care. This is likely to involve designing services with patients and users, a focus on prevention and health improvement, and rewarding health and social care staff to enhance wellness and enable independence.

Being well and healthy throughout our life is an aim for every one of us. At different stages we are likely to come into contact with various forms of health and care support to help us lead a life we can value.

The model below highlights the different levels of support that a person may need at different times of their life in a more sustainable system.

Evidence has shown that the need for acute and specialist interventions can be minimised when there is a system-wide focus on living well and supporting people to manage their lives in a positive way. Prevention and early intervention can improve health and sustainability simultaneously. For instance, addressing the causes of ill health by switching from motorised travel to walking or cycling.



Adapted from: *Sustainable clinical and care models* (SDU, 2014)

# Vision and goals

**VISION** - A sustainable health and care system works within the available environmental and social resources protecting and improving health now and for future generations. This means working to reduce carbon emissions, minimising waste & pollution, making the best use of scarce resources, building resilience to a changing climate and nurturing community strengths and assets.

## GOAL 1 – A healthier environment

**The environmental impact of the health and care system are minimised.** A healthier environment can contribute to better outcomes for all. This involves valuing and enhancing our natural resources, whilst also reducing harmful pollution and significantly reducing carbon emissions. Contributing to the Climate Change Act target with a 34% reduction in carbon emissions by 2020 is a key measure of our ambition across the country.

## GOAL 2 – Resilient communities and services

**Communities and services are ready and resilient for changing times and Climates.** When periods of heat, cold, flooding and other extreme events occur it is vulnerable people and communities that suffer the worst. Multi-agency planning and organisational collaboration, underpinned by local plans and assurance mechanisms, provide a better solution to these events than working independently, individually and ineffectively.

## GOAL 3 – Maximise opportunities

**Every opportunity contributes to healthy lives, healthy communities and healthy environments.** Every contact and every decision taken across the health and care system can help build the immediate and longer term benefits of helping people to be well and reduce their care needs. A more integrated approach helps minimise preventable ill-health, health inequalities and unnecessary treatment.

Adapted from: *A Sustainable Development Strategy for the NHS, Public Health and Social Care system* (SDU, 2014)



# Delivering the vision

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**NHS**  
Isle of Wight  
Clinical Commissioning Group

## Healthcare Commissioning

Leadership, Engagement  
and Development

Sustainable Clinical & Care  
Models

Healthy, sustainable and  
resilient communities

Carbon Hotspots

Commissioning and  
Procurement

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Isle of Wight **NHS**  
NHS Trust

## Healthcare Provision

Governance & Reporting

Our Carbon Footprint

Energy

Waste & Recycling

Water & Biodiversity

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**NHS**  
Isle of Wight  
Clinical Commissioning Group

Isle of Wight **NHS**  
NHS Trust

## Partnership working

Procurement & Resources

Workforce Health &  
Wellbeing

Transport & Travel

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*My life  
a full life*

The Isle of Wight Clinical Commissioning Group (CCG) is responsible for the clinically led commissioning (planning and buying) of health services for the Island.

We recognise that we play an important role in influencing the direction of Island health and social care services and must ensure they are resilient to changing times and climate. We are committed to ensuring that every pound spent is used to give Islanders the very best health outcomes. Through effective commissioning we can add value to the Island economy, environment and its people. The CCG shares the vision for a sustainable healthcare system which protects and improves health within environmental and social resources now and for future generations. We are committed to:

## Leadership, Engagement and Development

- The CCG has established a Governing Body Executive Lead for Sustainability and during 2015 they will receive training to

drive change throughout the system.

- The CCG is committed to undertaking the Good Corporate Citizenship assessment on a yearly basis and reporting our results to the Governing Body. The assessment indicates how our organisation is performing in social, environmental, and financial terms and gives a measure of how sustainable the organisation is.
- The CCG is implementing active stakeholder engagement reporting to ensure the views of our stakeholders are continually and systematically reflected in the development of the services we commission.
- The CCG promotes the principles of sustainable development throughout the organisation. All our job descriptions contain a commitment to our Sustainability Policy, and the CCG holds sustainability training for its staff to raise awareness of the issues surrounding sustainable development and how these should influence how services are planned and developed.

## Sustainable Clinical and Care Models

- The CCG is a key partner of the My Life A Full Life programme. The programme was initiated by the CCG, IOW NHS Trust and the IOW Council to drive change through the Island health and social care system by creating the culture and conditions for people to promote their own health and wellbeing; whilst also improving the quality of care and support that services provide.
- The CCG is committed to incorporating sustainability criteria into our business processes to ensure health services are planned in line with the principles of sustainable development. This drives cultural change within the organisation to support the development of services that promote prevention, self care and self management, socially responsible procurement and effective joint working with strategic partners and communities.

## Healthy, sustainable and resilient communities

- The CCG is committed to the IOW Health and Wellbeing Board. The IOW CCG Clinical Commissioning Strategy 2014-2019 is in line with, and draws from, the Isle of Wight Health and Wellbeing Strategy 2013-16. As the Island is geographically isolated we work in strong partnership with the IOW NHS Trust and the IOW Council to maximise limited resources. We are committed to continually developing our partnerships.
- The CCG supports an asset based approach and works closely with the voluntary sector to improve the health and wellbeing of the Island through increased integration and providing training to staff to enable patients and their families to help themselves.
- The CCG and IOW NHS Trust have joint business continuity and emergency plans. Together, we are committed to ensuring that climate change adaptation is factored into our business continuity and emergency planning to enable future resilience.

## Carbon hotspots

- The CCG is housed in an energy efficient building with energy and water efficient technologies and has a bike pool that staff can use for short distance business travel. The CCG has an effective recycling scheme whereby under desk bins have been removed and replaced with shared 'waste stations' comprised of a recycling and a general waste bin to encourage segregation. As a result we are proud to boast a 50% recycling rate for our corporate premises. Systems are also in place for staff to recycle their batteries, toners and cartridges, electrical & electronic waste. In the future we will be seeking to reduce our paper consumption through efficiencies and more effective use of IT. We are committed to continually reducing our impact on the environment.

## Commissioning and procurement

- In the future the CCG seeks to develop the awareness level of CCG staff through training and development to ensure that our commissioning decisions fully incorporate the principles of sustainable development. This will be reinforced through the development of a Social and Environmental Impact Assessment which will be included as part of the approval process for business cases.
- The CCG welcomed the introduction of the Public Services (Social Value) Act 2012 which provides a framework for commissioning services for economic, social and environmental wellbeing. Through our Social Value Policy, we will endeavour to review how we most effectively commission to bring maximum social value on the Island.
- The CCG is committed to holding our providers to account for reducing their carbon emissions. The reduction of carbon emissions is included in our main contract with the IOW NHS Trust and they report annually to the CCG on their progress.

# Isle of Wight NHS Trust

The Isle of Wight NHS Trust ('the Trust') is the main provider of healthcare services on the Island. The Trust is the only integrated acute, community, mental health and ambulance provider in England, and was formed in 2012 as a result of the requirement to separate the provider and commissioning function within the health provision on the Island. The Trust has an annual resource allocation of approximately £160m, with a current workforce of approximately 2900 full-time equivalent staff, serving a resident population of 140,000. St Mary's Hospital in Newport is the Trust's main hub and it also operates a range of community clinics throughout the Island.

## Governance

The Trust appointed an Environmental, Waste and Sustainability Manager at the end of 2012. The role allows for an integrated and consistent approach to sustainability, bringing together strategic environmental, energy and waste management across the organisation.

In 2013 the Trust formally approved an Environmental Management Policy. The Trust also created an Environmental & Waste Management Group which operates under the leadership of the Environmental & Waste manager and comprises representation from clinical staff, back-office staff, Infection Control, Pharmacy, Facilities Management and Health & Safety. The group is tasked with producing recommendations to improve the overall performance of the Trust in the domains of Environmental & Waste management, in a sustainable and cost-effective manner, in line with applicable legislation and current best practice.

## Reporting

The Trust publishes an annual Sustainability Report as an appendix to its Annual Report, in line with guidance from the NHS Sustainable Development Unit. The report will now include progress against this plan and its associated Key Performance Indicators.

## Our carbon footprint

Our carbon footprint baseline was established by the Carbon Trust in 2008 at 8,915 Tonnes CO<sub>2</sub>e. This does not include emissions related to the procurement of goods and services. The scope include St Mary's Hospital and our community clinics.

**8,915 tonnes CO<sub>2</sub>e**

The IoW NHS Trust carbon footprint in 2008-09.

**98% of our carbon footprint**

is linked to the energy use of our buildings (heating, hot water, lighting...)

**34% reduction by 2020**

Our carbon emissions reduction target (against 2008-09 baseline)



# Water & Biodiversity

Biodiversity is the variety of fauna and flora in an ecosystem, such as the hospital grounds for instance. Water and biodiversity have very strong links. Water as a resource is essential for life. It is vital to our way of living, essential for agricultural production, as well as in maintaining the natural ecosystems upon which we, and all life, depends. The combination of a decreasing rainfall, an increasing population, and an increasing commercial demand is placing pressure upon this vital resource.

## We are committed to...

- Ensure efficient use of water by measuring and monitoring its usage.
- Incorporate water efficiency into the design of building refurbishments and new buildings developments.
- Ensure that there is a quick operational response to leaks.

- Minimise the ecological impact of any development on the site and support the opportunities for the improvement of local biodiversity.

## We have...

- Entered into a partnership with water efficiency specialists ADSM.
- Installed Automated Meter Reading (AMR) on our main water meters to capture detailed consumption data and allow active monitoring.
- Worked with ADSM and Southern Water to put internal controls in place on the Trust water discharges.

## We will...

- Utilise water efficient technology, such as automatic taps when possible.
- Phase out bottle fed water coolers for mains fed water coolers when possible.

- Minimise as far as practical the impacts of new developments on the biodiversity of our grounds.
- Commission a Biodiversity Survey of our grounds and if required take steps to adapt our maintenance regime to encourage biodiversity.

## Metrics

Meter cubic (m <sup>3</sup> )	of water consumed
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Carbon emission factors	
1 kg CO <sub>2</sub> e	per m <sup>3</sup> - water

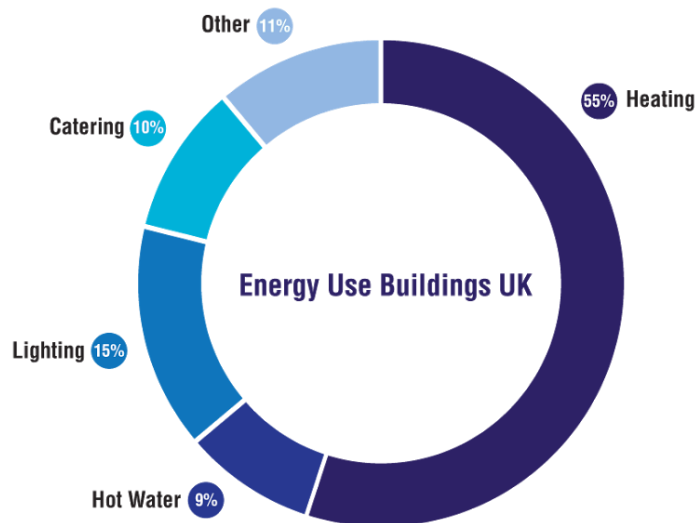
## 2014/15

Water consumed	
93,417 m <sup>3</sup>	water

Water - carbon footprint	
85	Tonnes CO <sub>2</sub> e
1% of Trust's carbon footprint	

# Energy

Building energy use contributes to 24% of the total health and care system carbon footprint and offers many opportunities for carbon savings and efficiency. Measures can be taken on both demand and supply. Energy prices are set to rise well above inflation for years to come, so there is a very strong business case to invest in energy efficiency measures.



## Demand led measures

This means reducing consumption by addressing energy wastage or using more energy efficient technology. These measures can tackle the energy used for space and hot water heating, ventilation, air-conditioning, lighting and powering equipments. In practice this can mean improving building insulation, using efficient lighting (such as LED), or optimising controls on heating systems.

## Supply led measures

Another way to reduce carbon emissions is to use cleaner energy sources. For instance natural gas has a much lower carbon footprint per kWh when compared to electricity or other fossil fuels. Combined Heat & Power (CHP) takes advantage of this by producing electricity while using the heat losses for heating, a process 30% more efficient than using grid electricity. Finally, renewable energy sources, such as wind, solar and anaerobic digestion have extremely low carbon emissions.

## Metrics

Killowatt-hour (kWh)	of energy consumed
kg CO <sub>2</sub> e per m <sup>2</sup>	of occupied space

Carbon emission factors	
0.56 kg CO <sub>2</sub> e	per kWh - electricity
0.21 kg CO <sub>2</sub> e	per kWh - gas
0.32 kg CO <sub>2</sub> e	per kWh - heating oil

## 2014/15

Energy consumed	
8,380,283 kWh	Electricity
15,968,611 kWh	Gas
18,000 kWh	Heating oil
119 kg CO <sub>2</sub> e/m <sup>2</sup>	of occupied space

Energy - carbon footprint	
7,702	Tonnes CO <sub>2</sub> e
Over 90% of Trust's carbon footprint	

in partnership with



### We are committed to...

- Maximise the efficiency of our operations to ensure that our energy consumption is minimised.
- Regularly review the potential options for ensuring that we are supplied by cleaner and more sustainable forms of energy.
- Monitor energy use and implement energy/carbon saving targets to improve performance.
- Promote responsible energy use through staff awareness projects and training.
- Implement energy efficiency measures into the design of building refurbishments and new buildings developments.
- Rationalise our estate to ensure buildings are used to their maximum efficiency.

### We have...

- Upgraded our main heating system from oil based steam to a much more efficient decentralised gas fired system.
- Engaged with our staff to encourage energy saving behaviours through our **Switch It Off** campaign.
- Used energy efficient LED lighting in a number of our capital schemes, including an upgrade programme for our car parking and the new Endoscopy unit.

### We will...

The Trust is currently exploring the feasibility of delivering the following energy measures:

- A large scale LED lighting retrofit programme.
- Refurbishing of heat recovery systems on Air Handling Units.

- Expanding its Combined Heat & Power capacity from its current 2 x 150kWh engines.
- Use suitable roof space for the installation of solar panels to generate on-site energy.
- Consider the use of alternative fuels.
- Utilise our back-up generation capacity for the provision of short term capacity for the grid, as part of a smart grid solution.
- Continue our backlog programme including the replacement of boilers to energy efficient models.



*Switch It Off – the Trust's campaign to encourage building users to save energy.*

# Waste & Recycling

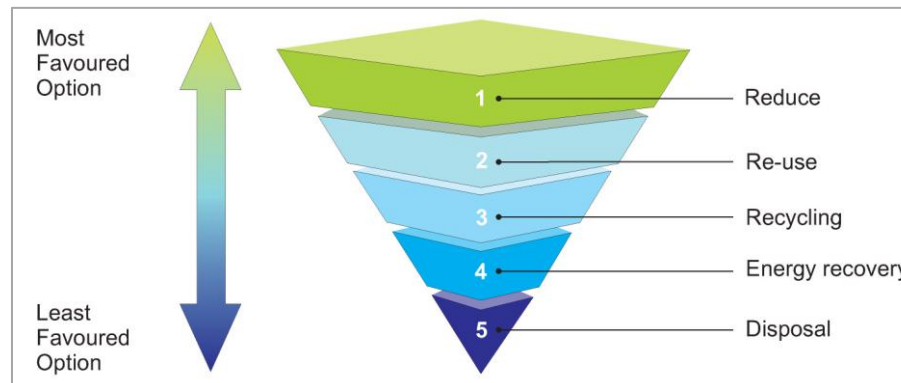
## Impacts

Disposing of waste means throwing away potentially valuable resources, as the raw materials and energy used in making the items is lost. The Waste Hierarchy (below) provides a template to choose optimum waste management choices.

Preventing the generation of waste in the first instance is best. Once waste is generated, segregation is key to allow the recovery of resources, energy or materials. Recycling has 1/10<sup>th</sup> of the carbon footprint of landfilling waste and can also generate costs savings.

In an acute healthcare setting, large amounts of clinical waste is produced. Clinical waste is most commonly incinerated but more sustainable treatments are emerging.

If waste production cannot be avoided, segregation of waste streams is paramount to allow effective recovery and recycling treatments.



*The Waste Hierarchy*

## Metrics

Tonnes	of waste produced
%	of waste recycled

Carbon emission factors	
447 kg CO <sub>2</sub> e	per tonne - landfill
0 kg CO <sub>2</sub> e	per tonne - recycling
21 kg CO <sub>2</sub> e	per tonne - incineration

## 2014/15

Waste volumes produced	
368 tonnes	Residual waste
239 tonnes	Recycled waste
39%	Recycling rate
268 tonnes	Clinical waste

Waste - carbon footprint	
19	Tonnes CO <sub>2</sub> e
Less than 1% of Trust's carbon footprint	



## We are committed to...

- Use the waste hierarchy at all time.
- Aim for “zero landfill”.
- Use local waste management solutions when possible.
- Monitor, report and set targets on our management of waste.
- Minimise the creation of waste.
- Ensuring we have robust systems for recycling wherever possible.

## We have...

- Embedded sustainability principles and environmental considerations in the selection criteria and specifications of our waste management contracts.
- Created a Waste Management Group to drive efficiency and performance.

## Clinical waste

- Implemented a revised Clinical Waste Policy in all our clinical departments.

- Created an electronic learning module for staff for the safe and effective segregation of clinical waste.
- Created significant carbon savings by rationalising the logistics of clinical waste community collections by working with SRCL for a small vehicle to be permanently based on the island and waste to be bulked at St Mary's before travelling to the mainland.

## Domestic waste

- Put systems in place for the segregation and recycling of batteries, electrical and electronic items, and printer cartridges.
- Introduced Dry Mixed Recycling facilities in most of our public and clinical areas which has diverted significant volumes of waste from the residual stream.
- Launched a Dry Mixed Recycling scheme for office staff which is being rolled out across our Estate.

## We will...

- Ensure Dry Mixed Recycling facilities are available throughout our Estate, so all staff have the opportunity to recycle when they can.
- Further develop our work on clinical waste segregation, such as the introduction of the offensive waste stream in more clinical areas.
- Consider waste prevention and minimisation measures, such as the possibility of using re-usable sharps containers, or the use of hand dryers over paper towels where appropriate, and reduce the volume of food waste we produce.
- Consider the whole-life cycle of a products, including its final disposal, in our decision making process for the standardisation of clinical and non clinical products, most particularly when choosing disposable products over re-usable alternatives.

# Procurement & Resources

Procurement is the term used to describe the buying of goods and services. The NHS procures a tremendous amount of resources, such as pharmaceutical drugs, medical devices, office supplies etc. It is estimated up to 60% of the NHS carbon footprint is linked to procurement. In this section our procurement services partner **South of England Procurement Services (SoEPS)** explains their commitment to Sustainable Procurement.

## What is Sustainable Procurement?

Sustainable Procurement can be defined as 'a process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life cost basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment'.

Sustainable procurement is not limited to environmental considerations alone (e.g. Carbon, Waste and Water). It also covers

social and economic impacts from procurement actions, such as encouraging increased participation from SMEs in procurements.

There is a general consensus that small firms may be able to offer better value for money and innovation and therefore public procurement should look to remove barriers that they may face in competing for public sector contracts.

There is a general misconception that sustainability and value for money are in conflict. On the contrary, sustainability is about achieving value for money whilst realising environmental, social and economic objectives and the two are rarely in conflict when the whole life cycle is taken into account.

## Achieving Sustainable Procurement

South of England Procurement Services is committed to achieving value for money and delivering economic, environmental

and social benefits through sustainable procurement activities. Our ambition is to ensure that sustainable procurement is being consistently undertaken in practice across the organisation.

Through encouraging staff, suppliers and contractors to follow more sustainable procurement practices, this can be achieved. As part of an improved procurement process which questions the need to spend, cuts out waste, seeks

innovative solutions and is delivered by well trained professionals, sustainable procurement will reduce rather than add to public spending in both the short and long term.

## Our Sustainable Procurement Objectives

Working with our stakeholders and suppliers, where relevant we will:

- Reduce carbon within contracts, reducing energy usage, fuel usage and waste

Our procurement services are provided by



- Reduce other emissions that may be used in manufacturing/production
- Improve supply chain management including working with small and medium sized enterprises (SME's), voluntary sector and local suppliers
- Ensure that recruitment, education and training are included in contracts

The three principles of sustainable development:

### **Environmental**

Seeking to minimise any negative environmental impacts of goods and services purchased, across their life cycle from raw material extraction to end of life and supporting the principles of SoEPS.

### **Social**

Managing and monitoring supply chains to ensure that fair contract prices and terms are applied and that ethical, human rights and employment standards are met at all times.

### **Economic**

The economic principle relates not only to obtaining value for money from our contracts, across the whole life of the product or service, but also ensuring as far as is possible under relevant procurement law, that local businesses, particularly Small and Medium sized Enterprises (SME's) can benefit from our procurement processes in being able to supply SoEPS where it is feasible for them to do so.

Through tackling all three principles of sustainable procurement in the procurement process, we aim to embed these so that they eventually become an integral part of all relevant contracts, at pre-tender, tender and contract award stages (including monitoring and evaluation), through to the end of the life of the contract and including any disposal of equipment.

### **Sustainable Procurement in action**

The Trust *Product Standardisation Group* which selects supplies and consumables was provided with training on sustainable procurement, to ensure waste and resources are an integral of their decision process.

A few quick wins have already been implemented. For instance the provision of disposal clinical waste containers was reviewed to introduce more eco-friendly alternatives where possible, such as cardboard based containers. Those have are much lighter than plastic containers, and have a lower carbon footprint both at production and disposal stages. Another initiative was the recent trial of re-usable gloves dispensers as opposed to the disposable version. With the Trust using over 7000 glove boxes per annum, this would mean a large volume of waste prevented at source if replicated across the organisation.



# Workforce Health & Well-being

## We are committed to...

- Improve staff satisfaction levels, reduce sickness absence rates, and minimise work related stress.
- Bring together partners and members of the organisations who are committed to maintaining, enhancing and protecting the health and wellbeing of staff. This includes support to both staff at work and those absent through ill health.
- As Good Corporate Citizens, to support local businesses, charitable causes, and apprenticeships.
- Valuing and respecting every person for who they are, be it staff or patients. This means promoting diversity and inclusion, eliminate bullying and harassment towards staff and between our staff.

## We have...

- Been rated as one of the top 20 NHS Employers against the Stonewall Healthcare Equality Index.

- Worked with our staff from Black and Minority Ethnic (BME) backgrounds to establish a BME Staff Network. We also established a Patient and Staff Lesbian, Gay, Bisexual and Transgender group.
- An active staff health & wellbeing working group that meets bi-monthly
- A range of benefits for our staff, such as local businesses discounts, on site Crèche facilities, a confidential staff counselling service, a cycle to work scheme.
- A range of health and wellbeing initiatives for our staff, such as smoking cessation, our outdoor Gym on St Mary's site, the Trust choir, a flexible working policy, resilience workshop/training, E-learning modules (e.g. stress awareness, Mental Health First Aid training, Chaplaincy service for staff, fast track referral to physiotherapy and rapid access to NHS Treatments and Rehabilitation Policy for NHS Staff.
- An annual awards ceremony celebrating employee achievements.

## We will...

- Actively embed health and wellbeing into our culture and values, through a Health & Wellbeing executive level champion.
- Work towards a level of excellence for assessment in the Workplace Wellbeing Charter which includes: Leadership, Absence Management, Health & Safety, Mental Health, Smoking & Tobacco, Physical Activity, Healthy eating, and Alcohol and Substance Misuse.
- Continue to actively promote equality and diversity issue, by for instance producing a Diversity and Inclusion Handbook for Team Leaders.
- Collaborate with the Local Authority and HMP Isle of Wight to share knowledge, experiences and to provide tripartite scrutiny and challenge to equality matters.

Please refer to the *Staff Health & Well Being Strategy* for more details.



# Travel & transport

Modes of transport and travel have a very wide range of different carbon footprints. Travel and transport encompass a range of activities, from staff commuting to work, business travel, the transport of patients, ambulance services, and the shipping of the vast quantities of goods required for the hospital to function.

## We are committed to...

- Improve the energy efficiency of the Trust fleet vehicles.
- Encourage staff, patients and visitors to walk, cycle, car share, or use public transport whenever possible.
- Provide appropriate bicycle storage facilities to encourage staff to adopt healthy modes of transportation.
- Actively engage with Island public transport organisations to support a sustainable infrastructure.
- Minimise travel through the provision of

healthcare in locations that are accessible to patients, staff and visitors and exploit the potential of telehealth technologies.

## We have...

- Put into place a staff discount for bus travel in collaboration with the local public transport providers.
- Operated the Cycle to Work scheme for a number of years, encouraging staff to commute to work by bike.

## We will...

- Actively encourage our staff to adopt more sustainable transport mode for commuting to work, such as walking, cycling or using public transport.
- Make the most of technology (such as audio, video and web conferencing) to minimise the need for business travel.
- Work with suppliers to optimise the logistics of shipping goods to the Island.

- Explore the feasibility of adopting low carbon vehicle technologies, such as electric cars.

## Metrics

Kilometers (km)	distance travelled
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Carbon emission factors	
0.22 kg CO <sub>2</sub> e	per km - petrol car
2.68 kg CO <sub>2</sub> e	per km - diesel lorry
0 kg CO <sub>2</sub> e	per km - walking/bike

## 2014/15

Distance travelled	
65,838 km	Business travel
131,242 km	Patient transport
3,529,622 km	Staff commute

Travel - carbon footprint	
851	Tonnes CO <sub>2</sub> e

# My Life A Full Life

## My Life a Full Life is a new way of working together towards building sustainable health and social care on the Island.

The My Life A Full Life Programme is funded by the **Isle of Wight Council**, **Isle of Wight NHS Trust** and the **NHS Isle of Wight Clinical Commissioning Group** and works together with Third Sector Organisations, local people, families and carers.

The joint aim of the Island's health and Social care organisations is to promote longer, healthier and more independent lives for the people of the Isle of Wight. Primary, secondary and social care, all have individual contributions to make to this, but we recognise our overall effectiveness and efficiency is dependent upon developing a highly integrated model of care. The people we serve need to be at the heart of all our decisions and be the ultimate judge of everything we do.

The My Life a Full Life programme has been a catalyst for change, bringing together our organisations to deliver a significant programme of changing cultures, attitudes and behaviours. The focus has been on person centred community response to ensure people receive co-ordinated care and support.

In March 2015 the Isle of Wight was chosen to become a national **Vanguard** pilot site, one of 29 shortlisted from 269 who put forward their ideas for how they want to redesign care in their areas.

### We are committed to:

- A sustainable health and social care system which enhances the islands populations health and wellbeing. My Life a Full Life was borne out of the need to ensure communities are ready and resilient to changing times; that people are encouraged to promote their own health and wellbeing; supporting the vulnerable at times and crises; and delivering care and support locally, whilst maximising peoples and community assets.

- Working in collaboration with key organisations, people, families and carers on the Isle of Wight to ensure co-ordinated health care and support is delivered ensuring a sustainable and resilient health and social care economy is secured now and for future generations.

### What we have delivered:

- Developed a vision, with local people, for the delivery of integrated care and support which works well for people, families and carers
- Focused on prevention rather than cure, with health and social care focussing on maintaining wellbeing in communities – before people need services
- Enhanced Multi- agency planning and organisational collaboration across the statutory, voluntary and private sectors
- Improved access to local information and advice enabling people to make informed choices about what support is available in local communities

- Made the most of local resources ensuring the development of a health and social care system that is sustainable in the long term – pooling budgets, creating integrated services, working in partnership with the voluntary sector and local communities.

- Promoted self care and self management to the island population encouraging the islands population to be proactive in preventing ill health and providing support when necessary

- Secured 5.6million to eradicate social isolation on the island for older people enabling people to participate in their communities and reduce loneliness and social isolation

- Delivered a Crisis response service for people on the island reducing inappropriate demand on hospital and residential and nursing care homes

- Developed integrated approaches on a locality basis ensuring care and support closer to home – working with GP's, primary care and multi agency teams

- Developed an evaluation framework and integrated metrics approach to inform future commissioning and development of services with a firm evidence base for change

### What we want to achieve:

- Develop local community leadership within new and existing services that integrate and co-ordinate sustainable development opportunities and outcomes.

- Develop Leadership and workforce competencies to deliver truly integrated care.

- Continue to build community capacity with public health and other key stakeholders.

- Embrace innovation that enhances the lives of individuals on the island.

- Nurture community strengths and adopt an asset based approaches to health, wellbeing, care and support.

- Maximise use of resources and avoid duplication and provide better solutions to outdated provision.

- Improve the quality and effectiveness of support and services which will have a real impact for people and communities.

- Develop the next generation community-based models of health and well being and enhance the lives of individuals, families and carers on the island.

- Use our newly acquired Vanguard status to lead on the development of innovative and game-changing models of care.

Find out more about My Life A Full Life at .....[www.mylifeafulllife.com](http://www.mylifeafulllife.com)

## Isle of Wight NHS trust

**[www.iow.nhs.uk](http://www.iow.nhs.uk)**

St Mary's Hospital  
Parkhurst Road  
Newport  
Isle of Wight  
PO30 5TG

### **Charles Joly**

Environmental, Waste & Sustainability Manager

[Charles.joly@iow.nhs.uk](mailto:Charles.joly@iow.nhs.uk)

01983 822 099 - Ext. 5676

## NHS Isle of Wight Clinical Commissioning Group

**[www.isleofwightccg.nhs.uk](http://www.isleofwightccg.nhs.uk)**

The Apex  
St. Cross Business Park  
Newport  
Isle of Wight  
PO30 5XW

### **James Cotton**

Business Administrator to the Deputy Chief Officer

[James.cotton@iow.nhs.uk](mailto:James.cotton@iow.nhs.uk)

01983 822 099 - Ext. 2259

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