Staff Attitudes Towards Sustainability
at
University Hospital Southampton
Foundation Trust

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November – December 2020

as part of the

Green Guardian Committee

University Hospital Southampton

Introduction

The World Bank estimates that healthcare contributes approximately 5% of the world's carbon emissions[1]. The National Health Service (NHS) contributes an estimated 3.2% of the United Kingdom's total CO_2 emissions[2] while 1% of domestic waste in the UK is attributable to the NHS[3].

The healthcare sector should have a selfish interest in reducing harm to the environment with applications to health promotion and disease prevention, from poor air quality[4] causing acute respiratory illness to major incidents related to serious adverse weather events[5].

The Sustainable Development Unit (SDU)[6] in partnership with Enventure[7] conducted a study in 2017 assessing staff attitudes towards sustainability across the NHS[8]. Attaining over six thousand responses, this showed that NHS employees strongly believe in supporting the environment in both their personal lives and whilst in their workplace. There were mixed responses whether they felt supported by their employers and disparity felt between their own sustainability values and those of their employers.

Employing roughly 11,500 staff, University Hospital Southampton Foundation Trust[9] (UHS) provides care for almost two million people in the surrounding area, with over 600,000 patients seen in outpatient appointments each year. The purpose was to gauge whether staff were motivated towards sustainable/environmentally friendly working and whether they felt both the trust and the wider NHS was doing similar. Further information was sought regarding facets of sustainability with a particular focus on commuter transport. Free text comments were also invited.

Methods

Questionnaire

The questionnaire used for this project was based on the aforementioned 2017 project conducted by the SDU looking across all NHS staff, designed by NHS England and Enventure Research. This survey was amended to make the questions more appropriate for a single trust, and converted to a Microsoft Forms[10] format. As the questionnaire had been both piloted and delivered previously, a further pilot was not performed. The questionnaire can be seen in Appendix 1.

Ethics

This project was discussed with the Health Research Authority and was considered a service evaluation, therefore did not require review by an NHS Research Ethics Committee, HRA or HCRW Approval nor NHS/HSC R&D Permissions.

Recruitment

From a population of 11,500 staff, a confidence level of 95% and a margin error of 5, a sample size of 372 participants was required (similar methodology to the SDU study. The survey was distributed to all staff via local intranet, internal email and social media (including the UHS Workplace[11]).

The link the questionnaire was first distributed on the 5th November 2020 and closed on the 18th December of the same year.

Results

Responder Demographics

A total of 1,165 responses were attained in total, representing approximately 10.1% of the staff population. Responder demographics are summarised in Table 1.

Environmental Conscientiousness

The overwhelming majority of responders feel that supporting the environment is important, both at work (95.5%) and at outside of it (97.2%). Mirroring the SDU survey, outside of work scoring slightly high in both surveys, potentially with individuals perceiving in having more control of their behaviours outside of the workplace.

Transport

Most responders travel between 6 and 20 miles per daily commute to and from work (34.2%) followed by 2-6miles (26.9%) with the median number of round trips was 4 times per week.

Over half of responders (56.9%) drive themselves to work by car, with 20.3% walking to work and 10% cycling. Minimal public transport was utilised (bus 5% and train 0.4%). Figure 2 below shows the summation of the travel data recorded as numbers of commute round trips per week broken down by distance and method of transport.

The numbers of journeys less than two miles are even for cycling and single person driving themselves (77 vs 73) and the number of cycle journeys 2-6 miles is half that of driving. The rationale for this is likely multifactorial with adverse weather and late/early shift patterns likely contributing. However, from free text comments, poor changing/shower facilities as well as secure cycle lockup have been identified.

*"….the **waiting list for lockers** is **preventing me from cycling** to work"*

*"I might cycle 8 miles **but not on the crazy roads round here**"*

Regarding public transport, the main UHS site is a 3.1 mile distance from Southampton central train station, thus understandable minimal train use. Some free text comments suggest a shuttle bus between the station and hospital site. There is minimal bus use reported with only 1 in 20 journeys via this mode, despite reasonable links. This survey was unable to answer why bus use is so low, especially for the 2-6mile distance but hypothesising shift work and late finishes contributing. Some free text comments suggest offering subsidies for NHS workers to encourage use.

One solution to reduce the number of commutes to the hospital is to increase working from home for those able, or even in an alternate site for admin staff. Suggested by the free text is increased use of IT for digital/online clinics where appropriate, as we have seen utilised during the Covid-19 pandemic, would reduce the number of patients having to travel to the hospital.
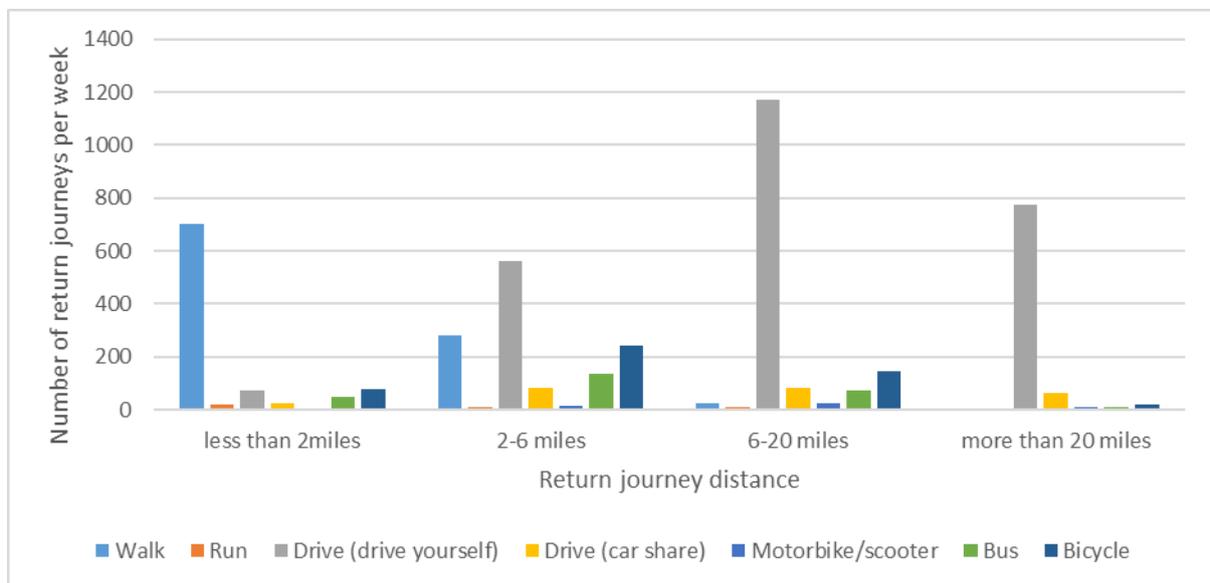

Figure 2: Number of commute return journeys per week
broken down by distance and method of transport

Green Space

Responders feel that access to green space is beneficial to themselves both outside of work (97.7%) as well as whilst at work (93.1%), Similarly, they felt that their patients benefit from access to green space both in their day to day lives (96.9%) and whilst in the healthcare setting (94.5%). This mirrors almost exactly the results from the SDU survey.

Green space has been shown to be beneficial to patients[15], in reducing stress and reconnecting with nature, though barriers exist such as those with physical impediments. These spaces can also be a non-clinical space where patients can feel non-sick"[16].

Due to ever increasing pressures on finite space at the UHS site, there has been loss of space for patients and staff to sit outside. Necessary expansion at the front of the building to expand the

intensive care space has further reduced this. The need for space has been highlighted in the Covid-19 pandemic, with pressures on staff and break room areas.

Roof spaces are one area where gardens can be made, however in a seven storey building this comes with inherent risks. Use of this area also denies potential space for use for solar panels. Various projects on this subject have been trialled and executed through the NHS Forest group[17], run by the Centre for Sustainable Healthcare, creating areas for patients and staff to use for horticulture, the arts, quiet contemplation and exercise.

Sustainability and Healthcare

93.8% of responders think it is important for the health and care system to work in a way that supports the environment, with 85.6% saying that they feel it is very important.

When considering whether both UHS and the NHS support the environment, opinions are split for both organisations, with roughly a third of responders saying they feel they are supportive, a third that they are not supportive and a third neutral with regards to this. Opinions are slightly more positive for UHS over the NHS with 34.9% vs 28.2% replying positively whilst 32.1% vs 34.3% negatively.

Over half of responders (52.8%) feel that they value the environment more than UHS, whilst only 0.8% feel UHS values it higher than they do (26.6% feel they value similarly, 19.6% unsure).

The rates of feeling both the NHS and UHS are supportive are lower than the SDU poll, with far roughly half as many by percentage perceiving that these organisations support sustainable working and significantly more replying "unsure/don't know".

Over half of responders feel their valuation of sustainability is greater than UHS, which is more than the SDU, whilst the numbers who feel they values are aligned are less than the national survey.

In all areas, particularly in transport and the purchasing criteria, responder felt less empowered at work than outside of it.

The free text comment section below explores this further, but one responder wrote:

> "I feel I am self-motivated in behaving in a way that supports the environment
> but feel that there is **not enough done to facilitate this at work**"

Over half of responders (58.7%) feel that UHS makes it easy and encourages environmental support whilst at work, and slightly less so outside of work (40.6%).
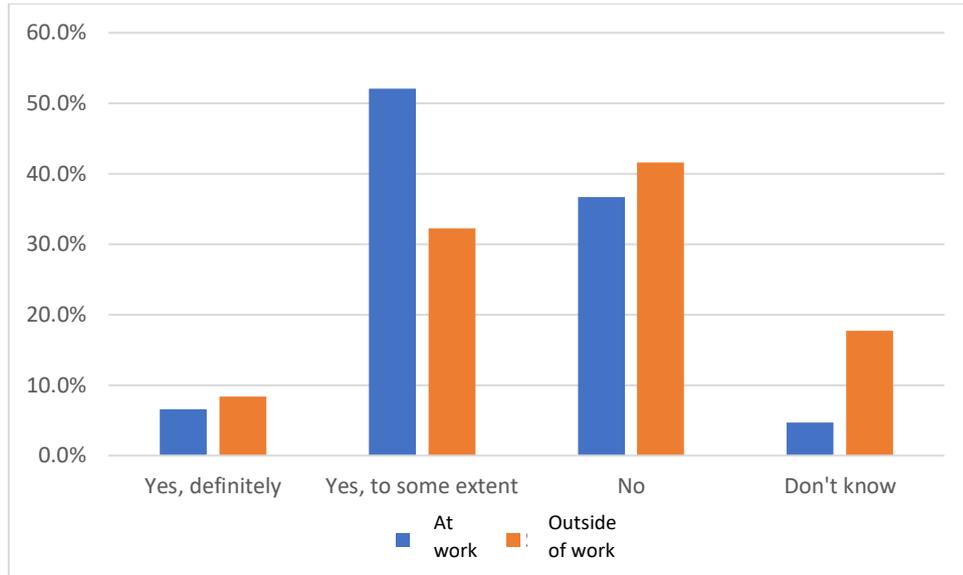
Figure 4: Does your employer make it easy and encourage you to do things that would support the environment?

In all behaviours related to sustainability, participants practice lower rates whilst at work compared to outside of it, with particular disparity in recycling, avoiding car use and purchasing responsibly, summarised in Figure 5.
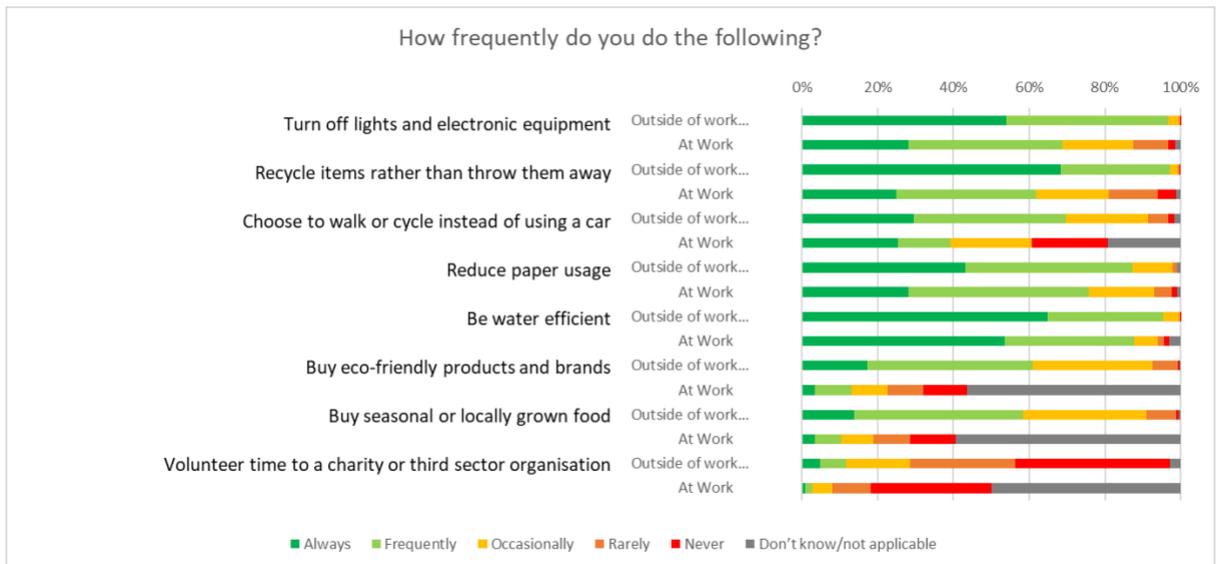
Figure 5: Sustainable behaviour at work versus outside of work

Behaviour change

Across all categories there is feeling that greater education around sustainability would be effective in encouraging behaviour change. Only in the category of "understanding more about climate change" scored above a 30% response for currently happens and is effective (31.3%). No current ongoing strategy was felt strongly to be ineffective.

No current methods are felt to be useful in motivating and generating effective sustainable working.

The desire for more strategies to boost sustainable working appears at face value to be perceived to be welcomed, echoed in the nationwide survey where around 50% of responders for every strategy replied in the category "would be effective if happened"

"I don't need encouragement I just need the means to do it."
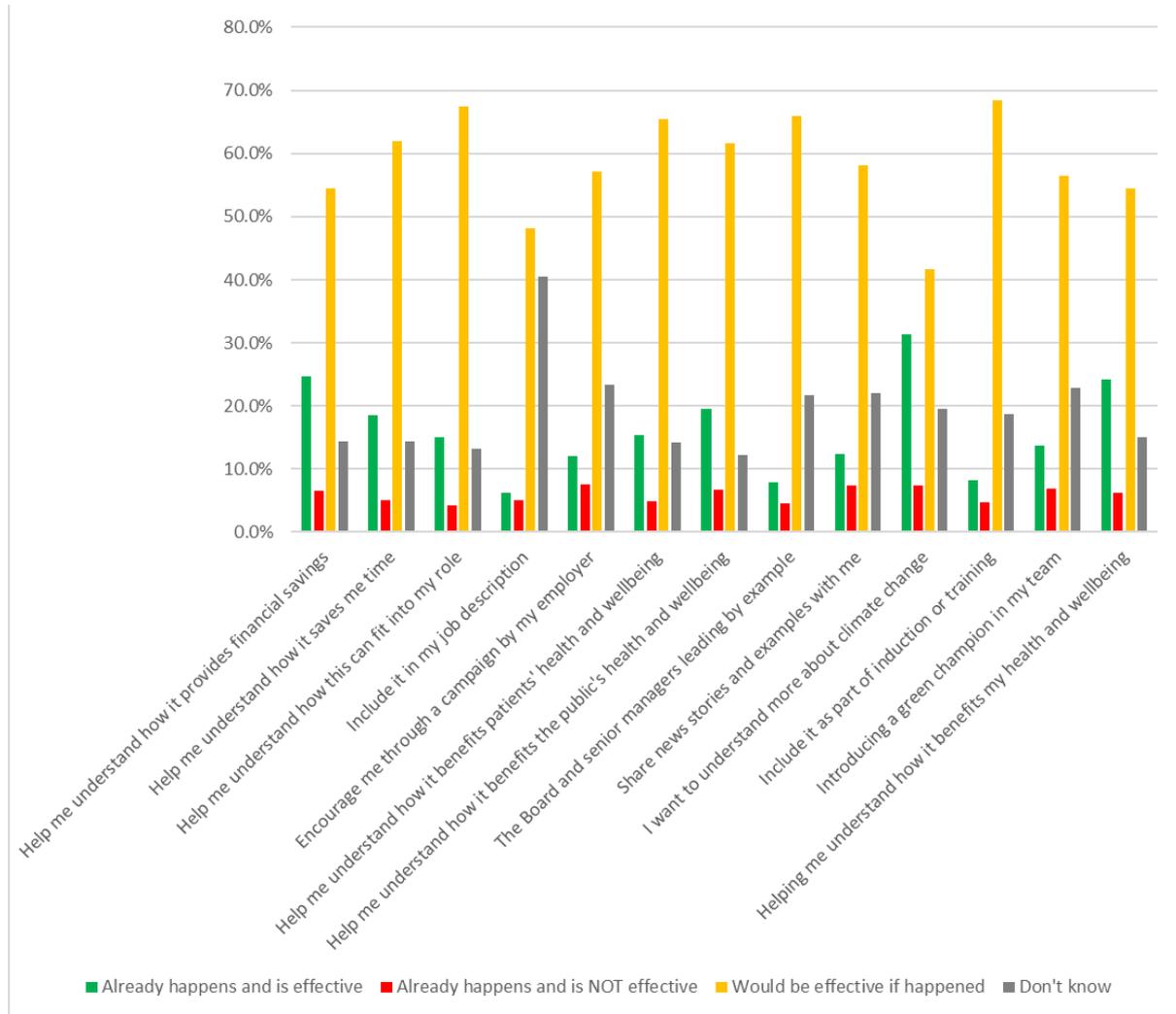
Figure 6: Are current strategies effective in encouraging sustainable behaviours?

Free text comments

A free text comment box was provided for responders to suggest any further strategies to encourage staff to act in a manner that supports the environment. 403 responders provided pertinent comments, which were analysed and collated into themes.

By far the most commented on subject was provision of recycling (45.9% of comments), with reduction of single use items (11.4%), making sustainable working easier (10.9%) and more education and campaigns regarding sustainability (9.9%). A full list of free text themes can be found in Table 16 in Appendix 2.

Increased provision of recycling was the focus of the vast majority of the free text comments.

"We waste enormous amounts of recyclable materials due to poor recycling facilities in NHS.
It is a crime against humanity. We have to lead and do better*"*

"simple provision of paper recycling bins would be a good start."

*"It's **absolutely shocking** how little recycling of packaging etc occurs in theatres and wards"*

On this note of staff taking matters into their own hands, several responders commented that they take recycling home from the workplace or fund themselves:

"Provision of recycling bins and collection of them,
I provided my own for a while, but was not sustainable."

In addition the perception of the Trust as an organisation to be seen to be doing more was mentioned:

*"I really **don't think the UHS strategy for this is clear** currently.*
I've worked at UHs for most of career as a doctor although have moved to a few other trusts for short periods and I wouldn't say it's ever been a focus that is presented"

*"**It needs to be more than lip service** - the Trust need to demonstrate what happens to the [thousands] of tonnes of waste and how things are recycled or upcycled"*

With leadership and lack of support from seniors also featured as themes:

*"**to lead by example,** to make it easier for all to follow the example, to make it as important as other agendas, to **make it a key value** that is tested on in interview and make it the focus in all new set up and implementations"*

This theme of ease and convenience was also mentioned by others, talking of the need to facilitate green working as part of the norm within the work environment.

*"I think convenience plays a large role in the trust. Often work is time pressured and stressful. It isn't convenient often to go looking for recycling bins etc for paper, coffee cups. **If these were more accessible it would be more highly used**"*

*"It needs to be made **EASY or THE ONLY choice**."*

*"Already very keen to do it, it **just needs to be made easier** to actually do these things"*

"…if things are user friendly and don't require extra cost / effort / time etc to do then I believe people are far more likely to support the environment"

*"**Green choices need to be easier than choosing 'not green'**, then improvement should be inevitable..."*

*"Ease. It is **often far more time consuming to 'be green'** "*

This theme of sustainable working being an add on to the required work requirements was further explore by two other responders. Green champions were mentioned by some responders, but time must be protected for this. As an aside, several members of the Green Guardians at UHS have recently felt compelled to step down from the committee as they were unable to contribute on

top of usual work requirements and indeed, the vast majority of the time for this survey was done in spare time as it would in no way be feasible in the normal working day.

> "wards **are too short staffed and busy to add it to their job list** and aren't interested in pushing this forward"

Many responders expressed feelings of powerlessness or frustration regarding sustainable choices and behaviours within the workplace

> *"I feel incredibly strongly about this **and find it almost impossible** to support the environment in this workplace."*

> *"**It is very difficult to make green choices at work** i am not in control of what i can order and cannot influence this."*

> *"Do not feel I know enough about how UHS/NHS is trying to be more sustainable. Makes me feel **powerless as an individual**"*

> *"I, like many other people, want to act in an environmentally appropriate way, but **am unable to do so on many occasions** due to the lack of provisions/services available to allow us to do this."*

The Covid-19 pandemic and its impact of sustainable working, single use plastic and PPE featured in some comments

> *"I think that the COVID pandemic has **ruined** a lot of efforts to reduce waste, it will take some time to reverse this!"*

> *"We are currently working in a global pandemic where we are using **literal tonnes of single use PPE**."*

Though reassuringly one responder vocalised their opinion that this should not hamper sustainable efforts:

> *"the pandemic should **not be an excuse** to stop all the recycling efforts that we have done."*

Though some feel sustainability features enough in induction, education featured highly in free texts, and may be a solution to combat feelings of powerlessness. One responder wrote:

> *"People's awareness of the scale of waste at an institution such as a hospital invokes apathy, as they do not feel the small contributions they make are going to make a difference. It would be very **useful for staff to have a sense of how much change can be brought about collectively by everyone individually doing their little bit**. A Trust messaging campaign that includes this principle in some form could be quite effective in my opinion."*

The use of technology as a way to reduce impact featured in several responses, both through the use of IT to facilitate remote outpatient consults as well as hardware improvements, some of which is ongoing with switching to LED light as one example

> "Smarter technology (e.g movement sensors turning on lights) need to be more widely implemented"

It is clear from the quantitative responses as well as these free text comments, that some people who have taken the time to respond to the survey are passionate about sustainability and are frustrated at the current perceived work being done. Two responders even comment that the lack of sustainability at UHS has made them consider employment elsewhere:

"The UHS site I work on, doesn't offer recycling at all.
As I work on a site that multiple NHS trusts operate out of, no one wants to be the one to pay for recycling.
*This is a huge downfall of working here and **a large reason I would seek employment elsewhere**."*

*"I have **considered leaving my job** because there is such disregard for the environment within the NHS"*

Conclusion

This survey has shown that staff at UHS perceive sustainable working as important and try to support the environment both outside of work and at work, though find the latter more challenging. Access to green space is perceived to be important both for staff and patients. The majority of staff use single occupancy cars to commute to work, and the reasons for this are multifactorial.

They perceive UHS to value the environment less than themselves, though the majority feel that UHS makes it easy to support the environment. This is juxtaposed by the free text comments which focus on lack of trust/senior support, lack of recycling provision and the use of single use items amongst many other themes.

There is hope out there, and UHS is making changes towards more sustainable working. These efforts need to be shared amongst the working staff. More is desired, particularly around the provision of recycling facilities.

One of the more recent reports estimates the NHS carbon footprint has reduced by 11% in the years between 2007 and 2015, above the target of 10%[19]. Change can be brought about, but it needs buy in from all organisational levels from top to bottom to be effective.

Acknowledgements

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Declarations

The author received no additional funding nor sponsorship for this work. The author has no conflicts of interest to declare. Full data and free text comments can be made available upon request.

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Appendices

Appendix 1 – The Questionnaire

Q1   Which of the following occupational groups most closely matches your primary role?

☐ Allied Health Professionals / Healthcare Scientists / Scientific and Technical

☐ Medical and Dental

☐ General Management

☐ Administration / Clerical

☐ Commissioning

☐ Nurses and Midwives

☐ Healthcare Assistant

☐ Other - Please specify.

Q2   How many years have you worked for your current organisation?

☐ Less than 1 year

☐ 1-2 years

☐ 3-5 years

☐ 6-10 years

☐ 11-15 years

☐ More than 15 years

Q3   What would you identify as?

☐ Male

☐ Female

☐ Prefer not to say

☐   I do not identify with binary genders

Q4   Which of the following age ranges are you in?

☐   16-20
☐   21-30
☐   31-40
☐   41-50
☐   51-65
☐   66+
☐   Prefer not to say

Q5   To what extent do you agree that individual behaviour to support the environment, such as improving resource efficiency, reducing carbon emissions and reducing waste, is important?

By this we mean using the planet's resources in a way that considers the needs of future generations and creates benefits for everyone's wellbeing.

	Strongly agree	Agree to some extent	Disagree to some extent	Strongly disagree	Don't know
At work					
Outside of work					

Q6   Typically how many miles do you travel to get to work and back in a day?

Please provide the distance in miles below based on a return journey from your home to your normal work base and back for the days you commute to work.

☐   Less than 2 miles
☐   2-6miles
☐   6-20miles
☐   More than 20miles

Q7   Typically how many times a week do you make this return journey?

Q8   Typically when you travel to work which modes of transport do you use?

☐   Walk
☐   run   ☐   Taxi
☐   Cycle   ☐   Bus
☐   Drive (drive yourself)   ☐   Train
☐   Drive (car share)   ☐   Other
☐   Motorbike or scooter

Q9   In your opinion do you feel there is a benefit to accessing green space on health and wellbeing for the following?

By this we mean green space for walking, running or sitting for use by patients and staff. Outside of work it can include gardens, parks, playgrounds and the countryside etc.

(Please select one answer for each statement)

	Strongly agree	Agree to some extent	Disagree to some extent	Strongly disagree
Patients in a healthcare setting?				
Patients in their day to day lives?				
Staff at work?				
Staff outside of work?				

Q10   How important do you think it is for the health and care system to work in a way that supports the environment, such as improving resource efficiency, reducing carbon emissions and reducing waste?

By health and care system we mean the NHS and other providers of health and care services including social care and public health.

(Please select one answer)

- ☐ Very important
- ☐ Quite important
- ☐ Quite unimportant
- ☐ Very unimportant
- ☐ Don't know

Q11   To what extent do you agree that the following organisations actively supports the environment, such as improving resource efficiency, reducing carbon emissions and reducing waste?

By this we mean using the planet's resources in a way that considers the needs of future generations and creates benefits for everyone's wellbeing.

	Strongly agree	Agree to some extent	Disagree to some extent	Strongly disagree
NHS				
UHS				

Q12   Does UHS's values in relation to the environment (such as improving resource efficiency, reducing carbon emissions and reducing waste) fit with your own values?

- ☐ Yes, they are similar
- ☐ No, I value the environment more
- ☐ No, my employer values the environment more
- ☐ Don't know/not sure

Q13   Does your employer make it easy and encourage you to do things that would support the environment (such as recycling, energy saving, cycling, buying local or volunteering)?

(Please select one answer for each)

	Yes, definitely	Yes, to some extent	No	Don't know

At work				
Outside of work				

Q14   Outside of work, how frequently do you do the following?

(Please select one answer for each)

	Always	Frequently	Occasionally	Rarely	Never	Don't know / Not applicable
Turn off lights and electronic equipment when I leave an empty room						
Recycle items rather than throw them away (when they are recyclable)						
Choose to walk or cycle instead of using a car when feasible						
Reduce paper usage by thinking about if something needs printing or can be kept digitally						
Be water efficient, for example turning off taps, fixing leaks, not over using water etc.						
Buy eco-friendly products and brands						
Buy seasonal or locally grown food						
Volunteer time to a charity or third sector organisation when feasible						

Q15   At work, how frequently do you do the following?

(Please select one answer for each)

	Always	Frequently	Occasionally	Rarely	Never	Don't know / Not applicable
Turn off lights and electronic equipment when I leave an empty room						
Recycle items rather than throw them away (when they are recyclable)						
Choose to walk or cycle instead of using a car when feasible						
Reduce paper usage by thinking about if something needs printing or can be kept digitally						
Be water efficient, for example turning off taps, fixing leaks, not over using water etc.						
Buy eco-friendly products and brands						
Buy seasonal or locally grown food						
Volunteer time to a charity or third sector organisation when feasible						

Q16   Which of these currently encourages you or would encourage you in the future to act in a way that supports the environment, improving resource efficiency, reducing carbon emissions and reducing waste?

(Please select one answer for each)

	Already happens and is effective	Already happens and is not effective	Would be effective if happened	Don't know
Help me understand how it provides financial savings				
Help me understand how it saves me time				
Help me understand how this can fit into my role				
Include it in my job description				
Encourage me through a campaign by my employer				
Help me understand how it benefits patients' health and wellbeing				
Help me understand how it benefits the public's health and wellbeing				
The Board and senior managers leading by example				

Share news stories and examples with me				
I want to understand more about climate change				
Include it as part of induction or training				
Introducing a green champion in my team				
Helping me understand how it benefits my health and wellbeing				

Q17   Is there anything else that would encourage you to act in a way that supports the environment?

Appendix 2 – Data Tables

Table 1: Responder demographic summary

Job Role	Frequency	Percentage
Administration/clerical	69	5.9%
Allied Health Professionals / Healthcare Scientists / Scientific and Technical	341	29.4%
Healthcare assistant	32	2.8%
Medical and Dental	235	20.2%
Commissioning	1	0.1%
Nursing and Midwifery	389	33.5%
Management	60	5.2%
Other	34	2.9%
Employment length at UHS		
less than 1 year	86	7.4%
1-2 years	140	12.0%
3-5 years	195	16.8%
6-10 years	204	17.5%
11-15 years	178	15.3%
more than 15 years	360	31.0%
Gender		
Male	269	23.3%
Female	875	75.8%
Prefer not to say	10	0.9%
I do not identify with binary genders	1	0.1%

Age		
16-20	3	0.3%
21-30	232	19.9%
31-40	283	24.3%
41-50	331	28.4%
51-65	301	25.9%
66+	6	0.5%
Prefer not to say	8	0.7%

Table 2: Which of the following occupational groups most closely matches your primary role?

	Frequency	Percentage
Administration/clerical	69	5.9%
Allied Health Professionals / Healthcare Scientists / Scientific and Technical	341	29.4%
Healthcare assistant	32	2.8%
Medical and Dental	235	20.2%
Commissioning	1	0.1%
Nursing and Midwifery	389	33.5%
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Other	34	2.9%

Table 3: How many years have you worked for your current organisation?

	Frequency	Percentage
less than 1 year	86	7.4%
1-2 years	140	12.0%
3-5 years	195	16.8%
6-10 years	204	17.5%
11-15 years	178	15.3%
more than 15 years	360	31.0%

Table 4: What would you identify as?

	Frequency	Percentage
Male	269	23.3%
Female	875	75.8%
Prefer not to say	10	0.9%
I do not identify with binary genders	1	0.1%

Table 5: Which of the following age ranges are you in?

	Frequency	Percentage

16-20	3	0.3%
21-30	232	19.9%
31-40	283	24.3%
41-50	331	28.4%
51-65	301	25.9%
66+	6	0.5%
Prefer not to say	8	0.7%

Table 6: To what extent do you agree that individual behaviour to support the environment, such as improving resource efficiency, reducing carbon emissions and reducing waste, is important?

	At work		Outside of work	
	Frequency	Percentage	Frequency	Percentage
Strongly agree	794	68.7%	823	75.0%
Agree	310	26.8%	244	22.2%
Neutral	26	2.2%	16	1.5%
Disagree	11	1.0%	4	0.4%
Strongly disagree	15	1.3%	11	1.0%

Table 7: Typically, how many miles do you travel to get to work and back in a day?

	Frequency	Percentage
less than 2 miles	220	18.9%
2-6 miles	312	26.9%
6-20 miles	397	34.2%
more than 20 miles	233	20.1%

- Typically, how many times a week do you make this return journey?

Mean =3.96, Skew =0.91, Median =4

Table 8: Typically, when you travel to work which modes of transport do you use?

	Frequency	Percentage
Walk	236	20.3%
Run	10	0.9%
Drive (drive yourself)	662	56.9%
Drive (car share)	59	5.0%
Motorbike/scooter	12	1.0%
Taxi	3	0.3%

Bus	58	5.0%
Train	4	0.4%
Bicycle	116	10.0%
Other	3	0.2%

Table 9: In your opinion do you feel there is a benefit to accessing green space on health and wellbeing for the following?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Patients in the healthcare setting	69.2%	25.3%	4.1%	0.9%	0.5%
Patients in their day to day lives	81.9%	16.0%	1.2%	0.4%	0.4%
Staff at work	65.9%	27.2%	5.5%	0.5%	0.9%
Staff outside of work	84.8%	12.9%	1.3%	0.4%	0.5%

Table 10: How important do you think it is for the health and care system to work in a way that supports the environment, such as improving resource efficiency, reducing carbon emissions and reducing waste?

	Frequency	Percentage
Very important	990	85.6%
Quite Important	146	12.6%
Neutral	11	1.0%
Quite unimportant	1	0.1%
Very unimportant	8	0.7%

Table 11: To what extent do you agree that the following organisations actively supports the environment, such as improving resource efficiency, reducing carbon emissions and reducing waste? By this we mean using the planet's resources in a way that considers the needs of future generations and creates benefits for everyone's wellbeing.

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
NHS	Frequency	166	161	434	311	86
	Percentage	14.3%	13.9%	37.5%	26.9%	7.4%
UHS	Frequency	165	229	371	287	76

| Percentage | 14.6% | 20.3% | 32.9% | 25.4% | 6.7% |

Table 12: Does UHS's values in relation to the environment (such as improving resource efficiency, reducing carbon emissions and reducing waste) fit with your own values?

	No, I Value the environment more	Yes, they are similar	No, UHS values the environment more	Don't know/not sure
Frequency	609	308	9	227
Percentage	52.8%	26.6%	0.8%	19.6%

Table 13: Does UHS make it easy and encourage you to do things that would support the environment (such as recycling, energy saving, cycling, buying local or volunteering)?

		Yes, definitely	Yes, to some extent	No	Don't know
at work	Frequency	76	601	423	54
	Percentage	6.6%	52.1%	36.7%	4.7%
outside of work	Frequency	92	352	455	194
	Percentage	8.4%	32.2%	41.6%	17.7%

Table 14. How frequently do you do the following?

		Always	Frequently	Occasionally	Rarely	Never	Don't know/not applicable
Turn off lights and electronic equipment when I leave an empty room	Outside of work	54.0%	42.6%	2.9%	0.3%	0.1%	0.0%
	At Work	28.0%	40.7%	18.8%	9.2%	2.0%	1.4%
Recycle items rather than throw them away (when they are recyclable)	Outside of work	68.4%	28.8%	2.2%	0.5%	0.2%	0.0%
	At Work	25.0%	36.8%	19.2%	12.9%	5.0%	1.1%
Choose to walk or cycle instead of using a car when feasible	Outside of work	29.5%	40.1%	21.7%	5.3%	1.8%	1.6%
	At Work	25.3%	13.9%	21.5%	0.0%	20.0%	19.3%
Reduce paper usage by thinking about if something needs printing or can be kept digitally	Outside of work	43.2%	44.0%	10.5%	1.3%	0.1%	0.9%
	At Work	28.2%	47.5%	17.2%	4.6%	1.6%	0.9%
Be water efficient, for example turning off taps, fixing leaks, not over using water etc.	Outside of work	64.8%	30.5%	4.0%	0.5%	0.1%	0.0%
	At Work	53.6%	34.1%	6.2%	1.8%	1.2%	3.1%
Buy eco-friendly products and brands	Outside of work	17.3%	43.6%	31.6%	6.7%	0.6%	0.2%
	At Work	3.4%	9.7%	9.4%	9.7%	11.5%	56.4%
Buy seasonal or locally grown food	Outside of work	13.8%	44.6%	32.5%	8.0%	0.6%	0.5%
	At Work	3.3%	7.1%	8.5%	9.8%	11.9%	59.5%
Volunteer time to a charity or third sector	Outside of work	4.7%	6.9%	16.8%	27.8%	40.9%	2.8%
	At Work	1.0%	1.7%	5.2%	10.3%	31.8%	50.0%

organisation when feasible								

Table 15. Which of these currently encourages you or would encourage you in the future to act in a way that supports the environment, improving resource efficiency, reducing carbon emissions and reducing waste?

		Already happens and is effective	Already happens and is NOT effective	Would be effective if happened	Don't know
Help me understand how it provides financial savings	Frequency	281	74	621	165
	Percentage	24.6%	6.5%	54.4%	14.5%
Help me understand how it saves me time	Frequency	211	57	705	164
	Percentage	18.6%	5.0%	62.0%	14.4%
Help me understand how this can fit into my role	Frequency	171	48	764	149
	Percentage	15.1%	4.2%	67.5%	13.2%
Include it in my job description	Frequency	71	58	543	457
	Percentage	6.3%	5.1%	48.1%	40.5%
Encourage me through a campaign by my employer	Frequency	137	86	648	265
	Percentage	12.1%	7.6%	57.0%	23.3%
Help me understand how it benefits patients' health and wellbeing	Frequency	174	56	741	160
	Percentage	15.4%	5.0%	65.5%	14.1%
Help me understand how it benefits the public's health and wellbeing	Frequency	219	76	693	137
	Percentage	19.5%	6.8%	61.6%	12.2%
The Board and senior managers leading by example	Frequency	89	52	747	246
	Percentage	7.8%	4.6%	65.9%	21.7%
Share news stories and examples with me	Frequency	139	83	654	248
	Percentage	12.4%	7.4%	58.2%	22.1%
I want to understand more about climate change	Frequency	350	83	466	218
	Percentage	31.3%	7.4%	41.7%	19.5%
Include it as part of induction or training	Frequency	93	53	772	211
	Percentage	8.2%	4.7%	68.4%	18.7%

Introducing a green champion in my team	Frequency	154	77	636	258
	Percentage	13.7%	6.8%	56.5%	22.9%
Helping me understand how it benefits my health and wellbeing	Frequency	273	70	614	169
	Percentage	24.2%	6.2%	54.5%	15.0%

Table 16. Is there anything else that would encourage you to act in a way that supports the environment?

Theme	Frequency	Percentage
Improve recycling	185	45.9%
Reduce/ban single use items/plastics	46	11.4%
Make it easier/more convenient/normalise sustainable working	44	10.9%
More education and sustainability campaigns	40	9.9%
More communication to staff re sustainability	31	7.7%
Encourage/mandate suppliers (inc energy, costa and M&S) to be more sustainable and reduce packaging	26	6.5%
Motion detect/timer/energy efficient lights, sleep mode for IT hardware	26	6.5%
Incentivise sustainability/accountability for not being sustainable	20	5.0%
Reusable/recyclable/sustainable PPE (inc facemasks)	20	5.0%
Increased use of IT to support sustainability	19	4.7%
Better shower/changing/locker facilities	18	4.5%
The trust/management needs to be seen to be doing more and leading by example	17	4.2%
More green/outdoor space for staff and patients	14	3.5%
Improve facilities for electric vehicles	14	3.5%
More sustainable/meat free/local options on food	13	3.2%
More/more secure bicycle lockup	13	3.2%
More green champions	8	2.0%
Improved local cycle ways/lanes	8	2.0%
Leadership needs to come from the senior staff	7	1.7%
Better public transport	7	1.7%
Support staff/Fund time to implement changes	6	1.5%
Covid pandemic affecting ability to work sustainably	5	1.2%
Quicker estate repairs eg leaking water, changing room doors	4	1.0%
Feeling that we are a small nation and our actions don't matter compared to larger ones	4	1.0%
Provide transport between train station and hospital	3	0.7%
Improved disposable of non-confidential paper waste	3	0.7%
Improve park and ride	3	0.7%
Smoking shelters poor advert for hospital	3	0.7%
Utilise solar panels	3	0.7%
Car share scheme	3	0.7%

Green anaesthetic approach	2	0.5%
Reduce outpatient visits via use of IT	2	0.5%
Sourcing energy from biomass/solar	2	0.5%
Donate unused food to homeless/reduce food waste	2	0.5%
Improve cycle to work schemes/similar initiatives	2	0.5%
Include sustainability in induction	2	0.5%
Encourage children to be involved	2	0.5%