

Staff Sustainability Survey

South Western Sydney Local Health District

GGHH Agenda Goals

- Leadership

Hospital Goal

- To identify sustainability issues that are important to staff of SWSLHD

Progress achieved

- Gained an understanding of SWSLHD staff's awareness of sustainability at work
- Gained information about which sustainability actions staff are undertaking at work
- Gained insight into staff's attitude towards, and involvement in, sustainability outside of work
- Gained an understanding of how important staff perceive sustainability in the workplace to be
- Compiled a collection of sustainable actions recommended by staff

The Issue

The Sustainability Action Group for the Environment (SAGE) was established in 2014 by a group of motivated volunteer staff at South Western Sydney Local Health District (SWSLHD) to promote sustainability within the organisation as it was not 'visible' as an important issue. SWSLHD employs over 12,000 staff, so we felt there was an excellent opportunity for the LHD to show leadership as one of the largest local employers, and potentially to influence thousands of families through staff actions at home.

SAGE, as a volunteer group, have limited time to spend on sustainability initiatives. This survey was developed to give SAGE an understanding of SWSLHD staff's interest in sustainability, and to determine priority sustainability projects that staff would support.

Sustainability Initiative Implemented

To gain an understanding of which sustainability issues were important to staff outside of the core sustainability group, SAGE conducted an online staff survey in August 2015.

Implementation process

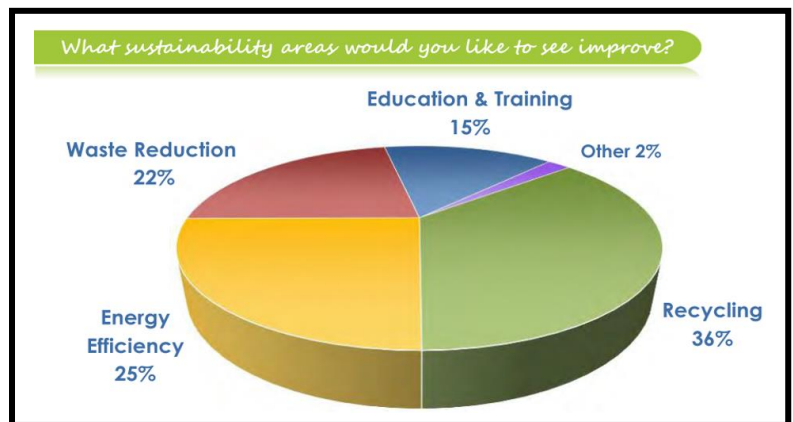
The online survey ran for 18 days and received 807 responses. Survey questions types included rating scales, as well as an open-ended question.

Brief information and a link to the survey was sent to all SWSLHD staff, and it was announced on the bulletin board on the LHD website

Survey Results

68% of respondents worked in a hospital setting. Major professional groups that participated in the survey were Nursing (27%), Allied Health (22%) and Administration (18%).

Over 98% of respondents were **aware** of some sustainable practices in their workplace.



- 85% of staff were aware of recycling paper
- 68% reusing scrap paper
- 64% were recycling printer toners and cartridges
- 63% switching off computers at night
- 63% were recycling packaging

99% of respondents **followed** at least one sustainable practice in their workplace.

- 83% recycling paper
- 74% reusing scrap paper
- 69% turning of lights
- 65% switching off computers at night
- 60% recycling packaging

Almost 40% of respondents were **not aware of any broad strategies** in place across SWSLHD to address environmental sustainability.

- 24% were aware of the SWSLHD Environmental Sustainability Plan
- 19% knew that there was a committee responsible for sustainability

99% of respondents **engaged in sustainable actions outside of work**. The main actions they undertook were:

- 93% waste recycling
- 86% minimising waste
- 86% energy reduction

99% of respondents also indicated that it was important or very important for them to practice **sustainability at home**. 82% believe their actions will make a difference.

96% of respondents think it is **important** or **very important** to practice environmental **sustainability at work**.

- 42% of respondents found it a little or very difficult to practice environmental sustainability at work
- 18% said it was not difficult
- 39% finding it easy or very easy to do

Respondents were asked for one sustainability strategy they would like to see adopted in their workplace. Responses to these can be broadly grouped into 4 categories:

- Recycling (e.g. recycling bin availability, recycling printer toners and cartridges, purchasing recyclable packaging)
- Reducing energy consumption (e.g. turning off lights, motion sensor lighting, solar panels)
- Waste reduction (e.g. promote re-usable cups, use water jugs for patients instead of bottled water, electronic records)
- Training and education (e.g. staff audits, incentives for staff to be sustainable, appoint a sustainability officer)

Challenges and lessons learned

Sustaining action for the long term can be difficult. Many sustainability measures have been implemented but the enthusiasm died down after a period. Solutions could include: to send regular reminders or refreshers to staff; to incorporate sustainability responsibilities in job descriptions.

Next Steps

The survey result showed survey respondents demonstrated sound awareness of sustainable practices and a willingness to implement these practices in their workplace, despite a degree of difficulty for almost half of respondents.

The survey also revealed an interest in increasing sustainability strategies and practices. Survey participants provided strategies that they would like to see implemented to support more sustainable practices, which included the creation of a dedicated sustainability position.

Demographic information

SWSLHD covers seven Local Government Areas from Bankstown to Wingecarribee in New South Wales (NSW) and has a population of approximately 820,000 people.

The District is among the most rapidly growing populations in NSW and projected to grow to over a million people in the next decade. The District covers both rural and suburban communities and manages six acute public hospitals:

- Bankstown-Lidcombe Hospital
- Bowral and District Hospital
- Campbelltown and Camden Hospitals
- Fairfield Hospital
- Liverpool Hospital

The District also operates 14 major community health centres providing prevention, early intervention and community-based treatment, palliative care and rehabilitation services.

Links

<http://sageau.org/>

Quotes:

Please share a few key quotes from stakeholders involved in this process.

Please, list all contacts named in this case study.

Keywords / topics:

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