



# Sustainability Newsletter

November 2023

## Introduction

Welcome to the second edition of HEIW's Sustainability Newsletter, our bi-annual summary of all the great sustainability work going on in HEIW. We are part of the NHS Wales wide community delivering key actions in the NHS Wales Decarbonisation Strategic Delivery Plan which is helping 'to embed the latest decarbonisation knowledge and research into healthcare practice and the educational curriculum'.



We run various local sustainability projects at Ty Dysgu, as we strongly believe in leading by example. On a personal level, I believe that creating a more sustainable place to live and work is not only a priority, it is a responsibility and I would encourage everyone to get involved.

In this issue, we celebrate some of our achievements over the past few months. For example, we've recently published a refreshed version of our [Sustainability Action Plan \(page 3\)](#), which focuses on HEIW's own 'carbon hotspots', alongside our educational remit. We've also successfully run several events, including a sustainability stall at our [October Staff Conference \(page 6\)](#) and our [annual "Go Green for Halloween" event \(page 6\)](#).

So, whether you are just starting out on your sustainability journey, or you are already making changes, I would ask everyone to commit to taking climate action. Perhaps you could join your local Green Group or become a [Climate Smart Champion \(page 4\)](#). Whichever way you choose to get involved; we are grateful you've taken a step towards a more sustainable NHS Wales.

Thank you for joining us on our journey towards a greener future - happy reading!

Yours sincerely,

**Glyn Jones**

Direction of Finance, Planning, and Performance  
Executive Lead for Sustainability

# Meet the team - New Starters

## Yousef Sabah,

### Welsh Clinical Leadership Training Fellow



“Usually I am a General Surgery Registrar here in Wales but have taken a year out of training as part of the HEIW Welsh Clinical Leadership Training Fellowship.

During my fellowship year I’m undertaking a project on Climate Smart and Sustainable Healthcare. I am hoping to help implement the Intercollegiate Green Theatre Checklist as well as getting involved in other projects to try and meet the NHS Wales net zero carbon emissions goal.

I’m sure the fellowship will pose an exciting array of new challenges and valuable new experiences. I have a keen interest in Quality Improvement as previously in my training worked as part of the team involved with the Royal College of Surgeons “CholeQuIC” project in its first and third iterations whilst at Princess of Wales Hospital, Bridgend. The project is a quality improvement collaborative that aims to improve the quality of care for patients with acute gallstone disease.

Outside of work I enjoy spending time with my family walking the dog and am a passionate sports fan, particularly rugby and cricket.”

## Mark Brand,

### Welsh Clinical Leadership Training Fellow



“I have just started as a Welsh Clinical Leadership Training Fellow hosted by HEIW. A part of my fellowship is to deliver a project looking at how HEIW can support Allied Health Professionals deliver sustainable healthcare. I’m passionate about celebrating all the successful projects across Wales and how we can share these experiences for everyone to deliver sustainable healthcare. I am also interested in how technology can help NHS Wales become more sustainable. I’m really looking forward to the year ahead”.

## Owain Vivian,

### Project Support Manager



“Hey! I’m Owain Vivian, a Project Support Manager at HEIW, with a focus of my role being involved developing and leading sustainability projects.

I am particularly passionate about contributing to developing a more sustainable way of living via the NHS, so that local communities and people can live healthily and independently to support the local economy.

I started with HEIW in the summer of 2022 after 5 years with Cwm Taf Morgannwg UHB and have recently been appointed to my present post. I’m excited to be more involved in Sustainability.

Outside of work, I have two children, enjoy playing sports and am a keen historian who loves the outdoors!”

## Alisha Jenkins,

### Intern



“Hi there! I’m Alisha Jenkins, an intern at HEIW, and my role involves supporting and leading on several sustainability projects.

Looking after our planet is a cause I’m extremely passionate about. I’m grateful to have the opportunity to make a difference in one of our country’s most important institutions: the NHS.

I started with HEIW as a summer intern just after graduating from Cardiff University. I’m excited to be staying on for the year-long internship, where I’ll be making multi-media content promoting sustainability, supporting the Climate Smart Champions Network, and leading on the “Go Green for Halloween” event. Outside of work I enjoy dancing, travelling, and everything food-related!”

## Familiar Faces



**Justine Cooper,**  
Sustainability Lead



**Kathryn Speedy,**  
Sustainability Fellow



**Laura Burton,**  
Sustainability Fellow

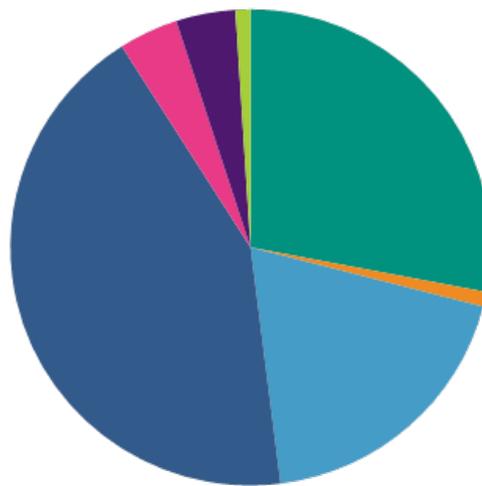


**Rosemary Stewart,**  
Sustainability Fellow

## Sustainability Action Plan

HEIW's revised Sustainability Action Plan was approved in September 2023 and incorporates recommendations from a detailed carbon footprint exercise carried out in 2022/23.

The carbon footprint report calculated HEIW's carbon footprint, and found procurement makes up the largest proportion of HEIW's total emissions, followed by staff commuting and events. The pie chart shows the proportions.



- Staff commuting
- Business travel
- Events
- Procurement
- Gas
- Electricity
- Well to tank, waste and utilities

To reduce our carbon footprint, HEIW's revised Sustainability Action plan has been developed in line with our Biodiversity and Climate Change Strategy. This has five Areas of Action that link to the "carbon hotspots" highlighted in the report:

- 1. Procurement:** We're engaging with NHS Wales Procurement to ensure we are able to support staff to be confident about the sustainability credentials of our suppliers.
- 2. Travel and Commuting:** We're monitoring and managing our emissions via surveys and by monitoring our policies and infrastructure. We've also recently committed to Level 1 of the Healthy Travel Wales Charter (please see below for more info).
- 3. Events:** We're also monitoring and managing our events-related emissions by collecting accurate data, promoting sustainable travel (i.e. car sharing and public transport), and supporting staff with guidance for running sustainable events.
- 4. Energy, Waste, and Utilities:** We're planning towards fully decarbonising heat and hot water provision at Ty Dysgu by 2030.
- 5. Education and Training:** We're working towards embedding decarbonisation and the principles of sustainable healthcare by leading by example, raising awareness, incorporating sustainability into current education and training programmes, and developing a network of sustainable healthcare champions.

## Healthy Travel Charter

HEIW recently pledged its support to Level 1 of the Healthy Travel Charter. By signing the Charter, HEIW has committed to supporting staff and visitors in travelling more sustainably, such as walking, cycling, or using public transport. HEIW is already meeting several of the criteria, for instance by offering the cycle to work scheme to all staff, having an agile working policy in place, and hosting on-site charging infrastructure for electric vehicles. The sustainability team are developing plans to incorporate the remaining criteria over the next few years.



## Climate Smart Working Group

The internal Climate Smart Education and Training working group has been established to embed the principles of sustainable healthcare in the education and training we provide and that is provided by our partners.

So far, the group, which has representation from across the professional pathways, has undertaken an audit of climate smart education and training across the pathways in HEIW's remit. A subgroup is now working on a maturity matrix and a baseline framework ahead of the next group meeting in November. The work will be reviewed by the wider group and presented to the Executive Team at the end of November.

This work is directly related to HEIW's action in the NHS Wales Decarbonisation Strategic Delivery Plan, to help 'to embed the latest decarbonisation knowledge and research into healthcare practice and the educational curriculum'.

If you would like more information, please contact [HEIW.Planning&Performance@wales.nhs.uk](mailto:HEIW.Planning&Performance@wales.nhs.uk).

## Climate Smart Champions

Are you keen to support the NHS in tackling climate change? Would you like to enhance your leadership skills and knowledge about sustainability? Then become a Climate Smart Champion!

Look out for more information about the new Climate Smart Champion [network on Gwella, the HEIW Leadership Portal for Wales](#), due to launch before the end of 2023/24. The network will be open to all. If you've already completed training to become a Climate Smart Champion, we look forward to welcoming you to the network. We'll shortly be releasing a playlist of interactive activities and resources to help you make the most of your training via Gwella.





## BMJ Leader Articles

Two excellent articles have recently been published in the BMJ Leader, an international, peer-reviewed journal focusing on leadership in health and care.

The **first** was co-written by Dr Kathryn Speedy, a higher trainee in child and adolescent mental health and Sustainability Fellow at HEIW. Her article speaks candidly about the hopes and worries of being both a parent and a healthcare professional during the climate crisis.

**“Our children are the future generation, and the decisions we make today will affect them tomorrow...as parents and as doctors.”**

The **second article** was written by Dr Matthew Lee, a clinician working in North Wales and Sustainability Lead of the Doctors’ Association UK (DAUK) committee. It is a brilliant account of the biodiversity and wildlife crisis across Britain.

**“British nature has been wheezing for years; only now, as it becomes silent, we are noticing how critical the situation is.”**

## ESR Learning

If you’re an NHS Wales employee and eager to know more about sustainable healthcare, there is some free e-learning on your electronic staff record (ESR). Simply log into your account, and look for the following modules:

- 🔗 Building a Net Zero NHS
- 🔗 Environmental Sustainability in Quality Improvement
- 🔗 NHS Wales – Climate Change and Sustainability

## Sustainable Events Checklist

Sue Stokes, Quality Improvement Dental Educator and Dental Quality Lead, and Lynne O’Sullivan, Dental Educator (Workforce Development), have created a checklist to ensure your event is as sustainable as possible. This fantastic resource is really easy to use and will be available soon. The sustainability team at HEIW is currently working on sustainable events guidance for all future events at HEIW which will incorporate this checklist. It will also include more information, tools, and further resources, to help you make a difference.

## Website and Video Content

We’ve recently updated HEIW’s website, where we’ve explained what sustainable healthcare is, why it’s important, and what you can do to help – even if you only have two minutes! If you’re feeling worried, angry, or overwhelmed by climate change news, we’ve also included some tips for coping with this. The web pages are an excellent resource to educate yourself and others about the importance of environmental sustainability within NHS Wales. They can be accessed [here](#).

We’re also creating some YouTube shorts, which are short, snappy videos containing top tips for promoting sustainability in your field. These will be published soon, so keep a look out!

# Staff Events

## Sustainability Stall at Staff Conference

In October, the Planning and Performance team hosted a stall promoting HEIW's sustainability work at the annual Staff Conference. The stall was designed to be as eco-friendly as possible, meaning it included:

- ✦ Posters made from unwanted cardboard
- ✦ Games made from recycled material with eco-friendly prizes
- ✦ Prize draw open to all staff that travelled sustainably to the conference (i.e. walked, cycled, car-shared, or used public transport)
- ✦ Tree drawing that staff could decorate using recycled paper and eco-friendly paint

The stall was a great success – we had 13 people either sign up to the Green Group and / or commit to being a Climate Smart Champion.

We're also pleased to announce that HEIW's Green Group volunteers won the 2023 Sustainability Award at the HEIW Staff Awards Ceremony. Congratulations Green Group! We're thrilled that our Sustainability lead at HEIW, Justine Cooper, was also recognised for her hard work with a "highly commended" certificate. Thanks to everyone who came along to celebrate our achievements, and hopefully our stall has given you some sustainable ideas for your next event!



## Go Green for Halloween

We hosted our Go Green for Halloween event in October, where we held some festive and sustainable activities:

- ✦ "Reuse, Rehome, Recycle" Halloween decoration and costume swap
- ✦ Halloween quiz, including a round on sustainability
- ✦ DIY Halloween decoration competition

Congratulations to the winners, who were rewarded with Fairtrade chocolate bars and a Grow Your Own Pumpkin Set! Also, a big thank you to everyone who took part in our events and helped make Halloween 2023 more sustainable.

## Litter Picking

HEIW has continued to run monthly litter picking sessions at Ty Dysgu and the surrounding area. The volunteers, who are part of HEIW's Green group, have successfully collected 23 bags of rubbish over the last 12 months. HEIW staff can find information about the Green Group and litter picking on the HEIW intranet.



# Looking Ahead

Things to look out for in 2023/24...

- » **Wales Climate Week** (4 – 8 December 2023): A Welsh Government event dedicated to exploring the theme of “fairness” in the context of Climate Change.
- » **Welsh Sustainability Awards** (29 February 2024): An awards event celebrating environmental achievements that fall under the Wellbeing of Future Generations Act.

## Focus On: Let's Not Waste Campaign

Waste is one of the biggest issues facing the environment. Did you know that, after Halloween, 22.2 million pumpkins go to waste every year? Or how about that the NHS produces approximately 156, 000 tonnes of clinical waste every year, from secondary services alone? This is why the Bevan Commission, in partnership with the Welsh Government, have pioneered the “Let's Not Waste” Campaign.

It's designed to drastically reduce waste in the health and social care sector by focusing on three key aspects:

- Reduce: products and services that are not essential
- Reuse: tools, equipment, and other resources
- Recycle: wherever possible, to reduce waste and minimise carbon footprint

If you're looking for some ideas to reduce the amount of waste in your service area, [check out some of these case studies](#).

## Have Your Say

If you've recently taken on a sustainability project and would like to be featured in the newsletter or on the Climate Smart Champion network when launched, we would love to hear from you!

Please contact the team on [heiw.planning&performance@wales.nhs.uk](mailto:heiw.planning&performance@wales.nhs.uk).

