

Environmental Training

at a glance...

- Reduced travel emissions
- Reduced paper consumption e.g. handouts and certificates
- More efficient use of staff time – planning training around workloads
- Generic course so all staff receive the same information
- Auditable system created

East Kent Hospitals Trust investigated and implemented methods of training 8000 staff on environmental issues for certification to ISO 14001.

How we did it

In such a large organisation, it's challenging to find one method of training suitable for all staff. Therefore East Kent Hospitals NHS Trust uses three separate methods to ensure each department has access to environmental training, see diagram below:

E Learning package:

- Available to all staff to use anytime of day.
- Exercises throughout the package.
- Quiz at end to record competence and completion of course, which is recorded by email.

E Learning Package

Environmental Training for 8000 Staff

Departmental Training upon request

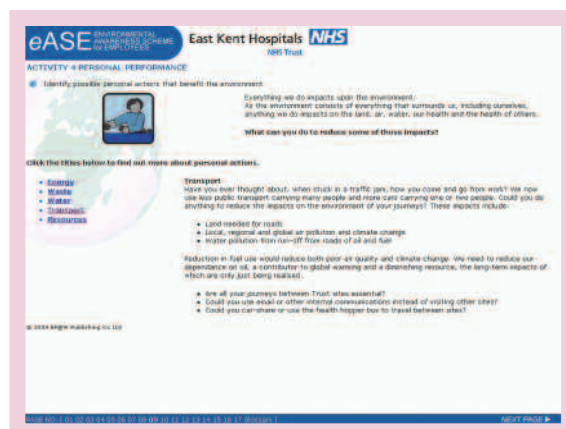
Departmental:
Upon request for departments who do not have easy access to 'e learning'.

Core Training Days

E learning package development

Working with a specialist environmental training company, East Kent Hospitals NHS Trust created the first environmental 'e learning' package in the NHS attracting interest not only within the partnership, but also from other NHS organisations.

(right)
Sample screen shot of environmental training package



Core training:

Departments arrange one day where several staff attend for mandatory training

The package allows staff to

- Assess the impact on the environment from their work activities and personal performance (see screenshot below)
- Learn about consequences (to the Trust, themselves and the environment) from not following Trust policies/procedures
- Learn about environmental management systems

Due to large number of staff, and earlier e learning packages being successful in reaching all 8000 staff, the environmental management steering group agreed it was the way to move forward to achieve ISO 14001 compliance.

(left): sample shot of activity in environmental training

eASE ENVIRONMENTAL AWARENESS SCHEME for EMPLOYEES

East Kent Hospitals NHS Trust

ACTIVITY 4 PERSONAL PERFORMANCE

Choose personal actions that benefit the environment
Identify financial and health benefits of actions

Task:
Consider the possible actions from the previous activity, and choose two things you could do to lessen impacts upon the environment, in terms of land, air, water and health. Work from left to right across the grid starting with your choice of actions and fill in those boxes where you consider the impacts may be reduced.

BENEFITS CHOICES	Money	Land	Air	Water	Health
Turning off Lights	Saved	Less fuel used	Less carbon dioxide	Less heat Pollution	Less bronchitis

Use the 'Print' button at the top of the page, if you need to show this to a responsible person

This corresponds with the following from ISO 14001 4.4.2
Aim of... the environmental benefits of improved personal performance

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Training method which was not successful

Cascading of training materials - unable to ensure material was delivered, 'cascaders' unable to dedicate time to train all staff, unable to clearly demonstrate competence and difficulties in recording training.

Benefits of training methods

Through using three different methods, all staff have access to environmental training and receive the same message. Staff praised the environmental team for the e-learning package as they can now fit training around work.

The e-learning package is fully auditable and has helped to:

- Reduce travel (reduced emissions and use of resources) for the trainer
- Reduce paper consumption for handout and training material
- Allow staff to work at their own pace – greater flexibility
- Greatly improved environmental awareness throughout the Trust.

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