

# CLIMATE EMERGENCY AND SUSTAINABILITY ACTION PLAN 2024-2027





## Introduction

**To accompany the NES Climate Emergency and Sustainability Strategy and to support NES' ambition, we have developed a detailed Action Plan comprising both short- and long-term actions and goals.**

The Action Plan includes actions that can be implemented promptly and those that may need a longer lead in time, given the nature of the challenge facing NHS Scotland. The NES Climate Emergency and Sustainability Action Plan will be kept under review by the NES Climate Emergency and Sustainability Group and will be formally reviewed annually and updated by the Group to reflect the wide range of work that will be carried out across NES. We will report formally on progress to the NES Audit and Risk Committee and the NES Board. We will ensure that our actions complement where possible, national programmes of work, such as the National Performance Framework, the Scottish Government's emissions reduction targets and the Scottish Climate Change Adaptation Programme.





## Education and Training

Action	Owner	Timescale
> We will ensure that Climate Emergency and Sustainability is a key component of how NES delivers education and training.	> Director of NHS Scotland Academy, Learning & Innovation Directorate	> Continuous
> Work with NSS to develop an initial eModule for staff training to provide a general overview of the NHS's role in addressing the climate crisis.	> Workforce Directorate	> June 2024
> Work with NSS to expand the collection of eModules available to staff to include further information on both broad and specific topics.	> Workforce Directorate	> September 2024
> Develop a robust tracking and reporting process in relation to staff participation in the sustainability modules developed by NSS and hosted by NES.	> Workforce Directorate	> August 2024
> Amend Dental Vocational Training curriculum to incorporate a learning outcome on sustainability.	> Dental Directorate	> 1 August 2024
> Deliver sessions on Climate Emergency and Sustainability in the Dental VT study day programme.	> Dental Directorate	> 31 July 2025



## Education and Training (continued)

Action	Owner	Timescale
<ul style="list-style-type: none"> <li>Identify and promote opportunities to further influence how awareness of the climate emergency is raised and maintained through education and training resources, and how changes to clinical practice are developed and embedded into our programmes.</li> </ul>	<ul style="list-style-type: none"> <li>All Directorates</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>
<ul style="list-style-type: none"> <li>Incorporate environmental sustainability messages in all new or updated national dental clinical guidance provided by Scottish Dental Clinical Effectiveness Programme (SDCEP).</li> </ul>	<ul style="list-style-type: none"> <li>Dental Directorate / Doug Stirling</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>
<ul style="list-style-type: none"> <li>Work with Colleges and Faculties to encourage inclusion of sustainability and healthcare implications of climate change in postgraduate curricula.</li> </ul>	<ul style="list-style-type: none"> <li>Medical Directorate</li> </ul>	<ul style="list-style-type: none"> <li>18 to 24 months</li> </ul>
<ul style="list-style-type: none"> <li>Support of Quality Improvement projects in climate change and sustainability with cascading of support via trainers.</li> </ul>	<ul style="list-style-type: none"> <li>Medical Directorate</li> </ul>	<ul style="list-style-type: none"> <li>Continuous</li> </ul>
<ul style="list-style-type: none"> <li>Ongoing development of new methods of delivering training and education via online resources and SIM.</li> </ul>	<ul style="list-style-type: none"> <li>Medical Directorate</li> </ul>	<ul style="list-style-type: none"> <li>Continuous</li> </ul>
<ul style="list-style-type: none"> <li>Embed principles of sustainability, where relevant, in educational resources and promote relevant educational resources to support sustainable Care.</li> </ul>	<ul style="list-style-type: none"> <li>Pharmacy Directorate</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
<ul style="list-style-type: none"> <li>Deliver education using a variety of formats to increase awareness of Sustainability across the Health and Social Care workforce</li> </ul>	<ul style="list-style-type: none"> <li>Pharmacy Directorate</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>



## Clinical

Action	Owner	Timescale
> Identify and promote opportunities to embed the NHS Climate Emergency Strategy into all NES education and training resources.	> All Directorates	> Short
> Where appropriate, design education and training that can be delivered in remote/hybrid way	> All Directorates	> Short / Medium
> We will ensure that pillars of Realistic Medicine feature consideration of Climate Emergency & Sustainability aspects when designing healthcare plans. This will particularly apply to the pillars of shared decision making and reducing harm and waste.	> Medical Directorate	>





## Transport and Travel

Action	Owner	Timescale
> Evaluation of all face-to-face meetings to ensure added value and if none – default to virtual meetings.	> All Directorates	> Continuous
> Virtual recruitment processes for all trainees.	> Medical Directorate	> Continuous
> Review of training placements outside of base region to identify what is essential to meet curricular requirements and resources that require development to support reduction in rotation.	> Medical Directorate	> 18 to 24 months
> Review potential of move towards longer placements in rotations to minimise travel.	> Medical Directorate	> 18 to 24 months



## Procurement

Action	Owner	Timescale
> Engage critical suppliers to understand their net zero plans, mapping out anticipated scope three emissions.	> Finance and Procurement	> Q3 2024
> Promote the use of the NHS Scotland Community Benefits Gateway within the NES supply chain	> Finance and Procurement	> Continuous
> Ensure all Procurement staff have been fully trained on the Scottish Government's Sustainable Procurement Tools relating to Climate Literacy and Circular Procurement modules.	> Finance and Procurement	> Q4 2024



## Digital Infrastructure

Action	Owner	Timescale
<p>› <b>Datacentre Consolidation:</b> Work underway to evaluate Microsoft proposal of migrating NHS Scotland VMWare environments into their Azure Cloud. Should NES adopt this solution, this may significantly reduce or remove the requirement for any on-premise Datacentres. This strategic decision must be carefully considered, and as such the evaluation and decision will conclude Q3 2024.</p>	› David Wilson	› Q3 2024
<p>› <b>Carbon Footprint:</b> Produce and disseminate an environmental impact report following removal of redundant hardware from all data centres.</p> <p>Work to remove redundant hardware from all datacentres has been ongoing, and some sites have been cleared entirely. Following completion, an environmental impact report will be produced and disseminated. This work is scheduled to conclude Q3 2024.</p>	› David Wilson	› Q3 2024
<p>› <b>Infrastructure refreshment programme proposals:</b> Much of the NES Infrastructure hardware is approaching end of life and will soon require modernisation in order that it does not fall out of support by the vendors. The hardware encompasses Server, Network, Unified Communications and some Endpoint, and as such there is an opportunity to align the Enterprise Architecture, and to do so in a 'Cloud First' context. To this end a comprehensive modernisation proposal with included finance will be completed Q4 2024.</p>	› David Wilson	› Q4 2024





## Governance and Policy

Action	Owner	Timescale
<ul style="list-style-type: none"> <li>Climate change and sustainability will be referenced in all new policy and guideline development as a core requirement.</li> </ul>	<ul style="list-style-type: none"> <li>All Directorates</li> </ul>	<ul style="list-style-type: none"> <li>Continuous</li> </ul>
<ul style="list-style-type: none"> <li>The Audit and Risk Committee and the NES Board will continue to receive updates from the Executive Lead and the NES Climate Emergency and Sustainability Group and Clinical Sub Group,</li> </ul>	<ul style="list-style-type: none"> <li>Director of Finance</li> </ul>	<ul style="list-style-type: none"> <li>Continuous</li> </ul>
<ul style="list-style-type: none"> <li>Nominations will be sought for an employee-focused and maintained sustainability group, to help to further promote awareness of the challenge facing NES as an NHS Scotland Board and to generate additional initiatives for addressing the challenge.</li> </ul>	<ul style="list-style-type: none"> <li>NES Climate Emergency &amp; Sustainability Group</li> </ul>	<ul style="list-style-type: none"> <li>End June 2024</li> </ul>



## Waste

Action	Owner	Timescale
<ul style="list-style-type: none"> <li>The portfolio of education and training products offered by NES will build in consideration of how the entire NHS Scotland workforce, and those from whom we procure services can play a role in reducing waste and recycling materials where possible.</li> </ul>	<ul style="list-style-type: none"> <li>All Directorates</li> </ul>	<ul style="list-style-type: none"> <li>Continuous</li> </ul>
<ul style="list-style-type: none"> <li>Review how NHS Education for Scotland (NES) tracks its waste and create a process for reporting on this.</li> </ul>	<ul style="list-style-type: none"> <li>Property &amp; FM</li> </ul>	<ul style="list-style-type: none"> <li>6 months</li> </ul>



## Capital Projects and Adaptation

### Action

- › Where changes to the NES property estate are being considered, Climate Emergency and Sustainability considerations will be taken account of in decision making. Funding will also be explored to effect any works or accommodations to deliver Climate Emergency and Sustainability improvements.

### Owner

- › Director of Finance

### Timescale

- › Continuous



## Greenspace, Nature and Biodiversity

### Action

- › Options will be explored for making sure that interaction with greenspace by NHS and social care staff can be included in our education and training programmes.

### Owner

- › All directorates

### Timescale

- › Continuous





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## ALTERNATIVE FORMATS

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how we can best meet your requirements.



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