

Staff Engagement Module

The Staff Engagement module involved two of our staff participating in a workshop with other members of the Sustainability Advantage Hunter region Aged Care cluster. The workshop was very helpful in gaining awareness of effective communication strategies, motivation factors, and the processes of changing the organisational culture/the behaviour of individuals.

As a result of this module, Mercy Services:

- Developed a staff engagement strategy that was later incorporated in the Sustainability Action Plan. The staff engagement strategy included:
 - Clarifying that our environmental champions are our Environmental Responsibility Workgroup (made up of representatives from each of our sites);
 - Updating the Position Descriptions for others with environmental roles;
 - Regular feedback to staff and others on our environmental efforts via monthly site audits, annual operational plans, newsletter and website;
 - Rewarding the staff person who achieves the greatest percentage reduction in fuel consumption over a three month period;
 - Rewarding the site that achieves the greatest percentage reduction in water use, energy use and waste generation over a three month period and over a year; and
 - Providing an information and motivation workshop on environmental responsibility for all staff and optional for volunteers.