

Carbon Reduction Plan Template

Supplier name: NHS Professionals

Publication date: 03/10/2024

Commitment to achieving Net Zero

NHS Professionals is committed to achieving Net Zero emissions by 2030

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019/20 (01/04/2019 to 31/03/2020)	
Additional Details relating to the Baseline Emissions calculations.	
Emissions data had not been published in prior years therefore we selected 2019/20 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the SmartCarbon Calculator using the UK Government emissions factors.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	48.28
Scope 2	85.01
Scope 3 (Included Sources)	Scope 3 total – 937.85 Upstream T&D – not relevant – explanation provided (NHS Professionals is a professional services organisation in the UK that supplies temporary staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)

	<p>Waste - 0.10</p> <p>Business Travel – 430.36</p> <p>Employee Commuting – 507.39</p> <p>Downstream T&D – not relevant – explanation provided ((NHS Professionals is a professional services organisation in the UK that supplies temporary staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)</p>
Total Emissions	1071.14

Current Emissions Reporting

Reporting Year: 2023/24 (01/04/2023 to 31/03/2024)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.27
Scope 2	38.33
<p>Scope 3 (Included Sources)</p>	<p>Scope 3 total - 442.18</p> <p>Upstream T&D – not relevant – explanation provided (NHS Professionals is a professional services organisation in the UK that supplies temporary staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)</p> <p>Waste - 0.03</p> <p>Business Travel - 382.11</p> <p>Employee Commuting - 60.04</p> <p>Downstream T&D – not relevant – explanation provided ((NHS Professionals is a professional services organisation in the UK that supplies temporary staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)</p>

Total Emissions	482.78
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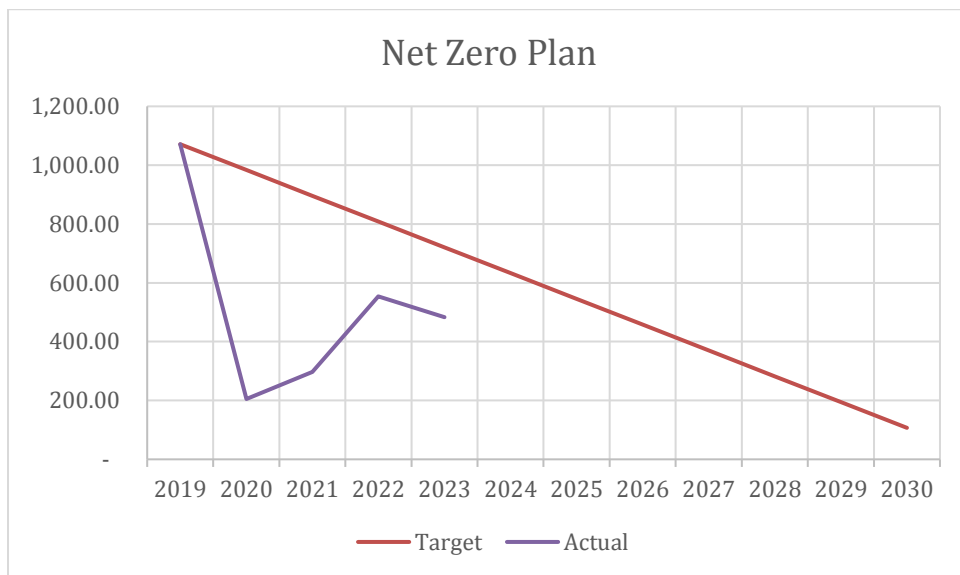
Emissions reduction targets

We have had no previous emissions reduction commitment.

In order to continue our progress to achieving Net Zero since the base year 2019/20, we have adopted the following carbon reduction target.

We project that carbon emissions will decrease to 354 tCO₂e by 2025/26. This is a reduction of 67% from 2019/20 and the projection is to reach net zero carbon by 2030. It is envisaged that carbon offsetting or technology such as carbon capture and storage will be deployed to achieve the difference between actual and net zero carbon.

Progress against these targets can be seen in the graph below (2019 to 2023 are actuals) with a total reduction tCO₂e of 55% in 2023/24 when compared to the base year.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

It should be noted that the reductions (from 2019/20) in CO₂ in 2020/21 and 2021/2 are attributed especially to the period during which COVID significantly impacted operational capacity. 2022/23 was a more typical operational year although with a very significant carbon emissions decrease compared to the 2019/20 base year. Actual tCO₂e in 2022 was 554 tCO₂e. In 2023/24 tCO₂ was further reduced to 483 tCO₂e – well below target and a further year on year reduction of 13%.

Scope 1&2 emissions in 2023/24 have dropped significantly compared to 2022/23 (-32%). In 2023/24 Scope 3 emissions are 11% lower than 2022/23 and this represents a 53% decrease since the base year.

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The measures will be in effect when performing the contract.

Carbon reduction projects have included:

- Implemented Environmental Management system and achieved ISO 14001: 2015 certification. Ongoing internal and external audits to ensure we are still compliant and showing continuous improvement.
- Move to agile working that has resulted in reduction of company business travel and commuting. Since the base year business travel tCO₂e has reduced by 11% to 382 tCO₂e in 2023/24 and employee commuting tCO₂e has reduced by 88% to 60 tCO₂e in 2023/24.
- Launched fully electric vehicle lease scheme for staff.
- Staff encouraged to use video conferencing where possible, that has reduced need for travel.
- There is monthly reporting of all travel and this is reviewed at board level to identify who is travelling and why.
- Launched Pilot for Hubble tool for booking on-demand co-working space with sites located by all of our Client Services team to discourage travel to corporate hubs for meetings.
- Completed a Sustainability Opportunity assessment that will help us to build and implement our corporate sustainability strategy. This approach includes environmental, social and economic pillars of activity. Carbon reduction is an important element.
- Launched “NHSP for Good: People, Planet, Prosperity” - the ESG strategy and vision for the business which includes the setup of a new sustainability advisory committee.
- Installation of LED Lighting in NHS Professionals managed properties.
- Building management systems have been upgraded to reduce energy usage.
- Relocation of South Hub site to Hemel Hempstead – considered energy efficiency and environmental factors. Our office runs off 100% renewable energy and 100% of waste on site is recycled
- Partnered with Property providers for our Northern Hubs who have already achieved zero waste to landfill.
- All single use plastic items removed from Stationery contract.
- Utilisation of a Carbon Reporting Tool to accurately record our carbon emissions.

- Offset our unavoidable business travel carbon emissions for 2021/22 with Climatecare.org.
- Pawprint app introduced for staff engagement and to promote carbon reduction behaviours.
- Pilot completed for repair/reuse of IT equipment instead of recycling. Sourcing a new supplier to provide refurbished laptops in place of buying new.
- Initiated ESG supply chain assessment. The aim is to use a fresh approach to more accurately measure Scope 3 emissions with actual emissions data rather than through spend based data.
- Downsizing of property portfolio with Hemel Hempstead site being reduced by two-thirds. This will reduce emissions, especially from energy and commuting. Completed in August 2023.
- Excess furniture from Hemel Hempstead sold to another company to promote re-use in place of recycling. Excess IT equipment reutilised for homeworking kits instead of being recycled.
- With property searches sustainability is a key consideration, as reflected in the new Leeds office facility, located in a building, designed specifically with environmental and social sustainability at its core.
- Monthly Board Report now has a dashboard reporting on sustainability related KPIs.

In the future we hope to implement further measures such as:

- Interventions to reduce power consumption focussed on air conditioning, building fabric, insulation, space heating, ventilation and hot water.
- Feasibility study for onsite renewable energy sources through solar panel installation.
- Working with all landlords / building providers to ensure purchase of 100% renewable energy.
- With property searches sustainability will be a key consideration.
- For IT systems – these will be designed with optimisation as key from Day 1. We will implement software solutions to manage and optimise power consumption of assets.
- Implementation of supplier to refurbish our current IT equipment, including laptops, instead of purchasing new.
- Further transition to zero emission vehicles by continually promoting electric-vehicle lease scheme.
- Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our net zero goal.

- All suppliers to have produced their own net zero target and plan (by 2030 latest) that align with NHS Professionals targets.
- All third-party suppliers to have completed a mandatory ESG assessment in the Arcus procurement system.
- Evaluation of all clinical and non-clinical purchased products with specific plans for more efficient use such as reducing single use plastic, switching from disposable to reusable equipment and reducing use of paper. Using low carbon substitutions where possible such as uniforms made from recycled materials.
- Active management and reduction of emissions from staff travel. Measures to include a review and tightening of the travel policy, which is already in progress, and working with our travel management company on highlighting the lowest emission options on our booking portal. This should result in switching domestic flights to rail, selecting lower emission flights, rail journeys and hotel stays. Through this new booking-technology we can introduce travel carbon budgeting and more effective reporting.
- Deliver further reductions in emissions resulting from commuting to work. Encouragement of staff to use low carbon transport methods such as walking, cycling and public transport as well as a scheme to promote use of low or zero emission cars, including provision of EV charging points.
- New partnerships in place to implement carbon offsetting that comprise traditional carbon credit projects alongside carbon capture process, working with CarbonFootprint.com and UNDO Carbon.
- Introduction of full TCFD reporting.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.


¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Signed by:
 Richard Shearer CFO
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Date: 03-10-2024 | 14:31 BST
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