

TUC GreenWorkplaces Project 2006–7



Objectives and outcomes report



Executive summary

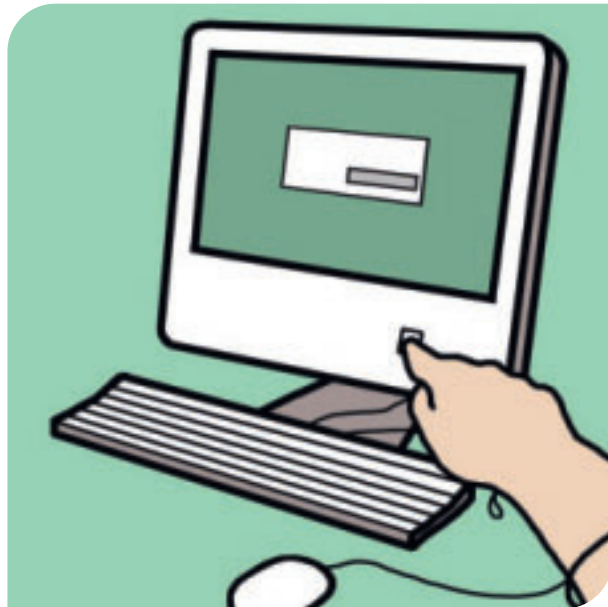
In 2006-07, the TUC's GreenWorkplaces project supported trade union initiatives to make six demonstration workplaces 'greener'. These were at the steelmakers Corus, Friends Provident, DEFRA (the Government's environment department), Scottish Power, the British Museum and the TUC. The project focused on energy saving as a key TUC priority and was funded by the Carbon Trust. This report describes what we set out to do, the progress made so far, and our ambitions for future GreenWorkplace initiatives.

All projects supported union initiatives to carry out the following actions:

- staff opinion surveys
- open days or open 'events' with outside speakers from environmental organisations
- training for 'green reps'
- support for negotiation with management.

Several key results emerged:

- These initiatives were union-led, and there was an unusually high level of engagement from both members and potential members.
- The numbers attending open days, completing surveys, and applying for training courses were considerably higher than the numbers who had become involved in management-led initiatives, showing the importance of the unions having a voice in the workplace environment agenda.
- The numbers were also higher than those who had become involved in union-led initiatives in other areas, showing the strong level of interest in this area and the potential for organising and recruitment.
- The training led to new bargaining structures such as joint environment committees being established or worked towards; facilities time granted; new reps coming forward; and formal agreements on facilities time.
- Union environmental reps were able to conduct their own workplace energy audits.
- Reps were able to get management to measure and report information on energy costs for the first time.
- Actual or potential energy/carbon savings were identified in all projects.
- There were widespread benefits in terms of raised awareness in the union movement and increased demand for unionlearn training courses, (unionlearn is the name of the TUC's learning and education facilitator), speakers at conferences, and a high number of affiliate conference policies being passed, many of which demanded statutory bargaining rights on the environment.



Next steps

The TUC will provide ongoing support to the reps to enable them to continue jointly to monitor and improve environmental energy performance through joint union-management structures.

The TUC has successfully bid for two new project funds for 2007–9, which will enable us to support affiliates in this area.

1. During 2007–8 the TUC will help unions learn how they can 'green' their work as employers themselves, and in pursuing a greener bargaining agenda with employers. The TUC offers support to all levels of the union – for executive officers and lay leaders, who are invited to become Union Green Leaders, there will be breakfast meetings, written briefings and shared best practice. For officers and reps there will be seminars and online training. This Carbon Partnerships project is funded by the Carbon Trust.
2. The TUC is inviting early expressions of interest from unions who would like to support to develop their own GreenWorkplace projects in specific workplaces where they are recognised. Following the success of the TUC Union Modernisation Fund bid, we are able to support 10–15 such "transformational" projects in 2008–9.

Introduction

This report summarises the outcomes of the TUC's 2006–7 GreenWorkplaces pilot project, funded by the Carbon Trust. It runs through progress at the six demonstration project workplaces, and additional benefits (for example, raised awareness of climate change issues within the union movement as whole). It also touches on some of the ways this work will be taken forward during 2007–8, for example through the Carbon Trust funded Union Green Leaders initiative, and the UMF-funded Greenworkplace Phase 2 projects (where the TUC will be looking to support a further 10–15 workplaces more closely in developing a 'greener' bargaining agenda).

The 2006–7 GreenWorkplaces pilot project involved the TUC supporting affiliates at a range of workplaces from Corus to Friends Provident and DEFRA itself, to negotiate for greener workplaces and to train up union environmental reps. The project focused on saving energy in the workplace. This area is a key priority of the work of the Trade Union Sustainable Development Advisory Committee (TUSDAC), which is a joint TUC-DEFRA group, co-chaired by General Secretary of Prospect, Paul Noon and the Environment Secretary, Hillary Benn.

The GreenWorkplaces project was funded by a grant from the Carbon Trust. Progress against milestones was reported to bi-monthly meetings of the project steering group, chaired by Paul Noon and drawn from TUSDAC members. Key activities in support of these initiatives have included staff consultation and awareness activities, delivered via intranet facilities, staff training, opinion surveys, and the setting up of carbon savings monitoring systems. Consultations with management have secured firm measures of energy use and targets towards energy reduction.



This report outlines the outcomes of the project in terms of the key objectives. It should be noted that monitoring of the outcomes of the project in terms of carbon savings will be collected over the next three years and reported to TUSDAC and to the Carbon Trust, as specified in the terms of our grant funding.

The report also outlines some areas where progress was made beyond the original objectives, in promoting the green agenda across the trade union movement, through the profile raising work carried out within the GreenWorkplace project.

Trade unions participating in these pilot projects were Prospect, Community, Unite (T&G and Amicus sections), PCS, GMB and FDA. The TUC would also like to record its appreciation of the positive response of the employers involved in these new initiatives.

Aims and outcomes of the project

The aims of the project

The aims of the project were:

- practical engagement of workers and management in six schemes at workplace level, to secure measurable energy savings in the short term
- project monitoring in up to six schemes, including an audit of achieved energy savings
- longer-term Framework Agreements under discussion towards embedding carbon management arrangements
- a report-back conference.

The outcomes of the project

Substantial progress has been made in developing joint union-management energy and environment committees in all six organisations, through which a range of energy saving and staff engagement initiatives are being taken forward. There have also been spin-off benefits in terms of increased union activity and participation by union members and representatives in taking forward a new environmental agenda both as negotiators, and in their own unions.

BRITISH MUSEUM

The project was instigated at the request of the convenor and an early meeting took place with PCS, Prospect, T&G, and FDA union reps, who joined together in organising with BM management a staff open day and staff environmental training. As an outcome, the British Museum agreed to reps proposals and set up a joint environmental committee, chaired by the head of facilities management. This committee has worked on shaping a sustainability policy, has improved recycling, looked at ways of making jobs and travel to work more sustainable, looked at the heating and cooling of the building, reduced the Museum's overall electricity bill by 7 per cent in a year, and won commitments to making a new wing of the building, on which work is to commence in 2008, carbon neutral. This example, which complements work undertaken nationally by PCS on green and ethical procurement, shows how unions at grassroots level

can have a role in increasing demand for 'green' products and services, which in turn potentially creates new sustainable jobs in the UK. It also shows the potential for winning new negotiating rights and structures, with management recognising the crucial importance of worker expertise.

The open day was attended by over 25 per cent of staff (around 200 people, from curators to cleaning and security staff), compared to an average of 5 per cent for similar management-led events, according to the keynote speaker from the Carbon Trust. The day included stalls and workshops from the CT, the local authority, Friends of the Earth and other bodies. Arising from this event, 80 staff volunteered to undertake environmental reps training, and 20 were able to take part in the first wave of training, with commitment from the management to continue to work to meet the remaining demand.

A key aspect of the first staff training workshop was a trial energy audit drawing on Carbon Trust materials introduced by a CT consultant. This has provided reps with the skills needed to undertake simplified energy audits in their own work area. Around 12 such audits have already been undertaken out of around 20



British Museum zones, with the results fed into the environmental committee and a follow up visit from the Carbon Trust consultant to help assess the level of practical carbon savings is planned.

The British Museum's energy bill at the outset of the project stood at £1.1 million a year. The joint energy and environment committee agreed a target of 17 per cent savings in carbon emissions in the first two years, or approximately 31,000 tonnes of CO₂. The initial savings realised at British Museum are 7 per cent of their annual electricity bill in year one. Going forward, support will be provided to monitor further achievements in carbon savings. There has been some change in the branch representation structure and support will also be given to include the new reps fully in the project.



CORUS

This project involves Community and T&G-Unite unions and is focused on securing energy savings at the Corus Wednesfield steelworks, Wolverhampton. However, both unions and Corus management have shown a high level of commitment to rolling the project out across the Corus estate, comprising three major sites across the whole estate of 53 worksites, with the Wednesfield site acting as an energy-saving pilot project for the whole UK operation.

At a Corus site in Wednesfield, the project instigated a joint carbon reduction seminar involving senior management, Community and Unite stewards and the Carbon Trust. Following this, a joint union-management steering group was set up at the site. As part of this, work has been carried out to plan a joint two-day training course for environmental reps, with further awareness raising and publicity activity also planned. The company has for the first time reported raw energy data for the site and expressed a firm interest in embedding detailed energy monitoring systems as part of the joint project. This training at Wednesfield is projected to save 5 per cent of energy use in the immediate term (via monitoring and behaviour

change/awareness) and a further 10–15 per cent over the next two years (via behaviour change and low-cost investment). The projected 5 per cent electricity savings equate to 1,216 tonnes of CO₂.

At the request of the General Secretary of Community, acting as chair of the national steel coordinating committee, Corus have now established a company-wide Environment Forum to look at energy efficiency and renewable energy.

This will provide the basis for an organisation-wide framework agreement. Union involvement in this Forum is now being negotiated for at high level across the company structure.

At the initial workshop dealing with downtime emerged as the key to electricity savings. Clarity is required as to which machinery and other processes need to be left running. The project has undertaken an assessment for the company of its energy usage, establishing that Wednesfield steel works has an average load of 8MW electricity and its total use is therefore 56,576 MWh per annum, or 24,328 tonnes CO₂, as well as 70,000 BTU gas¹.

Aims and outcomes of the project

Energy use is split evenly between:

- 'long' products, where the main energy use is in heating (the steel has to be kept to a constant temperature and the warehouse is left open for easy access for lorries)
- strip coil processing, where the main energy use is the blast furnace
- automotive, where the main energy use is lighting and machinery.

Going forward, as the project has expanded beyond its initial scope to cover the whole of the Corus operations in the UK, the steering group agreed to include Corus as one of the three 07/08 GreenWorkplace projects within the Carbon Partnerships project, to reflect the scale and carbon savings opportunities presented by this employer. The company as a whole emits 19 million tonnes of CO₂ annually, so tackling these presents a key opportunity to make an impact on UK emissions and also to drive up energy efficiency to secure steel production in the UK.

TUC

The TUC has established a joint environmental committee including representation from senior management and 10 workplace representatives from Congress House (the TUC's head office) and from four of the TUC's six regional offices.

For Congress House itself, TUC management has now for the first time provided detailed data on energy use (electricity and oil consumption). The environment committee commissioned a CT study showing that total energy consumption at Congress House was 2.7 million kWh a year in 2003 – latest figure available at the time. The TUC has so far achieved a reduction of nearly 50 per cent in electricity usage, particularly in cutting night-time electricity consumption, and the focus has now moved to day-time electricity consumption. Progress on reducing resources (and therefore embodied energy) has also been substantial, with awareness campaigns and improved recycling facilities and reduced



packaging all contributing to a reduction in waste to landfill of 40 per cent in 18 months.

In the majority of TUC regional offices, the TUC is a tenant among other occupants. These TUC offices are managed by regional secretaries, who are in conversation with other tenants and their landlords with a view to securing energy savings. These developments are being closely monitored by the workplace environmental reps and are reported to the project leader and TUC main environmental committee.

An Energy Action Plan was drawn up following an environmental reps training day in December 2006. The TUC green reps are drafting a carbon management policy. The TUC has taken a number of environmental and carbon saving steps as a result of the activities of the green reps. An online staff attitude survey has been carried out, establishing a baseline of staff awareness and pointing to a number of areas for immediate action, which have been taken into the Action Plan. Motion sensor lighting has been installed in toilets and will follow in the common areas – a total of 46 PIRs. Management have allocated a budget for 2008 to install a small boiler to use to heat water in the summer months,

which will have a significant and clearly quantifiable carbon saving.

As noted above, the TUC has already made significant savings in night-time electricity use, halving the amount of electricity used overnight. A programme of awareness-raising activities is also continuing, including a successful and well-attended screening of the film *An Inconvenient Truth*, which was introduced by Tony Juniper, head of Friends of the Earth UK. This was also a useful opportunity to make contact with some prospective green reps from non-TUC tenants based at Congress House, including Congress Centre, Unity Bank, UNISON and Thompson's Solicitors.

SCOTTISH POWER

This project is based at the company's Motherwell site (Alderstone House), employing 800 technical and call centre staff at two offices on a business park. Working through the current joint union-management consultative committee, Prospect, UNISON and Amicus have together supported a number of initiatives, including a staff awareness day and staff survey. These activities identified volunteers to participate in a training workshop for workplace environmental reps. Fifteen reps took part and the feedback was very positive.

The company has supplied data on overall energy use both for this site and an earlier Carbon Trust assessment for another site where action had not been taken. This project is therefore focusing on identifying energy-saving opportunities that will be taken forward in the short term. Drawing on data supplied by management, the project has established that the Scottish Power site at Alderstone House currently uses 1,211,520 kWh electricity p.a. (and approximately 250,000 kWh gas). Total carbon emissions are therefore 568.5 tonnes of CO₂.

From the staff survey and input from environmental reps, we have established that the office has approx 200 old fashioned VDU screens, typically consuming

at least 300W (for a 15-inch screen), with a total load therefore of 60kW. Staff survey and audits further indicate that half are currently left on overnight and at weekends, i.e. a total load of 30kW during out of office hours. The potential savings are approx 192,000kWh per year (50 weeks). The potential savings would be even greater if computers are currently left on during the holiday periods, or particularly if they are left on unnecessarily during the day when many of the staff are out on appointments.

The Joint Negotiating Committee (JNC) is now also considering other potential energy savings from PCs themselves, air conditioning load and fluorescent lamps. Again staff survey/audits persistently indicate these are mostly left on at night/weekends.

The JNC therefore estimates that total potential electricity savings could reach 538,375kWh, which is approximately 231.5 tonnes of CO₂. These savings could potentially be achieved via installation of automatic power management IT systems and light/motion sensors, the cost of which is yet to be quantified. Much more cheaply, though more ambitiously in terms of behaviour change, a significant proportion could be achieved if 'switching off' were to become embedded in the organisational culture.

Two additional issues for the joint committee to take up, which emerged from staff surveys, are the insufficient controls of the office heating systems (too hot/too cold), and staff transport, particularly traffic congestion caused by the lack of public transport services to the business park.

The joint union-management environment group has developed an action plan which includes negotiation of a jointly agreed framework policy; time off for environmental reps; and close working with the company's health and safety reps.

The employer and unions are keen for this initiative to be rolled out across the Scottish Power operation, and

Aims and outcomes of the project

aim to use the joint national agreement to take this forward. Similarly, there is scope to build on an earlier management initiative to establish 'environmental champions' on a different site.

Communication remains a key issue in Scottish Power – staff, including the energy and environmental managers, agree that the input of environmental reps is key to effectively communicating initiatives across all parts of the organisation, rather than staying stuck within one part such as the power generation side. They have also started to work with environmental reps to develop innovative ways to communicate the carbon cutting message within departments, sharing existing resources and developing new ones.

Looking forward to the Carbon Partnerships project, the TUC will work together with Scottish Power on developing an online learning resource in association with the trade union college at Stow. Going forward, the TUC will continue to support Prospect and UNISON negotiating officers, to ensure implementation of the action plan and full union involvement.

Some of initiatives were delayed due to takeover of Scottish Power by Iberdrola and the uncertainties involved. However, following the GreenWorkplaces training, approximately 35 environment reps have been elected covering the three largest locations. A committee has been set up and two meetings have been held in late 2007. The following measures have been implemented in some sites. Their success is being monitored to see if they can be developed in other locations:

- recycling of mobile phones
- creation of an environmental intranet site due to go live in April
- recycling of Xmas cards
- installation of Dyson hand dryers at several sites
- installation of Solatube system at one site
- installation of web-based reporting/monitoring system at six sites
- installation of hippo bags to reduce water usage
- installation of lighting controls to some sites.

It has recently been reported that at Alderston House, the focus of training, has implemented all the above measures on site and reduced its energy use by 51,218 kWh compared with the previous reported year, due largely to the installation of lighting controls. This is a saving equal to 22 tonnes of CO₂.

FRIENDS PROVIDENT

This project involves four large-scale office locations (Dorking, Exeter, Salisbury and Manchester). Energy-saving initiatives are being developed through existing joint union-management consultative arrangements – the Joint Negotiating Committee (JNC) – with Amicus the sole recognised union. An energy road show, attended by around 150 members of staff (including some from the neighbouring DEFRA office with which it shares a business park), has taken place at the main Salisbury office, with road shows in the smaller Exeter and Dorking locations attracting around 80 members of staff each. A number of initial issues are being resolved through the JNC, including an agreement for a one-day workshop for environmental reps, and identifying senior management ownership of, and responsibility for, energy and environmental policy.

The stewards were delighted with the success of the union GreenWorkplace roadshow, saying they attracted "the most interest we've ever had for a union stall", with staff "queuing five-deep throughout the lunch-hour" at the Salisbury office. This also linked the stewards with local activist groups, and recruited a number of new members.

With senior management ownership of, and responsibility for, energy and environmental policy now firmly established, the organisation has expressed strong support for working towards a joint energy/environment agreement; swift progress is now anticipated. A new senior union rep is in post and further environmental rep training will take place shortly, wrapping up the first stage of this project.

Following GreenWorkplaces training, a further range of activities were undertaken in 2007/08. There is now information on the intranet that tells people what to switch off and when. Trainees have set up green teams within their departments, especially in the contact centre in Salisbury (five people in the green team out of a contact centre of 40).

The IT systems have been changed so that computers and monitors can be switched off at night (all four sites) – they used to have to all be left on to be updated overnight and generally people left their monitors on as well due to low awareness. This measure affects 4,000 workstations – about half-and-half old monitors and new flat screen computers not upgraded that regularly, so the average PC age is around three years. Assuming that half of staff now turn off whereas previously none were allowed to, the energy savings are equal to an estimated 184 tonnes of CO₂.

DEPARTMENT FOR ENVIRONMENT, FOOD AND RURAL AFFAIRS (DEFRA)

This project was based at DEFRA's York office, employing 600 staff. Energy initiatives are being discussed through the existing joint negotiating committee (JNC) on site, with staff represented through the FDA, PCS and Prospect. A staff awareness day attracted interested from more than 50 employees wanting to play a further part in energy saving initiatives. An environmental reps training day took place. Management was now for the first time analysing its energy use and has supplied the JNC with a first round of baseline data for the site.

Working with management, the project has established that the York Kings Pool office's electricity usage in 2005–06 was 1,934,780kWh, or approximately 832 tonnes of CO₂. Electricity usage was 136kW per square metre of office space, against a government benchmark of 92kW per square metre for offices of this type, i.e. those where the office space is predominantly naturally ventilated, with a low percentage of air-conditioning.

Therefore, the JNC is seeking to bring Kings Pool a 32 per cent improvement in energy efficiency to achieve the benchmark figure. This is broadly in line with overall DEFRA targets for its estate between 2006 and 2010. In other words, the JNC is working in support of at least the DEFRA targets for carbon reduction of 6–7 per cent per annum across their estate. Senior management at DEFRA York has given the GreenWorkplaces project strong endorsement at the joint union-management Witley council, the high level negotiating body for the civil service. They have agreed to negotiate a joint sustainability policy with the union. Such a policy will have firm, measurable carbon implications.

The JNC is now considering this information and working with management on ways better to communicate energy usage information and easily understood targets on site, and how to achieve these savings. These targets include electricity savings delivered through awareness-raising activities, including a switch-off campaign projected to help DEFRA Kings Pool meet the target of a 7 per cent reduction this year, amounting to 58 tonnes of CO₂.

Gas consumption is 1,349,690kWh, or 101.41kWh/m², and is also currently being considered by the JNC.

Senior green reps at York met David Miliband MP to discuss progress of this initiative whilst he was still Environment Secretary. We have also ensured that the TUC's union learning reps (ULR) training on site has an environmental element.

The ULR course achieved 100 per cent "good" or "very good" feedback from the 16 participants, and critical scrutiny of the level of worker involvement to date, which will be useful in looking at the public sector green agenda for unions in planned future project work.

Summary

Carbon savings from GreenWorkplaces Phase 1: tonnes of CO₂

Site	Projected CO ₂ savings in tonnes	Actual CO ₂ savings in tonnes, 06–07
British Museum	1054 (two years)	301
CORUS	1216	To follow
TUC	To follow	142
Scottish Power	232	22
Friends Provident	184 p.a.	To follow
DEFRA	58	To follow
Total	2,744	465

¹For calculation methodology, see endnotes.

Report-back conference

The TUC disseminated the findings of the GreenWorkplaces project at a national TUC-organised conference called *On Target? Environment Policy and the Climate Change Bill*, held on 4 June 2007 to mark World Environment Day. A key part of this event was a Green Academy of workshops and debates on good practice in greening the workplace and other policy priorities. Project leaders from five out of the six projects took part, taking the opportunity to highlight the key lessons they had learned, and to encourage a new, broader-based round of GreenWorkplace projects. Approximately 300 delegates attended the conference and the GreenWorkplace workshop was by far the most popular of the six workshops on offer, attended by approximately 180 of the delegates, showing the appetite for practical workplace-based solutions. A practical four-page guide to saving carbon at work², based on the learning of the GreenWorkplaces project, has been widely circulated, for example at Tolpuddle Green Camp, Glastonbury, the feedback conference and on trade union environmental training courses and electronic networks.

Awareness-raising and additional benefits

Internally, links have been strengthened between the environmental agenda and unionlearn (the TUC's learning and skills organisation) as a key partner both in GreenWorkplaces and in 2007–8's Carbon

Partnerships and Union Modernisation Fund projects, with unionlearn providing support on course content and tutor briefings. Take-up of TUC Education environmental training courses is increasing rapidly.

More broadly, as the first round projects are publicised, the TUC has observed a rapidly increasing level of demand for involvement in social dialogue around the environment from our wider union membership, and expressions of interest for further projects which the TUC would hope to progress in the coming year. They have also demonstrated enthusiasm from employers for working with unions on this agenda – at both Corus and Scottish Power, for example, high-level discussions have led to firm commitments to extend the project on a company-wide basis. Meanwhile, the British Museum project has stimulated interest in energy-saving activities across a national museums and galleries network.

Another upshot of the GreenWorkplaces project was an increased level of awareness of green issues in the union movement as a whole, building on the work that the Trade Union Sustainable Development Advisory Committee (TUSDAC) has been undertaking since 1997.

There is a growing number of requests for speakers and information on green issues at union conferences at events, including the highly successful Tolpuddle Green

Camp, and the Connect and NUT Young Teachers Conference, both of which had climate change as their main theme. UNISON organised a national one-day conference for members and workplace representatives in the public sector on 17 January 2007, attended by over 100 delegates, with a keynote speech from David Miliband. There have been cover story articles on climate change in approximately eight or more different trade union journals over the last year. The fringe meeting held at Congress 2007 to launch the Carbon Partnerships was very well attended and attracted more positive feedback from attendees than the equivalent event the preceding year, illustrating the growing interest in this area of work.

Other good examples of the kind of activity unions are taking around this agenda include:

- Prospect's new 'eco' offices
- the Environmental Committees that unions such as Unite have begun to set up
- the wide range of environmental motions put forward by branches and adopted at union conferences over the last two years, especially those promoting environmental reps
- the development of new webpages, for example www.pcs.org.uk/greenWorkplace and www.unison.org.uk/green
- the development of tailored training courses, such as those at Unite and Community
- the many workplaces both within and without the GreenWorkplaces project that have elected union environmental reps and/or begun negotiating for environmental agreements and improvements.



A green reps area of the TUC's unionreps bulletin board has been launched at www.unionreps.org.uk, and the www.sustainableworkplace.co.uk website has been regularly updated.

The TUC has also engaged with new external groups and networks and strengthened existing links with environmental groups. It has made a successful application for new funding from the government's Union Modernisation Fund. The challenge of climate change is clearly an international one. In 2008 the TUC is preparing a joint bid with the ETUC and a number of sister organisations in the EU for funding from the new EU Intelligent Energy Fund. The aim is to promote green workplace initiatives on a European-wide basis.

Conclusion

- Projects have demonstrated enthusiasm to set up joint green workplace projects – on the part of both employees and management. Attendance at climate change events held both inside and outside the workplaces has been high.
- In individual workplaces, response rates to surveys and demand to participate in 'green reps' training has been high.
- There have been real reductions in energy use via behaviour change.
- There is evidence from employee surveys that staff are well aware of the key areas where major carbon savings are possible, and are seen as linked to quality of life/quality of working environment issues.
- There is recognition by employers of the importance of employee engagement in securing real change at work, with joint environment committees already established and actively developing and enforcing environmental targets as a result of the first round GreenWorkplaces projects.

The GreenWorkplaces project has achieved its goal to raise awareness of climate change issues across the trade union movement, and to train and support green reps and the negotiation towards green workplace agreements in six key workplaces. However in two workplaces some work remains outstanding due to the late commencement of the project and the scale of work to be undertaken. This work will continue to be supported in the coming year. In terms of carbon savings, some projects have already achieved short-term carbon savings, for example at the British Museum and the TUC.

Carbon savings are projected at all six projects and will be monitored over the coming three years as required by the Carbon Trust funding conditions, and reported to the Carbon Trust and to TUSDAC. This will necessitate ongoing contact with and support for

reps at all six projects, to establish cumulative carbon savings, either through meter readings/bills, or by surveying what new technologies installed or behaviour change campaigns were implemented, and using this latter information against industry benchmarks. The Carbon Trust has recently published revised guidance clarifying their forward reporting requirements which will be helpful. The ongoing contact will also allow an assessment to be made of other benefits of the GreenWorkplace activity, for example organisation and recruitment of new members.

Going forward, there is a wide range of activities that could be undertaken. Clearly, promoting awareness and training of environmental issues is key, and it is also important that unions make space for members to take action with their training, both within the structures of the union, and within their own workplaces. This year's Carbon Partnerships project will take forward the work of TUSDAC into new areas, working closely with senior figures from the union movement as well as lay members and reps as far as possible, and seeking to develop this awareness-raising within the movement further, and help unions share good practice.

Some of the learning from the GreenWorkplaces project remains to be captured in an easily disseminable format and the Carbon Partnerships project gives us this opportunity – in particular the demand for model 'green agreements' and a green reps handbook. The website www.sustainableworkplace.co.uk will also be relaunched, alongside a green newsletter to cement the network of green reps.

Due to the requirement to report carbon savings for the next three years, this report is not an exhaustive evaluation but is designed to provide an interim report highlighting examples of the impact of the GreenWorkplaces project.

NOTES

1 To calculate the amount of CO₂ generated by energy use:

MegaWatt hours (MWh) of electricity x 0.43 = tonnes of CO₂.

MegaWatt hours (MWh) of gas x 0.19 = tonnes of CO₂.

Note that bills/meters often measure electricity/gas in KiloWatt hours (kWh). 1MWh = 1000 kWh. (and 1 tonne = 1000 kilograms).

So for example, to save 31,000 tonnes (i.e. 31,000,000kg) of CO₂ you would need to cut electricity use by 72,093 MWh (or 72,093,000 kWh), or cut gas use by 163,158 MWh, or a mixture of both. For more help in calculating CO₂ emissions from energy bills, see www.thecarbontrust.co.uk

2 The guide can be downloaded from

www.tuc.org.uk/extras/greenguide.pdf



Making business sense
of climate change



More information

For more information on the
Carbon Partnerships project see
www.sustainableworkplace.co.uk

If you would like to get involved,
or discuss ways to green your
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