

EMPLOYEE ENGAGEMENT CASE STUDY

HOME
ENERGY
SCOTLAND

NETWORK RAIL OWNS AND OPERATES THE RAILWAY INFRASTRUCTURE IN ENGLAND, WALES AND SCOTLAND.

In Scotland, Network Rail set a target of reducing energy usage by 10% in 2016, compared to 2013/14 figures.

To identify energy-saving opportunities, Network Rail ran internal workshops and went on to develop a plan focusing on easy-to-implement measures that made significant impacts on energy reduction.

One project was a staff behavioral change campaign. Network Rail partnered with Home Energy Scotland to help staff adopt low-carbon behaviours including reducing home energy use.

Home Energy Scotland designed employee engagement workshops to specifically meet Network Rail's objectives, focusing on energy efficiency and food and textile waste reduction.

Thirteen employees from various departments and locations attended the workshops. These employees were 'environmental champions'; already engaged in the business case for environmental management.

The workshops helped to boost their knowledge and enthusiasm, giving them the chance to share ideas on how to cascade the message to colleagues across the organisation.

The attendees enjoyed the interactive style of the sessions and found them informative and fun. All attendees said they would recommend the workshops to others.



delivered for Scotland by
energy
saving
trust



EMPLOYEE ENGAGEMENT CASE STUDY

HOME
ENERGY
SCOTLAND

Keira McLuskey, an Environmental Specialist at Network Rail who attended the workshop, said:

“The workshops were broken into bite-sized, interactive topics, all of which we could relate to on a personal level which hooked us from the start. We learned loads of tips for reducing energy and waste but also how to save money.

The training was delivered professionally and there was minimal effort required to organise. Attendees ranged from people with little or no experience in environmental matters to environmental professionals, yet we all took something away with us. I would definitely recommend it to anyone looking to engage staff in energy and waste reduction.”

Our unique employee engagement programme increases staff morale and teaches new skills that can be cascaded through the organisation. Once staff adopt low-carbon behaviours at home, they're more likely to adopt similar behaviour at work, potentially bringing resource efficiency savings to the organisation. Funded by the Scottish Government, all support is currently free of charge.

**To find out more, email
EmployeeEngagement@est.org.uk.**

