



# SUSTAINABLE TRAVEL PLAN

## 2023-2025





## Foreword

The overall aim of this sustainable travel plan is to encourage staff and visitors to Salisbury District Hospital to use more sustainable forms of transport.

**The objectives of the sustainable travel plan are:**

- To demonstrate commitment to the plan by reducing travel.
- Promote sustainable transport choices; reduce solo occupancy private car travel; and increase the use of public transport, walking, and cycling to reduce the demand on parking spaces.
- To increase the use of sustainable transport via improved facilities and information.
- To support the Trust's Green Plan for a sustainable future.

**Through this sustainable travel plan, Salisbury NHS Foundation Trust aims to:**

- Reduce the number of employees travelling alone to work by car.
- Increase cycling and walking as main/usual travel modes.
- Reduce the proportion of staff parking on site.
- Investigate the reduction of business mileage where possible and encourage the use of sustainable modes of transport for work related journeys.
- Support and encourage home working where appropriate.
- Encourage use of video conferencing as an alternative to business and patient travel.

As the sustainable travel plan evolves, the Trust recognises that it may be appropriate to consider the adoption of further objectives and revisions to targets to ensure that the sustainable travel plan meets future travel demands and expectations.

We trust you will take the time to read this travel plan and in doing so appreciate what it is looking to achieve, what sustainable transport choices you can make and how these will improve the environment for all.



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## 1. Introduction

Salisbury NHS Foundation Trust provides services at Salisbury District Hospital which is located a mile south of Salisbury city centre, on a 21-hectare site. The Trust delivers a broad range of clinical services to approximately 270,000 people in Wiltshire, Dorset, and Hampshire. Specialist services, such as burns, plastic surgery, cleft lip and palate, rehabilitation and the Wessex Regional Genetics Laboratory extend to a much wider population of more than three million people. The local population which Salisbury NHS Foundation Trust covers is predicted to grow by about 14% by 2030 and overall, by about 11% by 2041.

With some 4,900 staff, in addition to the patients, visitors, and contractors to the hospital site, the traffic generated is significant to the hospital, the City of Salisbury, and surrounding areas. We need to have commitment from all our employees to work towards the reduction in private car travel, especially single occupancy journeys. We plan to promote healthier and more sustainable forms of travel to our staff and visitors, as well as to reduce journeys.

As a leading local anchor institution, The Trust recognises that it has an important role to play beyond the boundaries of its Estate, in contributing to a greener, healthier, and more prosperous city. The Trust is part of an Integrated Care System with NHS providers across Bath and Northeast Somerset, Swindon, and Wiltshire.

The Trust has developed a board approved Green Plan, to which the sustainable travel plan will be a supporting document.

The sustainable travel plan has been developed in line with the 'Values' of Salisbury NHS Foundation Trust, specifically:

- **Person Centred & Safe** - Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement.
- **Professional** - We will be open and honest, efficient and act as role models for our teams and our communities.
- **Responsive** - We will be action oriented and respond positively to feedback.
- **Friendly** - We will be welcoming to all, treat people with respect and dignity and value others as individuals.
- **Progressive** - We will constantly seek to improve and transform the way we work, to ensure that our services respond to the changing needs of our communities.

### To ensure that all staff are aware of the sustainable travel plan we will:

- Raise awareness of the Travel Plan via a communications plan.
- Include the sustainable travel plan as a standing agenda item for the hospitals Transport Strategy Steering Group for influencing changes to the Trust and the travel habits of staff, patients, and visitors.

Several travel initiatives have already been introduced to encourage more people to cycle, walk, jog, or use the bus. This is not an easy task, especially due to the dependence people have on their cars, and it is also clear, that from our geographical location, what is appropriate for one area is not necessarily suited to another.

This 2023-2025 sustainable travel plan outlines the responses to the 2023 Staff Travel Survey and highlights the areas that we need to review/improve to provide a hospital that is accessible by patients, visitors and staff and encourage them to make sustainable transport choices.

To succeed in our objectives, we need the support, involvement, and commitment from staff, our patients, and visitors to think about their journeys to the hospital.





## 1.1 Sustainable Travel Plan production

The plan has been developed in line with guidance from the Department for Transport, documents produced by Wiltshire Council, the Trust's 2023 staff travel survey, and a desk study. Figure 1. Below details the process in producing the plan:



Figure 1. Sustainable Travel Plan development process.



## 2. Global, National, and Local drivers for change

The sustainable travel plan has been driven by a range of external and internal influences, alongside the statutory requirement for a Board approved travel plan, in accordance with the Health Technical Memorandum 07-03 NHS Car-Parking Management (section 5.0), required by the Department of Health.

### 2.1 Global drivers

“Road transport accounts for 15% of total CO2 emissions” (Ritchie, 2020)

The 2030 Agenda for Sustainable Development provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

Sustainable travel strongly supports 4 of the Sustainable Development Goals.

<b>3</b> GOOD HEALTH AND WELL-BEING 	SDG3 seeks to ensure healthy lives and promote wellbeing for all at all ages.	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	SDG9 seeks to build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	SDG11 seeks to make cities and human settlements inclusive, safe, resilient, and sustainable.	<b>13</b> CLIMATE ACTION 	SDG13 seeks to take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.

Figure 2. Four of the United Nations Sustainable Development Goals

### 2.2 National drivers

#### UK Government

In 2019, the UK Government announced legislation to commit to reaching net zero carbon by 2050. In 2020, the Committee for Climate Change (CCC), which advises the UK Government, published its 6<sup>th</sup> Carbon Budget which evidenced that cars are responsible for 61% of road transport emissions, and 78% of vehicle kilometres travelled. Amongst the recommendations, the CCC stresses the importance of modal shift, widespread deployment of zero-emission vehicles, and the necessary investment to support these changes to reach the Government’s 2050 net zero carbon target.

“We do not underestimate the challenge of delivering what will be fundamental changes to the way people and goods move around. This will require changes to people’s behaviours, including encouraging more active travel and the use of public transport, alongside increasing the uptake of zero emission vehicles and new technologies.” (Department for Transport, 2020)



## Health care drivers

Air pollution provides a strong driver for development of the sustainable travel plan. In 2019, Public Health England (PHE) report “between 28,000-36,000 deaths each year attributed to human-made air pollution”. (Public Health England, 2019). No Air Quality Management Areas (AQMA) are identified within the immediate locality of the Salisbury District Hospital site; however, Wiltshire Council have an AQMA for NO<sub>2</sub> pollutants just 2kms away at Exeter Street in the Salisbury city centre. In 2010, the Environment Audit Committee considered that the cost of health impacts of air pollution was likely to exceed estimates of £8 to 20 billion, as such sustainable travel plans need to be developed.

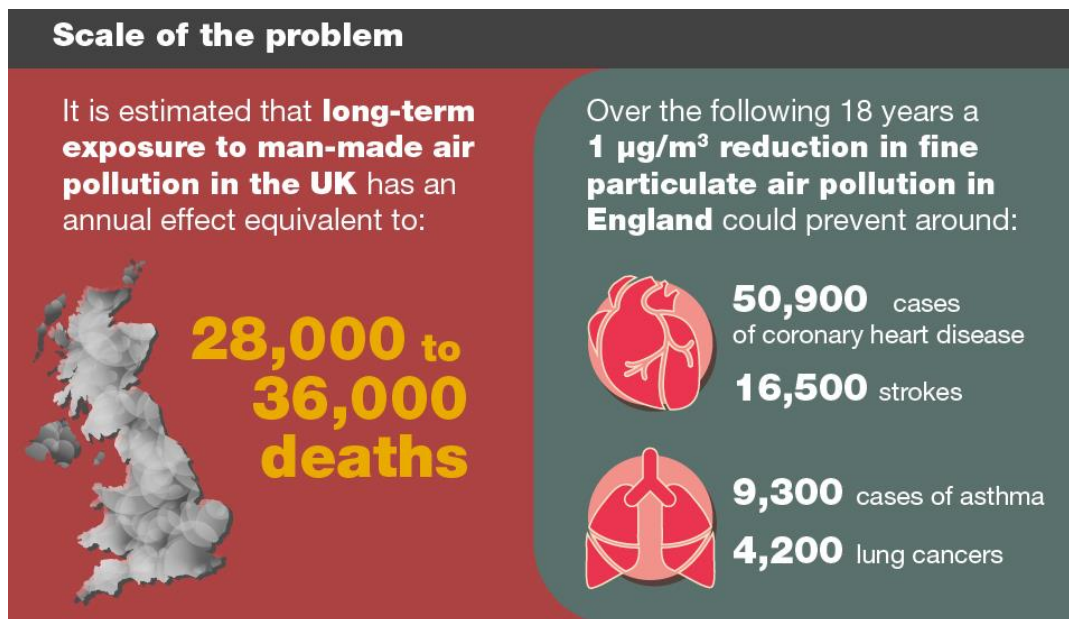


Figure 3. Public Health England scale of the health problem attributable to air pollution.

## Socio-economic drivers

People are becoming more aware that sustainable development is essential to the equality, health, and wellbeing of staff, patients, and the local community. This needs to be considered and as a local anchor institution the Trust has a responsibility to show its commitment to a more sustainable future.

## Delivering a Net Zero NHS – NHS England Greener NHS

In October 2020, the NHS became the world’s first health service to commit to reaching carbon net zero, in response to the profound and growing threat to health posed by climate change. The “Delivering a Net Zero Health Service” report sets out a clear ambition and two evidence-based targets for decarbonisation:

1. **Carbon footprint**, which includes fleet and business travel emissions with a target to achieve Net Zero by 2040, with an 80% reduction by 2028/2032.
2. **Carbon footprint PLUS**, which includes staff commuting with a target of net Zero by 2045, with an 80% reduction by 2036/2039.

The report found that approximately 3.5-4% (9.5 billion miles) of all road travel in England relates to patients, visitors, staff, and suppliers to the NHS (NHS England, 2020).



“A shift to less carbon-intensive modes of transportation such as public transport and active travel will not only reduce greenhouse gas emissions and air pollution, but also deliver significant health and wellbeing benefits to the individual and wider society.” (NHS England, 2023)

The most sustainable mode of transport is not to travel at all. The least is to travel by air. This is hierarchically represented in figure 4 below:

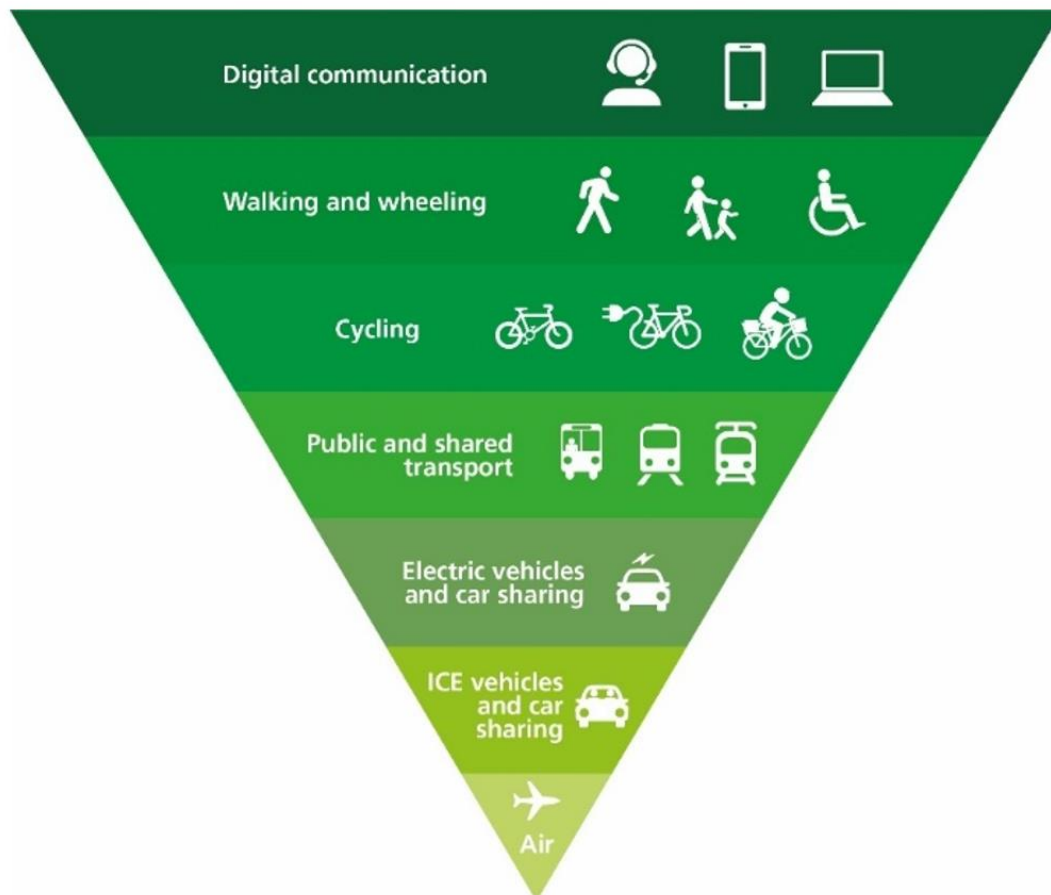


Figure 4. The sustainable travel hierarchy showing priority order for modal shift (NHS England, 2023)

## 2.3 Local drivers – Wiltshire Council

As an anchor organisation, the Trust plays a significant role in the area: as the largest employer in the city, the Trust acknowledges the need for action in supporting Wiltshire Council to meet their Local Transport Plan (LTP) 2011-2026, a statutory requirement under The Transport Act 2000. (Wiltshire Council, 2011). There are five overarching goals of the LTP:

1. support economic growth.
2. reduce carbon emissions.
3. promote equality of opportunity.
4. contribute to better safety, security, and health; and
5. improve quality of life and a healthy natural environment.





### 3. Site Information

Salisbury NHS Foundation Trust provides services at Salisbury District Hospital which is located 3.5 kilometres south of Salisbury city centre, on a 21-hectare site.

With some 4,900 staff, in addition to the patients, visitors, and contractors to the hospital site, the traffic generated is significant to the hospital, the City of Salisbury, and surrounding areas.

Salisbury District Hospital is serviced by a transport network which focusses primarily on bus and active travel. The Trust provides onsite facilities and infrastructure to support both modes. Salisbury station, approx. 4 kilometres from the hospital, provides rail travel option for those arriving in the city, and is connected to the hospital via the Salisbury Reds R1 bus service.

Several travel initiatives, as detailed further in this plan, have already been introduced to encourage more people to cycle, walk, jog, car share, and use the bus. This is not an easy task, especially due to the dependence people have on their cars, and it is also clear, that from our geographical location, what is appropriate for one area if not necessarily suited to another.

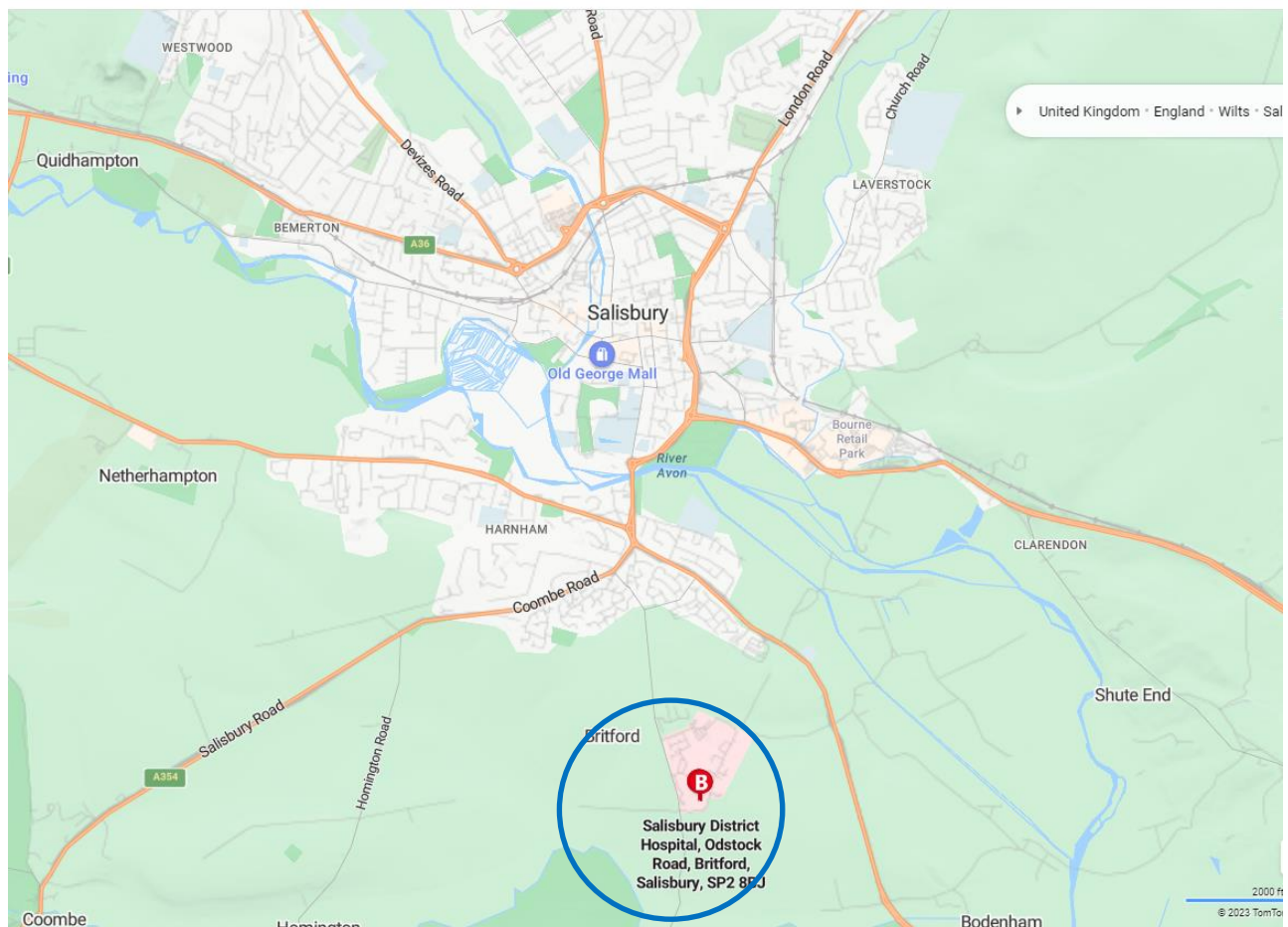


Figure 5. Google map of Salisbury District Hospital's location in relation to Salisbury city centre.



### 3.1 Car Parking

There are 2,515 parking spaces on site split designated as follows:

- 1,750 staff spaces
- 614 visitor spaces
- 115 disabled spaces These are reserved for users who have and display a Blue Badge under the Governments Blue Badge Scheme. <https://www.gov.uk/blue-badge-scheme-information-council>
- 14 electric vehicle (EV) parking spaces.
- 22 Liftshare spaces (for staff who car share, see page 19)

The site has an Automatic Number Plate Recognition (ANPR) system installed to control car parking on site, which is owned and managed by the hospital, working alongside the supplier, APCOA, to provide a professional parking experience for users. After the running costs and maintenance costs are taken out of the income, all the remaining funds are used for the provision of patient care at Salisbury District Hospital.

Parking fees for visitors apply from 6:00am to 10:00pm, seven days a week in the camera-controlled 'pay on exit' system at the hospital. Car parking is FREE for all drivers, between 10:00pm and 6:00am. More details on the system and parking charges can be found here: [Find and Contact Us \(salisbury.nhs.uk\)](https://www.salisbury.nhs.uk/Find-and-Contact-Us)

The car park locations can be seen in Figure 6 below:

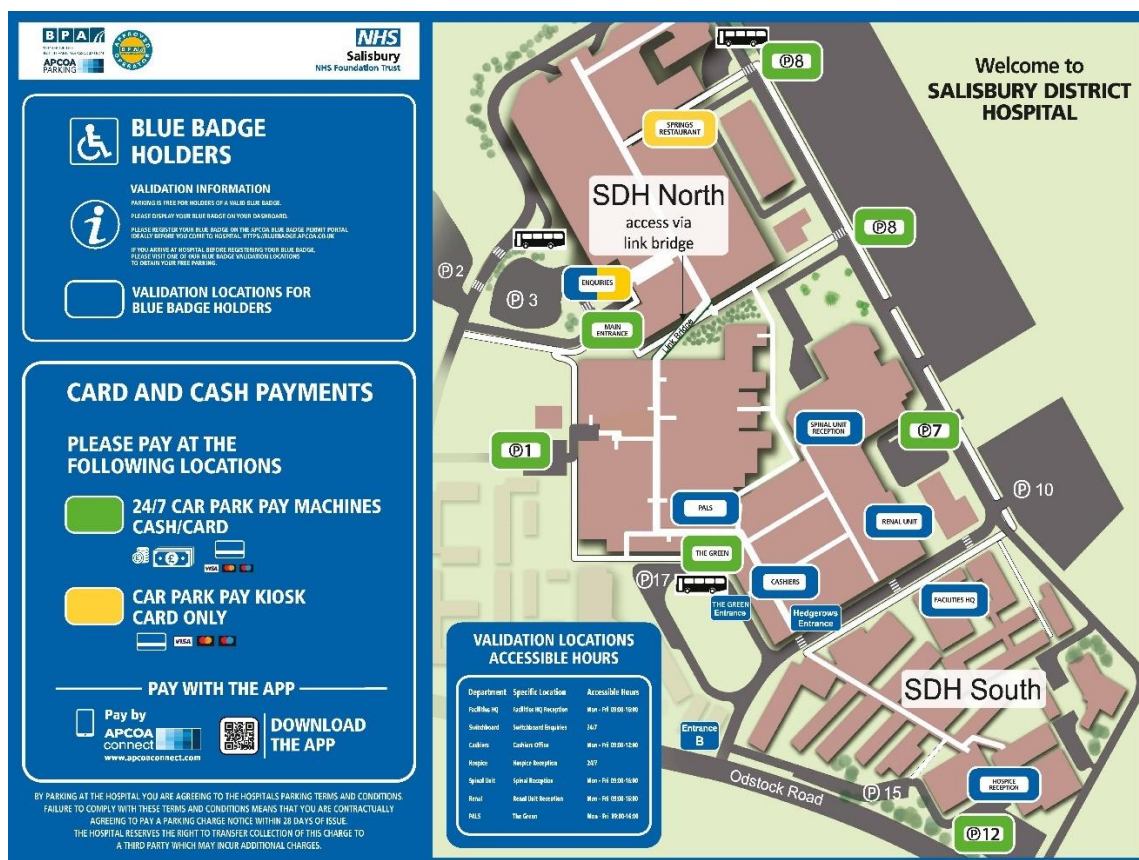


Figure 6. Map showing location of car parks and pay machines at Salisbury District Hospital



### 3.2 EV charging

The Trust owns 14, 7kw Type 2, EV chargers across designated parking spaces in car park 7, in front of the Eye Clinic and Spinal Unit. The chargers sit on a BP Pulse public network, making them available to both staff and visitors 24/7. Users can contact Help & Support at BP Pulse: [FAQ | bp pulse Electric Car Charging | bp pulse](#)

### 3.3 Motorcycle parking

Motorcycles may park onsite free of charge in the approved motorcycle parking areas as per Figure 7 below. If motor cycles park in a car parking space, they must pay the appropriate car park tariff. Motorcycles are exempt from ANPR charges.

The covered motorcycle parking areas are in the following locations –Car park 6 (Lower Spinal Unit) and to the left of the Nunton Entrance (not under the building). There is also uncovered parking for motorcycles outside Facilities HQ next to the cycle shelter, outside Odstock Health and Fitness.



Figure 7. Location of Motorcycle parking

### 3.4 External site lighting

The hospital site requires significant illumination. The Trust is also limited on the amount of light (brightness) that it can use due to the proximity to the A338 (Downton Road) which is why there are banks to the rear of some car parks. 95% of the car park lighting is LED, which is cheaper to run, brighter, lasts longer and is more reliable.

For energy conservation, there are several car parks that are not illuminated between 22.30hrs -05.30hrs as these are not routinely used during these hours.

### 3.5 Air Quality Monitoring

Despite no Air Quality Management Areas (AQMA) identified within the immediate locality of the Salisbury District Hospital site; Wiltshire Council have an active AQMA for NO<sub>2</sub> pollutants just 2kms away and to feed into their local air quality work we have begun our own NO<sub>2</sub> monitoring using diffusion tubes. These tubes are in two locations on site where vehicles movements are high. Figure 8 below shows the data and recording of the results.



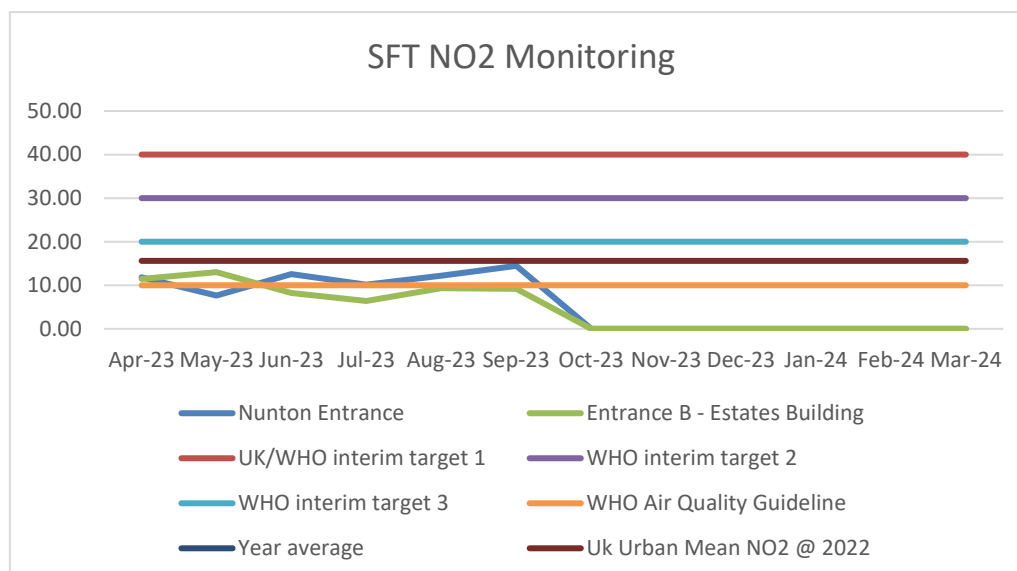


Figure 8. Diffusion tubes NO2 monitoring.

### 3.6 Modeshift STARS Accreditation

Modeshift STARS is the Centre of Excellence for the delivery of Effective Travel Plans in Education, Business and Residential settings. The scheme recognises schools, businesses and other organisations that have shown excellence in supporting cycling, walking and other forms of sustainable and active travel.

In August 2023, the Trust achieved 'Bronze' level accreditation which means we have a 'Good' travel plan in place.

As we aim for 'Silver' accreditation we will continue to improve facilities & sustainable travel options for staff and visitors to help reduce our impact on the environment.







## 4. Public Transport

### 4.1 Bus

The hospital site is on several bus routes, the most frequent being the Red 1 (R1) operated by Salisbury Reds, providing a link between the hospital, city centre and Bemerton Heath. Buses from Downton and Shaftesbury also connect with the hospital site.

Buses run in an anti-clockwise direction around the hospital site stopping in the following places:

- The Green (for the Central and South parts of the hospital)
- Springs Entrance (for Level 2 of the main hospital)
- Main Entrance (for Levels 3 and 4 of the main hospital)

The R1 (illustrated in figure 10) operates a service every 15-20 minutes during peak hours Mondays to Fridays, from 09:53 to 17:33.

- The first bus leaves from the city centre at 06:34 and arrives at the hospital approx.10 minutes later.
- The first bus from Bemerton Heath is at 06:10.
- The last bus from the hospital is at 21:56 from the main entrance)



Figure 9. Salisbury Reds R1 route. Salisbury Hospital to Bemerton Heath, via the city centre

The bus stops on the hospital site have automated “Real Time Passenger Service Information” providing bus travellers, to and from the hospital, with real time travel information regarding their bus journey.

See the Salisbury Reds website for timetable information <https://www.salisburyreds.co.uk/>

Hospital staff can get a 40% discount on Salisbury Reds on a 7- 30 - or 90-day pass. See page 20 for further details.



## 4.2 Train

Salisbury train station is a 15min walk from the city centre and 45mins from the hospital. The R1 bus runs between the station (from St Paul's Church Bus Stop), the city centre, and the hospital. Salisbury train station sits on two major train routes:

- London to Exeter - serves commuters into Salisbury from locations such as Gillingham, Tisbury and Templecombe to the West; and Grately, Andover and Whitchurch to the East.
- Portsmouth to Cardiff - serves commuters from Southampton and Romsey in the South, Westbury, and Trowbridge in the West.

Check whether there is a railcard that can offer savings at [www.thetrainline.com](http://www.thetrainline.com) and [www.railcard.co.uk](http://www.railcard.co.uk)

## 4.3 Park and Ride

Salisbury has 5 Park & Ride sites (see Figure 10), managed by Wiltshire Council, on the main routes to/from the city centre and they offer the following:

- Buses running every 30 minutes.
- over 2000 parking spaces.
- Free car parking for all.
- Free bus travel for concessionary bus pass holders after 0930 weekdays and all-day Saturdays and Bank Holidays.

The sites do not connect directly with the hospital site. They all run to/from Salisbury city centre where users can be connected to the hospital via the R1 bus service. Find out more here: [Park and ride - Wiltshire Council](#) or at [Park & ride - Connecting Wiltshire](#)



Figure 10. Park & ride - Connecting Wiltshire

**Park and Pedal** – Wiltshire Council allows cyclists to park their car for free at any of their Park & Ride sites and continue their onward journey using their own bike. Information on Salisbury's cycle ways can be found here: [http://www.connectingwiltshire.co.uk/wp-content/uploads/2016/04/Salisbury\\_Map\\_web2.pdf](http://www.connectingwiltshire.co.uk/wp-content/uploads/2016/04/Salisbury_Map_web2.pdf)



## 5. Supporting staff with sustainable working arrangements, and sustainable business travel

Salisbury NHS Foundation Trust is one of 23 NHS England and NHS Improvement People Promise Exemplar sites in England. “The NHS People Promise is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone. [Read more about our People Promise here.](#)” (Salisbury NHS Foundation Trust, n.d.)



As the largest employer in Salisbury, making it an anchor institution, the Trust has approximately 4,900 staff. All new staff are provided with information on sustainable travel options, and any related benefits, upon induction. The same information is also widely available to all staff at the [Sustainability pages on Sali](#), the Trust Intranet.

### 5.1 Shift Patterns, and home working

Between 25-30% of Trust staff work in roles where start times are expected to vary e.g., shift patterns.

To support staff with Home Working, which has become a prominent way of working for many staff (particularly those who are office-based), the Trust has introduced a ‘Working from Home’ policy. Staff can [access the policy on Sali](#), the Trust Intranet. Working from home has a positive impact on the number of staff journeys to site and resulting carbon emissions.

Staff commuting emissions are part of the NHS Carbon Footprint Plus, those emissions indirectly caused by NHS activity, over which the NHS has less control but can influence. The NHS has committed to reducing these by 80% by 2039 and to Net Zero by 2045.

### 5.2 Business travel policy

The NHS fleet and business travel emissions are part of the NHS Carbon Footprint, those under the direct control of the NHS. The NHS has committed to reducing these emissions by 80% by 2032 and to Net Zero by 2040.

As a Public Sector Organisation, the Trust has a responsibility to initiate policies that will help to meet national emissions targets as guided by the Department of Transport. The Trust is also committed, through its Green Plan, to a change in behaviour within the organisation that will lead to a reduction in the amount of Private (Grey) mileage and related carbon footprint. To this end, the Trust has a [Car Travel for Business policy](#), which can be accessed by staff via *Sali*, the Trust Intranet.



## 6. Active Travel Infrastructure and Facilities

Walking, wheeling, and cycling are the least carbon-intensive ways to travel. According to the research (Department for Transport, 2022) “walking currently accounts for only 5% of the total distance travelled in England. Around 49% of trips in towns and cities under 5 miles were made by car in 2021, with around a quarter of all car trips in England less than 2 miles.”

Many of these shorter trips could be walked, wheeled, or cycled, which would help to reduce emissions, benefitting local economies, as well as improving people’s health. More active travel will also make roads quieter, safer and more attractive for people to walk, wheel and cycle – a virtuous cycle.

The Trust is well placed to plan and provide space for inclusive active travel infrastructure and to provide facilities to support staff with modal shift.

### 6.1 Walking

There are safe wide pavements from central Salisbury with underpasses or controlled crossings on the main roads.

The Sustainability team has an umbrella loan scheme in place, where staff can borrow an umbrella free of charge from Facilities HQ, should they find themselves facing a wet walk home.

“Walking is simple, free and one of the easiest ways to get more active, lose weight and become healthier.

Sometimes overlooked as a form of exercise, walking briskly can help you build stamina, burn excess calories, and make your heart healthier.” (NHS, 2022)



### 6.2 Cycling

The hospital may be accessed from the city centre via in part unsegregated shared use routes (Pedestrians and Cyclists). For Salisbury’s cycle routes, see [Cycle maps & routes - Connecting Wiltshire](#). The hospital also works with Wiltshire Council to ensure that the shared use carriageways (Pedestrians and bikes) are safe by ensuring they are lit, signed and in good repair.

What we offer to support cyclists:

- A good provision of standalone cycle racks, and cycle racks with shelters for staff and visitors.
- 3 secure bike storage hubs for staff who commute by bicycle, which are Salto lock secured (accessed only using a staff ID badge).

These are located at Victoria Drive (Figure 11), Nunton Entrance (Figure 12), and Court Close.





Figure 11. Victoria Drive



Figure 12. Nunton Entrance

- 31 Secure lockers accessible to staff 24/7, for storing clothing and accessories. Lockers located at the Odstock Health & Fitness Centre are shown in Figure 13.



Figure 13. Odstock Health & Fitness Centre lockers

- Regular Dr Bike Service days to provide staff with a FREE basic bike maintenance and safety check.
- Regular rewards e.g., free coffee, and events to celebrate and encourage cycling commuters.
- Free membership access to changing and shower facilities at the Odstock Health & Fitness Centre.
- Bike repair station located outside the Odstock Health & Fitness Centre to enable basic bike repairs on the go!



A full map of cycle shelters and support for Active Travel commuters can be seen in Figure 14 below:



Figure 14. Map of Active Travel Facilities at Salisbury District Hospital.

## 6.3 E-bike loan scheme

E-bikes are growing in popularity, and it is not hard to see why – after all, who would not want some free speed to take the sting out of any ride!

Salisbury NHS Foundation Trusts owns 5 E-bikes which staff may borrow for up to 2 weeks FREE of charge to see if they like the experience of riding an E-bike, and if they might consider switching to an E-bike for their commute and or personal travel.

- 1 step-through hybrid
- 2 mountain bikes
- 2 folding bikes

Salisbury NHS Staff The scheme is proving very popular with the bikes regularly out on loan. More details can be found here on the [Sustainability pages on Sali](#), the Trust Intranet.





## 7. Sustainable Travel Benefits for Staff

### 7.1 Cycle to Work

The Trust supports and promotes a salary sacrifice Cycle to Work scheme (currently provided by Vivup), which gives staff the opportunity to purchase a bicycle, and associated equipment as well as cycle clothing and lights, by sacrificing the cost through **tax free monthly salary deductions**. (Permanent staff contracts only).

Currently, staff can sacrifice up to a maximum of £3,000 through their salary. Making the purchase of an E-bike through the scheme more achievable.

Since it was launched at the Trust in 2012, 830 orders have been submitted through our Cycle to Work benefit scheme.



### 7.2 Liftshare (car sharing)

Liftshare spaces are available in the staff car parks for staff who share their journey to work to reduce their carbon emissions and cut their travel costs in half. Staff who Liftshare have access to these priority parking spaces which are clearly marked with Liftshare signage and markings, as can be seen below in Figure 15.



Figure 15 Staff members getting the benefit of a Liftshare priority parking space.

Single occupancy car travel is recognised as the biggest contributor to local traffic and transport emissions. If car travel is the only viable option, due to accessibility issues, we must encourage drivers to find ways to reduce their environmental impact.



### 7.3 FREE Active Travel Membership at the Odstock Health & Fitness Centre

Several years ago, to support staff who choose to run, jog, walk or cycle to work, the Odstock Health and Fitness Centre created an Active Travel membership level. The Active Travel membership provides FREE access to the changing areas and showers\* for staff to be able to freshen up before work. Please contact the Odstock Health and Fitness Centre for more details on Ext 2085.

We are committed to raising awareness of this membership to encourage more staff to run, jog, walk or cycle to work.

\*Access to the pool, gym and classes is available but at an additional charge.

### 7.4 Bus discount

Bus travel is being encouraged thanks to a deal the Trust has made with Salisbury Reds, where staff can get a fantastic 40% off 7-day, 30-day and 90-day Salisbury saver & Network zone bus passes purchased via the Salisbury Reds app! The Trust provides funding to support the 40% discount.

Salisbury NHS Foundation Trust is very grateful for the generous discount that Salisbury Reds offers hospital staff and acknowledges the support that this gives to our Travel Plan in promoting the use of more sustainable transport options.



### 7.5 NHS Fleet Solutions – Car Salary Sacrifice Scheme

The Trust has joined NHS Fleet Solutions to bring staff a cost-effective way to lease brand-new ZERO Emission (ZEVs) or Ultra-low Emission (ULEVs) vehicles, via salary sacrifice.

The ULEVs are capped at 75g/km of carbon emissions which means you will be driving more environmentally friendly. In line with the NHS Net Zero Travel & Transport Roadmap (NHS England, 2023), the scheme will change to only allow leasing of ZEVs from 2027.

Driving green will help staff to reduce their carbon footprint and will support the Trust on the journey to Net Zero.







## 8. Staff Travel Survey Results 2023

An online Staff Travel Survey, conducted via Microsoft Forms in February 2023, had a response rate of approximately 11%.

“Typical survey response rates can lie anywhere in the region between the 5% to 30% range.” (Cleave, 2020)

Thank you to everyone that took the time to complete it as this data helps the Trust to understand the travel habits and requirements of its staff.

A summary of the results is as follows, with a full set of results in Appendix 1:

- 522 responses were received.
- 75% commute from the county of Wiltshire.
- 30% commute over twenty miles.
- 40% commute 5 days a week
- 80% commute by car, with ‘Convenience’ and ‘Lack of Public Transport’ cited as main reasons.
- 11% commute by bicycle.
- 93% own a petrol/diesel car.
- 3% own an EV, and 4% ULEV.
- 65% would not consider active travel for their commute, with the following reasons cited:
  - Concerns of road conditions and safety.
  - Lack of cycle lanes.
  - Poor lighting in rural areas.
  - Poor road/cycle network.
  - Distance of commute
  - Increases length of workday with no allowance for this.
  - Childcare commitments on route.
- 86% were aware of the bus discount benefit.
- 87% were aware of the Cycle to Work scheme.
- 59% were not aware of the Active Travel membership benefit at Odstock Health & Fitness Centre.
- 88% were aware of the Liftshare scheme, with 5% registered on the scheme.
- 61% were not prepared to use the Liftshare scheme, with the following reasons cited:
  - Inconvenience and loss of independence
  - Childcare commitments on route.
  - Shift patterns.
  - Not living near a colleague.
  - Drive time is wellbeing time.
  - Require car for business travel.
  - Safety concerns.
  - Reliability and concerns of recovering shared costs.

General feedback and suggestions received:

- Regular rewards for active travel commuters.
- Pool cars for community visits.
- Dedicated staff bus.
- Flexible working and grace periods to support active travel commuters.
- More car parking spaces.



## 9. Sustainable Travel Action Plan 2023-2025

Area of focus	Actions	Responsible	Priority
Engagement and Comms	Develop a Communication Plans for sustainable travel and behaviour change engagement with staff.	Gemma Heath, Sustainability Manager	High
	Achieve Modeshift Silver level accreditation.	Gemma Heath, Sustainability Manager	Medium
	Provide regular rewards for active and sustainable travel commuters.	Gemma Heath, Sustainability Manager	Medium
Sustainable Travel	Increase the membership of Liftshare and subsequent provision of Liftshare parking spaces/potential for dedicated Liftshare car park.	Gemma Heath, Sustainability Manager	High
	Investigate the possibility of staff parking restrictions on site.	Ian Robinson, Head of Facilities & Sustainability Lead / Trust Management Committee (TMC)	High
	Continue to support homeworking / video conferencing – working with IT.	Gemma Heath, Sustainability Manager / IT Department	Medium
	Change NHS Fleet Solutions by 31/12/25 to allow Zero Emission Vehicles only to be in line with NHS England's Net Zero Travel & Transport Strategy.	Gemma Heath, Sustainability Manager	Low
Active Travel	Provide external E-bike charging stations.	Gemma Heath, Sustainability Manager	High
	Increase the number of secure cycle storage facilities. With possibility of solar power supply for E-bike charging.	Gemma Heath, Sustainability Manager	Medium
	Ongoing promotion of the Odstock Health and Fitness 'Active Travel' Membership.	Gemma Heath, Sustainability Officer	Medium
	Approach OD & People to propose a grace period for Active Travel commuters.	Gemma Heath, Sustainability Manager	Medium
	Seek funding for a second repair station with tools for cyclists.	Gemma Heath, Sustainability Manager	Low
Public Transport	Investigate the possibility of a staff park and ride shuttle service.	Ian Robinson, Head of Facilities & Sustainability Lead / Trust Management Committee (TMC)	High



## 10. Monitoring and Reporting Progress

Progress and success of the Sustainable Travel Plan will be reported annually within the Green Plan reporting submission to the Trust Management Committee (TMC).

The annual review of the Sustainable Travel Plan will consider:

- Annual Staff Travel Survey results and general feedback.suggestions.
- Progress made against the Sustainable Travel Plan Actions.
- New initiatives generated by staff or partner organisations.
- Socio-economic changes and influences.

### 10.1 Transport Strategy Steering Group

The group collaborates with external partners, such as Wiltshire Council and Salisbury Reds, and will continue to meet regularly to review existing infrastructure to support sustainable commutes and provide suggestions and support for improvements.

Progress and success will be reported annually with the Green Plan reporting submission to TMC.

### 10.2 Public Transport User Group

A Public Transport User Group (PTUG) has been established to:

- Gather constructive feedback and new ideas from a representative cross section of members of staff who are public transport users about the range of services operated, the prices charged, the associated infrastructure (such as footpaths, crossings, bus stops and shelters) and the effectiveness with which the services are provided on a day-to-day basis. The feedback will be reported back to the relevant transport operators. The principal operator will be Salisbury Reds, but trains and other bus services are all in scope. It is hoped that the existence of an effective User Group will support public transport operators in wider discussions about transport policy in the region.
- Provide a channel of communication from the Operators to the Users, to give them an opportunity to explain, for example, future plans or current constraints, thus building a mutually supportive relationship.

The PTUG will meet quarterly with a representative from Salisbury Reds invited to attend the hybrid online/in person meetings.

Progress and success will be reported into the Sustainability Committee monthly meetings where appropriate, and annually with the Green Plan reporting submission to TMC.

**For more information about this travel plan, please contact:**

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