

NHS Green Healthcare Scotland Programme

Action for Adoption

Sustainability Education & Training

January 2026

1. About

1.1 This document is to raise awareness of the available education and training modules regarding sustainability. There is no formal requirement to report on this action through the Green Healthcare Scotland Programme, however Health Boards are encouraged to consider how they may adopt this action, where appropriate, ensuring they are connected with any relevant initiatives or national work streams.

2. Background

2.1 Having a highly trained workforce in NHS Scotland is crucial to safe and effective delivery of healthcare.¹

2.2 This applies not only to clinical skills and expertise, but also to how healthcare services are designed, developed, and delivered.

2.3 NHS Scotland was the first National Health Service in the UK to commit to becoming a ‘net-zero’ greenhouse gas emissions organisation by 2045.² This target has now been reduced to 2040.

2.4 The [NHS Scotland climate emergency and sustainability strategy: 2022-2026](#) states that “*An engaged NHS workforce will be key to delivering our aspirations of providing a truly sustainable health service*”.³

2.5 NHS Scotland has a responsibility to provide education and training on sustainability and what that means for roles within the organisation. Health Boards have the responsibility to ensure that education and training is available that supports improvements to sustainability and staff have the opportunity and time to receive this education and training.

2.6 NHS Scotland staff are required to maintain their clinical and non-clinical training/education through regular appraisals/reviews, objective setting and Personal Development Plans (PDPs).

There are different categories of training including:

Statutory: Statutory training and education is defined as training that is prescribed or authorised by a statute of law and is compulsory for **all** employees, at induction and at appropriate intervals during employment.

Mandatory: Training which Health Board’s have identified for all employees as a requirement to support the safe delivery of services and for the safety and well-being of individual members of staff and patients. Mandatory training and education is deemed compulsory by the organisation and is

commonly underpinned by statutory law, legislation, national guidance and recommendations. This training is delivered at induction and at appropriate intervals during employment.

Role specific: Any training or education that is required for an employee to undertake to support the services they deliver in their job role, speciality or location. Essential education requirements will be defined and monitored at a local level by senior managers/professional leads. As with statutory and mandatory topics, essential training once identified is compulsory and will be required at induction and at appropriate intervals during employment.

2.7 This education and training can be achieved in various ways such as using [Turas](#), [learnProNHS](#) and locally developed courses and initiatives.

2.8 The majority of the Turas education and training provided is generic and not Endoscopy specific. Despite this, Endoscopy services should move towards making the generic learning, for sustainability, a requirement, regardless of the learning platform. This would see Endoscopy services lead the way in ensuring their staff are educated and committed to moving towards NHS Scotland's Net Zero target.

2.9 Training and Education is integral within the [Joint Advisory Group on GI Endoscopy UK GRS Standards](#). This is in relation to:

- All Endoscopy unit staff for inductions
- Having a nominated training lead to support the endoscopy workforce
- Having an effective appraisal system in place
- Staff having the time and resource to meet their learning needs

2.10 The UK GRS Standards, revised October 2025, now have a mandatory requirement to have “*a ‘green endoscopy’ working group*”⁴, therefore training and education will be required to extend to sustainability.

2.11 Training materials, via Turas, that are available to Endoscopy staff, are shown in the appendix. The majority of the courses are generic and not specific to Endoscopy services.

2.12 Within learnProNHS there are two available courses. These being Sustainability and Climate Emergency and Environmental Sustainability.

2.13 NHS England has developed the [Environmentally Sustainable Healthcare programme](#)⁵. Within this are five sessions with one specific to Endoscopy.

2.14 There is also [Carbon Literacy for Healthcare](#). This eLearning consists of five modules that covers climate science, impacts and policy, before focusing on climate change and health and effective climate communication.⁶

2.15 The NHS England courses are accessible to NHS Scotland staff via an OpenAthens account. This is the national digital library for health and social care in Scotland. [The Knowledge Network](#) provides details of how to sign up for this service using your NHS Scotland email address and password.

3. Potential Carbon and Cost Savings

3.1 This action supports endoscopy staff to access and maximise the available education and training resources in relation to sustainability to ensure that NHS Scotland can deliver a sustainable health service.

3.2 Sustainability Education and Training will provide staff with an increased knowledge and awareness of the impact of current practice. This could lead to initiating changes that could provide significant carbon and cost savings in Endoscopy units across NHS Scotland.

4. Contact us

If you have any questions about this action, please contact NHS Green Healthcare Scotland at
cfsdghs@nhs.scot.

5. Appendix

Climate Emergency & Sustainability Courses Available, via Turas

Course	Mode
1.2 Environmental Public Health – Emergency Preparedness, Resilience & Response	Video
Clinical Waste or Not Clinical Waste? That is the Question!	Poster/Information Download
Decontamination of reusable medical devices (local and endoscopy) Module 1 : decontamination of RMDs (local and endoscopy) : decontamination overview Module 2 : decontamination of RMDs (local and endoscopy) : acquiring medical devices Module 3 : decontamination of RMDs (local and endoscopy) : microbiology Module 4 : decontamination of RMDs (local and endoscopy) : protecting yourself and others Module 5 : decontamination of RMDs (local and endoscopy) : cleaning and disinfection Module 6 : decontamination of RMDs (local and endoscopy) : inspection and packaging Module 7 : decontamination of RMDs (local and endoscopy) : sterilization Module 8 : decontamination of RMDs (local and endoscopy) : transport, storage and waste Module 9 : decontamination of RMDs (local and endoscopy) : ensuring quality	eLearning modules
Environmental sustainability and climate change	Video
Environmental sustainability for NHSScotland	eLearning module
Gloves Off	Video
Green Endoscopy	Video
Greening the operating theatre: cutting carbon and single-use waste in surgery	Poster/Information Download
Infection Prevention and Control (IPC) Zone	eLearning modules, guides, workbooks, videos/animations & frameworks
Introduction to sustainability, environmental issues, and concepts	Video
Safe disposal of waste	eLearning module
Sustainability in Medical Education The Impact of Healthcare on the Environment Health Impacts of Climate Change Principles of Sustainable Healthcare Introduction to Sustainable Medicine	eLearning modules
Waste disposal guidance	Video
Waste Management Training Resources from NHS Assure	Video

6. References

¹ National Workforce Strategy (March 2022) *National Workforce Strategy for Health and Social Care in Scotland*. Available at [Health and social care: national workforce strategy - gov.scot](https://www.gov.scot/Topics/Health-and-social-care/national-workforce-strategy) (Accessed Nov 2025).

² Minutes (Sep 2019) *NHS Chief Executives minutes: June 2019*. Available at www.gov.scot, Note 14 (Accessed Nov 2025)

³ NHS Scotland (Aug 2022) *Climate Emergency and Sustainability Strategy 2022-2026*. Available at www.gov.scot, Note 45, P.22 (Accessed Nov 2025)

⁴ UK Adult GRS Standards, Available at [JAG](https://www.jag.ac.uk/standards/uk-adult-GRS-standards), Page 9 Item 1.8 (Accessed Nov 2025)

⁵ [Environmentally Sustainable Healthcare - elearning for healthcare](https://www.elearningforhealthcare.com/environmentsustainablesustainability) (Accessed Nov 2025)

⁶ [Carbon Literacy for Healthcare](https://www.elearningforhealthcare.com/carbonliteracy) (Accessed Nov 2025). Requires to be signed into an OpenAthens account.

7. Version Control

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