



Rehab

Investing in People, Changing Perspectives

Rehab Group
Climate Action Roadmap
January 2023



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2. REGULATION AND LEGISLATION

The Rehab Group Climate Action Roadmap will focus on meeting the requirements of its Climate Action Mandate 2022.

The following are the legal requirements relating to energy and climate action.

- *Climate Action and Low Carbon Development (Amendment) Act 2021*, which requires all public bodies to perform their functions in a manner consistent with Ireland’s climate ambition.
- *S1393/2021* Energy Performance of buildings, which requires installation of Building Automation and Control by 2025, for buildings with HVAC rated output over 290kW; requires installation of electric vehicle charging points in carparks for new or refurbished buildings with more than 10 car parking spaces.
- *S1381/2021* Clean Vehicles Directive, which sets targets for the procurement of clean light and heavy-duty vehicles, with the first target falling in 2025 and the second in 2030. The definition of clean vehicle changes to zero emission vehicles in 2025.
- *S14/2017* Energy Performance of Buildings, which requires all new public sector buildings built since 2018 to be “nearly zero emissions”.
- *S1646/2016*, which requires that public bodies procure only energy using products and vehicles that are on the Triple E register.
- *S1426/2014*, which requires the public sector to demonstrate exemplary energy management and requires public bodies to undertake energy audits every four years.

1. OVERVIEW

1.1 REHAB GROUP STRATEGY

The Rehab Group is committed to meeting the requirements of our Climate Action Mandate 2022.

The Rehab Group 5 Year Strategy reinforced our commitment to sustainability, in recognition that we are a large employer and provider of services nationally and there is scope for us to reduce our overall environmental impact.

We will do this by:

- Establishing a “green champion’s network” of employees and service users who can influence, promote, and deliver our sustainability objectives.
- Baselining our CO₂e footprint and setting reduction targets.
- Developing a new Rehab Group Sustainability Policy and Strategy

1.2 REHAB GROUP CLIMATE ACTION MANDATE

Reduce 2021 baseline CO₂e by 10% in 2022 with a 4% reduction thereafter.

Overall reduce the 2021 baseline CO₂e by 25% across the lifetime of the Group 2021-2026 strategy to support the public sector reduction of 51% by 2030.

This Climate action roadmap will focus on how the Rehab Group plans to reduce and reach carbon and energy efficiency targets by 2030.

1.3 PUBLIC SECTOR STRATEGY

The Climate Action Plan 2021 (CAP21) committed that public sector bodies will complete Climate Action Roadmaps by the end of 2022.

CAP21 committed to a new Public Sector Energy Efficiency and Decarbonisation Strategy currently under development and will be published as part of the Climate Action Plan 2023.

1.4 PUBLIC SECTOR CLIMATE ACTION MANDATE

The Public Sector Mandate requires public sector bodies to show leadership in climate action. The adoption of the mandate will support public sector bodies to demonstrate the necessary climate action to reduce Ireland’s **GHG emissions by 51% by 2030**.

3. CLIMATE ACTION ROAD MAP

3.1 PEOPLE

The Climate Action Mandate requires that leadership and governance structures for climate action are set up, and that staff are engaged with climate action and have appropriate training.

The Rehab Group will do this by:

- Establish a National Green Steering Group chaired by the Corporate Affairs Director reporting to the Senior Leadership Team SLT.
- Recruiting an Energy and Sustainability Coordinator to implement and report on the Mandate.
- Identifying appropriate climate action and sustainability training (technical and behavioural)
- Organising staff workshops (at least annually) to engage on climate issues, including a focus on decreasing the Rehab Group' carbon footprint.

3.2 LEADERSHIP AND GOVERNANCE FOR CLIMATE ACTION

- Developing a Climate and Sustainability Org Chart
- Identifying Climate and Sustainability Champions across the organisation.
- Developing a Terms of Reference for the Green Team Committees
- Identifying the role of Energy Performance Officer
- Developing an energy and sustainability policy.

3.3 ENGAGING OUR PEOPLE

We will:

- Plan for annual engagement workshops initially focusing on energy related emissions.
- Plan appropriate ongoing climate action training for staff, service users and students.
- Develop a climate action needs analysis template.
- Record and report on climate action training

4. OUR TARGETS

4.1 ACHIEVING OUR CARBON TARGETS

The Rehab Group Climate Action Mandate sets out our emission reduction and energy efficiency targets.

Our aim is to:

- Reduce our 2021 baseline CO₂e by 10% in 2022 with a 4% reduction thereafter.
- Overall reduce the 2021 baseline CO₂e by 25% across the lifetime of the RG 2021-2026 strategy to support the public sector reduction of 51% by 2030.

We will do this by:

- Improving on our energy efficiency.
- Improving on heating and transport emissions and thermals.
- Completing an analysis of significant emitters.
- Monitoring the reductions and any increases in emissions
- Planning energy related carbon reduction activities/projects
- Identifying “Gap to Target” that need to be addressed using the Gap to Target Tool
- Developing action plans, project pipelines, and mobilise resources.
- Including energy management projects on the HSE Register of Opportunities
- Including audit results (SI426 4-year audits) in our energy & sustainability plans
- Planning for financing projects
- Developing and sharing learnings from energy & sustainability projects completed.

4.2 ACHIEVING OUR ENERGY EFFICIENCY TARGETS

To set out analysis of targets using the SEAI Gap to Target tool:

We will:

- Set the energy Efficiency Baseline in line with public sector requirements.
- Set annual Energy Efficiency Targets
- Monitor growth in energy use and changes in activity.
- Set and analyse targets for planned energy efficiency activities/projects.
- Complete an analysis of significant energy users.
- Identify gap to target that needs to be addressed.
- Develop action plans, project pipelines, and mobilise resources.

4.3 ENERGY & ENVIRONMENTAL MANAGEMENT SYSTEMS AND ACCREDITATION

We will:

- Report on GHG Emissions and sustainability activities in the annual report
- Review any paper-based processes and evaluate the possibility for digitisation so that it becomes the default.
- Set timelines for review and monitor impact.
- Explore environmental accreditations with a view to implementing ISO5001 in 2030
- Demonstrate Exemplar Energy Management by 2026

4.4 GREENING OUR PROCUREMENT

Green Public Procurement (GPP) is a process where public authorities seek to source goods, services or works with reduced environmental impact.

We will:

Rehab Group Climate Action Roadmap – Corporate Governance Department

- Include green criteria for selection and award criteria when procuring all goods and services using the published guidelines.
- Update our procurement policies and procedures.
- Set up a system to gather and record data on GPP implementation.
- Measure the environmental and climate benefits achieved.

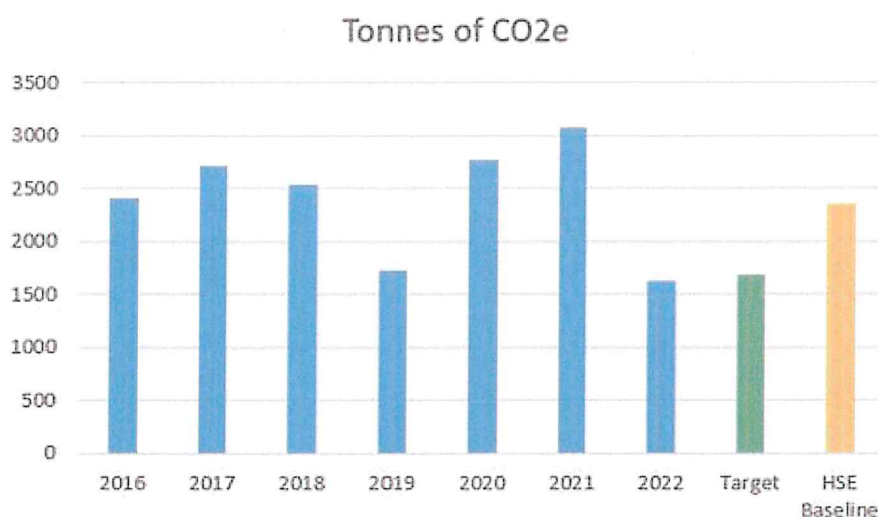
4.5 IMPROVING BUILDING AND VEHICLES

- Plan to create bicycle friendly buildings.
- Display up to date Energy Certificates in public buildings (open to the public)
- Move away from heating systems that use fossil fuels by the **end of 2023**.
- Plan to purchase zero emission vehicles where available and operationally feasible from 2023 onwards.
- Ensure procurement of vehicles meets CAP21 target for purchase of zero emission vehicles.
- Achieve the minimum targets set out in SI381/2021 Clean Vehicles Directive

5.0 ACTIONS TO DATE

We have:

- Baselined the Rehab Groups Carbon Footprint target and measured performance against the HSE.



- Set up a Rehab Group Energy & Sustainability Steering Committee chaired by the Director of Corporate Affairs – the committee meets monthly and to date we have met **5** times. The committee monitors performance against the workplan, ensures compliance with regulation and supports the development of energy & sustainability projects and grants.
- Engaged with staff, students, and service users to identify Green Champions – approximately 20 staff members and 15-20 service users and students have expressed an interest in being a Green Champion. Regional Green Teams will be organised across the group over the coming months.
- An Energy & Sustainability Policy approved by SLT and available on the Meta-Compliance platform.
- Included 2 major property projects to the Register of Opportunity with a verbal guarantee of funding.

Rehab Group Climate Action Roadmap – Corporate Governance Department

- Included green procurement in our procurement policies in line with public sector requirements.
- Actively sourced suppliers who provide eco-friendly products, actively reducing the number of orders and deliveries as well as actively reducing the amount of paper used.
- Measure sustainability and green requirements in our tendering process
- Sourced staff, student and service user training which is currently being translated into Rehab Group training. We will measure training activity and report quarterly.

GLOSSARY OF TERMS

Term	Meaning
Climate and Sustainability Champion	Member of management with responsibility for implementing and reporting on the Climate Action Mandate
CO2	Carbon Dioxide
EMAS	Eco-Management and Audit Scheme
Energy Performance Officer (EPO)	Member of senior management appointed to lead on energy management and performance
Gap to Target Tool	Spreadsheet model developed by SEAI for use by public bodies to evaluate their energy efficiency performance
GHG	Greenhouse Gases
Green Campus Ireland	Environmental management and award scheme for third level education
Green Public Procurement (GPP)	Green Public Procurement is a process where public authorities seek to source goods, services or works with reduced environmental impact
GWH	Giga Watt Hour
HVAC	Heating, Ventilation and Air Conditioning
ISO14001	International Standard for environmental management systems
ISO500001	International Standard for energy management systems
KW	Kilo Watt
Public Sector M & R	SEAI's monitoring and Reporting System for public sector energy efficiency and carbon emissions
Register of Opportunities	List of energy efficiency opportunities developed as part of an energy management system
Triple E Register	List of energy efficient products

SUSTAINABILITY ENERGY AUTHORITY OF IRELAND

SEAI is Ireland’s national energy authority investing in, and delivering, appropriate, effective and sustainability solutions to help Ireland’s transition to a clean energy future.

SEAI is funded by the Government of Ireland through the Department of Environment, Climate and Communications

ENVIRONMENTAL PROTECTION AGENCY (EPA)

The EPA is responsible for protecting and improving the environment as an asset for the people of Ireland. The EPA is committed to protecting people and the environment from the harmful effects of radiation and pollution. The EPA is divided into 3 main areas.

1. Regulation
2. Knowledge
3. Advocacy

HSE ESTATE ENERGY BUREAUS

The Estates Energy Bureau works in partnership with the Sustainable Energy Authority of Ireland. There are 3 bureaus covering the East, West, and South regions. They are resourced with dedicated energy officers who work with sites to reduce energy usage and progress energy projects.

APPROVAL AND SIGN OFF

Chair – Rehab Group Board

Aida Walsh

Date:

04/04/23

CEO – Rehab Group

Ben McAnn

Date:

27/03/23

MONITORING AND REPORTING

This climate action roadmap will be monitored at sectoral group level, with the lead or coordinating body of the sectoral group responsible for enduring roadmaps are completed and in line with the Climate Action Mandate.

This Roadmap will be reviewed by the Corporate Governance Department annually and oversight will be provided through the Energy & Sustainability Steering Group.

