Hospital Recycling; Saving Money and the Environment

Why Is It So Important?

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Why Should We Bother?

- It’s important that we realize how much waste hospitals generate.
- The following video is meant to help you get a better idea of the great potential recycling can have for a hospital…
Process of Change:

Kurt Lewin’s Change Theory was explained by Schein (1995) in a paper called ‘Kurt Lewin’s Change Theory in the Field and in the Classroom’ as:

- Human change, whether at the individual or group level, is a profound psychological dynamic process that involved painful unlearning without loss of ego identity and difficult relearning as one cognitively attempted to restructure one's thoughts, perceptions, feelings, and attitudes.

- Lewin’s Change Theory is a very basic, easy to use model. It includes of unfreezing, changing, and refreezing as a theoretical foundation upon which any change can be solidly built.
Driving and Restraining Forces

“Driving forces are those affecting situations that are pushing in a particular direction”. (Schein, 1995)

“Restraining forces are forces acting to restrain or decrease the driving forces”. (Schein, 1995)
"Unfreezing involves finding a method of making it possible for people to let go of an old pattern that was counterproductive in some way." (Schein, 1995).
Unfreezing:

What do we need to do?

• Management support

• Conduct a waste audit
  —> Best locations for bins, what is being wasted.

• Appoint a coordinator
  —> Oversee information gathering, evaluation and implementation.

• Acquire recycling bins
  —> Haulers may provide these

• Educate all employees on waste reduction

• Create incentives
  —> Make it fun.
Moving To A New Level

"Moving to a new level involves a process of change-in thoughts, feelings, behaviour, or all three, that is in some way more liberating or more productive.” (Schein, 1995)
Moving To A New Level:

What do we need to do?

• Decide which materials to recycle
  —> It’s usually best to start small. ex: paper and plastics.

• Post clear, concise signs in all locations

• Plan for storage
  —> Design and implement a storage process for recovered materials. Include custodians in decision.

• Promote the program
  —> Pick a start date, advertise and have a celebration.

• Utilize waste exchange
  —> One unit’s waste may be feedstock for another.

• Removal
  —> Establish contracts for removal of recovered materials. Usually good to use the same company that does trash removal.

• Monitor and reinforce

PLAN FOR STORAGE!

“Your trash could be someone else’s treasure!”
Refreezing

“Establishing the change as a new habit, so that it now becomes the ‘standard operating procedure.’ Without some process of refreezing, it is easy to backslide into the old ways.” (Schein, 1995)
Refreezing

• Prepare follow-up
  —> Be sure staff continues with program once the excitement has worn off

• Evaluate the program

• Keep records
  —> Set up a log book or a receipt system to record the volume of recyclables leaving the premises

• Recycling training for all new employees

• Provide feedback
  —> Issue memos, newsletter articles and announcements on a regular basis

• Monitor effectiveness and efficiency.
  —> Feedback from custodial staff, employees, waste hauler
Recycling Program Using Lewin’s Theory Of Change

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  - Make it fun!

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References


