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**NHS Fife**

# **Travel Survey Report 2023**

**November 2023**

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Produced by:



For:

NHS Fife



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## Project Information Sheet

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## Document Control Sheet

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## Notice

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## Table of Contents

1	Introduction .....	3
2	Methodology.....	4
	Methodology.....	4
	Margin of error.....	4
3	ACEL calculation .....	5
	ACEL Data inputs.....	5
	Greenhouse Gas Conversion Factors.....	5
	ACEL for NHS Fife .....	6
4	Data insights.....	7
	Qualitative feedback .....	17
5	Conclusion and recommendations .....	20

## List of Tables

Table 4-1: Qualitative feedback themes .....	17
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## List of Figures

Figure 3-1 NHS Fife Average commuter emissions level.....	6
Figure 4-1: Modal share for commuting to work prior to the Coronavirus outbreak. ....	7
Figure 4-2: Frequency of travel before the coronavirus outbreak.....	8
Figure 4-3: Modal share for commuting to work.....	9
Figure 4-4: Comparison of modal shift before and after coronavirus.....	10
Figure 4-5: Distance (miles) travelled to work (one-way journey) .....	10
Figure 4-6: Frequency of travel on an average week.....	11
Figure 4-7: Comparison of frequency of travel before and after the coronavirus outbreak. ....	12
Figure 4-8 Reasons for using current mode of transport to commute.....	13
Figure 4-9: Shift patterns split amongst respondents. ....	14
Figure 4-10 Time willing to extend commute by in order to use a more sustainable form of transport. ....	15
Figure 4-11: Would you like to receive a PTP / a Liftshare account created for you.....	16

## Appendices

Appendix A Travel survey questions

Appendix B Feedback and comments

## Executive Summary

NHS Fife is committed to reducing Scope 3 commuter emissions in line with their goal of Net Zero by 2045. After an initial consultation with NHS Fife, an employee travel survey was launched in May 2023. The purpose of the travel survey was to collect information on how employees were travelling to and from work, how frequently they travelled and how far they travelled, to calculate an ACEL (Average Commuter Emissions Level) rating. This provides a measurement of current emission related to commuting and enables comparison of commuting emissions and ACELs in the future.

### **Key survey findings**

- ACEL Score = 1106.
- Employees commute an average of 13.2 miles to work, for an average of 5 days per week.
- The majority of respondents, 76% (n=376), usually commute by car alone powered by Internal Combustion Engine (ICE).
- 57% of respondents (n=280) opted to receive a personal travel plan, outlining their options for travel and the workplace travel incentives available.
- 18% (n=87) opted to have a Liftshare account created on their behalf.

Qualitative feedback analysis highlighted 3 key themes mentioned by employees:

- Viability of public transport.
- Require car for work.
- Improved infrastructure required for active travel.

## 1 Introduction

- 1.1 Mobilityways is working with NHS Fife, to measure, reduce and report on Scope 3 commuting emissions. The project includes undertaking an employee travel survey with NHS Fife, to enable the organisation to understand the travel patterns of its workforce, identify the modes of travel that emit the highest levels of CO<sub>2</sub>e and calculate an ACEL (Average Commuter Emissions Level) that can be used as a baseline and a benchmark.
- 1.2 The data collected through the employee travel survey and presented in this report aims to improve understanding of the barriers and opportunities for increased levels of sustainable travel modes, identify potential interventions that may help to overcome barriers (e.g., new services, incentives, infrastructure, policies etc.) and produce a benchmark from which to track progress towards the NHS Fife target of Net Zero by 2045.

## 2 Methodology

### Methodology

- 2.1 The travel survey has been designed to capture details including mode of travel, commute distances and frequency of commuting to calculate an Average Commuter Emissions Level (ACEEL).
- 2.2 The travel survey was created using the Mobilityways dashboard travel survey tool. A shareable link was circulated to the 9,805 employees employed at NHS Fife.
- 2.3 The survey went live initially from 1st May 2023 and ran through to 23rd June 2023 and then a second push for responses was initiated on 18th September 2023, running through to October 13th 2023.

### Margin of error

- 2.4 A total of 493 responses were recorded from a possible 9,805 employees, a response rate of 5% across NHS Fife, achieving a 4% margin of error.
- 2.5 The margin of error indicates how generalisable the data is to the study population. The smaller the margin of error, the higher the accuracy.
- 2.6 The industry standard for a statistically representative sample is a 5% margin of error, therefore this sample has reached statistical significance and the conclusions drawn are statistically representative of all staff at NHS Fife.
- 2.7 The margin of error is calculated as follows:

$$\text{Margin of Error} = Z \times \frac{\sigma}{\sqrt{n}}$$

$n$  = sample size     $\sigma$  = population standard deviation     $z$  = z-score

*(A Z-Score is a numerical measurement that describes a value's relationship to the mean of a group of value.)*

### 3 ACEL calculation

3.1 The Average Commuter Emissions Level (ACEL) provides a measurement of the average commuting emissions per employee.

3.2 ACEL is calculated as shown below:

$$ACEL = \text{Total Commuter Emissions} / \text{Number of Employees}$$

3.3 ACEL requires the Total Commuter Emissions to be calculated in a standardised way:

$$\text{Total Commuter Emissions} = \sum \text{Mode} \times \text{GHG Conversion Factor} \times \text{Journey Frequency} \times \text{Commute Distance}$$

3.4 When calculating an ACEL, the three-sigma rule (or  $3\sigma$  rule) is applied to commute distance answers to prevent any single outlier from influencing the score. The three-sigma rule is a method to display the percentage of values of a sample that lie within 1, 2 and 3 standard deviations of the mean in a normal distribution.

#### ACEL Data inputs

3.5 Whilst Total Commuter Emissions are crucial for reporting an organisation's overall GHG (Greenhouse Gas Emissions), it does not provide the best basis for comparison. ACEL (Average Commuter Emissions Level) enables an organisation to compare emissions from different time periods regardless of changes in employee numbers over time and allows for benchmarking against other organisations, regardless of their employee number.

3.6 The questions below highlight the data used to calculate the NHS Fife ACEL rating:

- How do you usually travel to work?
  - This provides the **Mode of commuting**.
- How many days per week do you typically travel to your workplace?
  - When multiplied by 2, this provides the **Journey frequency**.
- How far do you travel to work?
  - This provides the **Commute distance**.

#### Greenhouse Gas Conversion Factors

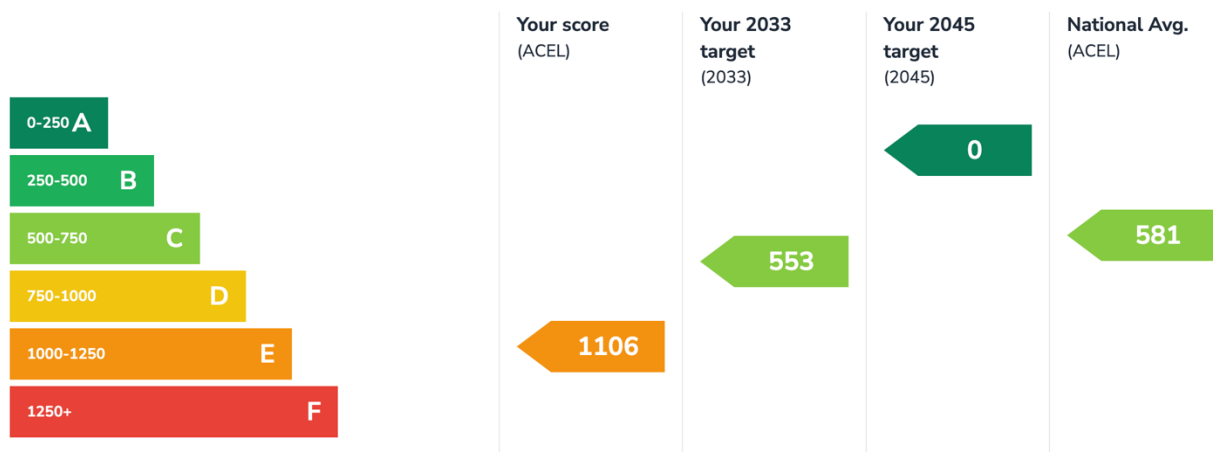
3.7 The UK Government publishes Greenhouse Gas (GHG) emissions conversion factors annually, which feed into ACEL assumptions. This data includes the average GHG emissions for each mode of transport, including, but not limited to car, car share, motorbike, taxi, national rail, light rail, bus, park and ride and domestic flight.



## ACEL for NHS Fife

- 3.8 The Average Commuter Emissions Level (ACEL) of staff at NHS Fife is 1106, meaning that an average employee at NHS Fife emits 1,106 kg CO<sub>2</sub>e per year.
- 3.9 This equates to 10,847,248kg CO<sub>2</sub>e per year across 9,805 employees.
- 3.10 The figure below illustrates how NHS Fife compares to the national average and provides a high-level target and roadmap to the 2045 net zero target.

Figure 3-1 NHS Fife Average commuter emissions level



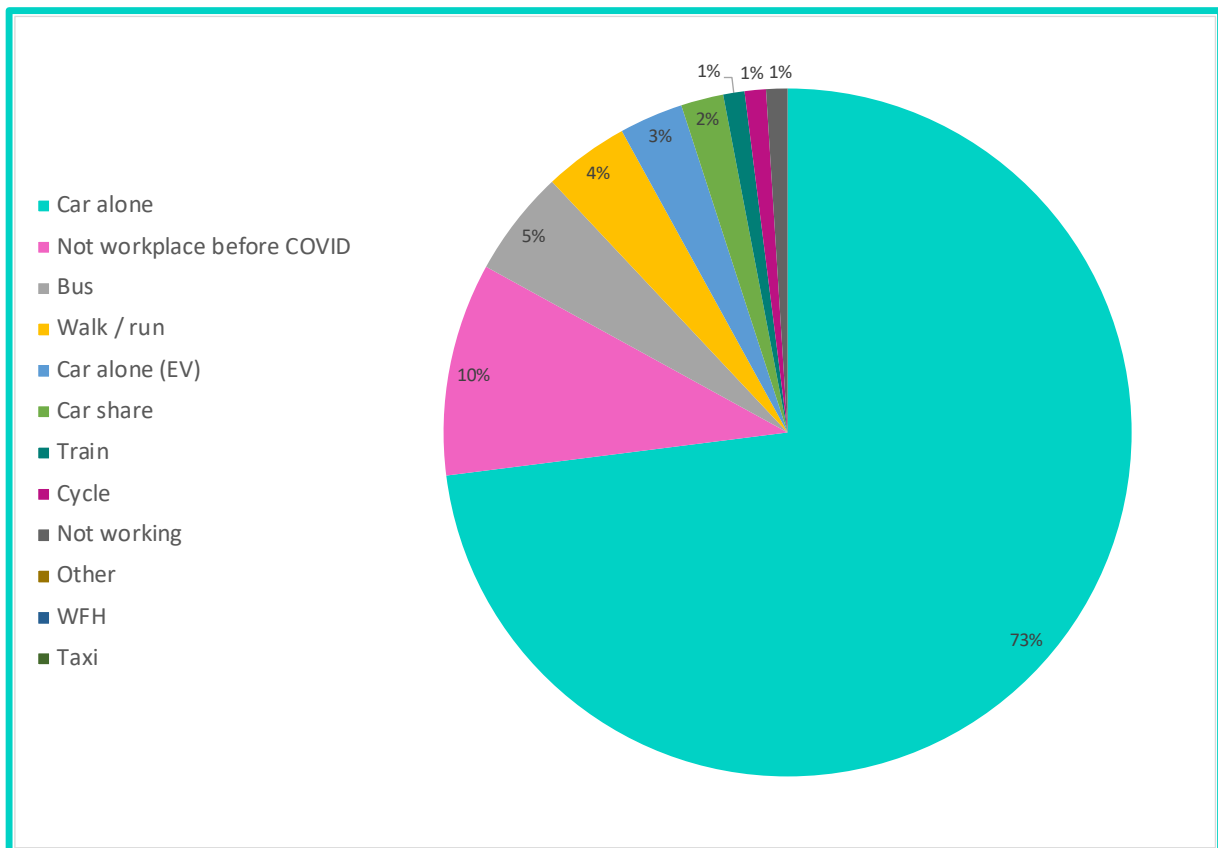
## 4 Data insights

4.1 This chapter presents the findings from the NHS Fife staff travel survey. 493 responses were received in total, representing a response rate of 5%.

### Q1 How did you typically commute to your workplace BEFORE the Coronavirus outbreak?

- 4.2 Prior to the Coronavirus outbreak 73% (n=359) of respondents commuted to work in an ICE car alone, 5% (n=23) caught a bus and 4% (n=21) walked / ran. 3% (n=13) of respondents commuted alone in an EV vehicle, whilst 2% (n=11) car shared to work.
- 4.3 10% (n=50) of respondents did not work at NHS Fife prior to the outbreak of COVID 19.

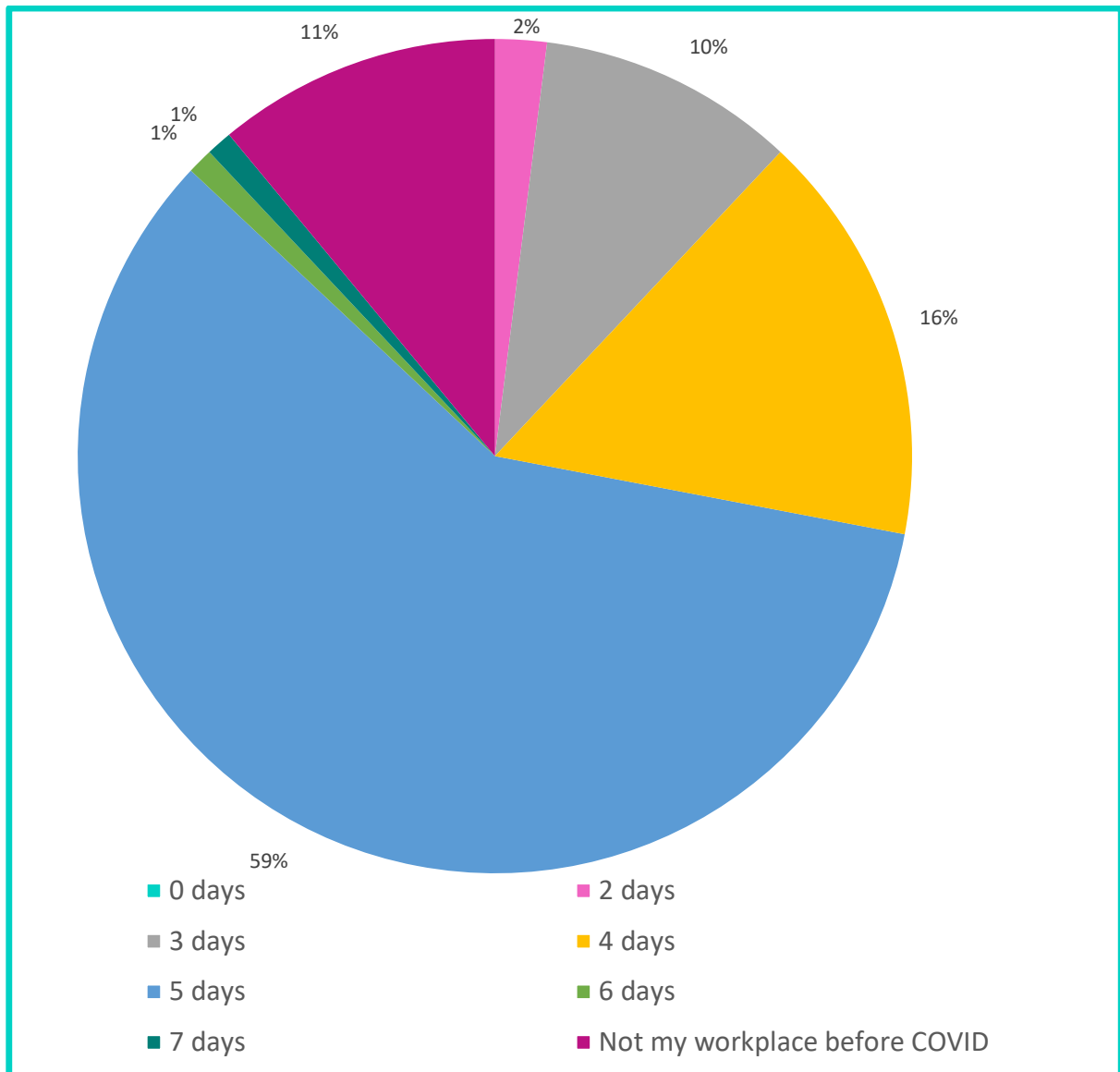
Figure 4-1: Modal share for commuting to work prior to the Coronavirus outbreak.



**Q2 How many days of the week did you typically travel to your workplace BEFORE the Coronavirus outbreak?**

- 4.4 Before the coronavirus outbreak, most people, 59% (n= 292), were travelling into work 5 days a week. 16% (n=80) of respondents were commuting 4 days per week, 10% (n=47) travelled 3 days on an average week with 2% (n=11) only commuting twice.
- 4.5 11% (n=55) of respondents stated that they did not work at NHS Fife before COVID.

Figure 4-2: Frequency of travel before the coronavirus outbreak

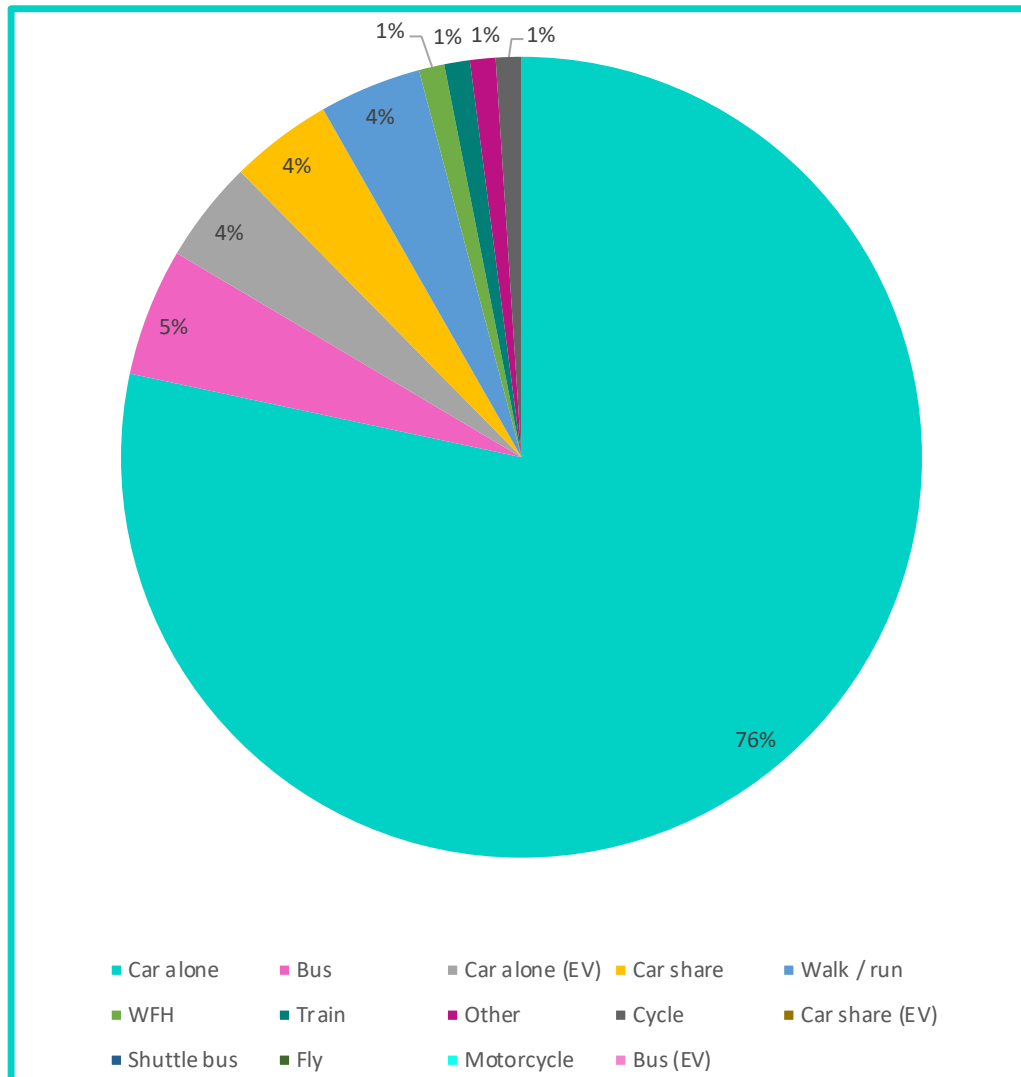


### Q3 ACEL How do you usually travel to work?

4.6 Figure 4-3 illustrates the modal share amongst NHS Fife employees. The majority of colleagues, 76% (n=376) drove alone to work (ICE), with 5% (n=25) catching the bus and 4% (n=22) driving alone in an electric vehicle. 4% (n=21) of respondents' car share and 4% (n=21) walk / run to work.

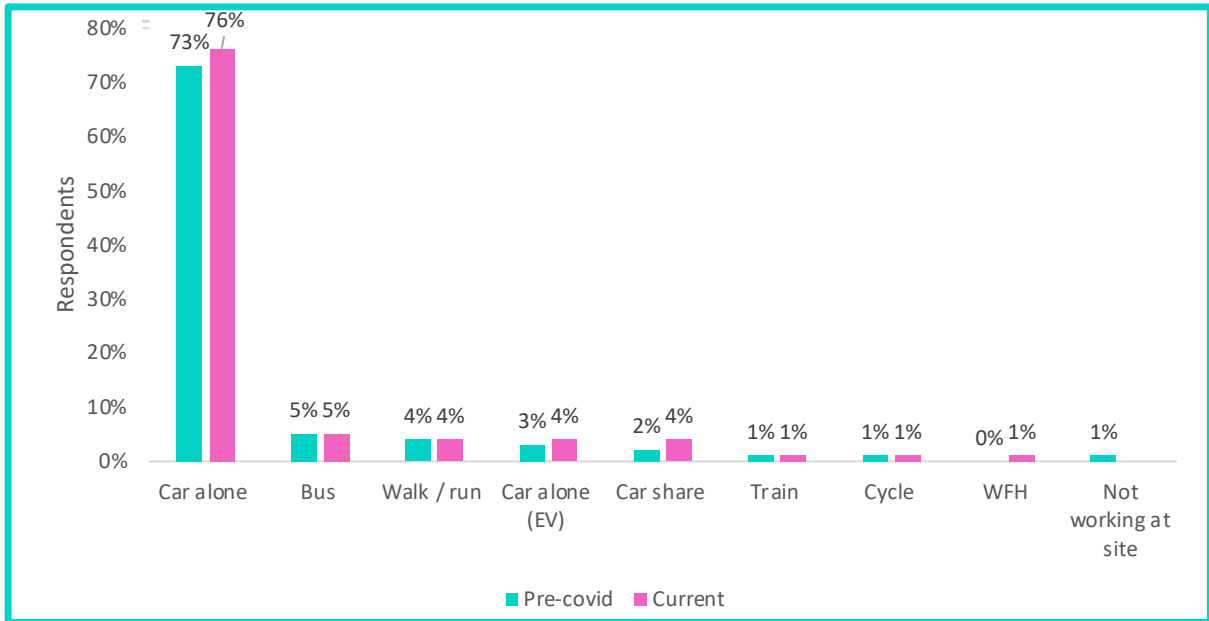
4.7 1% of respondents (n=7) usually work from home.

Figure 4-3: Modal share for commuting to work.



4.8 Figure 4-4 demonstrates the modal share changes before and after the coronavirus outbreak. Behaviours have mostly remained very similar, the biggest change is the amount of people driving alone (ICE) has increased by 3% (n=17) followed by the amount of people car sharing (ICE) which has also increased by 2% (n=10).

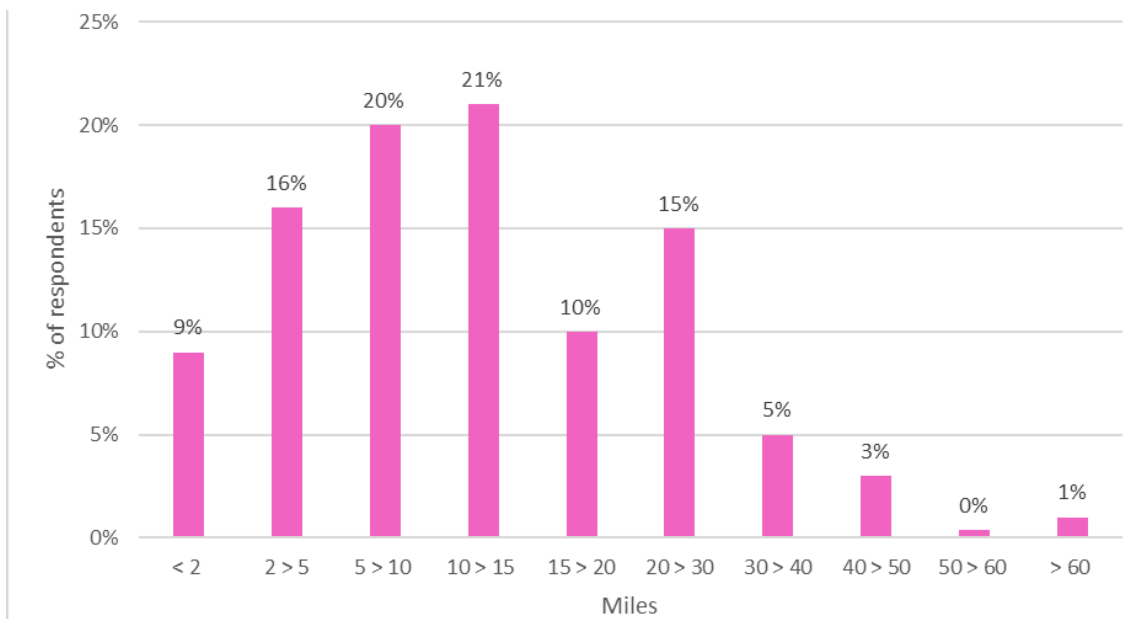
Figure 4-4: Comparison of modal shift before and after coronavirus



#### Q4 How far do you travel to work?

- 4.9 NHS Fife employees are commuting on average 13.2 miles to get to work.
- 4.10 21% (n=104) of respondents commute between 10 and 15 miles, 20% (n=101) are commuting between 5 and 10 miles and 16% (n=79) travel between 2 and 5 miles. 15% (n=73) of respondents are travelling in between 20 and 30 miles, whilst 9% (n=45) travel less than 2 miles to get to work.

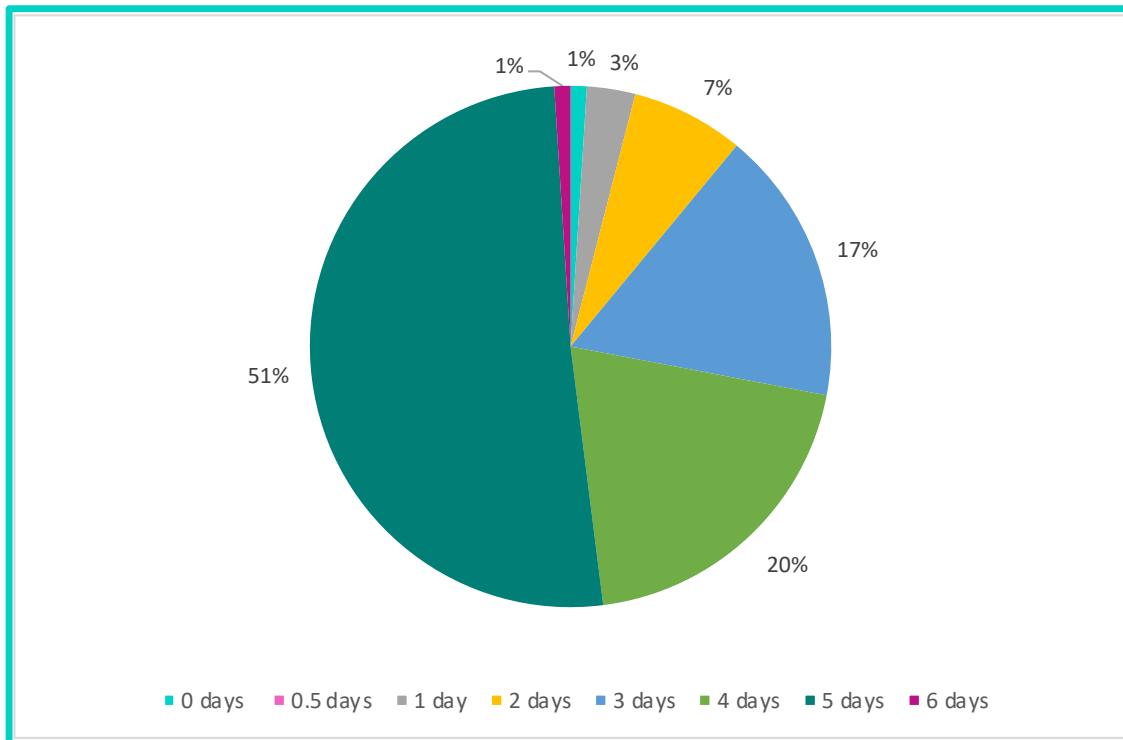
Figure 4-5: Distance (miles) travelled to work (one-way journey)



### Q5 How many days per week do you typically travel to your workplace?

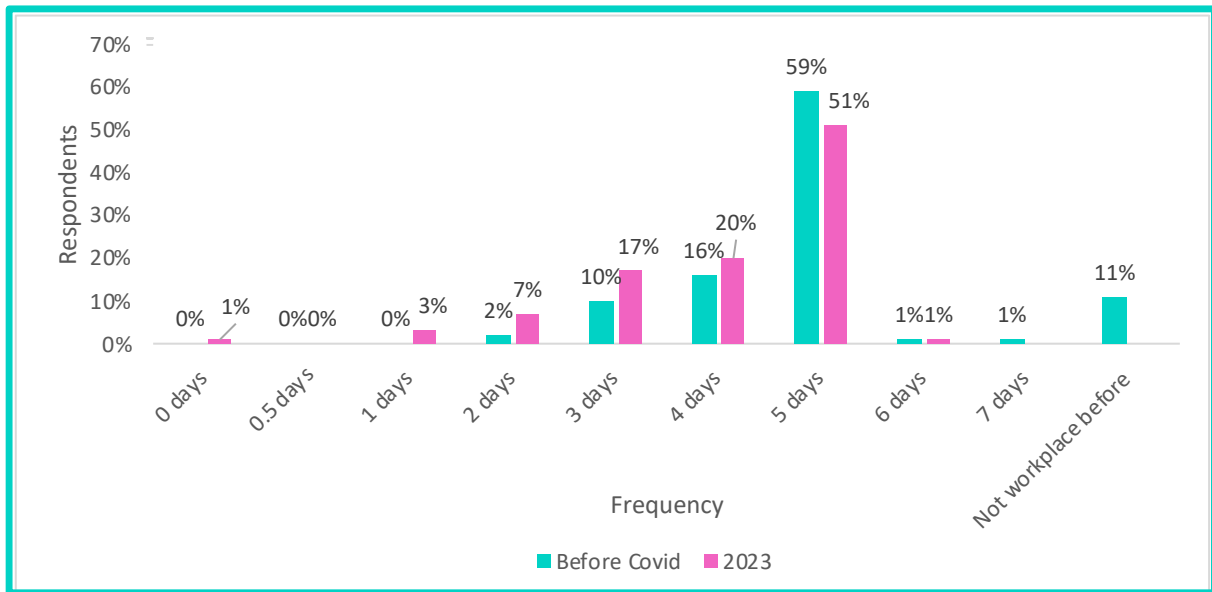
4.11 Regarding how frequently employees travel to work, just over half, 51% (n=249), are travelling 5 days per week. 20% (n=98) of respondents are traveling in 4 days on an average working week, 17% (n=86) are commuting 3 days per week and 7% (n=36) of colleagues travel twice a week.

Figure 4-6: Frequency of travel on an average week



4.12 When comparing the frequency of travel with the pre-coronavirus outbreak data, the amount of people commuting 5 days per week has decreased by 8% (n=43) and the amount people travelling 3 days per week has increased by 7% (n=39). On the whole the frequency which staff travel to site has stayed relatively similar

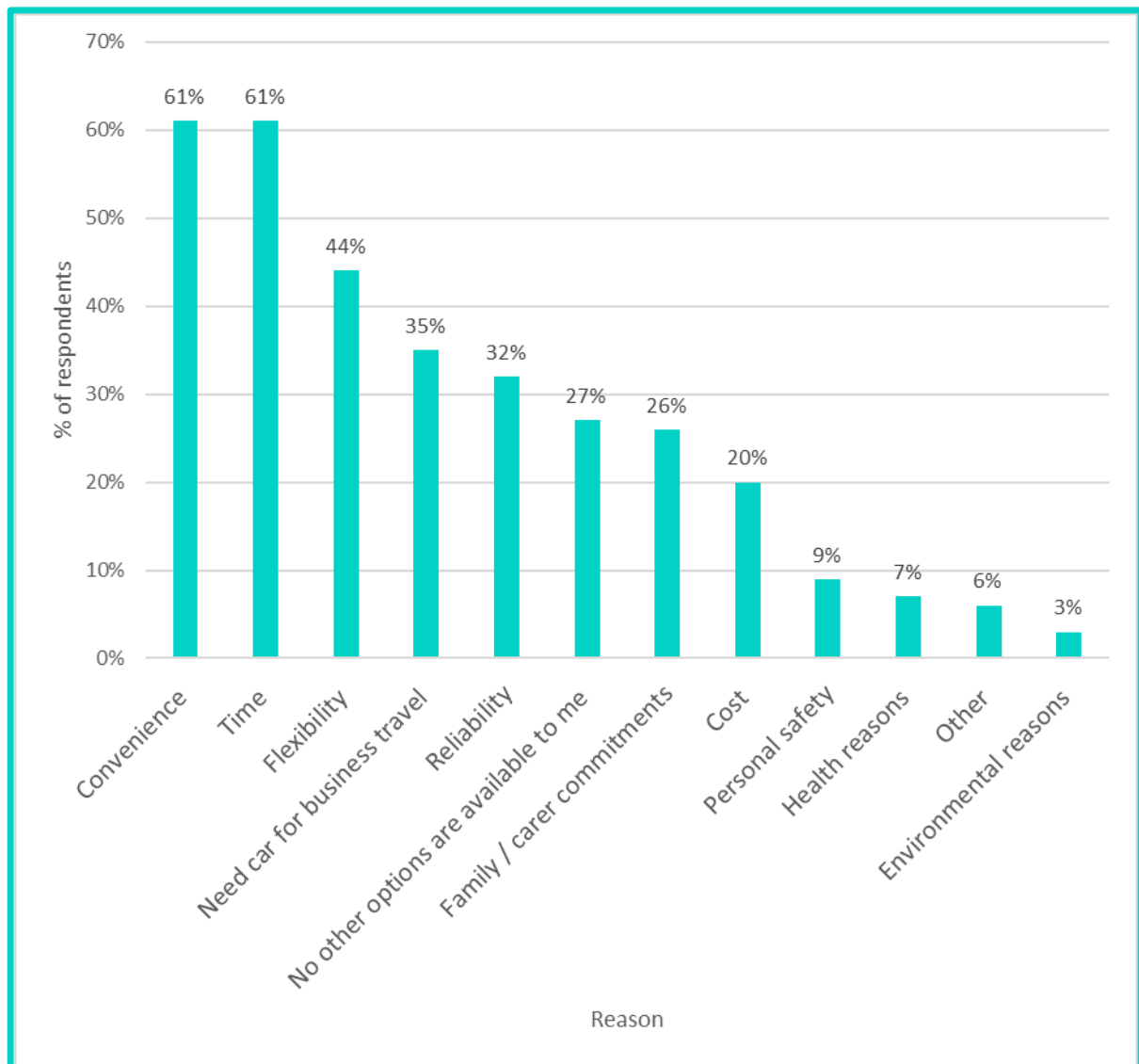
Figure 4-7: Comparison of frequency of travel before and after the coronavirus outbreak.



### Q6 Why do you use this mode to commute?

4.13 Figure 4-8 demonstrates the reasoning behind why the respondents choose to commute in the way they do. The most popular responses were time and convenience with 61% (n=300) respondents selecting these answer choices. 44% (n=217) of respondents cited flexibility as a key factor behind their choice, whilst 35% (n=175) of colleagues said they require their car for business travel. A further 32% (n=156) chose their mode of transport because it was the most reliable and 27% (n=135) stated that it was the only mode of transport available to them.

Figure 4-8 Reasons for using current mode of transport to commute.



4.14 Amongst the ‘other’ comments, some interesting comments around cycling were made by respondents:

*“No shower facilities at workplace. I would like to cycle 2 days / week but bike storage at QMH isn't adequate. The bike pods are too small for my bike and the bike shed is often full. I've got an ebike and reluctant to leave it in unsecured areas”.*

*“I would cycle if there were safe - i.e., not car heavy roads”.*

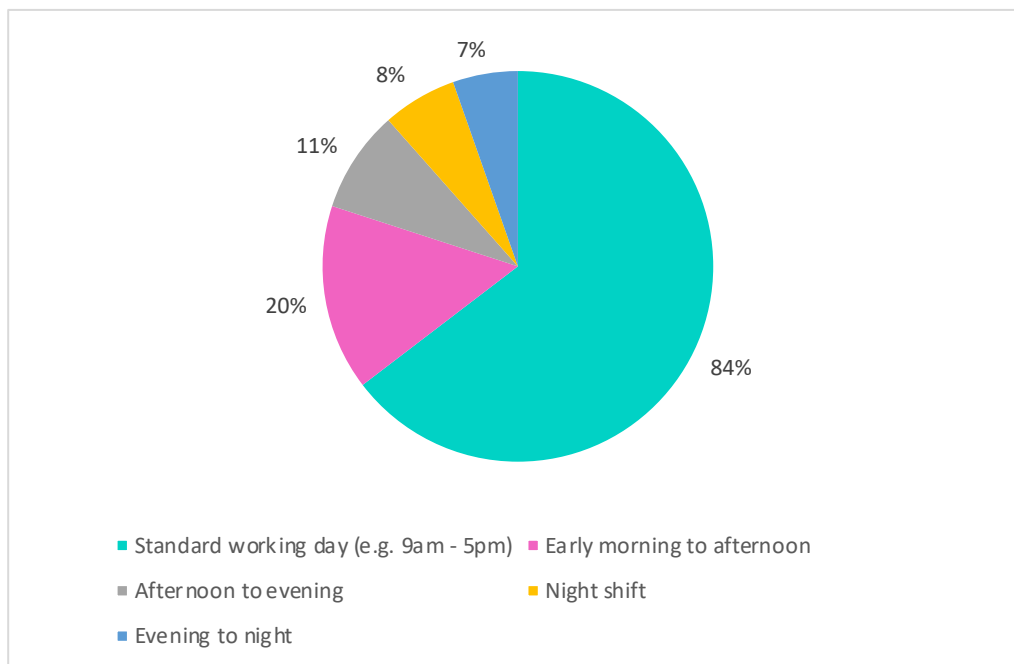
*“I would cycle but I do not have a clear cycle path and basically car drivers are not willing to accommodate cyclists safely”.*



### Q7 What types of shift patterns do you generally work?

- 4.15 In the survey, NHS Fife employees were asked what shift patterns they usually work.
- 4.16 A standard working day (e.g. 9am-5am) was the most popular shift pattern, selected by 84% (n=414) of people. Following on from that, the second most popular shift was early morning to the afternoon, with 20% (n=97) of respondents choosing this option. 11% (n=53) of respondents stated that they generally work afternoon to evening shifts, 8% (n=40) worked nights shifts and the remaining 7% (n=36) of respondents worked from the evening until the night.

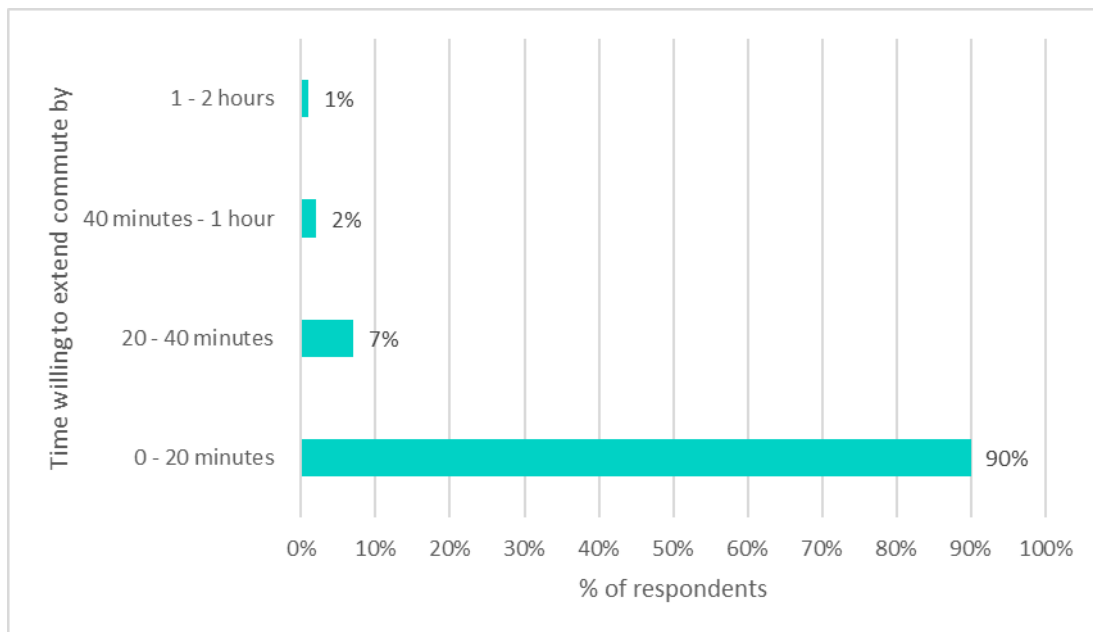
Figure 4-9: Shift patterns split amongst respondents.



**Q8 How long would you be willing to extend your commute in order to switch to a more sustainable form of transport?**

4.17 When asked how long employees would be willing to extend their commute to use a more sustainable mode of transport, the vast majority of respondents, 90% (n=414) stated 0-20 minutes longer. 7% (n=34) of respondents said they would be willing to increase their commute by 20-40 minutes, whilst 2% (n=8) said 40 minutes – 1 hour. Finally, 1% (n=3) of colleagues would be willing to extend their commute by 1-2 hours if that meant using a more sustainable form of transport.

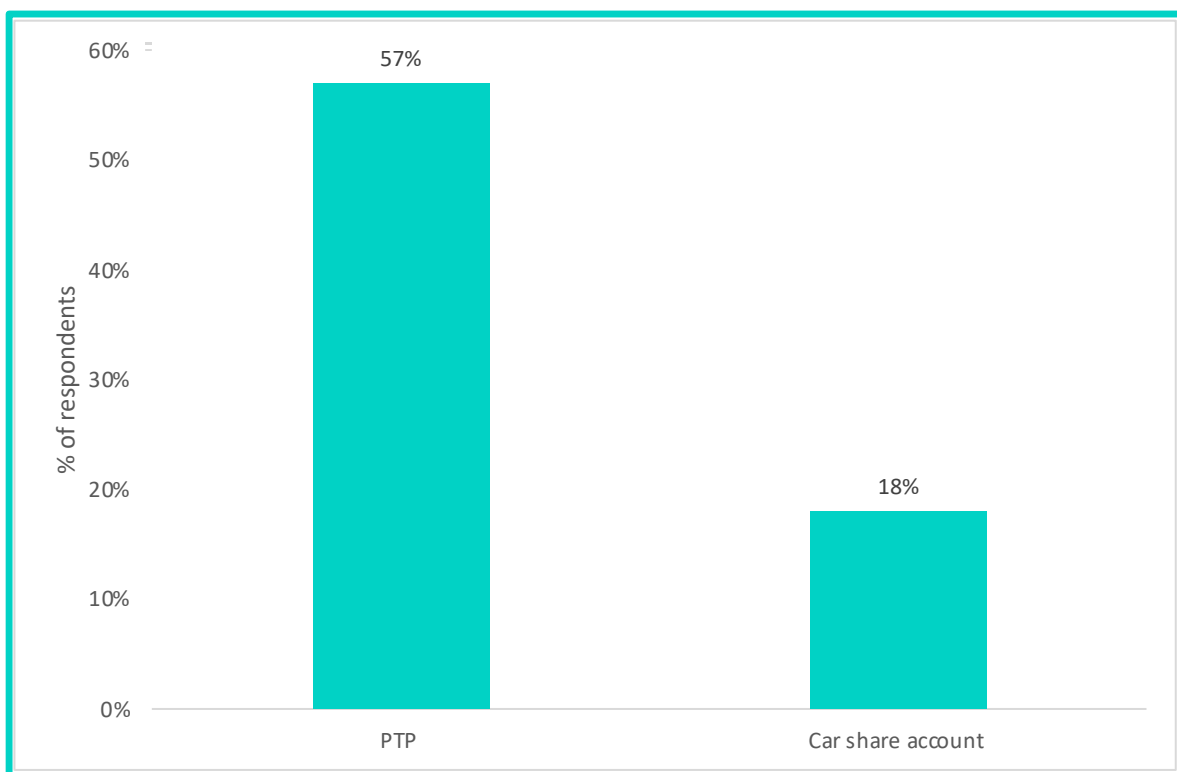
Figure 4-10 Time willing to extend commute by in order to use a more sustainable form of transport.



**Q9 We would like to help you understand what alternative, convenient sustainable commuting options are available to you. Would you like the following?**

- 4.18 57% (n=280) of respondents would like to receive a personalised travel plan, outlining their options for travel and associated workplace travel incentives available.
- 4.19 18% (n=87) of respondents would like a car share account created on their behalf, that will highlight who within the organisation they could car share to work with.

Figure 4-11: Would you like to receive a PTP / a Liftshare account created for you.



## Qualitative feedback

4.20 Survey respondents were provided with the opportunity to provide additional information, comments or other feedback at the end of the survey. 41% (n=203) of respondents provided additional comments, with the general themes from this qualitative dataset summarised below.

### Key themes

4.21 Table 4-1 illustrates the various themes identified amongst the comments made by the 203 respondents.

Table 4-1: Qualitative feedback themes

Theme	%	Number
Public transport	35%	72
Needing car for business travel	20%	41
Active travel	16%	32
Other / additional comments	10%	21
Car sharing	7%	14
Hybrid working	6%	13
Electric vehicles	6%	12
Caring responsibilities	5%	10
Issues with pool cars	4%	8
Shift patterns	3%	7
Shuttle bus	2%	4

4.22 The feedback received was categorised into 3 main themes outlined below, highlighting employee views on the main areas to focus site improvements and information, which in turn could help staff to change their commuting habits.

### Public transport

72 comments were made surrounding public transport in this section. 35 of these comments related to public transport options not being viable options or taking too long as a mode of transport. 14 respondents stated the cost of public transport is too expensive to make it an option for them, whilst 14 respondents mentioned the current operating timetables are not suitable for their working hours. The remaining 9 comments relating to public transport were colleagues voicing their annoyance at the

unreliability of the public transport within their local area. The two quotes below demonstrate the issues raised:

*“Using public transport is costly and there are no options for NHS discount with ScotRail. ... Adding up the costs of a train ticket, parking and bus fare, I am cheaper to drive alone. A third of my wage goes on my travel expenses and I would love to find a cheaper alternative but nothing seems possible. I would love to find a better alternative”.*

*“I currently use public transport to get home and it is very unreliable, buses are consistently late which impacts staff if they have other commitments i.e. collecting children from school etc. More staff may be inclined to use public transport if the services were better and on time.”*

### **Needing car for business travel**

- 4.23 20% (n=41) of the comments made, were from people stating they require their car for business travel as it was essential for their role, and others mentioning the need to travel between hospital sites.
- 4.24 In addition to this, issues surrounding carpool availability was mentioned several times, with 4% of comments related to this specifically and the impact this can have on people looking to use an alternative mode to get to work.

*“We do need a vehicle to do home visit's and there is often not a pool car available.”*

*“I would quite happily switch to using a bus most of the time if there was better pool car availability. I need to have access to a car for home visits. I tried to enterprise car system but the cars seem to be almost always booked up so it is not an option for me to use regularly”.*

### **Active travel**

- 4.25 32 comments were made relating to active travel. 31% (n=10) of these related to the lack of safe cycling routes into site. The comments below were received from people who expressed an interest in cycling to work, however they felt that the local cycling infrastructure was too unsafe to ride comfortably on the roads.

*“A better, safer cycle route between Lochgelly and Lynebank, Queen Margaret or Victoria”*

*"I would prefer to cycle some days but the road between Kinghorn and Kirkcaldy is unsafe to do this. This is especially so in the winter months when it is dark as no lighting on road and no continual pavement".*

- 4.26 25% (n=8) of the comments surrounding active travel related to the lack of adequate bicycle storage on site, with an additional 22% (n=7) of comments stating the lack of showers was putting them off cycling or walking / running to work.

*"I sometimes cycle to work, however there are no staff showers so not ideal for regular cycling".*

*"I would like to cycle but don't do so as the secure bike storage isn't suitable for my needs (bike pods too small for my bike, bike shed often too full, don't want to leave bike in unsecure area due to theft concerns). More secure bike sheds would make a difference and at different areas around QMH. Also, not sure if there are shower facilities?"*

## 5 Conclusion and recommendations

- 5.1 Key statistics from the travel survey data shows that NHS Fife employees emit an average of 1106kg CO<sub>2</sub>e emissions each per year and currently travel to work an average of 13.2 miles to work, each way, with just over half, 51%, coming in 5 days a week.
- 5.2 76% of NHS Fife employees are commuting by car alone, mainly because they believe it is the quickest and most convenient mode of transport. Prior to the coronavirus outbreak 73% of employees were commuting this way, showing a 3% increase post-pandemic.
- 5.3 The most effective measure to increase active travel would be to improve the bicycle storage on site, have on-site shower facilities for staff to use and for improvements to be made to the local cycle routes to make cyclists feel safer whilst on the road.
- 5.4 One way to encourage employees who require their car for work to use more sustainable modes of travel, would be to improve the availability of the carpool initiative, 4% of the total qualitative comments surrounded issues with the current carpool options.
- 5.5 To increase the uptake of public transport we would encourage NHS Fife to engage with local bus operators to explore the possibility of tweaking the existing bus timetables, where possible to meet the needs of staff and their working hours.
- 5.6 To drive uptake of the NHS Fife Liftshare scheme, following on from this report, a key next step will be to administer accounts to the 18% of respondents who opted in as part of this survey. Respondents who requested a Personal Travel Plan (57% of respondents) will also be able to receive their PTP, outlining their options for travel and associated workplace travel incentives available etc.

## Appendix A

### Travel survey questions

- 1) How did you typically commute to your workplace BEFORE the Coronavirus outbreak?
- 2) How many days of the week did you typically travel to your workplace BEFORE the coronavirus outbreak?
- 3) How do you usually travel to work?
- 4) How far do you travel to work?
- 5) How many days per week do you typically travel to your workplace?
- 6) Why do you use this mode to commute?
- 7) What types of shift patterns do you generally work?
- 8) How long would you be willing to extend your commute in order to switch to a more sustainable form of transport?
- 9) We would like to help you understand what alternative, convenient sustainable commuting options are available to you. Would you like the following?
  - a) A personalised travel plan, outlining my options for travel and informing me of travel incentives available.
  - b) A car share account created on my behalf, that will show me who within my organisation I could car share to work with
- 10) Do you have any other comments or feedback about commuting options that you would like your employer to be aware of? (e.g., what would make you more likely to switch to a more sustainable travel option?)



## Appendix B

### Feedback and comments

Comments
<p>Before the pandemic, I worked in Edinburgh and would use public transport as main mode of transport to and from work. During the pandemic, I mainly cycled to and from work. Currently, I live 1 hour drive away from Victoria hospital. My shift pattern is 8-4. I have considered taking the train as an alternative to driving 4x per week, but this option is 1) not cost-effective 2) trains are not frequent enough and 3) Kirkcaldy train station is about 20mins walk away which would add an extra 40 mins to my journey. Not to mention my 10-15min drive to a train station to start with. Buses from Perth are also not any better. Connections from Perth to Fife is lacking considering the two counties are right next to each other. Moving from the Lothian health board to Fife, there appears to be a stark lack of public transport options available to staff and this is evident by nearly every one of my colleagues driving to work as their main mode of transport.</p>
<p>I like to leave my house about 6am and sometimes I go to the gym immediately after work, so I need to get to the gym from my work and then home from the gym. I leave the gym at around 7pm</p>
<p>I spent years avoiding using a car and relying on public transport which unfortunately would not be possible in my current role. Using PT would massively increase travel time. Options for car sharing pose other issues. Car is often needed during workday to attend meetings and off-site appointments.</p>
<p>There are not enough electric charging points at either VHK or QMH. I do not visit the other sites so am unaware of what they have. To be able to support the number of visitors who come to the hospital in EVs and the number of staff who are happy to nip out of work at break or lunch times to charge and stop charging, we need to have more chargers. There is also a problem with some drivers who use the charging points as parking spaces. These are usually hybrid vehicles which do not necessarily require the charge. I specifically bought my EV with environmental benefits in mind and therefore chose not to get a hybrid, but I have on 2 or 3 occasions since 2019 been stuck at VHK until after normal working hours, having to wait for a hybrid car to move from a charging spot, having been parked there all day. It would be useful to have security also put a sticker on the cars at charging points who have been there for hours. The time spent in the location is visible on the charger. A large number of our staff commute from Edinburgh. Having a shuttle bus from a park and ride in Edinburgh or another central point at various peak times of day would be very beneficial. We have had at least one member of staff resign as she could not afford the transport costs to come to Fife and a number of others say that cost of travel was a contributing factor to their resignations.</p>
<p>I'm happy with current arrangements.</p>
<p>I sometimes use my push bike.</p>
<p>Subsidised electric vehicle ownership</p>

## Comments

Difficult to carshare as I work at different sites on different days.

I commute from Glasgow to Dunfermline for work. Open to car share or more greener way to travel to work.

Switching my travel option is impossible. I take my kids to school/childcare on route to work and I use my car for travelling in between times to visit patients over a large geographical area.

Did travel by stagecoach bus until December when it was withdrawn. I now need to use the staff shuttle to journey to and from QMH - this means leaving at 7am to begin at 8.45am in Dunfermline and then finishing at 4.45pm so cannot return until the 6pm shuttle run, then need another bus and walk to get home approx 7.10pm. Very long day for a standard day shift!

I am already using the quickest and most sustainable form of travel to work - walking and it takes about 10 minutes to walk from home to work and vice-versa,

I travel around Fife for my role, only working in my base once per week. My working commitments are often in outlying villages

There is no bus direct to VHK from Markinch. Cycle way is not full as off road which is not safe.

I walk to work and do not need to enter into a car share scheme.

I am happy to continue to travel on my own due to personal reasons and other non-work-related issues. I do not have the time available to support anyone travelling with me or me travelling with someone else.

It is difficult to book a car hire for your daily work commute

I think more enterprise cars would be better so it may cut the journey distance to work

Anything as buses often don't turn up.

I have a lease care, am a community mental health nurse and require my car for my work

I am unlikely to switch to another travel option due to mobility difficulties and needing my car to travel to clinics and other venues

Due to my job, I require my car to visit several clients a day in their home.

I sometimes cycle to work, however there are no staff showers so not ideal for regular cycling

Hybrid working (working both from home and onsite) works for many and I think it should be continued

There are no electric charging points anywhere near my base at Whytemans Brae Hospital.....

cost

Standard day never finishes reliably at same time as depends on workload

## Comments

Due to having to do school and nursery drop offs and pickups I would struggle to get to work any other way. I also live rurally so public transport wouldn't work.

I would opt to cycle to work if I could afford an eBike. If there was a secure place to lock the bike while in the office that isn't open to the public and the elements and if there are showers, I can use when I arrive at work. I'm morbidly obese and sweat a lot from even mild exercise and this has been a problem for me in the past.

I work part-time so perhaps unlikely to fit in with others, also have to be home in time for child coming out of school so cannot wait or extend travel time

I was unable to complete this survey without choosing either the sustainable travel plan or the car share option. I don't want either as I need my car available for business travel while at work but didn't have the option to say neither.

I have been using an electric car for more than 3 years now

Would like to use bus but connections and reliability would be an issue as no direct bus from home to work

Reduce working week to 34hrs to allow walking

Reliability

I regularly work an extended day, often 10-12 hours so I wouldn't expect anyone will be available to travel with me at 6.30 am and back at 6.30 pm I carry a laptop I have asthma and do not cope well with uphill walks and honestly, I'm too busy to take two buses to get to work that will more than double my travel time

It's actually becoming expensive to run my car - and cannot afford a new one right now so would be looking for alternative travel options.

We switched to using an electric car around a year ago, mainly for environmental reasons, however the lack of charging places available at the hospital sites is incredibly discouraging. Given the distances I regularly travel I need to charge regularly, the charger at QMH is only half working and has a 90min max stay, which for someone who sees patients and needs more charge is entirely not feasible, the only other option is at the station which is also not feasible for someone who also uses their car for home visits. Public transport would take me around 4 hours per day and as such is not an option for me. I have already had discussions with some of the chaps in estates around EV charging and understand its being looked (and the current constraints) but given the trajectory around people upgrading to EV cars this would be incredibly helpful.

I need a car during the day as my role is Fife wide.

## Comments

I have tried walking to my work a few times, but due to health issues I was in discomfort majority of my shift and days after as well, did not help my anxiety and stress levels, not many people work the same shifts as me, if I was to give someone a lift which I do not mind doing, due to them being on a longer shift than me they would have to find an alternative way of getting home, the same would happen if I was to get a lift with someone else. I can see how car sharing is a good idea, only works if the people you're sharing with are reliable, know in advance to find an alternative route when on annual leave, sickness etc, lately the bus service has not been very reliable here, some have been getting cancelled at the last minute, would also have to get two buses from where I live

I occasionally car chare with my partner who works at the same hospital when our shifts align.

Work as part of DN team in Kincardine. Unsure that there are any other viable options for travelling connected with my work requirements

Where I live, it would require me to take a public bus which is not reliable at being on time. This might take approximately half an hour in the morning to get to the train station, then the train would be 50 minutes to Kirkcaldy, I would then either have to walk which is an additional 20minutes or get a public bus. Returning home would be a nightmare in getting a bus back as everyone at that time will also be coming home. All in all, it almost doubles my journey time. From a working day that should only be 8-4, I would then have to add 4 hours travel to my day which:

1. is not a good use of time when you just want to get home after work or spend a longer time in bed in the morning
2. You would just be absolutely shattered each day you're on shift due to the travel time
3. It would also be more expensive to pay for public transport
4. In doing this, it might as well make you look for a job closer to home. A solution would be a company electric car but even then, the electricity is expensive and not worth it unless you could charge it at work for free. Another would be that employers in NHS Fife, if they could be more flexible with core hours, i.e. let you start much earlier and finish much earlier, you could dodge peak travel times and you therefore perhaps wouldn't mind extending travel times slightly as you'd be guaranteed to get back in good time. For Allied Health Professionals working in the acute setting, they are strict on this. Recruitment and retaining staff in NHS Fife is difficult for the above reasons but if there were enough incentives then staff would stay because it is a really lovely trust to work for. But between money, time, and energy, it can often not be worth it which is a real shame.

I already use a sustainable method of commuting.

I could get a bus to work but it would cost more.

## Comments

I already travel sustainably by biking to station in Edinburgh, return train travel, jogging to hospital VHK/QMH. I do this as it allows me to fit in some fresh air/exercise and I am too tired after a day at work to drive home. It is not an easy task at any point in the journey. Home to Haymarket is a VERY dangerous journey by bike. Train journey is VERY expensive, £18 return to Kirkcaldy on a daily basis. Reductions for NHS workers using sustainable travel should be considered. If I cycle to Fife, the options for bike storage and washing are poor. I previously had a bike locker at QMH but someone removed the lock without telling me and put a different one in its place. I do not currently feel any aspect of my sustainable travel is supported, I feel it is a fight.

By making it compulsory to answer each question, it means I do not have the option to give my response but then not request a PTP or car share account as I am unable to change my commute options due to family issues. This will potentially create your team a lot of additional work to contact people who are not in a position to make changes.

the option for car did not allow hybrid, I would like to be more sustainable but often have to travel between sites throughout the day so doubt there is any other options for me

Bus times available are not sufficient, hospital shuttle would be ideal or more regular links to Dunfermline. Bus arrives 1hour too early for key shift starts times and not regular for post shift. Express hospital shuttles every 30 mins between 7am to 8am would be ideal and between 6pm & 7pm

Better bus times

The ability to be flexible on working part of the day at home e.g. commute 8 -4 and work balance of hours 2 hrs at home (I work extended hours 8-6)

I have reduced my travel to work by 2 days per week, but need the flexibility of when I travel. Travelling by train is an option that also requires a bus/tram at either end of the rail journey or a walk of at least 20 minutes. I occasionally use the train, but when I do my travel time can be up to 2 hours given the waiting times for public transport. Whilst I can work on the train, if it is busy this is not always possible and the Wi-Fi not secure. I already travel up to an hour depending upon travel and can achieve 60 miles per gallon most days.

I used to walk to work before covid and loved doing so but due to moving house it is not possible to walk due to timing and safety

Due to childcare commitments, it is easier for me to bring a car. I live so close it just feels like the easiest option

I use an EV vehicle but there are no EV chargers at any of the Disabled bays. the security team are tightening up on the abuse of blue badge spaces, but it remains an issue, as it is in wider society

I do not travel to work anymore but during covid I did convert to a full EV car. I also have a pedal assist bike that I potentially could use for travel.

## Comments

I would like to prefer more save lookers for bikes. Also shower for bikers will be nice and useful.

Impossible to travel to work via bus for 7am start as no buses run early enough to get in to work on time. I have to rely on my partner to bring me in to work in his car.

I would take the train if there was a more reliable shuttle to train station  
cost saving

It's simply not possible to get from Kinghorn to Stratheden hospital at 730 and finish at 1730. No public transport available and completely unreliable. I moved to Scotland in 1999 and never planned to have a car, however, I discovered that it's impossible to work in community healthcare if you don't have a car.

I work across two sites - QMH and Stratheden - and commute from Edinburgh. QMH is accessible via other means (train) but is more expensive. Stratheden inaccessible via other means. My understanding is that travel expenses are only covered if driving from main place of work to another site (so for me, I get mileage from QMH-Stratheden). If some portion of travel could be covered from Edinburgh to QMH, then I'd be more willing to go by train.

N/A - Walk to work so already using the most sustainable method...

I have tried travelling by bus, the coaches were of poor quality, seats were broken and general cleanliness was poor.

Improved bus services

The question about available sustainable options is mandatory. However, the way the question is phrased, there should be an option to say 'no'. And now I have to give my details!

It would be great to have a 100% off the road for cycling from Markinch to Victoria Hospital, Kirkcaldy, would love to see same cycle way as Amsterdam.

frequent public transport options that would fit with flexible start/finish times

I (like many younger consultants) live in Edinburgh and work in Fife. Our training rotations for SES and the time of life we train mean many of us centre ourselves in Edinburgh, and our kids settle into school and life here. We have chosen for me to be the commuting member of the family. Using the car means flexibility in start and finish, so I'm not bringing work home. To take the train (which I did try once when car broken) means and extra 45min bus into town to the station, and 15-20minute walk at the other end depending on site. This doesn't work when I have to be on site to do face to face work, it's expensive and frankly exhausting. Car sharing is not a realistic option either with young kids. I would love to be more sustainable but can't see it working currently. I've chosen to work from home on admin/post on call days as an alternative to save money and fuel.

Having a bus service which travels at realistic times from town centre to hospital.

## Comments

EV charging points for staff in St Andrews Community Hospital as currently there is no provision for this.

I used to travel by bus during normal working hours, but they changed the timetable and it was no longer any use to me. Also, I have consolidated my hours during a normal working week, so sharing my commute probably won't work.

Pressure put on Scotrail to increase the frequency of trains to Kirkcaldy, improve the timings of trains and to shorten journey times

I will be moving house in the near future and cycling to work may be a possibility. To make this switch I will be looking to access a cycle to work scheme.

I work 12 hours shifts, days and nights. Bus service is currently poor from my home and would be extend my working day/nights and the cost would also be prohibitive.

As a community worker, there are no other alternatives to using car to ensure workload is seen in timely manner and all stock transported safely.

I have a hybrid of travelling to work 60% of the time and WFH the other 40%. This works well for me and reduces my impact on the environment

We do need a vehicle to do home visit's and there is often not a pull car available.

If there were easy and quick bus connections to VHK from Limekilns/Charlestown then I would do that but I suspect it would add at least an hour at both ends of the day which is too much. Similarly getting a train would require a commute to a station so not really saving much environmentally and would cost a lot.

It would be very challenging to use public transport or car share due to the high number of journeys to host events carrying heavy large items and an unpredictable work pattern.

Electric cars being cheaper

(I swapped jobs during the Covid-19 pandemic and had my first child)

Car sharing unfortunately does not work for me as I go to the gym after work so don't go straight home. Busses are also not an option as I would have to transfer in Leven to get to VHK or QMH. The bus to QMH would be about 3 hours one way which is a ridiculous commute. My next car I plan on buying an EV but once my current car has come to the end of its usable life as to me getting rid of a perfectly good car for an EV isn't environmentally friendly

At present I am not in a position to change because of where I live (rural isolated location) and the fact that I have to tie in with children getting to and from school

I m a District nurse so my car is essential for my job. To choose an alternative is not an option

I am already using the quickest and most sustainable form of travel to work - walking and it takes about 10 minutes to walk from home to work and vice-versa,

Bus routes across the central belt of Fife are dreadful and times are ridiculous.

## Comments

I drive as I also drop my daughter off at the bus station as she travels to Edinburgh.

I think the cycle scheme is a great idea for getting people to cycle instead of using cars and be more environment aware. But it only runs 2x a year for a month and the NHS does not get enough funding to allow people to make that switch. Also, the cycle scheme seems to take ages to go through (which is no fault of NHS) but there needs to be a better system in play

I am a community worker visiting people within their own homes, we go into the office at the start and end of the day, I would be more than willing to work from home as I have all the equipment to be able to do this and did work for home for a year during covid when I was shielding, I would leave for my visits from my home and returning to my home after visits, we also do the CMHT meetings via teams

Free to use pool EV's small vehicle options like Renault Twizy.

I would consider an electric car if charging points were available.

Hybrid working would support employees to switch to sustainable modes of transport, as the commitment to an increased commute time is less over 2/3 days vs 5 days.

Working from home when not needing to meet face to face is environmentally friendly, reduces wear on my car, reduces petrol costs and I am more productive at home. Having to hot desk as our offices have been removed is not appropriate for return to the office more than a few days a week. If there is a need to be in at work then I fully support this but not just to tick a box as hot desking is wholly unsuitable for my role and need for confidentiality.

I normally work from a rented space in Glasgow which is why I'm able to walk to work. However, on days when I need to make it to Fife, it would be good to know who else is commuting to possibly carshare etc in order to share rides as my current commute to Kirkcaldy takes around 2.5 hrs by bus.

Using public transport is costly and there are no options for NHS discount with ScotRail. There are not discounts for car parking at stations and the bus ticket I would also require, there are no discounts for that. Adding up the costs of a train ticket, parking and bus fare, I am cheaper to drive alone. A third of my wage goes on my travel expenses and I would love to find a cheaper alternative but nothing seems possible. I would love to find a better alternative

I have already changed my work pattern to allow for 1 long workday in base. When my work requires me to use transport to attend meetings, regarding patients out with that 'base' day I take my car for time efficiency, would be helpful to identify options for these journeys.

If there was a direct bus with frequent transfers at shift change time 1830-2030 from Dunfermline or inverkeithing park and ride. I would make use of that service.



## Comments

I would quite happily switch to using a bus most of the time if there was better pool car availability. I need to have access to a car for home visits. I tried to enterprise car system, but the cars seem to be almost always booked up, so it is not an option for me to use regularly.

I'd be happy to go to a more local base should the need arise

I would love to use public transport or an electric vehicle but both are more expensive and public transport would not allow me to work my full shifts

I already explored public transport options and it takes ages. If there was a way with a reasonable travel duration, I would also need reliable arrangements in place for how I would respond to emergency and planned work across Fife. I'm based at Stratheden Hospital but may need to see an emergency in A&E in Kirkcaldy for example. I need to know how I can quickly get there and back to my place of work.

Working with District Community Nursing team a car is quite necessary to enable us to reach our patients and carry an amount of stock for use at visits. This is not possible without transport

Truly flexible working and fair pay.

I need to use my own car to travel throughout the day for NHS business. Unless there is a guarantee of pool car.

currently car share where I can approx 2 or 3 days out of 5

I mostly travel by car in the winter months but cycle in the summer months. I'm not sure why the question relates to before the pandemic as many health professionals worked through the pandemic.

I work in more than one place, travel to other health and educational facilities throughout the day and I am disabled.

I currently use public transport to get home and it is very unreliable, buses are consistently late which impacts staff if they have other commitments i.e. collecting children from school etc. More staff may be inclined to use public transport if the services were better and on time.

More places to store bikes. Shower facilities if running/cycling to work.

I would like to use walking and bus as travel alternatives. I am excited that there will be a path from Leven to Cameron coming soon.

Due to flexibility within my role, and need to travel to different areas of Fife, I need to have my car

I already leave the house to 6.30 to get to work for 8.30 so don't see it as feasible to extend this further. Covid timetables still in place meaning have to walk to another village for the start of travel

Have to have own car for my role

## Comments

I do try to walk when I can, however there was not an option for mixed modes and it can be more than 50:50 depending on other commitments, this means the survey is missing this and not fully representative. My quickest walking route is past a primary school and this therefore is the area I am least confident cycling past because of the quantity of frazzled parents doing drop off (ironically). Otherwise, I'd probably be way more sustainable. I don't need the personalised plan- I've got it sussed.

I would use the bus more if there were options that didn't require me to leave an hour earlier than taking a car share does. Also getting home means waiting for 40 mins after I finish work before I can get on a bus to get home.

Once the train line to Cameron Hospital is open, I would consider train

Option to work from home is available but employer does not always allow this. Commuting via the bus takes 2 hours and therefore is not possible. Commuting via the Train is more costly and time consuming than using my car to get to work.

highly unlikely that I can use any other mode of transport for work uses. I work on the community visiting patients in their own home, and I am also a lone worker (which most of the team are). We cover a large area so car sharing is definitely not an option and neither is public transport.

I require to drive for my role I am also registered disabled, so I rely on my car

If buses were cheaper and more regular it would be more suitable.

I work in community nursing so need a car for my job

Signed up for carpool but can never book them. I wonder if they are being block booked out so people aren't getting a fair chance.

I do not wish to open a car share account

I work at VHK and QMH. The days I'm at QMH I would like to cycle but don't do so as the secure bike storage isn't suitable for my needs (bike pods too small for my bike, bike shed often too full, don't want to leave bike in unsecure area due to theft concerns). More secure bike sheds would make a difference and at different areas around QMH. Also not sure if there are shower facilities?

A better, safer cycle route between Lochgelly and Lynebank, Queen Margaret or Victoria

Hybrid working

Too many shift patterns to make car share practical and need car for work

I would like to use the bike to work scheme to commute to work but always fully subscribed before I am aware it's open.

I live off road with no easy access to public transport and no safe cycle route. If there was a safe cycle route, I would be likely to use this.

As a community nurse traveling from my base to see patients at home or clinic, it is not viable for me to car share or take public transport

## Comments

more sustainable than walking? hmmm

Because I cover Fife and am going from hospital to hospital / care home to care home - I try and visit all the hospitals and care homes - in the same area / same day / to reduce travel/cost/carbon footprint.

I normally car share with my sister as she goes the same direction as me and drops me off at work, then I walk home.

Not feasible to travel share as I work between multiple hospital sites and the public transport system in Fife is appalling and unreliable. There are no safe and protected cycling path from my home (within fife) to my workplace: I am not a confident cyclist to share road with motor vehicle!

The most environmentally sustainable contribution I can make is working from home. There are no suitable practical alternatives available to me for when I need to travel into the office due to childcare, family and health reasons as public transport options are simply not available

require my car or a pool car for work as a community nurse, limited options when few people are working similar shift pattern. It would take 2 buses to get to the hospital and due to frequent shift extensions due to number of unscheduled visits required then I am unsure that I could travel in a more sustainable fashion.

My personal preference is my choice and is not my organisations concern.

Early starts means public transport is not suitable.

There is not other option to get to work

happy to continue walking to and from work

I would absolutely switch to cycling if I could find a job nearer to home and with a safe cycling route from home to work.

I like to take the train to QMH station occasionally but compare 07:00 - 16:45 in the car with 06:28 - 18:10 on public transport. Although buses are free for me, the train would still be £12.90 each day.

There is 1 bus per hour to Stratheden Hospital. There are no buses from Kirkcaldy to Stratheden Hospital. Stratheden Hospital is very poorly covered by public transport.

I am at work by 7.30 am (7.45 official start) -5pm. I would prefer to cycle some days but the road between Kinghorn and Kirkcaldy is unsafe to do this. This is especially so in the winter months when it is dark as no lighting on road and no continual pavement. Have previously alerted Fife council to this.

At present I work hybrid home and office. To totally reduce my carbon footprint then 100% working from home would meet this. I live rurally and public transport does not commence until after 9 am.

Unable to utilise public transport when I start at 7AM and need to be flexible on my finishing time due to pressures and wok commitments

## Comments

Parking at the hospital is terrible, if you not in before 7.30 am you have no chance getting a space near work. If you are a patient with mobility issues you have no alternative but to double park. I think security need to be more active.

I would car share if there were staff in my work who live nearby that work the same hours as me and would not need their car for visiting patients etc.

There is no safe cycle routes to work from Dunfermline.

Allow more work from home

I do live in a rural area and work across Fife visiting children in their homes and educational facility, I have tried to use the enterprise cars when possible but they are often block booked by other services and not available enough to allow flexibility

I cover clinics in 22 practices in fife. There is not a transport system in place, apart from car, that can get me between am and pm clinical session in different GP practices. The logical answer would be an electric car, however I refuse to use batteries that have been produced from raw components that have been removed from the ground by SLAVE labour. first world countries green alternatives is Killing men, woman and children elsewhere in the world, i.e. the Congo. We are all one people on one planet.

Need to travel across all sites of NHS Fife at short notice - reactive service as well as planned therefore I need my car

I would car share if the hours worked in with my contracted hours. The person would need to live in my local area as time is always tight first thing in the morning.

Car required at work so no other option is reasonable.

have car charging points would mean that an electric car/plug in hybrid would be an option as public transport isn't really an option

A free shuttle bus from Dunfermline Park and ride to the hospital would be beneficial. This would need to be timed to arrive at the hospital prior to shift change 0700 and leave following the end of the shift 1930.

Main issue is caring responsibilities and ability to travel between sites.

Was using bus from Halbeath Park and Ride to VHK until recent timetable changes meant it just could not fit in with work times.

I would not be willing to/be able to switch to another travel option

during the pandemic I did walk to work nearly all the time as the roads to cross were not busy at all and it got me exercising daily too

Unable to travel by other means due to community working being unpredictable in nature. Unable to car share due to same reason.

Cost, convenience and speed. Shuttle is great.

If there was an electric car charge point installed at St Andrews Community Hospital this would be helpful

## Comments

personal hire of an electric vehicle

I have health issues and don't live far away from work.

Before Covid I was based in Glenrothes and would sometimes cycle sometimes use my bike and sometimes use a car. Now I use my own car or I use an electric car sometimes if its available (it's my husbands). For on call I can only use my car not electric for insurance reasons.

Happy travelling by car to work.

No buses or trains available with times that suit my work shift times. I would be too late and have to leave early. It's also twice as expensive to travel by bus to and from work that it is for petrol. If bus was a lot cheaper and better times it would be a consideration but I don't get paid enough to be able to afford that.

I don't want any of the above options but your survey won't allow me to complete it without selecting one so it is flawed. I think this will put people off completing the survey. I do not wish either option as I have no alternative but to drive on my own to work due to the route of the journey I make, the variable need to use my car during the working day and the erratic and unpredictable hours I work in terms of finishing times

I would love to travel more sustainably but for me living where I do public transport is few and far between plus it will involve 2/3 busses so will really extend my commute. I have thought about an electric car but at the moment the cost of one is prohibitive and I am being slightly sustainable by not scrapping and getting rid of my current car as it is working, reliable and although petrol it is very fuel efficient

I work late most nights or would offer to car share. I do generally bring a domestic (son) home with me at 8pm. We also need more secure bike storage.

I am unable to switch. I am based at Cameron Hospital and often have patients I need to see at their home in Dunfermline. As I live in Edinburgh, I tend to see these patients at the end of the day on my way home. If I didn't have patients in Dunfermline and were to use an enterprise car for other home visits, it would still take too long for me to get to the train station in Edinburgh from my home, get a train to Markinch and then somehow get to Cameron hospital.

Due to unpredictable finish time and unsociable hours working time I won't rely on others to get me to and from work

Public transport options have greatly decreased in the past year no longer making it a viable option both timewise and financially

I have to travel from home to office in my car as there is no direct line or public transport from my home. There is also not enough cars in the carpool so I have to use my own car a lot to do my job. This also makes it difficult for me to car share and use public transport.

## Comments

For those of us who live in the countryside where there are no bus stops and the few buses on the route, my experience has been that buses often drive past, drivers are not looking out for passengers on a country road. In addition to this, I undertake home and school visits and require my car for work, my hours are flexible 8-8pm and trying to fit around a colleague for lifts would be almost impossible.

I would like to travel more sustainably but feel that driving a fully electric vehicle at present is as much as I can commit to as I drive within work which is essential to my role so it is essential I have my car with.

Would be unable to car share as I travel all over Fife as part of my role and require to be able to travel independently i.e. Car

Electric cars are very expensive to buy and outright my budget, however if these were more reasonably priced, I would probably want to use one of these. Due to the distance involved, public transport is either very expensive or takes too long.

I travel to and from different hospitals and have varying rotas and unexpected last-minute medicals. I find each day to unpredictable to commit to a daily car share.

I think you should be looking to offer things that will SHORTEN the commute! Who - in all seriousness - with the busy lives we have - would opt for 'extending' the commute. You should be looking to offer shifts closer to people homes/ working from home options/ and employing more staff to ENSURE that people GET AWAY ON TIME. I would never car share due to the fact I might be delayed by a colleague or vice versa and the guilt and stress that would come with making someone late to pick up their kids or something. All sustainable options MUST be practical or people are just not going to accept them.

Have childcare commitments that mean I need my car and car sharing wouldn't be a viable option. If I gave someone a lift to work and had to leave it would be a problem.

Electronic records would facilitate more home working/less travel into base. Travel is required to clinics or home visits for housebound & unwell patients.

I currently travel using a hybrid vehicle. Changing to travelling via public transport would result in me having to take multiple buses to my workplace.

I would use e-bike for local visits if I felt safe on roads to go out on domiciliary visits from the hospital. I would use e bike to work if safe place to leave it at work

I have an over 60s bus pass

I have changed jobs since coronavirus

I and my worked from home for 2 years, successfully. I have a line manager who wants us on site all the time even though hybrid working has been adopted by NHS Fife. This is not helping the environment and the loss of two hours working time x 3 a week, as needlessly commuting. Constantly jibing about not being in the other two days but more productive at home.

## Comments

with a fife wide contract and the chance of being moved at any point in the day there is no other option but to have a mode of transport

I do occasionally car share with someone from the same household when shifts align.

I could use public transport but times do not always fit in with working hours or family commitments

No other options if requiring car for business use

The reason I do not share transport is that no-one is going my way when I am. No-one is going in and out of the hospital at the same time. I do some work at home and then come into the hospital. I also do on calls working in evenings and overnight so require to travel in and out whenever needed. I also work on other sites. It is just impractical for me to try to share a car. I could potentially cycle when not on call and the weather is not raining. I do not feel that there is decent secure storage for a bike and there is no place to easily shower and change.

As already mentioned- not only do I require the car to travel to work, I use it as part of my business.

I think I have found the most suitable form of travel for my compressed working day (7.30am to 5.40pm), but I'm open to seeing if there are more economic and convenient public transport options than the train.

Pre-Covid I lived in Edinburgh and used the train once per week. Since moving to Fife I try to use the train at least once per month, but as I always travel at peak hours on these days (it is not possible on my evening shifts), it is very expensive, and still takes significantly longer than driving. If the train was cheaper, AND more reliable, I would use it more often (when I used it once per week the journey was almost always delayed or cancelled in one direction!).

No I am happy travelling how I do at the minute

Currently no bus service to VHK from Saline at all, would have to travel to Dunfermline and change. No suitable buses at this time in morning and would significantly add onto the amount of time I am away from home, plus I have a child to collect after work.

I commute far to work for a part time job and travel between four hospital sites, public transport is therefore not an option. My commute is already way too long in my opinion, especially in winter in the dark, there is no way I would wish to increase this time at all.

public transport where I live is not available at the time I require

## Comments

Let's have lots of 7KW EV chargers installed in the car park across from the ambulance station to help support staff that would like to get an EV or have an EV and would like to charge whilst at work but may not have access to charging facilities at home perhaps even have a couple of rapid chargers at 100+Kw on the VHK and QMH sites would be great too, operators such as Osprey, Ionity or Instavolt could support these installations, the more the better, it would be great if NHS Fife would also consider rolling out chargers on it's other sites as well, such as Stratheden, Adamson, St Andrews, Cameron, Glenrothes, can all make a difference to helping staff shift into EV ownership, obviously the rates charged could be more advantageous to staff.





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