



BEST Employment Inverell NSW

BEST Employment in regional northern New South Wales is a community based, not-for-profit company that has been instrumental in changing lives for over 35 years. They actively pursue projects and collaborative partnerships that result in innovative solutions aimed at overcoming the challenges faced by those most disadvantaged, thereby building a more resilient and sustainable community.

Recycling & Green Initiatives

Vision

As a company with a strong community focus, BEST Employment believes it is important to demonstrate to other businesses and individuals how small changes in behaviour can have large impacts in reducing waste. By targeting materials such as plastic, paper and cardboard in staff offices and kitchen, the program aimed to educate staff to recycle their waste wherever possible, and even encourage the adoption of similar practices at home.

Planning

The use of the NSW Environment Protection Authority's **Bin Trim** tool helped measure the amount of recyclable material going to waste before the implementation of the new initiatives, allowing a comparative measure once in place.

The **BusinessRecycling** website was also critical to the research into what they could recycle. It not only demonstrated to BEST Employment the **environmental benefits of recycling**, but also provided the tools to use, such as free flyers and posters, to help communicate the initiative to staff.



Roger Abbot, Quality and Projects Coordinator, holding one of the new green recycling bins installed in staff offices.

BEST Employment also teamed up with Inverell, Gwydir and Glen Innes Severn Shire Councils to initiate the Low Income Energy Efficiency Program, which trials approaches to improve the energy efficiency of low-income households.

Implementation

BEST Employment's green initiatives involved:

- ✧ Purchasing green recycling bins and issuing them to staff for their offices.
- ✧ Strategically placing recycling bins near photocopiers and drink machines to encourage staff, as well as clients, to recycle.



♻️ Contracting Northaven Ltd, an Australian Disability Enterprise, to supply secure sulo bins for all paper waste to be recycled.

To educate its staff about its new initiatives, BEST Employment found the most effective way to communicate was via email and face-to-face. To further encourage staff, they were kept informed of how much waste was sent to landfill before the recycling program was implemented and how much it had reduced the following year.

Results and Benefits

The most positive outcome for BEST Employment was the reduction in the amount of waste going to landfill by increasing the amount recycled. Bin Trim calculations found that before the new recycling program was implemented, 9,984 litres of waste was recycled annually, with 12,480 litres recycled after. **This was an increase in recycling of 25 per cent over 12 months.**

Challenges & the Future

The major challenge Best Employment faced in the roll out of the new recycling programs was overcoming the confusion regarding the classification of plastics. This confusion was managed through the use of signage, downloaded from the **BusinessRecycling** website, in key areas such as the staff kitchen and on the bins.

Involving staff from the very beginning of the initiative was critical to ensure behaviour change and ultimately, the reduction of their environmental impact. Future programs would do well to ask staff for input to ensure ownership, pro-active involvement and a successful outcome.

“...small changes in behaviour can have large impacts in reducing waste.”

Roger Abbott
Quality and Projects Coordinator



Make recycling at work easy! Visit **BusinessRecycling.com.au** to check out reuse and recycling options for around 90 different materials, find out how to choose the right recycler, download signage to help with recycling, and learn what other workplaces are doing to manage waste and improve sustainability.

Foundation Partner



Major Partner



Planet Ark's BusinessRecycling.com.au is a partnership program that has been funded by the NSW Environment Protection Authority, and the Victorian Government.

Promotion Partners



The information included here has been provided to Planet Ark by the named business for the purpose of encouraging other businesses to recycle and 'green' their workplaces. Although we strongly applaud the actions outlined, Planet Ark does not necessarily endorse them or the specific business.

