

Case study : My Contribution – Energy Saving

My Contribution offers QinetiQ employees the opportunity to get involved in business improvement, both in terms of making suggestions and being empowered to put them into action.

This year’s My Contribution ‘Quick Win of the Year’ was awarded to Norman Terrill, Advisor – Shore Integration Facility, based at Portsdown Technology Park, whose achievements were recognised at the 2013 My Contribution Showcase.

Norman identified a number of improvements which would help his local site to save energy. This included installing sensors and timers, putting in a process for turning off heavy equipment when not in use and introducing a ‘switch-off’ activity to the end of day security close down – all aimed at making sure that when rooms and equipment are not in use we’re not wasting electricity.

Dr Sam Healy, Head of Sustainability and Corporate Responsibility, said: “It’s great to see someone with so much passion and energy recognised for their contribution. My Contribution empowers people to make a difference”.



Norman Terrill (centre) receiving his award from Leo Quinn (left) and Mark Elliott (right).

In the US, the employee performance appraisal process has been enhanced to improve employee ownership of career development, planning by supervisors and to better align employee development with our US business objectives. Employees are supported in the attainment of professional and technical certifications and degrees. Our US business is an ITIL (Information Technology Infrastructure Library) Foundation Certification Training provider, with two certified instructors. US employee service and accomplishments are recognised through a variety of bonus programs.

Diversity and inclusion

QinetiQ provides an environment of respect and inclusion that recognises and values the unique skills, experiences and perspectives that each employee contributes toward our business success. In the US, a Diversity Recruiting Strategy has been introduced to focus on the recruitment of under-represented groups. This strategy will particularly focus on creating a rich pipeline of candidates from these target groups for future positions. In the UK, we are committed to launching a new diversity and inclusion programme. Currently the percentage of women working in the UK business is 20% and 28% of the US workforce is female. We are committed to the fair treatment of people with disabilities in relation to applications, training, promotion and career development. If an existing employee becomes disabled, the Group’s policy is to provide continuing employment and training, wherever practicable. We have Two Ticks accreditation in the UK, demonstrating we are committed to employing disabled people.

We value the diversity of experience which drives the creativity and innovation of our engineers and scientists – People Who Know How. The different approaches that our people take in solving our customers’ challenges gives us competitive advantage and the ability to retain and win new business.

Environmental stewardship

The reduction of the environmental impact of our operations remains a priority. Our UK Environmental Management System is certified to ISO 14001 and covers our estate and the sites we manage on behalf of the MOD. The delivery of test and evaluation and training support services is conducted on MOD sites, many of which are designated conservation areas of national and international importance, including St Kilda, a World Heritage Site. As a result, sustainability appraisals are regularly carried out to identify and mitigate any impact to the flora, fauna and any other sensitive receptors of the activities undertaken.

Greenhouse gas emissions

Monitoring of our UK carbon footprint shows a year-on-year reduction in emissions. Arrangements for data capture of greenhouse emissions across the Group have been rolled out using guidance and emission factors published by the Department of Environment, Food and Rural Affairs. A 15% reduction in carbon emissions over three years (with a 2012 baseline) is our target in the UK. This will be achieved by making infrastructure more energy efficient and engaging employees to change behaviour. The theme of our UK annual Environment Week campaign in 2013 was focused on more sustainable travel.

Environmental objectives and performance

2013 objectives	Progress	Status	2014 objectives
<ul style="list-style-type: none"> 15% reduction in UK carbon emissions by 2015 – to be delivered through investment projects, reducing business travel and improving employee engagement 	<ul style="list-style-type: none"> Programmes underway, absolute emissions reduced by 2% 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Reduce carbon emissions in the UK by 15% (2012 baseline) by 2015. Data streams to capture greenhouse gas emissions for Group.
<ul style="list-style-type: none"> Continue to improve waste management in the UK in relation to the whole waste hierarchy, not simply recycling 	<ul style="list-style-type: none"> Training delivered and improved mapping of waste streams 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Encouraging reduction in waste, increased re-use of assets, and enhanced segregation of waste streams for recycling.