

Incentive scheme rewards good ideas

Phil Haakerson, a driver's mate with Hills Waste Solutions, has won first prize in an incentive scheme which rewards good ideas to help save money, improve business efficiency and working practices, and provide better customer service.

The nine finalists in the 'Move to Improve' scheme were invited to a presentation ceremony in Swindon hosted by Mike Webster, group director of Hills Waste Solutions and Mike Hill, chief executive of the Hills Group where Phil was announced as the winner.

Mike Hill said: "We received some very good ideas. The scheme shows that our employees and customers welcome the opportunity to engage with us and suggest improvements for our business."



Mike Hill (left) presents Phil Haakerson with his award

Phil's winning idea, which has already been implemented, is to use a tag system placed on waste and recycling bins to advise customers about any issues. It was judged best because it prevented wasted journeys and provides the customer with the information they need to quickly resolve the issue.

The 'Move to Improve' scheme, was set up by the company's environment manager, Daryl Taylor. He said: "Move to Improve' suggestion cards are

displayed at all our sites along with a red letterbox where they can be posted. Each idea is passed onto management for assessment, who then have to provide feedback on what action is taken. The scheme is progressive and forward thinking.”

Introduced initially on a trial basis for 12 months by Hills Waste Solutions, ‘Move to Improve’ has now been extended to include all companies within the Hills Group. During the trial period it generated over 154 ideas of which 67 were judged as good and nine of these were shortlisted for the best idea of the year.

The ideas need to cover essential criteria to qualify for consideration and include:

- Saving money
- Reducing accidents and incidents
- Improving productivity and quality of products
- Reducing energy consumption and conserving resources
- Improving customer service
- Reducing waste

Financial incentives are rewarded every 3 months, with a main prize given once a year to the idea chosen as best from the shortlist. **ENDS**

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Notes for editors

Hills Waste Solutions offers a range of specialist waste management and recycling services to both the public and private sector. It is a dynamic regional business which, while centred on Wiltshire, has stretched its boundaries into neighbouring areas to become one of the region’s largest providers of waste solutions. Hills Waste Solutions is a wholly owned subsidiary of The Hills Group Limited, a privately owned family company established in 1900. www.hills-group.co.uk

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