

# intouch

Issue 19 September 2009



**Energy from  
Waste Facility**

(see page 5)



**29th Hills Professional  
Golf Championships**

(see page 3)

**Health & Safety  
Management  
System** - read more  
about the new system  
on page 4





**Michael Hill**  
Group CEO

## A safe future

A safe working environment is an important priority within all of the Group's activities, and the Group's safety record is one to be proud about. However, managers were becoming increasingly overloaded by safety management bureaucracy from overly complicated systems and processes. This situation had evolved over the last decade or so and was no doubt caused by both the exponential growth in our operations coupled with an equivalent growth in safety regulations.

This led to a thorough revision of the Group's approach and the resulting new Health and Safety Management System (see page 4) currently being rolled out should help ensure a consistent, logical and less burdensome approach to safety management in the future, whilst at the same time helping to maintain and improve our good safety record.

## Tough times with optimistic backdrop

As expected trading conditions continue to be extremely tough for all our activities. Although there are signs that the downward trend could be levelling off, a period of sustained growth could still be a year or two away and is unlikely to happen until banks finally get their balance sheets into an acceptable state and finance becomes more accessible again.

However there are optimistic vibes throughout the Group with a lot of hard work being focused on the launch of an important new quarry and potential waste contracts as well as there being a notable escalation of interest in our housing sites.

# Hutton wins



Winner David Hutton teeing off on the 10th hole

## Publishers Note

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## Contents

Viewpoint / Hills News .....	2-3
Spotlight .....	4
HR .....	5
Waste Solutions & Recycling.....	6-7
Quarry Products.....	8
Hills Homes .....	9
Hills & the Community .....	10-11
People News.....	12

# Hills Golf Championship Cup for the sixth time

The 29th Hills Wiltshire Professionals Golf Championship was held on Thursday 9th July at Marlborough Golf Club. A day of fine, but windy weather saw Dave Hutton from Hamptworth Golf and Country Club win the 36 hole event with 1 under par for an impressive sixth time and for the fourth year in a row. There was also some great golf played by runner-up Andy Beal (3 over), from Salisbury and South Wilts Golf Club, and tied third place Graham Laing from North Wilts Golf Club and Craig Bell from Cumberwell Park Golf Club (both 5 over).



*L-R Robert Hill handing winner David Hutton his trophy*



*Runner-up Andy Beal*

## Rising Stars

Broome Manor Golf Club in Swindon hosted the 24th Hills Junior Open Golf Championship on Wednesday 5th August. The day started overcast with light drizzle which thankfully cleared up to bright sunshine for the juniors to enjoy a good day of golf. The Boys' Championship was won by Ben Amor, Marlborough Golf Club and Girls' Champion was Yasmine Brooks, Broome Manor Golf Club. Nick King, Group Director - Homes, was on hand to present the winners with their prizes.

Notable past winners of the competition include Swindon-based, European Tour and past Ryder Cup player David Howell (1991 and 1992) and current England-A Golf Squad player Sam Matton (2006).



*Some of the winners with Barrie Sandry, Broome Manor Golf Club and Nick King, Group Director - Homes*

*L-R Mike Plesse, Barrie Sandry, Broome Manor Golf Club, Ben Amor, Nick King, Group Director - Homes and Yasmine Brooks*



## SPLITZ Support Service

**If you have recently visited our archive store at Unit 15 in County Park, you would have noticed that the ground floor of the building has been occupied by a Charity called Splitz Support Service.**

Splitz provides support services to families and individuals who have experienced separation, divorce or domestic abuse, as well as people who are parenting alone.

The support is provided through a variety of means including home visits, telephone support, office appointments and various groups and workshops.

If you would like to know more about the work of this charity, visit their website at [www.splitz.org](http://www.splitz.org).



# Health and Safety Management made simple

Staff in each of the Hills Group's operating divisions have always taken care to protect their health and safety and that of others - this is reflected in Hills' various operations achieving lower than average industry accident rates.

To promote a more unified approach to health and safety management with responsibilities cascading throughout the organisation, a Swindon-based company, Health and Safety Advisory Service Ltd (HSAS), was commissioned to develop a new Health and Safety Management System for the Group.

HSAS commenced this project by holding discussions with a cross-section of Hills' personnel ranging from divisional managing directors through to operating staff to ascertain management requirements and obtain feedback and views on the existing arrangements.

Following these discussions and in conjunction with Hills' senior management team, HSAS developed a Health & Safety Management System that provides a consistent and structured approach to standards of health and safety throughout the Group. The new



*Health and Safety PPE Equipment on show whilst working in the concrete plant*

system clearly defines health and safety responsibilities and outlines procedures to be followed across each operation and was approved by Group CEO Mike Hill earlier this year.

It also enables each division to systematically identify hazards and control risk using a significantly less bureaucratic approach. Legal jargon has been replaced with an emphasis on explaining how Hills meets its obligations to protect the health and safety of employees and others affected by Hills' activities.

HSAS and divisional management teams have developed a tailored Health & Safety Management System for each division to reflect the varying requirements of the industry in which they operate.

These Health and Safety Management Systems have now been finalised and

the target date of 1st October set for Group-wide rollout, with Hills Quarry Products implementing its system with effect from 1st August. Over the coming weeks employees will receive details and communications on the implementation and their involvement in the process.

To assist the communication flow throughout the Group, Health and Safety Committees have been formed at Head Office and within the Quarry Products and Property divisions, in addition to the existing committee within the Waste Solutions division.

As part of the educational process associated with the implementation and ongoing development of the system, any additional training requirements for employees will be evaluated and organised. In some instances this has commenced already with employees in Waste Solutions completing risk assessment training and all Quarry Products employees being trained at various levels of NVQ's in Health, Safety and Environment.

Ultimately, the Group aims to achieve and maintain a high standard of health and safety with an incident free workplace for all. To achieve this Hills needs active participation by all involved. As in the past, this is an area of the business where Hills' employees have proved that through commitment and co-operation they can excel.



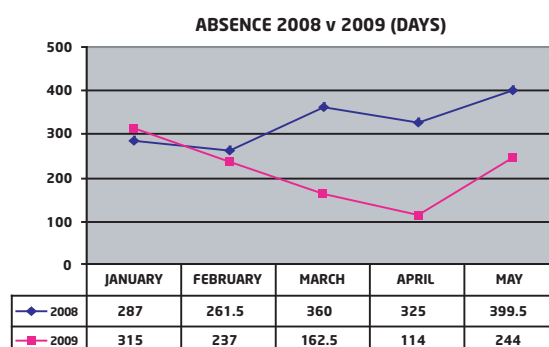
# Absence Management Review

**The Absence Management Policy was introduced in January 2009 and became fully implemented by the end of February.**

The impact of the policy in the first five months can be clearly seen in the graph where 560.5 fewer sick days were taken compared with the same period in 2008. Based on average salary cost this equates to a saving of £39,300. If 560.5 days had not been saved, the cost of replacing these workers with agency cover would have cost up to £45,000.

In the same five month period under the new policy, 158 of the days taken this year as sick have not been paid (Bradford score is above 27), and 22.5 days were returned to employees in line with the Sickness Absence Policy and the use of Sick Leave Excusal.

Based on these results approximate savings year on year are £100,000 including the cost of the Norwich Union Absence



line. A twelve month review will be published once all statistics become available.

If you would like further information on the Hills Absence Management Policy, you can contact your Line Manager or a member of the HR team.

## At the Lakeside



*L-R Richard Skehens, Alan Pardoe, Mike Hill and Neil Grundon*

Alan Pardoe, Chairman and Mike Hill, CEO The Hills Group Limited visited Lakeside's Energy from Waste (EfW) facility at Colnbrook on Monday 3rd August, one of the UK's newest waste facilities. They were met by Director, Neil Grundon and Managing Director, Richard Skehens from Grundon Waste Management who accompanied them on their tour around the plant.

The £180 million EfW plant can incinerate in excess of 400,000 tonnes of residual waste per annum, generating 38 mega watts of electricity for distribution via the National Grid.

Hills Waste Solutions' contract with Lakeside commenced in June to deliver 50,000 tonnes of residual waste a year. Delivery lorries pass over automated weighbridges using automatic vehicle recognition. The lorries tip the waste



*One of the lorries that delivers residual waste to Lakeside*

through one of the eight bays into a 20 metre deep bunker. The waste is then mixed using electric overhead cranes to ensure an even burn in the 5,000 tonne capacity furnace. Inside the furnace, a series of grate bars move the waste where it is dried and incinerated using a combustion air fan.

The bottom ash generated by the incineration process is to be used as an aggregate.

*The glow from the furnace*





# Modernising Landfill

**Modernising landfill in line with the requirements of the EPR April 2008 (Environmental Permitting Regulations), formerly the IPPC (Pollution Prevention Control) Regime 2005.**

The waste management team assisted by external training providers invested time, training and infrastructure to prepare the company for EPR and improve its environmental management standards.

The revised engineering and management processes undertaken to comply with EPR regulations have enhanced the waste division's operations and provided a strong foundation for the future as follows:

## Drainage Blankets

Landfill construction is formed in cells with each cell required to have a full 'drainage blanket' to collect leachate (contaminated rain water) for removal and treatment. At Chapel Farm Hills we use recycled tyres to create drainage blankets as a substitute for aggregates.



*Baled tyres ready for shredding before applying to the landfill*

## Top Hats

The drainage blanket allows the leachate to be channelled into and pumped out of the cell through leachate wells. The leachate wells are approved EPR structures with the well cap piercing the top of each cell. The new design called a 'Top Hat' enables the safe removal of leachate and landfill gas which have to be managed effectively together. This results in reduced emissions and odours from the sites. The top hats are made from welded plastic pipe work that is integrated into the engineered clay cap.



*Top Hat*

## High Density Polyethylene (HDPE) Liners

A review of alternative materials for temporary capping has taken place on Cells 16 & 14 at Lower Compton with the use of HDPE sheeting to cap the eastern flanks. This allows surface

water to run off the site reducing leachate generation and provides a good seal against landfill gas migration.

Although there is an inherent risk in operating any waste facility, investment has been undertaken

by Hills Waste Solutions to maintain high operating standards. The ongoing management of leachate levels and gas are requirements of both the operational phase of the sites and post closure. Hills Waste Solutions work to ensure that the landfill site emissions are managed and their impact kept to a minimum. The cost for these works are funded out of the revenue the company generates from the sites whilst they are active.



*Aerial view of HDPE liner in place*

## So what does the future hold for Hills Waste Solutions' landfill sites?

The sites are strategically important to the business and form a key part of Hills Waste Solutions' waste management process and hierarchy of waste disposal. There will always be a requirement for landfill and in order to provide this service as part of a wider waste collection, recycling, treatment and disposal portfolio, Hills Waste Solutions are preparing a landfill site at Low Lane to the north of Lower Compton. This new site, incorporating the latest operating techniques in compliance with EPR Regulations, will mean the impact on the environment of the site will be minimised. Though the future requirement of landfill is likely to reduce nationally, Hills Waste Solutions will continue to supply this important service in its core region.



*Low Lane Development*

## Health & Safety DVD

New starters and existing staff are to be shown a bespoke Health & Safety DVD produced by HWS. The DVD provides an overview of the company's approach to safety showing the types of hazards which staff and visitors could be exposed to and explains the measures in place to control the risk of exposure.



*Paul Elling with one of the laptops purchased for Health and Safety training purposes*

## Purton tops Recycling

The star performer for the highest 'Recycled Tonnage' at an HRC during May, June and July was Purton HRC. Jessie Bunce, Site Supervisor, and her team of operatives managed to recycle a total of 84.4% of tonnage received during those three months.



*Back L Jessie Bunce, Site Supervisor with HRC Recycling Operatives Back: Norman Valdez, Front L-R Peter Elms, Mike Bishop and David Tarrant.*

## Hills hosts **Environment Officers**

During June, Hills Waste Solutions hosted six Environment Officers at its waste management facilities as part of the Waste Industry Secondment Scheme 2009.

The scheme is a collaborative venture between the Environment Agency (EA), Environmental Services Association and the waste industry, and provides Environment Officers with an insight into the waste industry and allows them the opportunity of gaining hands-on experience of operational practices.

During visits to Purton/Parkgate Farm, Chapel Farm and Lower Compton the Environment Officers engaged in specific activities led by Hills managers giving them a greater understanding of working practices within the waste industry.



*L-R Jason Martin, Site Manager HWS, Stuart Knight, Site Manager HWS, Gwen Mott, EA, Aled Zachary, EA, Kerri Attwood, EA, Jo Collett, EA, Kate Pittuck, Environmental Monitoring Technician HWS, Chris Holmes, EA, Alison Soper, EA, Henry Newbery, Waste Treatment Manager HWS, Brian Fitzpatrick, Site Manager HWS*

## Hills provides Waste Management at West Wilts Show

80,000 visitors flocked to the West Wilts Show held at Trowbridge Park in July. Special guest for this, the 20th anniversary year, was HRH the Duchess of Cornwall.



*'Bag Boys' L-R Keith Heald, Anthony Britten, both Sales Representatives and Nathan Carr, Depot Manager*

Hills Waste Solutions provided the waste management throughout the event with well signposted recycling and general waste

wheeled bins around the park so that the visitors and 400 exhibitors were able to recycle as much waste as possible. A team from kerbside operations was on hand daily to empty the bins regularly and keep loose waste in the park to a minimum. Wheeled bins lined with clear bags enabled the operatives to quickly identify contents and dispose of them accordingly. Comments from exhibitors and visitors were positive including gratitude for the standard of cleanliness the team maintained.

To further raise the company's profile, Hills Waste Solutions

also exhibited at the Show, attracting a stream of visitors to their stand. They gave advice and information on waste related queries, as well as holding a colouring competition for children and handing out Hills' 'goody-bags'.



*L-R Stewart Moroney, LGV Driver, Julian Cope, Commercial Manager, Caroline Sloman, Bids Co-ordinator, Ken Webb, Kerbside Supervisor, Tom Clifford, Kerbside Supervisor and Ian Weston, Kerbside Loader*

Complimentary vouchers up to the value of £20 were available for staff who visited the event over the three day period and could be exchanged for food and drink from one of the many catering stands available. Lee Powell, IT Helpdesk Co-coordinator, said "the vouchers were great and all the vendors were happy to take them." Both Lee and his wife enjoyed looking around the exhibitors' stands before relaxing with a glass of Pimms and listening to the live bands playing - a good way to spend a sunny afternoon!

## ASPIRE DEFENCE VISIT THE MRF

As part of our ongoing relationship with Aspire Defence and to familiarise themselves with our waste management practices, Michael Whitehead, Environmental Advisor, Tony Castleton and Nick Drew, Project Section Managers at Warminster (and Environmental Coordinators) visited the facility at Lower Compton on Monday 6th July and were shown around the site by Cliff Carter, Recycling Team Manager and Richard Bond, Key Account Manager.



*L-R, Richard Bond, Key Account Manager Hills Waste Solutions with Michael Whitehead, Environmental Advisor Aspire Defence, Tony Castleton, Project Section Manager Aspire Defence and Nick Drew, Project Section Manager Aspire Defence*



*Aspire visit the MRF*



# Earth moves for **Hills Quarry Products** after Michelin tyre trial



*New Michelin tyres on site at Shorncliffe*

**Hills Quarry Products is seeing an increase in operating hours and fewer tyre related breakdowns after switching to Michelin's premium XHA and XADN tyres for its nine-strong quarry fleet.**

The switch to these specifications of Michelin tyres follows a trial involving a loading shovel during which tyre

performance was carefully monitored through monthly tyre inspections to record wear rates and damage.

Andrew Liddle, Production Manager Hills Quarry Products said "With our sites extracting more than 600,000 tonnes of coarse sand, gravel and soft sand with intermingled limestone, we need tyres to not only have good levels of grip when digging, but also to have a casing design that is less prone to damage."

The performance of these Michelin tyres

early in the trial was impressive with good feedback from the drivers, reporting that they were benefiting from better traction on sand and other loose surfaces which resulted in increased digging performance.

Michelin tyres have featured in the fleet for more than eight years, with these new tyres offering long-term benefits that will increase the number of hours between tyre changes and give less tyre damage, which is crucial to the ongoing performance of Hills Quarry Products' business.

## Tubney Wood in Deep Water

'Cayman Islands under Reef' garden was the winning entry by Cayman Islands' Department of Tourism and Newington Nurseries who took away a Gold Medal in addition to the President's Most Creative Award at this year's Chelsea Flower Show.



Stephen Hendry from Newington Nurseries, who has sourced materials for previous Chelsea shows from Tubney Wood, came back again this year and after discussions with Mick Chivers, Assistant Quarry Manager agreed on three lorry loads of oversize rockery stone from the specialised aggregates range to help bring the exhibit to life.

## New Appointment

Alan Mackenzie, Divisional Managing Director, Hills Quarry Products is pleased to announce the appointment of Stephen Bowman, as Quarry Manager at Woodsford Quarry, Dorset who joined the company on Monday 17th August. Stephen will be based onsite reporting to Andrew Liddle, Production Manager.

Stephen has previously worked in the industry for Tarmac, May Gurney and Ennstone Johnston and is also a member of the Institute of Quarrying and Institute of Asphalt Technology.

Stephen brings considerable experience to the operations and we welcome him to the company.





### Highworth

Gilmore Court in Highworth is now complete and has been re-launched with two Highworth based agents who have already secured two reservations. The eleven properties are near the pretty and well served high street and consist of one bedroom apartments, three/four bedroom town houses and a detached property.

The show house at plot 2 has been designed by Hobbs Interiors and has been decorated showing a tasteful mix of classic town house styling injected with a vibrant modern touch.

**Pre-reservations for Heytesbury Site**  
Hills Property's new development of ten

# Current Developments

homes in Heytesbury, near Warminster, is generating lots of attention with pre-reservations already taken on five plots, strong interest in two further plots and the buildings are not even out of the ground! "We are delighted with such a promising early response to Old Forge Close" said Nick King, Group Director - Homes. The development will be finished in Spring 2010.

### Burton nearing completion

Superstructures in place and kitchens and bathrooms being installed, Church Rise in Burton, near Castle Combe is now well underway. The seven properties are being built using a mixture of stone and Bradstone, and will blend into the rural village set in a close incorporating established trees and planting. The five detached and two semi-detached homes are on target to be finished in the Autumn with



Homes are near completion at Burton

marketing being launched on the 5th September.

### Purton

Ground work on the thirteen homes set to be built in the heart of the village is planned to commence October this year.

### All sold

The final sales have gone through for homes at The Old Dairy, Castle Coombe and Fairfield, Minety.

+++ STOP PRESS +++ Hills Homes have launched their new website: [www.hills-homes.co.uk](http://www.hills-homes.co.uk) +++ STOP PRESS +++

## Code for Sustainable Homes

Climate change is a real and serious concern for many people and with the government's focus on making a future with a zero carbon economy, there is tough work ahead to reduce Britain's emissions and reliance on fossil fuels. With buildings accounting for nearly half of all energy use, the government has identified the urgent need to reduce the carbon footprint of building stock.

With the target of delivering zero carbon homes by 2016, The Code for Sustainable Homes is one such measure, introduced to improve the environmental standards of new housing stock. Launched in 2007, the code uses a system based around nine design standards to assess a new home. Together these standards form to produce a series of 1 to 6 star ratings (level 6 being the highest rating).

### The Code's Environmental Standards:

- Energy and CO<sub>2</sub> Emissions
- Materials
- Management
- Pollution
- Health and Wellbeing
- Waste
- Water
- Surface Water Run-off
- Ecology

These are exciting times for Hills Property as it strives to enhance methods and practices to meet the challenges ahead. Hills is already committed to improving the environmental standards of its properties and currently offer the purchaser the opportunity to reduce water consumption and energy use through the installation of rainwater harvesting and solar powered hot water systems. At present Hills is working towards achieving a level 1 rating and by 2010 will be ready to achieve a code rating of level 3 on new developments, in line with the government's timetable. As buyers show increased awareness and demand for climate-proofed homes, this approach should stand Hills in good stead against competitors.



## Property making their mark in Health and Safety

The Hills Property team continue to shine. In recent health and safety examinations Katie Sands, Administration Assistant achieved a merit pass in the CIEH level 3 Health & Safety in the Workplace and Allan Ramsay, Site Manager at Burton, passed his NEBOSH level 3 National Construction Certificate with credit.

Health & Safety training was also undertaken by Nick King, Louise Painting, Accounts Assistant and Gary Raper, Maintenance Repair Person all successfully completing Emergency First Aid in the Workplace. Dan Hammond, Site Manager also took a refresher course with St John's Ambulance.

Nick King, Group Director - Homes, confirmed Hills Property's ongoing commitment to both occupational and professional training and commented "our staff have completed on-site courses covering the safe and correct use of scaffolding and abrasive wheels, whilst two of our Site Managers have achieved the NEBOSH qualification in recent months. We continue to assess training needs and put in place the skills and tools to ensure all our staff can undertake their work in a safe environment."

# Supporting Local Communities

During the past year The Hills Group has provided £856,732 in grants, made under the Landfill Communities Fund, to benefit communities in Wiltshire and neighbouring counties where the company conducts its business. Projects which have benefited from funding include village halls, children's play areas, museums, sports grounds and wildlife habitats. Here are just a few of the recent projects that the Group has supported:-

## Broad Hinton Village Hall

Completion of Broad Hinton's village hall took place earlier this year, and Hills is proud to have been one of the sponsors that equipped the new hall with furnishing and fittings.

Furnishings that have been purchased for the hall included table and chairs, kitchen equipment, bar equipment and blinds and curtains including stage curtains.

The village hall caters for around 320 households within the local community and is widely used for a range of activities including film and computer clubs, social club for seniors and also provides a facility for private bookings.



Mike Hill, Chief Executive presenting the charity plaque to James Gates, Chairman of the Broad Hinton Village Hall



Parish councillor Jane Andrew and children on the new playground at Great Cheverell

## Fun and games for Great Cheverell

Youngsters in Great Cheverell celebrated the opening of their new playground. The playground was officially opened in July by Chairman Alan Pardoe. The money bought equipment including a zip wire, monkey bars and balance beam.

## Mystery guest opens Chapmanslade Playground

Sportacus from the Children's TV programme Lazy Town opened the new playground at Chapmanslade. The new play area has swings for toddlers and older children, two climbing frames, a springy, balancing beams, football goals and a sheltered pavilion for families to picnic.

## Aspire Sustainability Week 2009

Aspire Defence's fourth annual Sustainability Week was run from Monday 1 to Friday 5 June. In line with this year's global theme 'Your Planet Needs You! Unite to combat climate change' the intention was to raise staff awareness of environment issues with a focus on the impact of food and carbon footprinting. Throughout the week a sustainable menu was available from Aspire's Business Centre. Each day a flyer was issued on a specific topic, Wednesday looked at Waste and Recycling with information and statistics provided by Hills. Aspire's competition question for that day was "How many tonnes of general waste were produced across all four garrisons in April '09?"

The correct answer was 339 tonnes and the lucky winners won a home composting kit courtesy of Hills Waste Solutions.



(L) Dave Long, Waste Contract Manager and Richard Bond, Key Account Manager (far right) from Hills Waste Solutions Limited congratulating the lucky winners of the compost bins, L-R, Becky Ansell, Steve Potter and Janice Aloof



## 'Most painful experience' raises £2,100 for charity

A team of ten runners from Hills raised £2,100 for Wooden Spoon children's charity following their participation in the Ridgeway Relay on Sunday 21 June. Competing for the first time and running under the team name of "Wasterspace" the team tackled the 86.5 miles of gruelling terrain managing to complete the course in just under 14 hours.

"That was quite possibly the most painful experience of my life! However I am glad that I did it, and might possibly do it again," commented Mike Hill, Chief Executive, when he crossed the finish line in Marlborough.

The team, captained by Mike Webster, Group Director - Waste Solutions had to run over ten legs, with the legs



Jon Bucksey,  
Accountant en-route

Cliff Carter, Recycling Team  
Manager finishing his leg

varying in length from 5.4 miles to 11 miles made up of at least 8 males and 2 females or vice versa. Apart from a few members of the team diverting off the main course (with Paul Elling ending up in some airfield) the team completed the course in good time.

The Team members were: Mike Webster, Mike Hill, Alex Henderson, Paul Elling, Jon Bucksey, Cliff Carter, Ed Dodd, Louise Painting, Kate Goss, David Bevan and David Hooper.

Wooden Spoon is the charity of the rugby world that supports mentally, physically and socially disadvantaged children to help them achieve their full potential in life. The money raised will go specifically towards projects within Wiltshire.



Cheque presentation to  
Wooden Spoon

## Chinners winners sponsored ride

Sunday 21st June saw an early start for Nathan Carr, Depot Manager and his friends who joined up to form a team called "chinnerswinners" to take part in a sponsored London to Brighton charity bike ride.

The team left London around 08.30 and despite some huge bike and people jams arrived in Brighton 4 hours and 20 minutes later.

The team raised £1,400 for the British Heart Foundation. A delighted Nathan commented "To see 27,000 cyclists in the same place was an amazing experience, combined with the encouragement and friendliness of all the villages we passed through made this a truly memorable day".

They already have their places guaranteed for next year's ride - the challenge is to better this year's time!



"Chinnerswinners" team with Nathan Carr, Depot Manager 1st left

## Thank you Devizes HRC

Extract from a letter sent to the company by a member of the public following a visit to Devizes HRC.

Dear Sirs

I am writing to congratulate you on the team and the manager Melanie in the Public Amenity Site at Devizes.

I have been visiting the site as a friend's late mother's house is being cleared. I don't know the area, but they have given me advice not only about the waste site but also other organisations in the area that may be able to help.

I do hope that this letter is credited to the team that run this well organised, clean and informative site. Not only did they do the job, they also went that extra bit further.

I am employed by Wycombe District Council in the Waste and Cleansing Department as an Environmental Support Officer. I was very impressed.

**KEEP UP THE  
GOOD WORK  
DEVIZES!**

L-R Eric Evans,  
Recycling Operative,  
Melanie Beswick,  
Site Supervisor  
and Philip Rymer,  
Recycling Operative.



## Welcome

A warm "Hills" welcome to the following employees who joined the Group between 1 April - 31 July 2009.

### James Elms

Recycling Operative/Relief MPO

### Matthew Greener

HRC Recycling Operative

### Christopher Deamer

HRC Recycling Operative

### Andrew Bray

HRC Recycling Operative

### Kevin Coombs

Weighbridge Operator

### Bethan Wyatt

Administrator (Accounts)

### Richard Coward

Kerbside Loader

## Remembered

Robert Hillier who worked as a plant operative in our compost operations sadly passed away on 19th June 2009. Robert will be sadly missed by all who knew him and our thoughts are with his family during this sad time.

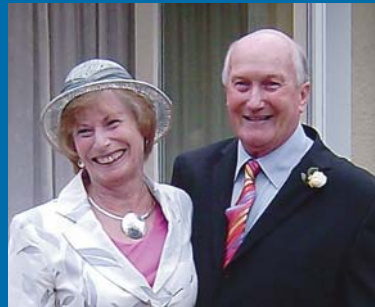
## Liz takes to the sky

Liz Carr, Credit Control Clerk bravely took to the sky in a tandem skydive at Netheravon airfield on Sunday 2nd August.

*Liz Carr smiling for the camera during her tandem jump*



## Wedding bells



Jackie Robertson, Receptionist and Clive Phillips, Postal Operative were married on Friday 17th July in Devizes Registry Office. Clive and Jackie have known each other since 1968, and after going their separate ways met up again in 1998 with Clive proposing in 2008. They celebrated their wedding reception with family and friends at the Barge Inn, Seend.

Adam McCaig, Sales Representative and Tamasine Johnson were married on 30th June at the Hare and Hounds Hotel in Westonbirt. They honeymooned in Malaysian Borneo.

## Thumbs Up to County Park

Help for Heroes is County Park's nominated charity this year and the donations are off to a flying start with £116.00 being raised so far.



IN SUPPORT OF  
**HELP for  
HEROES**

## Purton Chapter of Hills Angels

'Hills Angels' in Marlborough before the start of their ride-out to Poole, Dorset. More ride-outs have been arranged during the year, if you are interested in joining please contact Brian Waymont on 01793 773401.

