

intouch

The Hills Group newsletter

Issue 35 May 2015

Driving the business forward

Quarry Products' haulage team

- read more on pages 4 & 5



**Cerney Wick –
a new quarry in
the Water Park**

- read more on pages 6 & 7

**Homes' performance
praised by Considerate
Constructors Scheme**

- read more on Page 12

**Grand National
drama with
The Druid's Nephew**

- read more on Page 14

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The wheels of business...

The trucks and technologies of Quarry Products' modern day fleet may have come a long way since our first steam powered vehicles, but the haulage team still provides the same indispensable service, delivering aggregates to a wide variety of customers and locations. The story on pages 4 and 5 profiles how the combined efforts of the drivers and office-based employees keep Quarry Products' business moving forward.

A new quarry is born

Although the company has been extracting gravel in the Cotswold Water Park for nearly a century, it is always exciting when a new site opens. Cerney Wick Quarry could not be opening at a better time, giving us much needed extra production capacity at a time of growing market demand. However equally important is to do this with minimum impact on the surroundings, as explained on pages 6 and 7.

Qualified success

Congratulations to all the employees featured in this issue who have completed training courses to receive diplomas and

also to those who have contributed to the company achieving some notable industry accreditations. It always amazes me how much of this is going on in the background, without which the company would not be able to maintain its high levels of operational performance and compliance.

The Nephew's Grand day out

On page 14 you can read how The Druid's Nephew, a four legged friend of mine, led me on a journey of extreme highs and lows in recent months at the Cheltenham Festival and at the Aintree Grand National. What will next year bring?

Best wishes,
Michael Hill,
Chief executive



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Health screening - looking out for employees

The health and wellbeing of employees is a priority for The Hills Group and on-site health screening is in the front line of these efforts. The company's occupational health provider has been visiting Quarry Products' sites carrying out a variety of screening tests to establish a benchmark of health.

Quarry Products' employees often complete a variety of tasks during a working week from driving mobile plant, basic vehicle maintenance to operating machinery at aggregate and ready-mixed concrete plants. Each job has its own demands and will generate different noise and dust levels. For this reason, Quarry Products decided to carry out a broad spectrum of tests, offering every employee the same screening.

The screening focusses on three main areas: lung function, hearing and sight testing. Blood pressure, BMI, height and weight are also checked so that employees can be alerted to other potential health issues.

Lung function testing is carried out because working at a quarry can generate an excess of visible dust, or even smaller particles of solid material which can be transported in the air. Although Quarry Products operate a wet process to reduce dust at quarries, the risk cannot be removed entirely.

Control measures for dust management are in place; drivers are trained to keep windows shut, set their air conditioning correctly and filters are installed within vehicles. Drivers also carry out strict housekeeping in their cabs to reduce dust build up. All of these measures are inspected regularly and the lung function test is a back-up to ensure that the control measures are effective.

The sites that Quarry Products' employees work on and the vehicles that they drive can be noisy. Although PPE is provided and training takes place on reducing the risks associated with noise - hearing is tested as part of the health screening.



Eyesight testing is the other important element of the health surveillance programme. It is exceptionally important for drivers who operate heavy machinery to maintain good vision - for their own wellbeing and that of others.

Although the screening scheme is voluntary, there was an 85% uptake for the first sessions. There will be further sessions during 2015 and new starters will have the opportunity to take part. The health surveillance will then take place every two years helping to ensure that workers' wellbeing remains a top priority.

Controls & screening keep staff safe

Waste Solutions also take a very proactive approach when it comes to monitoring employee health. Health screening checks, fully compliant with COSHH (Control of Substances Hazardous to Health) and the Control of Noise at Work Regulations have been in place for around five years. As health and safety manager

Paul Elling explained: "The type of health screening used ranges from hearing checks for kerbside operatives to general medicals for employees working in more challenging environments such as hazardous waste landfill sites. Waste Solutions has a health and safety record to be proud of and the health screening proves that our stringent controls are helping to protect our employees."

Simplyhealth offers a variety of benefits

The Hills Group Simplyhealth cash plan offers both full-time and part-time employees the opportunity to claim back up to £1,240 each year for a wide variety of everyday NHS and private healthcare bills. Partners and children can be added to the scheme for a small additional charge.



The Simplyhealth scheme also provides a free 24 hour helpline offering advice on health and lifestyle issues and an Employee Assistance Programme which offers six face to face counselling sessions with a qualified counsellor.

Treatment	Annual limit per person
Dental	£120
Optical	£120
Health screening	£200
Physiotherapy, Osteopathy, Chiropody/Podiatry, Chiropractic, Acupuncture & Homeopathy	£300
Consultations and scans	£500

Driving the business forward- Quarry Products' haulage team

The haulage team form an essential and profitable part of Quarry Products' business. The team of 15 drivers, together with John Warner, transport manager and Neil Watts, transport co-ordinator, provide services to a wide range of customers as far north as Shropshire, as far south as Devon, east to London and west into Wales. Clients include national construction companies, local ground-workers, builders' merchants and one-off cash sales to private individuals.

High volume orders require a combined fleet of 25 vehicles to operate each day with subcontracted drivers complementing the permanent haulage team.

When a customer contacts the sales team at Hills, an order is raised and sent through to the haulage office. Neil co-ordinates the orders, fitting together a complicated schedule of collection and delivery requirements to avoid empty running on any journeys which helps to minimise cost, maximise profit and reduce environmental impact.

Neil produces a job sheet which is sent out to all of the drivers each morning. This complex day-plan is ready for when the drivers start work, which can be as early as 5.30am. Although customers aren't given a specific delivery time,

they often need their materials first thing in the morning - it can be challenging to keep all of the customers happy.

As John Warner points out: "When the drivers are in a farmyard or on a building site, axle-deep in mud with poor visibility, their commitment to excellence and their professional attitude serves customers well."

On a busy day, the drivers can collect and deliver up to 11 loads, depending on locations. In case of vehicle or timing issues, the haulage team's job sheet allows the drivers to see what their colleagues are working on and support each other whenever possible.

In addition to the job sheet, each vehicle is fitted with a tracking system which helps John and Neil to manage the fleet. The system maps where the trucks are, shows how they're running and monitors driving style and fuel consumption. It can also 'geo-fence'

all of the quarries. Geo-fencing uses the global positioning system (or GPS) to define geographical boundaries and creates a virtual barrier. This enables Neil to see when a driver is getting close to a quarry, alert the customer if necessary and contact the driver to arrange additional or reschedule loads if possible.

Another arm of the haulage business is the mixer hire service. As well as the franchisee mixer fleet, Quarry Products has added its own mixer with an employed driver, Steve Robbins, who is based at Lower Compton. As volumes vary from plant to plant, this vehicle goes out on hire where it's needed to meet demand. Described as a 'business within a business' it is one which Quarry Products would like to grow.

The haulage team has contributed to Quarry Products' success through the provision of a high level of customer service, an excellent health, safety and compliance record and also in terms of profitability. They have achieved an Operator Compliance Risk Score of 'Green O' from the Driver and Vehicle Standards Agency. This score shows that the haulage drivers are likely to follow the rules on roadworthiness, traffic, drivers' hours and weighing checks and may get stopped for inspections less often than other operators as a result.

As members of the Mineral Products Association who set safeguards for vulnerable road users, most of Quarry Products' haulage vehicles have forward facing, reversing, off-side and near-side cameras fitted. This safety

measure can warn drivers when a cyclist is alongside their vehicle in a blind spot. The haulage team has set a target for all vehicles to be fitted with this equipment by the end of 2015.

The challenge remaining for the haulage team is to meet the high standards set in 2014 and to continuously improve. This year the team hope to replace a number of vehicles and add to the fleet. The opening of a new quarry at Cerney Wick will require support from the haulage team. The combination of the experience and commitment of all the members of the team, a reliable fleet of vehicles and the excellent support of the principal suppliers will ensure that the team continue in their success, meet any challenges and realise opportunities during 2015.

In numbers	Hills Haulage 2014
1,003,748	Kilometres driven
15	Trucks in the fleet
403,421	Litres of diesel consumed
14,694	Loads delivered
297,000	Tonnes of aggregate shipped



John Warner, transport manager

Although John often travels to various quarries, he is based at Wiltshire House and works closely with Neil Watts. He carries out a great deal of analysis on the business to learn from success and find ways to improve. John spends a lot of time interacting with the drivers: debriefing, checking for health and safety concerns and compliance issues.



Neil Watts, transport co-ordinator

Neil is key to operations within the haulage business. He works hard to maintain customer satisfaction, deals effectively and efficiently with issues and communicates extensively with a wide range of people to ensure that the team delivers in every respect.



Subcontractors

On a daily basis, around ten subcontractors supplement the Quarry Products haulage team to pick up loads. Many subcontractors, such as John Bond (pictured left) have been working in partnership with Hills for years.

Meet the drivers...

(Barney Humphries not pictured.)



Bruce Archer-Smith



Gary Mulcock



Steve Basford



Andy Pugh



Geoff Bond



Dave Prewett



Chris Boulton



Steve Robbins



Andy Cox



Darren Taylor



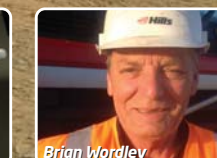
Dave Forster



Keith Taylor



Richard Mander



Brian Wordley

New quarry –

Cerney Wick

Quarry Products' newest quarry at Cerney Wick is scheduled to open in the next few months and will be managed by Ian Southgate who has taken on the new role of production manager for quarries in the Cotswold Water Park. The Cerney Wick site is on the western side of the Water Park in South Gloucestershire where sand and gravel have been extracted for nearly a century.

The mineral reserve will yield around two and a half million tonnes of washed aggregate products at 250,000 tonnes a year during the ten year project, enabling Quarry Products to keep up with the thriving market.

The Cerney Wick gravel, which is a product of the last ice-age, is Oolitic gravel which has a rounded or egg-like shape. The Cotswold Oolitic gravels are a good concreting aggregate and are also used as a decorative all-round gravel for applications such as driveways.

The extraction process will be fairly standard for aggregate production. The gravel will be excavated and transported to the washing plant by a network of field conveyors, be washed with ground water, the hollows clay-lined and turned into retaining ponds. Ground water – which will be used to wash the gravel – will be recycled by its flow around the ponds in a closed loop water system.

Cerney Wick quarry borders North Meadow, a Site of Special Scientific Interest (SSSI) and a Special Area of Conservation (SAC) which is owned by Natural England. The area is protected because the rare *Fritillaria Meleagris*, or Snake's Head Fritillary flower grows in abundance on the meadow. The Quarry Products team has worked with Natural England, the Open University, Gloucester County Council and the Environment Agency to create a scheme which enables them to preserve the area. The agreed method of working restricts operations to within around 250 metres of North Meadow during the summer, when ground water levels are low.

The land is also of international importance as one of the finest examples of lowland hay meadow in Europe. Quarry Products' divisional director, Andrew Liddle notes that the team "will need to cause no disturbance to the site. We plan to conduct annual reports and monthly monitoring to ensure that this important area is preserved."

Although there are currently no habitat maintenance issues for wildlife on the site, the team will encourage wildlife to the area during the various stages the quarry will go through. During the



Cerney Wick Oolitic gravel.



The Sand Martin is a member of the Swallow family. © R Tyler

extraction phases, some of the gravel faces will be left open for the flocks of Sand Martins to occupy during April to October. As phased restoration takes place aquatic wildlife and wading birds will be attracted to the site.



Beautiful Snake's Head Fritillary flower. © Ryan Tabor WWT

Aggregating knowledge



Site foremen Tony Stepp and Kevin Hester with their MPQC Level 4 Diplomas in Safety, Health and Environment Management (QCF)

Quarry Products' quarry foremen Tony Stepp and Kevin Hester have successfully completed their QCF Level 4 Diploma in Safety, Health and Environment Management (Extractive) which included units in 'supervising teams and individuals'; 'identifying health and safety hazards' and 'reducing risks'.

Quarry Products has enjoyed further training success with ten employees completing their QCF Level 2 Diploma in Plant Operations (Extractive), which included a unit in 'preparing plant or machinery for operational performance' which links to the Driver Competency Cards for operating heavy quarry equipment.

Over the next twelve months Quarry Products will enrol a further 18 candidates in various QCF qualifications as part of an ongoing commitment to developing individuals' knowledge and understanding and creating the safest possible workplaces.



Pictured left to right above are Quarry Products' team who successfully completed the QCF Level 2 Diploma in Plant Operations: Jamie Woolford, concrete operations assistant; (Peter Andrew, Group director), Tony Stepp, foreman; (Andrew Liddle, divisional director); Steve Robbins, LGV driver - concrete mixer; Martin Harbottle, concrete operations assistant.



Left to right below are Ian Southgate, production manager; Michael Chivers, quarry manager; Phillip Newton, foreman; (Peter Andrew) Stephen Bowman, quarry manager; Leslie Young, mobile plant operative and Roderick Smart, foreman.

Distinctly digital

Publications and online officer Darren Goddard has successfully completed the Digital Marketing Institute's Professional Diploma in Digital Marketing. The distance learning course explores the various channels and activities required to plan, implement and manage digital marketing campaigns and included modules on digital display advertising and email marketing. Reflecting on achieving a distinction in his Diploma Darren said: "The course was genuinely interesting and has developed my knowledge in this constantly evolving subject."



Waste Solutions in safe hands with IOSH qualifications

Congratulations to Gary McKinnon, Tanya Cripps, John Pearce and Anthony Smith who are the latest Waste Solutions employees to successfully complete the nationally recognised Institution of Occupational Safety and Health (IOSH) 'Managing Safely' course. The course includes units in assessing and controlling risks; identifying hazards and protecting the environment.

Mike Webster, Group director Waste Solutions presents Gary McKinnon, commercial manager; Tanya Cripps, transport supervisor; John Pearce, depot supervisor and Anthony Smith, Northacre shift supervisor with their IOSH 'Managing Safely' certificates.

Marlborough make it back to the summit

Congratulations to the Marlborough Household Recycling Centre team who have made it back to the top of the league table by recycling an impressive 81.77% of the waste they received between November 2014 and February 2015. As area recycling manager, John Chapman commented "Kevin and his team have established a real rapport with the people who use the Marlborough site and they work hard to minimise the non-recyclable volumes."

% of waste recycled - November 2014 to end of February 2015:

- | | | | |
|--------------------|--------|-------------------|--------|
| 1. Marlborough HRC | 81.77% | 2. Melksham HRC | 80.87% |
| 3. Warminster HRC | 79.40% | 4. Trowbridge HRC | 79.12% |



Kevin Archer, site supervisor and Julie Pye recycling operative at the Marlborough HRC site.

A MESSAGE FROM WILTSHIRE COUNCIL

Changes to garden waste collections from 15 June

Wiltshire Council is advising residents that from 15 June, there will be a £40 per bin, per year charge for the fortnightly collection of garden waste. This follows a £15 million cut to the funding provided by central Government to the Council.

Free collections of garden waste will stop on 14 June 2015. Wiltshire residents who wish to continue to receive a garden waste collection need to sign up and pay by 17 May to receive the service from 15 June 2015. No concessions will be available.

There are three ways to sign up and pay for the service:

1. Securely online at www.wiltshire.gov.uk/gardenwaste by debit or credit card.
2. Over the phone by calling 0300 456 0102.
3. By sending a cheque made payable to Wiltshire Council, to:
**Waste Management,
Wiltshire Council, Bythesea Road,
Trowbridge, Wiltshire, BA14 8JN.**
Please write your name, address, including postcode, phone number and the words 'garden waste' on the back of the cheque.

Residents who currently receive the garden waste collection service and do not wish to continue to do so do not need to contact the Council and can keep their garden waste bin. **Free collections will stop from 14 June.**

If people ask for their bin to be retrieved and change their mind within a year there would be a £25 delivery charge in addition to the annual fee. The council will collect unwanted bins but there will be a phased retrieval of bins by area and this may take some time.



Top safety accreditation for Waste Solutions

Waste Solutions has been awarded accreditation from Safecontractor for its commitment to achieving excellence in health and safety.

Safecontractor is a national third party accreditation scheme which recognises very high standards in health and safety management amongst UK contractors.

Businesses undergo a vetting process which examines health and safety procedures and their track record for safe practice. Those companies meeting the high standard are included on a database, which is accessible to registered users via a website.

Reflecting on the achievement, commercial manager Gary McKinnon said: "Securing the Safecontractor accreditation further demonstrates our health and safety competence to both



new and existing clients and will assist in growing and developing our business."

John Kinge, technical director of Safecontractor said, "More companies need to understand the importance of adopting good risk management in the way that Hills has done. The firm's high standard has set an example which hopefully will be followed by other companies within the sector."

CIPS Index showcases sustainability

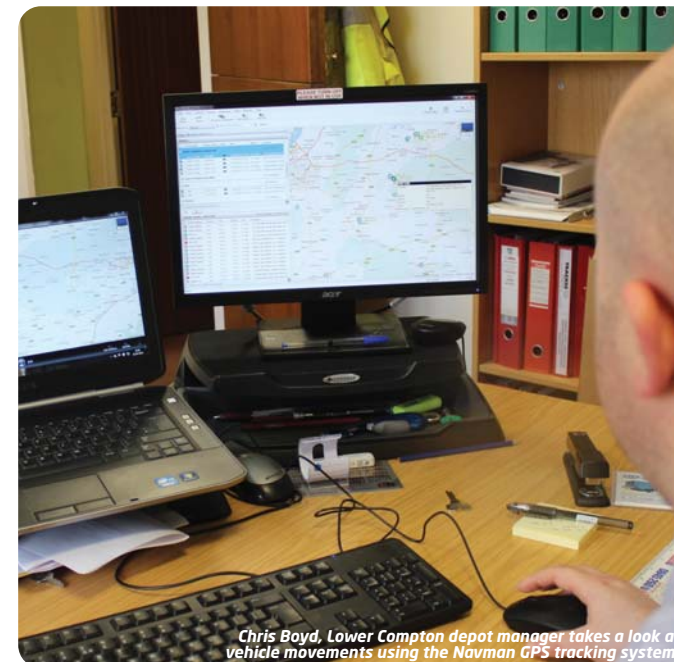
Waste Solutions has achieved accreditation on the Chartered Institute of Procurement and Supply (CIPS) Sustainability Index. Inclusion on the Index complements the three ISO certifications Waste Solutions already hold for environmental, quality and occupational health and safety management processes - and should prove a valuable business development tool.

As environment manager Daryl Taylor explains: "Operating in a sustainable manner is fundamental to the long term future of the company and our customers are increasingly selecting waste contractors, not only on the basis of price, but also taking into account their sustainability credentials. Measuring our performance is an important step forward and our listing on the CIPS Sustainability Index means that current and prospective customers have further evidence that Waste Solutions is an established, trusted and high quality supplier."



A Waste Solutions team completed the comprehensive Sustainability Index questionnaire which was used to benchmark company performance against the CIPS 'three pillars of sustainability': economic, environmental and social performance. Waste Solutions received the highest 'doing well' classification in most areas of business operations. Of merit were the scores in the social sustainability arena where Waste Solutions achieved a score which was higher than other suppliers in the same sector and of the same size.

Wheel improvements for Waste Solutions' fleet



Chris Boyd, Lower Compton depot manager takes a look at vehicle movements using the Navman GPS tracking system.

Waste Solutions has continued to drive efficiencies across its fleet of over 90 waste collection and recycling vehicles with the implementation of two initiatives. A Navman tracking system is helping improve journey planning with real-time information about vehicle movements; whilst a new tyre deal is reducing vehicle downtime and bringing significant savings.

Real-time tracking offers real benefits

A Navman GPS tracking system has been installed in all trucks based at the Lower Compton, Purton and Barton Court depots providing real-time information on vehicle locations and activity via a web based programme.

As Lower Compton depot manager Chris Boyd explained: "All office based transport employees have access to the Navman system which is improving customer service by providing real-time, accurate information on vehicle arrival and departure times at customer sites. Driver safety is improved as the volume of calls to the drivers' cab phones has been drastically reduced as answers to most commonly asked questions are now instantly visible on screen. Reports can also be created to enhance routing efficiency and minimise vehicle idle times.

"The system has so far proved to be a valuable tool in assisting office based employees with their daily duties whilst also helping to reduce motor insurance premiums."



A Tructyre operative re-treads a tyre so a collection vehicle is ready to start its round the next day.

Getting to grips with tyre costs

With Waste Solutions' fleet of over 90 waste collection and recycling vehicles travelling over 3,500,000 kilometres each year tyres can be a significant cost to the business - so collections and fleet manager Nathan Carr lead a review with the aim of minimising costs, improving efficiencies whilst maintaining a reliable service.

Following the review, leading fleet management company Tructyre were appointed as the new supplier and a PPK (pence per kilometre) contract was signed replacing the previous fixed monthly fee, meaning the business is only charged for the distances travelled by each type of vehicle.

Reflecting on the new working relationship between Waste Solutions and Tructyre, Nathan Carr commented: "Tructyre has a preventative approach and having one of their tyre fitters on site every day to inspect the fleet and deal with any issues as they arise has certainly shown to be of a benefit to both parties.

"Tructyre's proactive approach has seen the early morning call out figure reduced by around 90%. This has obviously brought significant savings in reduced downtime and improved efficiencies across the fleet.

"Early indications are that even with this variable PPK rate in place Waste Solutions should still be in a position to show a significant saving in its tyre costs for 2014/2015."



Wayne Willavoy, Tructyre business development manager and Nathan Carr, Waste Solutions' collections and fleet manager who negotiated the deal.

Improving the image of construction

Credit goes to Homes' site manager Ahmet Ibrahim, who has received the CCS Performance Beyond Compliance certificate for his site 'The Rozzers' in Bibury where Homes built 11 new houses for local people on behalf of Cirencester Housing Association.

Ahmet (right) is congratulated on his award by John Doody, production manager.

Ahmet said: "I was proud to learn that the CCS assessment of my site had achieved scores of 7 or above in each of the five categories and it is gratifying that the effort put into managing a site to this high standard has been recognised."

The Considerate Constructors Scheme (CCS) was founded in 1997 by the construction industry to improve its image. Voluntary registration with the CCS encourages construction sites, companies and suppliers to abide by the Code of Considerate Practice which encourages best practice beyond statutory compliance.

The first Homes site to register with the scheme was in 2011 and since then Homes' development sites have been operated in compliance with the Code of Considerate Practice.

CCS monitors visit each site and produce a report which includes a score from one to ten achieved against each of the five categories of the Code of Considerate Practice: care about appearance; respect the community; protect the environment; secure everyone's safety; value the workforce. A score of 1 indicates a gross failure and scores of 9 or 10 indicate exceptional performance and innovation.

New homes for local people

Homes has completed building work on 11 new affordable properties for Cirencester Housing Society (CHS) in the picturesque village of Bibury in the Cotswolds.

These new homes will provide much needed affordable rented accommodation for local people. During construction, Nick King, group director Hills Homes, visited the site to show support for CHS as they participated in a relay across England from Land's End to Westminster.

The relay, organised by Homes for Britain aims to highlight the lack of affordable housing in the country and gain commitment from all political parties to end the housing crisis within a generation. The relay culminated with a rally held in Westminster on 17 March.



Nick King (third left) joins housing association representatives to receive the baton in the shape of a key.

Latest news from Homes ...under one roof



Battlewell, Purton

One of the four-bedroom family homes is already reserved at this development and the view home (pictured above) is open from 10.00am - 2.00pm every Saturday.

Church Lane, Bishopstone

Buyers snapped up the two barn conversions in this quintessentially rural Wiltshire village situated six miles east of Swindon, on the Wessex Downs (an Area of Outstanding Natural Beauty). The properties were sold without the need for extensive marketing - a great result!

Station Meadows, Calne

Following the great success of Phase 1 which saw houses selling on target within 12 months of being launched, sales in Phase 2 looks to be following the same trend.



The airy dining room at the Station Meadows show home.

The Station Meadows show home is open from Thursday to Monday 10.00am to 4.00pm.

The Orchard, South Marston

Construction is progressing well at the site with a number of prospective buyers having already registered their interest, following the release of a 16 page brochure which gives details of the four substantial detached family homes for sale.



The Packham. One of the five bedroom detached homes at The Orchard.

Looking ahead...

Stembridge Close, Burghclere

As we go to press, signage has been erected on the site to encourage prospective buyers to register their interest and the final touches are being made to the glossy brochure designed to market the six exclusive homes on generous plots.



The spacious 'Ash' 5 bedroom house at Burghclere.

Hillside Way, Blunsdon

Planning permission, with conditions, has been granted for this mixed development of 61 new dwellings in the village of Blunsdon, located to the north east of Swindon.

Malmesbury, Cow Bridge Mill

A new development of 13 dwellings situated in the thriving market town of Malmesbury, in the southern Cotswolds.

Watchfield, Majors Road

A mixed development of 16 dwellings located to the south east of Highworth in the Vale of the White Horse, Oxfordshire.

A Grand day out for The Druid's Nephew



A fair amount of excitement was generated in recent months by a racehorse called The Druid's Nephew, part-owned by Group chief executive Mike Hill. The horse runs in the late Robert Hill's colours - originally designed to represent the company's red and white livery.

Having finished a creditable sixth in the Hennessy Gold Cup last November The Druid's Nephew went on to land a hugely impressive win in the prestigious

Cheltenham Festival in March, giving the trainer Neil Mulholland his first Cheltenham win. Following the win, the decision was taken to confirm him for the Grand National taking into account that he had been lightly raced during the season so far and the unusually long gap between the festival and the Grand National.

Mike Hill reflected: "Winning at Cheltenham was a dream come true, but to have a horse in the National with a realistic chance seemed unreal! By the time I arrived up in Liverpool with my family the day before the race I was a jibbering wreck!

"What a performance the horse put in during the race! After the first circuit he found his rhythm and took up the lead a



The Druid's Nephew in the parade ring at Aintree.



Mike Hill and family at Aintree's famous 'The Chair' fence.



The Druid's Nephew leads the entire Grand National field.

few fences later. After flying over Valentine's he had taken a three length lead going in to the 26th fence out of 30.

"Unfortunately he slipped on landing and was unable to recover. This left Many Clouds as the race leader which went on to claim victory.

"It was an unbelievable experience. What an emotional roller coaster! The jockey, Aiden Coleman said that he was just cruising at 50% when it happened and would definitely have been the horse to beat if he hadn't fallen. Hey but that's racing! The Druid's Nephew is only 8 and should have many great races to come... and maybe even a few more attempts at the National!"



Wedding bells

Congratulations to Nick King, Group director Hills Homes and Amanda Wakefield who were married on 31 January at Cowley Manor in the Cotswolds. They spent their honeymoon on the island of Kuramathi in the Maldives.



Pictured left to right are: Steve Burns, divisional director; Mike Hill, chief executive, Tony Angell and Paul Hill, kerbside recycling manager.

Angell wings it after 11 year Hills career

Tony Angell has retired after more than 11 years' service as an LGV driver at Lower Compton.

Tony has worked for Hills since October 2003 and spent most of his early years driving a top loader. Kerbside recycling manager Paul Hill commented: "Tony has always been very professional in all that he did and a valued member of the Kerbside team and we would like to wish him a very happy retirement." In recognition of Tony's service he was treated to a farewell meal at the White Hart in Compton Bassett. Tony also received tickets to the Goodwood Festival of Speed from chief executive Mike Hill.

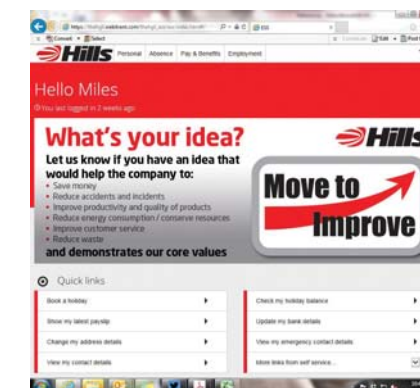
Bond conquers Brighton marathon for Breast Cancer Care

Richard Bond, contracts manager Waste Solutions joined over 9,000 runners to complete his first ever marathon in the Brighton sunshine and in the process raise an impressive amount for Breast Cancer Care. Richard said: "I needed an added incentive and decided that I would run for Breast Cancer Care as I have two daughters and a good friends' mum lost her own battle with breast cancer, sadly passing away two days before the event. My goal was to complete it in 4 hours and my official time was 3hrs 58 min 57 seconds so I was well pleased. I managed to raise £1100 for Breast Cancer Care and would like to thank all of those who supported me as this certainly helped me to complete it."



iTrent on trial

Employees based at Wiltshire House are currently trialling a new method for maintaining their personal details, viewing payslips, and booking holidays simply and flexibly. The iTrent employee self service (ESS) is a web-based application that provides a user-friendly interface between employees and their information held on the HR iTrent database. If the trial is a success Hills will look to roll out the system to all employees by the end of 2015.





COME ON YOU REDS!



Great shots, great savings!

A collaboration between Swindon Town Football Club and The Hills Group has given employees, plus their family and friends the opportunity to watch the action at the County Ground this season at heavily discounted prices.

The discounted ticket scheme offered adult and junior tickets at just £10 and £3 respectively – an impressive £17 and £9 saving off full price matchday tickets.

This tremendous offer has been snapped up by over one hundred employees who have saved a total of £1,669 through the scheme.

Tickets sold to Hills Group employees	109
Total savings over normal ticket prices	£ 1,669.00

As we go to press, Swindon are about to embark on the League 1 play-offs with a chance of reaching the Wembley play-off final and possible promotion to the Championship. Good luck Swindon, we'll have everything crossed!

Have a ball with £75 ...but you have to find it first

To celebrate our discounted ticket deal with Swindon Town Football Club we are giving Hills' employees the chance to win £75 worth of Tesco vouchers by 'spotting the ball'. To enter simply email which grid reference you think the ball is hidden behind (e.g. 'B-2') to info@hills-group.co.uk or send via the internal post to the Communications department, Wiltshire House, Swindon. **Entries must be received by Friday 19 June 2015. Good luck!** ©Photo courtesy of STFC



Find the robins winners



Congratulations to Belinda Peapell, receptionist and Emily Browning, fleet and insurance coordinator who successfully found all 24 robins hidden within the pages of the last issue of InTouch. There was a great response to the competition however just a few colleagues found all 24 robins of whom Belinda and Emily were the lucky entrants to be drawn out of the hat.

