

## SOUTH HOLLAND DISTRICT COUNCIL

**Report of:** Portfolio Holder for Waste Management, Green Spaces and Operational Planning and the Director of Commissioning

**To:** Cabinet – 15 January 2013  
Council – 27 February 2013

**(Author:** Dale Robinson – Interim Environmental Services Manager)

**Subject:** Refuse and Recycling Efficiency Improvements and Risk Mitigation Measures

**Purpose:** To request approval for implementation of a number of measures and actions designed to achieve efficiencies in the refuse and recycling collections service and mitigate against existing and potential risks the Council is currently exposed to.

### **Recommendations to full Council:**

- a) That, as from 1 June 2013, the number of refuse and recycling collection rounds is reduced from 13 to 12;
- b) That Bank Holiday Monday collections are no longer brought forward to the Saturday prior to the Bank Holiday but that collections due in that week are slipped a day. This revised arrangement to commence from 1 June 2013;
- c) That the health and safety risks presented at the depot by the movement of vehicles is addressed by: -
  - a. Either securing suitable temporary parking arrangements in the vicinity of the West Marsh Road depot or if these are not obtainable, moving 6 of the refuse and recycling collection vehicles and their associated workforce to Holbeach depot and undertaking the following improvements to that depot
    - i. Bollards and speed humps together with some resurfacing;
    - ii. Asbestos removal; and
    - iii. Internal office modifications/refurbishment and decoration.
  - b. Undertaking Improvement works at the West Marsh Road depot including:
    - i. Automatic barrier entry gate;
    - ii. Pedestrian barriers; and
    - iii. Line painting, ancillary marking and signage.
- d) That the:
  - i. Staff pay and conditions are equalised in line with the report;
  - ii. Head of Paid Service negotiate the details; and
  - iii. Pay protection period is extended until parity is achieved.

## **1.0 BACKGROUND**

- 1.1. The Street Scene Manager (Operations) has undertaken a review of the operational arrangements of refuse and recycling service. Although focused on efficiency improvements, the review has also highlighted the need to mitigate against significant health & safety risks and equal pay issues the service and Council is currently exposed to.
- 1.2. The Council provides a comprehensive waste and recycling collection service to all households in the District. Currently 13 rounds are deployed using open backed refuse collection vehicles (RCV's) with 13 drivers and 25 loaders. 6 rounds each are dedicated to the weekly collection of residual waste and dry recyclables, with one round operating flexibly (3 days residual waste, 2 days dry recyclables each week). The fleet contains 2 additional RCV's to allow for regular and necessary servicing and the inevitable breakdowns.
- 1.3. The service, alongside the street cleansing, parks and grounds maintenance, vehicle maintenance, markets and public convenience services, operates out of the West Marsh Road depot.
- 1.4. Continuity of service is maintained following Bank Holidays by re-arranging the collection days for that particular week. For the weeks where a single Bank Holiday falls, it is usual to bring forward the Monday's refuse and recycling collections to the Saturday before. Special collection arrangements have to be put in place for the May Day Bank Holiday coinciding with the flower parade where-by the collections due that day are missed and a double collection made the following Monday. At Easter, collections are undertaken on Good Friday as normal.
- 1.5. Collection arrangements over the Christmas and New period vary from year to year. For example, last year there were no collections on Monday 26 and Tuesday 27 December and those households affected received a double collection the following Monday (i.e. Bank Holiday 2 January 2012) and Tuesday 3 January 2012.

## **2.0 CONSIDERATIONS**

### **2.1 Round Review**

- 2.1.1 The refuse and recycling rounds have settled down, crews are now working more efficiently and weights are reasonably constant between the services. As a result a new base level has been reached and it is time for the efficiency and effectiveness of the refuse and recycling collection rounds to be assessed. The most recent review has been completed.
- 2.1.2 The RCV supply contract is due for renewal in July 2014 which provided an opportunity to review the operation and fleet that supports it.

2.1.3 The County Council is due to change its disposal arrangements with a new energy from waste plant coming on stream in 2013. As a result the County is building a new transfer station close the existing landfill site at Boston. Unfortunately the new recycling facility contract arrangements require the recycling material to be off loaded at a separate site near Market Deeping for on-ward transport to Case-Pak Leicester. These facilities are 26 miles apart and therefore make the use of split body RCV's an uneconomical and unviable option at this time.

2.1.4 Other options have been considered including the use of collection pods with slave vehicles; and double shifting of vehicles. These have also been discounted at this time on financial and economic grounds.

2.1.5 The review has demonstrated the possibility of reducing the number of refuse and recycling collection rounds from 13 to 12 without affecting the quality of service.

## 2.2 Round Review Proposal

2.2.1 It is proposed to remove the flexible round which collects residual waste 3 days per week and recyclables 2 days per week and re-distribute the properties amongst the 6 refuse collection rounds and 6 recycling rounds. This will result in approximately 4350 properties within parts of a number of villages and part of Spalding (listed in Appendix 1), having their collection days changed.

2.2.2 Collection day changes will inevitably cause some short term disruption and a higher level of complaint for a period. This can be mitigated against by implementation of various communication methods to ensure residents are aware of the changes and when they are to come into effect. The costings within this report have included £5,000 to pay for the additional communication required in 2013/14.

2.2.3 Timing of communications is essential. Too early and residents will either change their habit in advance of the change being implemented or forget, too late they will not be aware of the proposals. As only parts of villages will be affected some normally effective communication methods can not be used and it is important that targeted methods are included. To advise those concerned of the changes the following methods of communication are planned:

- Leaflets through doors of all affected households
- Use of March's edition of the Council magazine
- Publication in Parish magazines etc

2.2.4 The support of the contact centre staff will be crucial in maintaining good customer relations. An increase in calls to the centre can be expected. It will therefore be necessary to ensure they have all relevant information available; are trained on what is planned and have the resources available to cope with the expected increase in demand.

2.2.5 Therefore the timing of the change should not coincide with other events in the year which are also expected to result in large demand on the contact centre i.e. issue of Council tax letters and localising of Council Tax benefit. As a result, if agreed, it is planned to introduce the changes on the 1 June 2013.

2.2.6 It is estimated that this efficiency improvement would provide a cost reduction of circa. £67,338 p.a. (part year saving of £51,948 in 2013/14), through savings in vehicle costs and staffing. However, this proposal will not result in any redundancies as posts have been held vacant (covered by agency staff) to account for this possible change.

2.2.7 It should be noted that this cost reduction will only be realised if there is an agreement to alter the arrangements following Bank Holiday Mondays as described in section 2.5.1. If not agreed, as there is less capacity in the system, then hiring in of additional staff and vehicles to collect the additional material will be required at an estimated cost of circa. £20,000 p.a.

### **2.3 Bank Holiday Monday Collection Arrangements**

2.3.1 As part of the round review, the Bank Holiday Monday collections were assessed for efficiency and effectiveness. The analysis has shown the current arrangements to be poor value for money.

2.3.2 The villages and part of Spalding that have a collection on a Monday are listed at Appendix B. Under the current arrangements the households within these villages, equating to approximately 7209 properties or 19% of households in the District, receive fewer collections than those collected on other days (i.e. on average 50 collections in a calendar year compared to 51 /52 elsewhere).

2.3.3 It is usual for the Council to re-schedule the Bank Holiday Monday collection to the Saturday prior to that Bank Holiday Monday. Experience within the wider waste collection industry, and mirrored within South Holland, has demonstrated the bringing forward of collections to be inefficient and an ineffectual practice.

2.3.4 Householders are creatures of habit. Despite the use of various communication methods notifying them of the change of collection day, householders tend to think about their waste either the evening before or on their usual collection day. As a result they tend not to present their waste on any day that is in advance of their normal day.

2.3.5 This results in:

- Customer dis-satisfaction in the Bank Holiday week.
- The Monday after the bank holiday having to be treated as a double collection day placing additional pressures on the collections that day and causing quality of service issues.
- Poor uptake and an inefficient collection on the Saturday.

2.3.6 On a normal Monday the service collects an average of 76 tonnes residual waste and 35 tonnes recycling. This compares to a Saturday where typically only 30% of households present their waste and collection tonnages on average amount to 25 tonnes of residual waste and 11 tonnes of recycling i.e. 32% and 33 % of normal.

## 2.4 Four Day Working Week

2.4.1 A few Councils have moved to a four day working week which negates the problems caused by Bank Holiday Mondays. A baseline assessment of the practicality and feasibility of such a move for South Holland DC (SHDC) has been made.

2.4.2 The issues to be considered include:

**Disposal:** The Landfill/Transfer station closing time is 16.00. To be able to move to a four day week, and to ensure breaks are adhered to, collections would need to commence at 06.00. As a result the workforce would have to work longer in the dark with it's inherent health & safety risks and there is the potential for noise nuisance complaints from the earlier starts. It may be possible to negotiate later closing times but is likely to come at an additional cost to SHDC.

**Staffing:** Loaders would be expected to collect approximately 1.25 tonnes of refuse/recycling per person per day. The heavy nature of the work and the additional walking required in a day would present difficulties for some of the workforce in effectively completing their round and manual handling injuries may well increase. Other staff may have problems where they need to pick up children from school or look after them while their partner/spouse goes to work and/or may have second jobs to supplement their income.

**'O' Licence & Drivers Hours:** SHDC currently operates under "Domestic Rules". This allows the Council to operate 11 hours per day as "duty hours." within which a maximum of 10 hours driving time is allowed. This would not, in itself, negate the move to a four day working week however problems may be caused on days when a breakdown or accident occurs. On these days there would be a strong possibility that the round would not be completed, as the drivers would already be normally on a 9.25 hour driving day, and the waste missed on that day would have to be collected the following day leading to knock effects for the rest of the week.

**Potential Savings:** Working a four day week is estimated to produce a saving in the order of £20,000 through elimination of re-arranged bank holiday collections (depending on how Christmas Day, Boxing Day and New Years Day fell) and fuel savings. However these potential savings would be offset by additional costs in the accrual of leave in lieu of the public holiday entitlements. Therefore the potential net saving is estimated to be in the order of £5,000.

**Rerouting:** Moving to a four day week would require a complete re-route to be undertaken. This would, albeit for a few months, cause severe disruption for our residents and lead to increased level of dis-satisfaction.

2.4.3 Therefore, working a four day week is possible but does present further staffing, health & safety and operational risks and the same level of service could not be guaranteed especially when breakdowns occur.

## 2.5 Bank Holiday Collections Arrangements Proposal

2.5.1 In order to address the inefficiencies and ensure the realisation of savings estimated from the reduction in waste and recycling collection rounds it is proposed that Bank Holiday Monday collections are not brought forward to the Saturday prior to the Bank Holiday but that collections due in that week are slipped a day i.e. Collections due on the Monday are collected Tuesday; Tuesday's are collected on Wednesday and so on with collections normally due on Friday collected the Saturday after the Bank Holiday Monday. In effect everyone's collection in that week will be collected one day later than normal and all residents will get a weekly collection.

2.5.2 This is standard practice in many local Authorities and if agreed would be introduced as from 1 June 2013.

2.5.3 In order that residents are notified of the arrangements the following communication channels would be employed; website; Parish Councils and magazines; A4 posters at community facilities; press release in local newspaper and notification within the Council's magazine.

2.5.4 Ward Members will also be informed of the details prior to publicity being distributed.

## 2.6 Marsh Road Health & Safety Risks

2.6.1 The waste industry has a comparatively poor health and safety injury and fatality rate and as such is regarded by the Health & Safety Executive (HSE) as a priority industry sector.

2.6.2 Collection activities account for the majority (75% to 80%) of accidents within the industry. A major area of focus for operators of services and for the HSE is transport movements, particularly reversing and the risks of 'struck by injury' to workers and members of the public<sup>1</sup>. 'Struck by moving vehicle' accounts for over 40% of fatal accidents in the waste industry. On average 6 people died each year from being struck by a moving waste vehicle between 2001/02 and 2009/10.

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<sup>1</sup> [www.hse.gov.uk/waste/statistics.htm](http://www.hse.gov.uk/waste/statistics.htm); accessed 18<sup>th</sup> September 2012; last updated unknown

- 2.6.3 As a result refuse and recycling services provided by Councils including SHDC are currently under close scrutiny by the Health and Safety Executive. The powers available to them, depending on the seriousness of the failings discovered, range from advisory letters, improvement notices, prohibition notices and/or prosecution.
- 2.6.4 As from the 1 October 2012 the HSE has introduced a new cost recovery scheme, under which those who break health & safety laws are liable for the recovery of HSE's costs, including inspection, investigation and taking enforcement action. The hourly fee set for 2012/13 is £124 but will only be payable where the HSE deem the organisation is not complying with its health & safety obligations.
- 2.6.5 Over the years the West Marsh Road depot has had to accommodate the growth of the refuse and recycling collection fleet, the loss of one parking shed for the vehicle maintenance contractor, the addition of the grounds maintenance unit, markets manager and environmental wardens. Currently approximately 75 members of staff and 77 vehicles are using the depot at any one time (39 personal; 23 work vehicles and 15 RCV's).
- 2.6.6 In addition to this, the depot is routinely visited by other personal and their vehicles including those undertaking deliveries, maintenance, sales and members of the public mistakenly believing the depot to be the Household Waste Recycling Centre located nearby.
- 2.6.7 As a consequence the number of vehicle movements, including those from heavy goods vehicles, has substantially increased in an already cramped depot. Segregation of pedestrians from vehicle movements is key to reducing the risk; unfortunately the depot arrangements mean this is not currently achievable.
- 2.6.8 The Health & Safety Executive visited West Marsh Road depot on the 26 November 2012. The HSE inspector and officers consider that the West Marsh Road depot currently provides an unacceptable risk to the health and safety of pedestrians (workers, visitors and public) using the depot from vehicle movements within the site including by RCV's. The HSE inspector was advised of the work being proposed in this report and indicated that presently she was not minded to take further action over the depot risks provided the works planned were completed.

## 2.7 Reducing the Risks

- 2.7.1 Health & safety law requires that identified risks are controlled "*so far as is reasonably practicable*". Essentially this means weighing a risk against the trouble, time and money needed to control it and takes into account good practice and guidance from the Health & Safety Executive such as the "*Safe Transport in Waste Management and Recycling Facilities*".

2.7.2 Accordingly in order to remove the cramped conditions, it is proposed to move 6 of the refuse and recycling collection vehicles and their associated workforce to the Holbeach depot. If the flower parade is not to use the depot after the coming year's event then this will necessitate the following work to be undertaken at the Holbeach depot:

- Bollards and speed humps together with some resurfacing
- Asbestos removal
- Internal office modifications/refurbishment and decoration

2.7.3 Whilst the proposed move to Holbeach will improve matters, other improvement works are required at the West Marsh Road depot, principally;

- Automatic barrier entry gate
- Pedestrian barriers
- Line painting and ancillary marking
- Signage

2.7.4 Quotations have been obtained for all the necessary work at both depots and a capital bid proposal has been submitted at an estimated cost of £30,687.

2.7.5 It is understood that the flower parade will not be operating out of Holbeach depot after the 2013 event. In order to reduce disruption, it is planned to undertake the work after the forthcoming parade and move onto the site in July 2013.

2.7.6 The medium to long term disposal options for the site are still under discussion and are unlikely to impinge on this proposal over the next few years. However, given that the disposal of the depot will occur at some point in the future, this proposal should be seen as an interim solution until a permanent answer is found. Assets have already begun investigations into options for a permanent solution.

2.7.7 A further approach has been made to Intergeren for the possible use, on a temporary basis, of the land next to the depot for a car-park, which if agreed, may provide an alternative solution to the move to Holbeach depot. At the time of writing Intergeren have offered an area of hard standing to the south and on the opposite side of the Depot, but have not indicated the length of time this would be available. The offer is currently being assessed in terms of both its suitability and costs. It is hoped that Members will be provided with a verbal update at the Cabinet Meeting.

## **2.8 Equal Pay & Conditions**

2.8.1 The service was brought back in-house in 2001. As part of this process a number of operatives were transferred under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE).

- 2.8.2 Prior to this date the service was operated, on behalf of the Council, by Cleanaway Ltd and as such the refuse, paper collection and street cleaning staff transferred back to the Council under Cleanaway's or old South Holland District Council terms and conditions (i.e. those staff that had transferred to Cleanaway when the service was originally externalised). All new recruits are placed on ex-Cleanaway terms and conditions.
- 2.8.3 This variation remains. Currently 53 posts, of which 12 are vacant, are employed on the delivery of the refuse and recycling collection and street cleaning services. 45 of these positions are affected by the differing pay and conditions (drivers: 4 grades, loaders: 2 grades, sack delivery operatives: 2 grades and street cleaners: 2 grades).
- 2.8.4 As a result the Council has employees undertaking similar work but for different levels of pay and conditions. To date this has not divided the work-force to any large extent and until recently the gender make-up of the workforce has meant that the Council has not been exposed to legal risk of equal pay claims.
- 2.8.5 The situation is complicated and assessing whether the Council is presently exposed to potential equal pay claims is not straight forward. However, advice from Human Resources is that the Council is currently at risk of an equal pay claim on grounds of sexual discrimination.

## **2.9 Equalising Pay and Conditions Proposals**

- 2.9.1 Each of the posts was graded in February 2012 through the Council's job evaluation processes. The proposal is to move staff onto the nearest spinal column point within these new grades as of the 1 April 2013 and equalising the pay over 4 years.
- 2.9.2 This will result in 5 members of staff's pay being frozen. 36 staff will receive a pay increase ranging from £52 to £2,516 (the majority receiving an increase in the order of approximately £52 to £200) and be eligible for annual incremental rises until they reach the top of the post's grade.
- 2.9.3 In line with current council policy, the five members' of staff whose pay is to be frozen would receive pay protection for 2 years after which their pay would be cut in 2015/16 by £111 to £706. Given the small amounts involved Members are asked to approve the extension of this pay protection period until parity is reached, at an additional cost of approximately £1,585 p.a.
- 2.9.4 The proposal is to look to move all staff not on green book conditions closer to them as from 1 April 2013 and, if agreed, it is requested that the Head of Paid Service is given the authority to negotiate the detailed terms and conditions.

2.9.5 The total cost of undertaking the equalisation proposals (not including extension of pay protection period) are estimated to be:

Financial year	2013/14	2014/15	2015/16	2016/17
Salaries	£11,000	£25,302	£47,525*	£62,803*
Agency cost to cover 3 days additional leave	£8,692	£8,692	£8,692	£8,692
Total	£19,692	£33,994	£56,217	£71,495

\*Not including £1,585 additional pay protection costs.

It should be noted that these costs would be offset by the savings detailed in paragraph 2.2.6.

2.9.6 Should these proposals not proceed the members should be aware that currently the 8 posts at the bottom of grade B and RFSE 3 & 4 are close to minimum wage. The national minimum pay rates are set to rise each year, accordingly it is anticipated that the minimum wage will soon catch and pass these current pay rates requiring an uplift of the salary budget. Therefore the above additional costs quoted would not necessarily be as much as stated.

2.9.7 Consultation with the staff and unions would be needed as detailed in the consultation section below. Informal consultations have occurred and the proposals have been positively received.

### 3.0 OPTIONS

3.1 This report looks to resolve a number of issues with a package of measures designed to be self funded from estimated savings obtained through a round reduction. There are various combinations of options available but there is some degree of inter-dependency between the measures and alterations in the package will have differing affects on the estimated costs/savings quoted.

3.2 The recommended option is to proceed with the entire package of measures including reduction in the number of rounds from 13 to 12; equalisation of pay and conditions; health and safety works to the depot and revised Bank Holiday Monday collections. However other options are:

3.3 Given the health and safety hazards explained in section 2.6 and the potential equal pay claims explained in section 2.8, the 'Do nothing' option would carry significant risks for the Council.

3.4 To proceed with all or most of the proposals except the changes to Bank Holiday Monday collections. This would result in further staff and vehicle costs having to be employed and therefore the estimated cost reductions in section 2.2.6 not being realised.

3.5 To proceed with all or most of the proposals except the equalisation of the pay and conditions. The inequity amongst the workforce and potential for equal pay claims would remain but financial savings from the round reductions in 2014/15 on-wards would accrue to the Council.

#### **4.0 REASONS FOR RECOMMENDATIONS**

4.1 To provide for improved efficiencies in the refuse and recycling collections service and mitigate against existing and potential risks the Council is currently exposed to.

#### **5.0 EXPECTED BENEFITS AND TIMELINES**

5.1 Reductions in service costs (in line with table 2) and risk profile of the Council.

5.2 Formal staff consultation would begin in early winter 2012/13, with implementation of equalisation of pay and conditions proposals on the 1 April 2013.

5.3 Communication with the public on the proposed collection day changes would commence in late April and May 2013 with the round reduction being implemented on 1 June 2013. The revised bank holiday Monday 'slip a day' collection arrangements being first employed in August 2013.

5.4 The work required to the West Marsh Road depot would begin as soon as is practicable to do so. However, it will not be possible to complete all of the work and moves planned at Holbeach depot until after the flower parade in May 2013.

#### **6.0 IMPLICATIONS**

##### **6.1 Carbon Footprint & Environmental Issues**

6.1.1 Based on current levels of fuel consumption, a reduction of one round is estimated to produce an estimated annual carbon equivalent saving of 41,669KgCO<sub>2</sub>e.

##### **6.2 Constitution & Legal**

6.2.1 This is a key decision and was published within the Key Decision Plan.

6.2.2 As a result of the staffing issues contained within this report the recommendations will be made to full Council for approval.

##### **6.3 Contracts**

6.3.1 The Council's vehicle supply and maintenance contractor has agreed to take back the refuse collection vehicle, which will be no longer required without any compensatory payment.

## 6.4 Crime and Disorder

6.4.1 No implications.

## 6.5 Equality and Diversity & Human Rights

6.5.1 As detailed in the body of the report.

## 6.6 Financial

6.6.1 The estimated cost reductions and expenditure resulting in the net savings/costs to the Council based on today's prices and budget items is included in Table 2 below:

Table 2: Estimated cost/savings

Proposal	Financial Year			
	2013/14	2014/15	2015/16	2016/17
Revenue cost of barrier maintenance West Marsh Rd Depot	0	£250	£250	£250
Equalisation of pay and conditions	£19,692	£33,994	£56,217*	£71,495*
Bank Holiday Monday collections revised arrangements	£0	£0	£0	£0
Refuse and Recycling round reductions	(£51,948)**	(£67,338)	(£67,338)	(£67,338)
<b>Net revenue saving/cost</b>	<b>(£32,256)</b>	<b>(£33,094)</b>	<b>(£10,871)</b>	<b>£4,407</b>
<b>Capital Costs</b> - Health and Safety Works at West Marsh Road & Holbeach Depots	£30,687	£0	£0	£0

\*Not including £1,585 additional pay protection costs.

\*\* Part year savings due to 1<sup>st</sup> June 2013 implementation date

## 6.7 Risk Management

6.7.1 This report is presented to members suggesting measures that will assist in reducing risks the council is currently exposed to.

6.7.2 The risk of service disruption following the implementation of the round reductions and hence collection day changes are highlighted in section 2.2 together with mitigation measures necessary.

## 6.8 Staffing

6.8.1 As referred in the body of the report.

## 6.9 Stakeholders / Consultation

6.9.1 Formal consultation with the staff and unions on the pay and conditions equalisation proposals and collection round reductions will need to be held in accordance with the Council's consultation timetable for contractual changes. Informal consultations have been positive.

6.9.2 In drafting the report the Council's human resources and assets units and the Council's health & safety advisor have been consulted.

## 7.0 WARDS/COMMUNITIES AFFECTED

7.1 The specific wards that will be affected by the proposed reduction in collection rounds and therefore collection day changes are listed in Appendix A. All wards will be affected by the Bank Holiday Monday slip a day collections proposals.

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Background papers:-           None

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### **Lead Contact Officer**

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**Key Decision:** Yes

**Exempt Decision:** No

### **Appendices attached to this report:**

Appendix A – Part of Villages which will have collection day changes

Appendix B – Villages Receiving a Refuse and/or Recycling Collection on a Monday

## **APPENDIX A**

### Part of Villages which will have collection day changes

Fleet Hargate; Moulton Eaugate; Whaplode; Fleet/Gedney; Sutton Crosse; parts of Spalding; Gedney Dyke; West Pinchbeck; Moulton Seas End; Shep Stow; Weston; Wingland; Gedney Drove End; Little London (Spalding); Gedney Hill/Sutton St Edmund/Holbeach Drove/ Throckenholt.

## **APPENDIX B**

### Villages Receiving a Refuse and/or Recycling Collection on a Monday

Recycling and refuse collection collected on the same day – Pinchbeck; Gosberton; Donnington; Surfleet; Quadring; West Pinchbeck; Gosberton Clough; Gosberton Risegate; Surfleet Seasend; Quadring Eaudike; Quadring Fen; Gosberton Cheal; and part of Spalding.  
Refuse only - Pode Hole; Tongue End; Wykeham; Deeping St Nicholas