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High-Light



THE TRI-SERVICE MAGAZINE OF HIGHLAND RESERVE FORCES' AND CADETS' ASSOCIATION



Medical Stretch
Pages 10 & 11

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Busy and productive time for Association

In the editorial to the last issue of High-Light I mentioned the forthcoming general election as well as the participation of Mark Lancaster MP, then Parliamentary Under-Secretary of State for Defence Veterans, Reserves and Personnel, at our Annual Association Meeting.

While steering well clear of party politics – one of our Association's key values is of course to remain resolutely apolitical, the old adage about change being a constant has again been underlined post-election by the promotion of Mr Lancaster to Minister of State for the Armed Forces ... which must be good news for us as well as for him!

Closer to home, change has been evident in the home team, with the retirement of Andy Forry and with Avril Blyth taking on the newly-created Head of Support Services post. As you will read in the following pages there has been change too in the Employer Engagement area, with Michelle McKearnon (pictured, right) joining us from Forth Valley Chamber of Commerce.

Also covered in this issue is the Executive Board's decision to disband the North Eastern Area Committee and to reallocate its members to the Northern and Eastern Area Committees. There is little for me to add here, other than to record in these pages the sincerest thanks of the HRFCA Chairman, Executive Board and membership at large to outgoing Committee Chairman John Lemon for his tenacity and determination in keeping the Committee viable for as long as possible. John has continued to mastermind and support numerous highly effective events including, notably, a most successful Cadet

Beating Retreat dress rehearsal at Gordon Barracks in August 2016, which was attended by a wide cross-section of our friends and supporters.

Elsewhere in this edition you will find much that I hope is of interest, including reports on another full Summer Season, which this year included HRFCA's presence at Leuchars Station's inaugural Open Day and the RAF Lossiemouth Families' and Friends' Day as well as the regular fixtures of Stirling Military Show and Dundee's and Clackmannanshire's Armed Forces Day celebrations, to name just a few.

Notwithstanding continuing tightening of purse-strings, the Estates team is pressing on with much-needed capital works projects in Dunfermline and Arbroath.

One other success of note is the nomination of two of our important employers – Forth Valley Chamber of Commerce and NHS Golden Jubilee Foundation for the coveted Armed Forces Recognition Scheme Gold Award, as well as a clutch of new Silver Award winners. We will report on the presentation of both sets of awards in the next issue.

For now however I commend this edition of *High-Light* to you as a record of a busy and productive period in the life of the Association.



Mark Dodson



Brigadier Dodson chats to Argyll & Sutherland Highlanders Battalion ACF Cadets during a trip to their annual camp at Swynnerton in Staffordshire.

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Sun shines on successful Stirling show

Cadets during the parade.



Large crowds enjoyed great summer weather at King's Park for Stirling Military Show on 17 June.

There was a large and diverse range of attractions including a Royal Navy diver in a glass-fronted tank, military vehicles old and new, interactive stands from the RM/RMR, RRS, ATC, Army Medics, 154 Regt and many others.

The parade stepped off from Port Street at 12.05 and arrived at the showground on the dot of 12.30.

With the roar of the motorcycles from The Riders Branch of the Royal British Legion Scotland marking the moment the parade was inspected by Lord-Lieutenant of Stirling Ian Simpson OBE, Stirling's new

Provost Mrs Christine Simpson and Lt Col Piers Strudwick, CO of 7 SCOTS, who all chatted to the cadets and veterans on parade.

The highlight of the arena show was a simulated engagement by 7 SCOTS with the SNIY in support; Capt Mac McKenzie was credited with putting this impressive demonstration of infantry tactics together.

The Cadet Association Drill Competition was exciting and well-contested as ever with honours this year going to the Air Training Corps with their cadets from 1019 (City of Stirling) Squadron.

The arena show concluded with Beating Retreat in the late afternoon sunshine.

The Highland RFCA Association Chairman, Chief Executive and Southern

Area members welcomed a wide range of guests, friends old and new to an arena-side view and refreshments in the Cruachan tent – a facility provided by HRFCA in collaboration with 7 SCOTS and Stirling Council. Theresa and her expert team of caterers looked after more than 120 guests and hosts.

The HMS FORTH CO, Cdr Bob Laverty, and members of his Ship's Company provided welcome hosting support.

All agreed that it had been a highly successful show, underlining its status as Scotland's premier Armed Forces Week event and helping to ensure that the Armed Forces community remains an integral, visible and valued part of the community, both in Stirling and across the Country.



HRFCA's VIP tent was the perfect spot to watch goings-on in the arena.



Three generations of the McKearnon family manned our publicity stand, with new HRFA REED Michelle (left).



Lord-Lieutenant of Stirling Ian Simpson OBE (left), Stirling's new Provost Mrs Christine Simpson and Lt Col Piers Strudwick, CO of 7 SCOTS (centre) inspected the parade.

Great turnout as Alloa shows its support

Alloa Town Hall once again provided the focus for the Clackmannanshire Armed Forces Day event.

The sun shone as Parade Commander John Barrett met dignitaries and guests, including HRFA representatives, at the town hall shortly before events got under way.

At 10.15am Dollar Academy Pipe Band led the parade through the town followed by Royal Regiment of Scotland Pony Major Mark Wilkinson with mascot Lance

Corporal Cruachan IV and his predecessor Lance Corporal (Retd) Cruachan III; RBL Clackmannanshire and district representatives and veterans; Dollar Academy Combined Cadet Force; Air Cadets from 383 (Alloa) Sqn; Army Cadets of the Clackmannan Company of the Argyll and Sutherland Highlanders; and Girlguiding Clackmannanshire.

The parade then formed up outside the town hall and was presented to Lord-Lieutenant for Clackmannanshire, Lt Col (Retd) Johnny Stewart accompanied by the Provost of Clackmannanshire

Council. A welcome speech followed before Piper Andy McLucky played the Royal Salute as the Armed Forces Day Flag was raised.

A civic reception then followed for invited guests in the town hall where the Lord-Lieutenant presented certificates to this year's Lord-Lieutenant Cadets.

As in past years, there was a really great turnout for the event with schoolchildren, locals and visitors filling the streets to show their appreciation for our armed forces.





Veterans form up in City Square.

Dundee celebrates Armed Forces Day

HRFCA joined Reserve units, Cadets and Veterans at Armed Forces Day in Dundee on 1 July.

Once again the city lived up to its reputation as Scotland's sunniest, serving up pleasantly warm conditions.

The event in the city centre was very well attended, with visitors enjoying stands from a variety of Reserve units – including Royal Naval Reservists from HMS Scotia, RMR Scotland, 7 SCOTS, 225 Med Regt, and C Squadron of the Scottish and North Irish Yeomanry – Sea Cadets from Dundee and Methil, RAF Air Cadets from Dundee and the surrounding area, Army Cadets from Angus & Dundee Battalion, and a variety of charities.

The highlight of the day was the parade of Veterans and Cadets from the High School of Dundee. Mains of Fintry Pipe Band led this down Reform Street to City Square.

Dundee's new Lord Provost Ian Borthwick, who later inspected the Veterans and Cadets, took the salute.

Other activities in the City Square included a gun run from the Sea Cadets, and singing and dancing from a variety of local youth and community groups.

HRFCA had secured a prime spot just outside the Overgate Centre and staff, including Regional Employer Engagement Director Ron Macgregor and Head of Engagement Dai John, spent a fruitful day explaining the Association's role in supporting Reservists and Service Cadets.



The HRFCA stand (left); and (right) Dundee Lord Provost Ian Borthwick (centre) takes the salute.



A young visitor on a WMK which made up part of C Squadron of the SNIY's display.



Left to right: Cadets from each of the services march down Reform Street.



Sun shines on Exercise Executive Stretch

Edinburgh was once again the venue for Exercise Executive Stretch.

The 5-7 May event was designed to offer civilian managers a taste of military life while helping develop leadership and team-working skills.

Seventy-five participants from a range of organisations – including Fife College, Standard Life, West Dunbartonshire Council, Thorntons Law, Dundee City Council and the Golden Jubilee Foundation – were welcomed to Redford Barracks by Scottish & North Irish Yeomanry (SNIY) CO Lt Col Toby Gaddum.

The action took place over three gloriously warm and sunny days at Redford, Castlelaw Training Area and Dregghorn Barracks with the participants broken into seven teams.

The SNIY was the lead unit with 51 (Infantry) Brigade delivering the exercise. Units providing stands were 6 Scots, 7 Scots, 105 Regt Royal Artillery, 71 Regt Royal Engineers, 154 Regt RLC, 32 Signal Regt, 5MI, the RNR from HMS Scotia, 243 Prov Coy 1 RMP, 205 Field Hospital, CEUOTC, and 603 Sqn RAuxAF.

Stands included a gun run, bridge clearance, minefield vehicle extraction, message decryption, life raft drill, CSI, medical activity, vehicle search, planning exercise, and Dismounted Close Combat Trainer (DCCT).

Participants also had the opportunity to take part in harbour drills before spending the night out at Castlelaw.

The competitive exercise was rounded off with an assault course and stretcher run at Redford on Sunday morning before the final scores were announced and presentations made by 51 (Infantry) Brigade Deputy Commander (Reserves) Col Stephanie Jackman.

The event was won by Syndicate 7 (no bibs), with Syndicate 2 (red/black) second, and Syndicate 4 (blue) third.

There was lots of positive feedback from participants and the event judged a resounding success.





NHS staff given taste of military life



Participants gathered at Edinburgh's Redford Barracks for Exercise Medical Stretch 2017.

The 205 Field Hospital-organised event saw 55 participants from organisations across Scotland – including from NHS Fife and NHS Western Isles — tackle a range of stands designed to improve self-confidence, communication skills, leadership and teamwork.

The activities – which took place at the Castlelaw and Dreghorn Training Area – were wide-ranging and included an obstacle course/ stretcher run, lifeboat drill, planning exercise, information analysis, casualty extraction, vehicle recovery, concealment and crime scene

investigation. Stands were run by personnel from 205 Fd Hosp, HMS Scotia, 5 MI Bn, CEUOTC, 612 Sqn, 225 Med Regt, 106 Bn REME, the SNIY, and 243 RMP.

Visitors to the event included the CO of 205 Field Hospital Col Helen Singh, CO of 225 Med Regt Lt Col Sarah Lambirth, Lowland RFCA Chief Executive Col Robbie Gibson, and HRFCA Chief Executive Brig Mark Dodson. The event was rounded off with an evening social event and prize giving ceremony back at Redford Barracks.

Event winners were the team from NHS Dumfries & Galloway (tackling the assault course, above) and the runners-up were the team from NHS Lothian's Emergency Department.



The stretcher run course made good use of the hilly terrain at Dreghorn Barracks in Edinburgh.





Lifeboat drills were overseen by reservists from HMS Scotia.



Classroom based activities were used to challenge participants.



Leuchars Open Day attracts thousands



HRFCA Assistant Chief Executive Terry Cowan tells Wave Radio about the work of the Association.

HRFCA joined the large crowds at Leuchars Station Open Day on 3 June.

Thousands of visitors enjoyed the wide range of attractions on offer.

Those included a military village with static and interactive displays from a range of units including 7 Scots, the SNIY, Royal Engineers and 612 (County of Aberdeen) Squadron of the Royal Auxiliary Air Force.

Cadets and Reserve units were well represented too, with the laser clay pigeon shooting range run by Burma Company of The Black Watch Battalion ACF a huge draw.

Trade stands were set out in one of

the base's large hangars, which also housed a display of supercars, including a Bugatti Veyron and models from Porsche, Ferrari, McLaren and Lamborghini. For real performance enthusiasts there was an RAF Typhoon at the other side of the showground.

There was also a range of food stalls catering for all tastes and a variety of rides and slides for the young and young at heart. A group of Star Wars characters also mingled with the crowd.

The centrepiece of the event was the arena, which hosted Pipes & Drums from the Scots DGs and RAF, physical training and combat displays, a gun run, choir,

band, falconry show and more. The HRFCA tent did brisk business with lots of community engagement and awareness taking place.

Our giveaways proved popular with lots of pens, wristbands and shopping bags now out there in the community. We were also able to direct potential Reservists and Cadet Force Adult Volunteers to the appropriate stands.

Wave Radio – which provided music and commentary throughout the day – also visited our stand giving Assistant Chief Executive Terry Cowan the opportunity to spread the HRFCA message over the PA system, airwaves and internet.



A Typhoon was on display at the former RAF base.



Stormtroopers mingled with the crowds.



HRFCA Head of Engagement Dai John chats to the public.

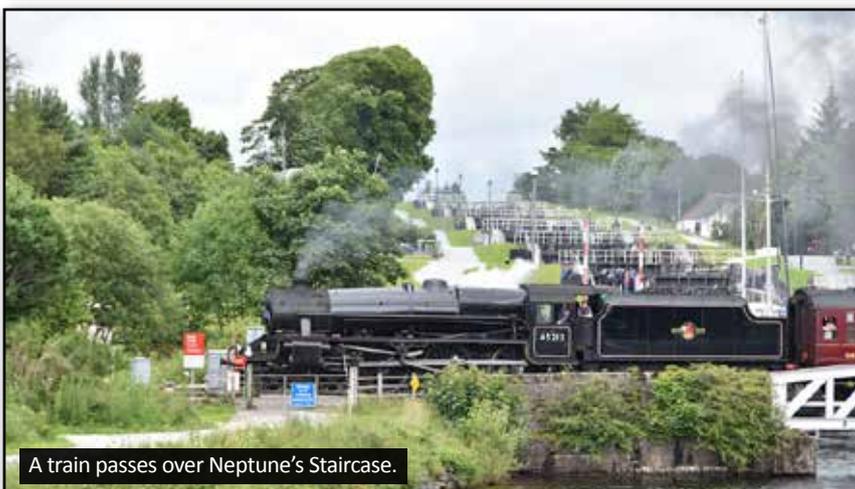


Lt Andy Osborne (left) with John and Fergus MacLachlan.

Employer gets to see Royal Navy in action



HMS Dasher



A train passes over Neptune's Staircase.

On 3 July employer John MacLachlan of the John MacLachlan Group Oban Ltd, and his son Fergus (15) embarked with the Royal Navy for a sea passage from Oban to Corpach.

For John, a keen amateur sailor, it was his first opportunity to sail in a Royal Naval vessel and one which he and Fergus both said they thoroughly enjoyed.

HMS Dasher – a P2000 Archer Class patrol and training vessel – was conducting a round-Britain deployment with URNU cadets from a number of UK universities, this leg being manned by undergraduates from Bath and Bristol universities.

The students are studying a wide range of subjects, including medicine, engineering and humanities.

The visitors were made to feel most welcome by the ship's CO, Lt Andy 'Oz' Osborne and his small crew as they sailed in convoy with another P2000, HMS Pursuer, to the Corpach Sea Lock.

Following that, the vessels negotiated Neptune's Staircase, Thomas Telford's world-famous eight-lock staircase, with Ben Nevis forming an impressive backdrop.

Neptune's Staircase gave the URNU cadets plenty of opportunities to practice their seamanship and mooring skills under the clear direction and watchful eye of their Captain and with holidaymakers and walkers looking on.

Overall this was a great opportunity to observe the Navy in action, and to see at first hand the skills and team working of the URNU cadets. The trip was arranged through Highland RFCA, with Head of Engagement Dai John on hand to meet John and Fergus upon their arrival at Corpach.

Caithness cadets build on teamwork

Army Cadets from Caithness have recently taken part in an outward bound course building on team working skills.

Thirteen members of Caithness Company, 1st Battalion the Highlanders, took part in the five-day course at The Outward Bound Centre at Loch Eil near Fort William.

The aim of the courses is to inspire and motivate young people in the natural environment, away from distractions. Participants learn a deep appreciation of the balance between risk, reward and

responsibility and leave with transferrable essential life skills.

The course saw the cadets take part in various exercises and activities, including gorge walking, rock climbing, canoeing and an overnight expedition.

The last day saw the group take on raft building, with each of them split into two teams led by an adult from the company who was down looking after them – Sergeant Instructors Natalie Sutherland-West (18), from Castletown Detachment, and Jordan Tillier (25), from

Wick Detachment. After the rafts were built the cadets put them into the loch for a race, which was won by SI Sutherland-West's team.

Eleven cadets took part in the course: CSgt Lani Jones (17), LCpl Kieran Sutherland-West (15), LCpl Keoni Jones (13) from Castletown Detachment, LCpl Hugh MacKay (17) from Farr Detachment, Cpl Dylan Gunn (16), Cdt Nicole Gunn (14), Cdt Sophie Gunn (13), Cdt Ethan Clarke (17), Cdt Rohan Bradley (12), Cdt Demi Steedman (14) from Thurso Detachment and LCpl Hayden Wadsworth (14) from Wick Detachment.



All set for a day on the water.



Rafts built, now time to test them!



The cadets of 470 (Falkirk) Squadron of the Air Training Corps have been making good use of their new gazebo.

They recently supported the Falkirk Race for Life event, securing a prominent pitch at the start line which was an ideal spot to grab people's attention and raise awareness of the Squadron and the ATC.

Approximately 1000 people took part in the Cancer Research-organised event at Callendar Park.

The Squadron – which is part of West Scotland Wing ATC – purchased the 4x3 metre gazebo, feather flags, custom table cover and accessories using a Highland RFCA grant.

Pilot Officer VR(T) Marc Esson, the Squadron's Adjutant, said: "The new gazebo and equipment is really proving its worth and is a fantastic PR device for the Squadron."



Cadets from Alness-based 379 (County of Ross) Squadron were honoured to host Her Majesty's Lord-Lieutenant of Ross & Cromarty, Mrs Janet Bowen.

Mrs Bowen visited the Squadron to present the Lord-Lieutenant's Cadet award to Flight Sergeant Jasmine Henderson.

The award is selected annually and bestowed on cadets who show outstanding contributions to their unit and community. Nominations are passed to HRFCA for scrutiny and then forwarded onto the respective Lord-Lieutenant for consideration.

The role of Lord-Lieutenant's Cadet lasts for one year and during that time, Flight Sergeant Henderson will assist the Lord-Lieutenant in formal duties and will act as an ambassador for the RAF Air Cadets and the young people of Ross & Cromarty.

Camp was action-packed

The Argyll and Sutherland Highlanders Battalion ACF enjoyed their summer camp at Swynnerton Training Camp in Staffordshire.

Highlights included the promotion of new Cadet RSM, Jamie Tawse from Callander, visits to the National Memorial Arboretum (Argyll and Sutherland Highlanders Memorial, remembrance service, Armed Forces

Memorial), and the RAF Museum at Cosford. Other activities included fieldcraft, shooting, canoeing, raft building, confidence course, clay target shooting, obstacle course, Battalion parade, drill competition, paintball, archery, orienteering, barbecue, and disco and military skills competition.

HRFCA Chief Executive Brigadier Mark Dodson visited the camp on 12 July and had the opportunity to speak to cadets and adult volunteers.



The cadets had a great time in Staffordshire.



HRFCA Chief Executive Mark Dodson gets a first-hand account of how the camp has been going.



Cadet Staff Sergeant Emma Gove, of Dunfermline Detachment of The Black Watch ACF, is the new Lord-Lieutenant's Cadet for Fife.

Cdt SSgt Gove received her Lord-Lieutenant's Cadet certificate in June from The Lord-Lieutenant of Fife, Mr Robert Balfour.

Cdt SSgt Gove will assist the Lord-Lieutenant in formal duties and will act as an ambassador for the ACF during her year in the role.

Also pictured is the proud Commandant of The Black Watch Army Cadet Force, Colonel Craig Hubbuck.

Becoming a Lord-Lieutenant's Cadet is one of the highest honours a cadet can achieve.

205 Field Hospital take to the trails

By Lt Sam Donaldson

Personnel from 205 Field Hospital deployed from across Scotland to Cameron Barracks, Inverness, for a week of Adventurous Training.

Exercise Hardtail Serpent consisted of mountain biking for various ability levels at numerous locations across the Highlands.

Upon arrival in Inverness personnel spent the afternoon of their first day familiarising themselves with their bikes, and learning the basic theory that would get them through the week; essential knowledge from weight distribution on the bike to how to fix a puncture. After the lessons were completed the new bikers' skills were put to the test on an obstacle course.

Day 2 was the group's first chance to get a taste of the Scottish countryside as they travelled to the Red Rock Trails at Learnie and to Strathpuffer. The group split into smaller teams in line with the individual ability and fitness levels of each rider. Each team got the chance to test the water on their new bikes in a comfortable environment before moving to more difficult trail centres as the week progressed.

Learning opportunities

By Day 3 of the Exercise the group had accumulated a number of sore backsides! However, undeterred, Glenlivet Trail Centre in the Cairngorms was the location for a third day of cycling and the first to provide some real challenges. Fitness levels and technical abilities of each member of the team were heavily tested... even some of the mountain biking leaders found themselves "tasting the gravel" during the day – yielding some very comical video footage. Various obstacles and difficult sections of track supplied plenty of learning opportunities for everybody involved.

At the half way point of the week the group returned to the Red Rock trails for a competition which involved an overall team element and included a downhill race section. Everybody gave the day their all, especially on the downhill section which required a great deal of bravery from everyone; in

particular 2Lt MacEwan who rocketed down the section in a staggering time of 1:20, somehow staying in one piece. The overall competition was won by Lt Col Bryce Randalls and Capt Ryan Adams who both performed consistently well in all aspects of the day, proving there is more to biking than just mindless speed – maybe.

On the fifth and penultimate day of the Exercise, the now budding downhill biking enthusiasts travelled all the way down the A9 to the Wolftrax at Laggan. These trails gave the teams their most technically challenging day so far including Ayr's Rock (a sheer rock face with five metres of drop) and some very technical downhill sections comprising several sharp drop-offs and many twists and turns. This centre again provided a couple of unintentional dismounts, some which were especially sore to watch back in slow motion on video – much to the amusement of those that had managed to stay upright. Despite this, everybody began to demonstrate progression in many areas, learning from past experiences, taking learning points forward.

For the final day the team made the early start count by travelling to Fort William to tackle the Nevis Range – the site of the Mountain Biking World Championships. By this point in the exercise we had more sore joints and bruised backsides than there were hours in the day. Nevertheless everybody showed grit and determination right through to the end. Fortunately we all managed to stay firmly on our bikes and each team was rewarded with a mix of cross country biking as well as downhill – some of the group even attempted the final section of the World Championship course.

Overall, everybody involved demonstrated a clear progression throughout the week with some showing some great leadership potential going forward.

A brilliant week was had all round and each member of the team learned a lot. This combined with no hospital admissions, and no radiologically confirmed fractures, the week could be considered a great success!



Mastering vital skills for the week ahead.



Lt Col Colin McCormick takes a fall at Glenlivet.



Lt Col Bryce Randalls and Capt Ryan Adams (pictured with CO Col Helen Singh) won the biking competition.

Ayr's Rock at Laggan Wolftrax provided a tough challenge.



Corporal Gemma Henderson at Glenlivet.



The team at the World Cup course in Fort William.

HRFCA provided financial support for the purchase of mountain bikes for Aberdeen-based A Det of 205 Field Hospital. Many thanks to them for supplying us with this article.



The event was held at the RBLs premises in Nairn.



Ron Macgregor speaks to visitors about the value of reserve service.

Community engaged at 7SCOTS event

7SCOTS held a successful Armed Forces employer and community engagement event at the Royal British Legion Scotland in Nairn.

The 21 June gathering was organised at the request of the Lord-Lieutenant of Nairn with all arrangements made by Major Alec Rose (C Company, 7SCOTS) and was hosted by Lt Col Bob Towns, President of RBLs Nairn.

Fifty guests attended and, while some were already on side, there were a high percentage of first timers.

Lord-Lieutenant Ewen Brodie gave a brief introduction before handing over to

Maj Rose who gave a presentation on the role, work and benefits of reserve service both in the community and to employers.

Six further speakers followed. They were: Pte Saul Bruce; Pte Henry Dickinson; Pte Robinson; L/Cpl Kyle Bruce (Black Watch); Maj Rupert Reid (Mil Prov Reg); and Cadet RSM MacKellar (1HLD RS ACF). Each gave a brief summary of their experience and highlighted the benefits of transferable skills.

HRFCA's Regional Employer Engagement Director Ron Macgregor then spent 10 minutes giving an informative presentation on his history, reserve service, staff development, Armed Forces

Covenant and the Defence Employer Recognition Scheme.

The audience were then split into four groups and visited four different stands each displaying very different aspects of reserve service ranging from music, first aid and field rations to everyday actions that are enhanced/developed with reserve service.

The guests reassembled for a meal prepared by the 7SCOTS catering team, with the opportunity to chat about the evening and ask any questions they had.

Feedback from the night was very positive with a number of useful contacts and lines to follow up being made.



HRFCA attended the European Pipe Band Championships held at Grant Park, Forres, on 25 June. Thousands of pipers and drummers from across Europe took part, as did drum majors and Highland dancers. Along with the world-class piping there was a range of other entertainment and 100+ retail stalls, funfairs and food and drink for the large crowd to enjoy. HRFCA Head of Engagement Dai John and Assistant Chief Executive Terry Cowan manned the HRFCA stand where, among others, they chatted to (pictured with Terry) Pte Saul Bruce (7 SCOTS). For the record Inveraray & District Pipe Band were crowned European Champions 2017.



HRFCA went full throttle on 18 June after receiving an invitation to watch Round 4 of the MCE Insurance British Superbike Championship (BSB).

The RAF recruiting team asked us along to Knockhill Racing Circuit in Fife for a trackside view of two BSB races featuring the RAF Regular & Reserve Kawasaki team.

Head of Engagement Dai John (pictured, left) had the chance to visit the team garages, paddock and pits.

The first two races went to the RAF team and talented rider Jake Dixon (21).



Area Committee structure changing

Big changes are afoot for HRFCAs Area Committee structure.

After many years with Area Committees based in the North, North-East, East and South of its region, HRFCAs Executive Board concluded on 10 August that the interests of the Reserve and Cadet units supported by the Association would best be served by realigning the membership into Northern, Eastern and Southern Area Committees.

The decision followed a great deal of discussion on how to take forward the Association's work as efficiently as possible.

Other options considered were to maintain the existing status quo or to adopt a more radical approach by making a bold adjustment to form two large Area Committees.

Unsustainable

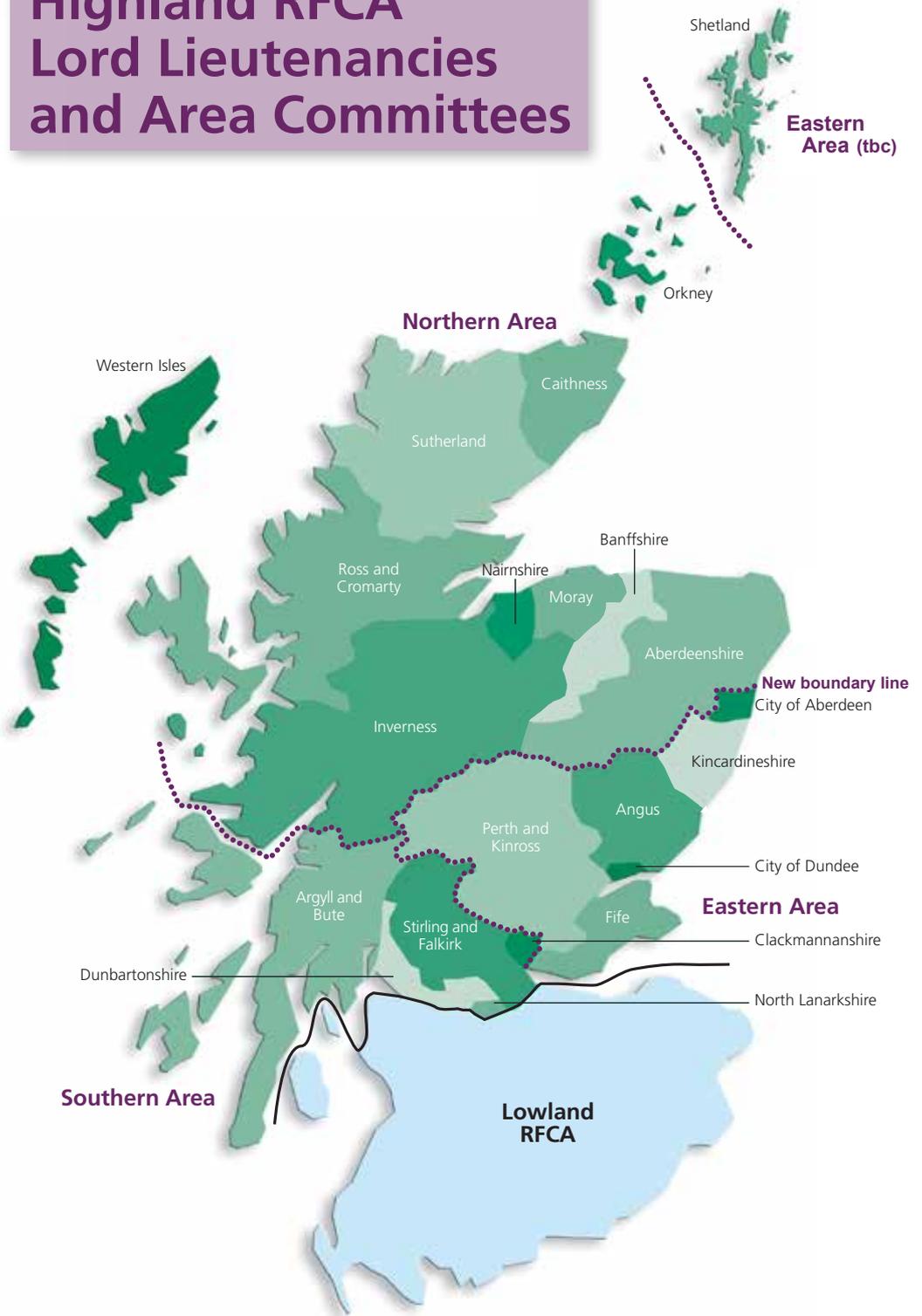
However, with no volunteers willing and able to take on the key NE appointments of Chair, Vice-Chair and Representative Members, the former was thought by the Board to be unsustainable, while the latter would impose further time and distance challenges for those members travelling from further afield while offering no convincing beneficial offsets.

With the changes taking immediate effect, all Lord-Lieutenants whose Lieutenancies fall within the HRFCAs area have been advised individually and Association members informed via email.

The North-Eastern Area Committee meeting planned for October will now not take place.

Former North-Eastern Area Committee members will be invited to either the Northern Area meeting or the Eastern Area Committee meeting instead. Both of those will be held in October (Dates on Page 20).

Highland RFCA Lord Lieutenancies and Area Committees



A decision on whether Shetland should be part of the Northern or Eastern Area will be made following the HQ 51 Inf Bde review of Independent Cadet Batteries' command and control arrangements in October. The map shows the revised

Area Committee boundaries, with Kincardineshire and the City of Aberdeen being incorporated into the Eastern Area and the balance of the previous North-Eastern Area being subsumed into the Northern Area.

Organisations pledge Armed Forces support



Global Energy: Jia Lesperance and Wg Cdr David Caddick.



Argyll & Bute: Armed Forces Champion Barbara Morgan, Cleland Sneddon and Cdr John Livesey.



IED Training: Paul Barrett, Ian Clark and 45 CO Lt Col Tony Turner.

Recent Armed Forces Covenant signatories include Argyll and Bute Council, Global Energy Group, and IED Training Solutions Ltd.

On 9 August Global Energy made its commitment to support the country's servicemen and women wherever and however it can and to ensure no member of the Armed Forces should suffer any disadvantage as a result of their service.

Global's Business Manager Jia Lesperance signed the pledge with the document co-signed on behalf of the Ministry of Defence (MoD) by Wing Commander Dr David Caddick RAuxAF.

The Inverness-based organisation, which now holds the Employer Recognition Scheme Silver Award, is a successful,

award-winning energy sector service group.

Argyll and Bute Council made their commitment in Helensburgh on 10 August.

Council Chief Executive Cleland Sneddon signed the Covenant with HM Naval Base Clyde's Executive Officer, Commander John Livesey, co-signing on behalf of the MoD.

Mr Sneddon said: "On behalf of Argyll and Bute Council I would like to pay tribute to every member of our Armed Forces, their families and our veterans. They have made sacrifices for us and for our country and deserve our thanks, our respect, and our support."

Arbroath-based IED Training Solutions Ltd signed the document on 21 August at RM Condor, which is home to 45 Commando Royal Marines.

IED Director Paul Barrett signed on behalf

of IED with the document co-signed on behalf of the MoD by 45 Commanding Officer Lt Col Tony Turner.

IED provides real life training and support services nationally. Ex-Royal Marine Paul co-founded IED Training in 2015 with fellow Royal Marine veteran Ian Clark.

In addition to the Covenants, both Argyll and Bute Council and IED received a Defence Employer Recognition Scheme (ERS) Bronze Award.

The ERS awards encourage employers to support defence and inspire others to do the same. The prestigious Bronze, Silver and Gold awards are for employer organisations that pledge, demonstrate or advocate support to defence and the Armed Forces community, and align their values with the Armed Forces Covenant.

New REED welcomed to Association

HRFCA welcomed new Regional Employer Engagement Director (REED) Michelle McKearnon to the organisation on 4 September.

Michelle joined us from Forth Valley Chamber of Commerce where she was CEO for two years. Other posts have included Business Development Manager in both the public and third sectors, running her own English language teaching and translating business, and working as an education officer in a tropical butterfly house! A varied work history which brings a multitude of skills to her new role . . .

Michelle has been the lead for the Scottish Chambers of Commerce in supporting the Armed Forces agenda for the past four years, encouraging several Chambers to sign up to the Armed Forces Covenant at local level, as well as achieving a commitment at national level to support Reservists, Veterans

and Spouses into civilian employment. As a result of her engagement, Forth Valley Chamber successfully achieved the prestigious Defence Employer Recognition Scheme Gold Award status in August.

Michelle has been married to Paul for 30 years and they live in Fife along with General Jones the cat. She has two grown up daughters and one teenage son. What little free time she has is spent either reading or beachcombing for sea glass and other treasures!

Ron Macgregor, the Association's



Michelle McKearnon

longstanding REED, is staying in that role on a part-time basis and will be working two-and-a-half days a week.

Ron will be working closely with Michelle, sharing the knowledge and experience he has gathered after nearly two decades in the REED role.

Naval-themed Tattoo hits right notes

Highland and Lowland RFCAs hosted guests from across their respective areas at the Royal Edinburgh Military Tattoo on 15 August.

After a light supper in the Garrison Officers' Mess and a welcome address from Lowland Chairman Colonel Allan Lapsley the party strolled down through the Castle, meeting a number of the participants behind the scenes before taking their seats for the show.

The audience was treated to a colourful and exciting naval-themed event, with performances from musicians and dancers from as far afield as Japan, the United States and India.

As well as the musical items, the show organisers managed to transform the arena into a simulated aircraft carrier flight deck, complete with Lynx helicopter and landing lights, setting the scene for a precision drill demonstration by the Queen's Colour Squadron of the RAF Regiment, supported by the Band of the Royal Marines.

After a rousing conclusion featuring the pipes and drums, massed bands and all the performers in a rendition of Leonard Cohen's 'Hallelujah', guests were thanked for coming by showrunner Brigadier David Allfrey MBE, and Principal Guest Air Marshal Sir Graham Stacey KBE CB was made a Clan Chieftain for the evening.

HRFCA's guests included Seona Shand of Aberdeen and Grampian Chamber of Commerce, Gillian Black, Business Development Manager at Macdonald Hotels, Clackmannanshire Provost Tina Murphy, Elaine Middleton of the Career Transition Partnership, Anne Campbell from Oban-based John MacLachlan Ltd, and Douglas Millican, Chief Executive of Scottish Water.



Above: A packed crowd watches the show.

Right: Guests received a look behind the scenes before taking their seats.



Forthcoming Events

3 October	Northern Area Meeting (Inverness)
4 October	Ex Joint Warrior Employer Visit (RAF Lossiemouth)
12 October	Eastern Area Meeting (Dundee)
26 October	Southern Area Meeting (Dumbarton)
2 November	ERS Silver Awards (Edinburgh Castle)
7 November	HRFCA XB/Council Meeting (Seathwood)
16 November	CRFCA Council/Board Meeting (London)
21 November	Scottish Parliament Visit
5 December	CRFCA Regulatory Board Meeting (London)
6 December	CRFCA Annual Briefing (London)
8 February 2018	HRFCA XB Meeting (Murrayshall, Perth)
24 March 2018	HRFCA Annual Association Meeting (Perth)



What do YOU want to see in your *High-Light*?

Contributions are always welcome from readers

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