

High-Light



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



**ERS Silver
Awards**
— Pages 6 & 7

Substantial change to Estate

Welcome to the summer edition of *High-Light* which comes at a key time for HRFCA as we prepare to hand over many of our estate management responsibilities to a Regional Prime Contractor, Mitie, with effect from 1 August.

There follows a six month transition period, at the end of which all of the Ministry of Defence's Estate will be managed in the same way as part of the Future Defence Infrastructure System (FDIS). This is a substantial change for us and the Estate team is to be congratulated on preparing for the change whilst continuing to run day to day operations, many of which are covered in this issue, up to 31 July.

A significant review of the Defence Relationship Management organisation, of which our Regional Employer Engagement Director teams are part, is also under way and the

outcomes of this will be reported in the next issue. But, as can be seen in the following pages, Engagement activity in many shapes and forms continues apace.

As I write the cadet Summer Camp season is in full flow. Like last year, there have had to be some late notice changes in reaction to reallocation of the training estate for other higher priority defence needs. The Professional Support Staff (PSS) have done a tremendous job to react and adjust the camp support plans so that the cadet experience continues to deliver for the youngsters.

My thanks to Ally Duncan for again putting this issue together, and to you the Reserve and cadet units for providing the material to give a full flavour of what is happening in the Reserves and cadet space. Keep the stories coming!

Mark Dodson



Cadets from 1st Battalion The Highlanders ACF enjoying abseiling during Summer Camp at the Warcop Training Area in Cumbria.



Brigadier (Retired) Dodson speaks to Cadet Pipe Major Magnus Porter at the Defence Employer Recognition Scheme (ERS) Silver Awards held at The Black Watch Castle and Museum in Perth.

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Members gather for AAM



Highland RFCA members gathered on 20 April for the Annual Association Meeting (AAM).

75 attendees made the journey from across the Highlands and Islands to Discovery Point in Dundee. This was the second time the venue has hosted the AAM, following a successful first event there in 2023.

HRFCA Chair, Captain (Retired) Nick Dorman, opened his final meeting as the Association Chair by welcoming and thanking members.

HRFCA Deputy Chief Executive, Major (Retired) Tom Kerrigan, then turned to the Election of Officials and Resolutions. After voting took place, he thanked those office holders who are stepping down this year, including the outgoing Southern Area Committee: "I would like to record thanks to Captain (Retired) Chris Smith, Major (Retired) Wendy Findlay and Major (Retired) Mike Edwards as their responsibilities are taken on by the team from the Eastern Area Committee as the

Area Committees merge today. Thank you for your valiant efforts to keep the old Southern Area Committee afloat."

Major Kerrigan then handed over to HRFCA President, Robert Balfour, who proposed without objections, that Wing Commander Dr David Caddick be the new Association Chair. The new Chair took the floor to conclude the Executive Board business. He took the opportunity to thank Captain Dorman for his service to the Association and wish him the best for his new venture as Chair of the Council of Reserve Forces' and Cadets' Associations (CRFCA).

HRFCA Chief Executive, Brigadier (Retired) Mark Dodson, then delivered his Annual Report. He gave a detailed update on the activities and environment HRFCA has been operating within over the previous year.

CRFCA Chief Executive, Major General Jamie Gordon, took the floor next to brief members on recent wider changes.

He was followed by keynote speaker, General Sir Richard Barrons, who delivered a thought-provoking

presentation entitled 'The Future of Warfare is Here and the Reserve is Vital'. The Founder and Co-Chair of Universal Defence & Security Solutions covered the new strategic context for the UK's Defence and security; how the 'character of conflict' is changing; and the implications for the Army and its Reserve in the 21st Century.

Updates from the Royal Navy, Army and Royal Air Force took place in the afternoon. The following single Service representatives provided presentations: Naval Regional Commander Scotland & Northern Ireland, Brigadier Andy Muddiman; Commander 51 Infantry Brigade & HQ Scotland, Brigadier Jody Davies; and Air Officer Scotland, Air Commodore Bill Gibson. Members were then able to interact with them during a tri-Service Q&A.

Lastly, President Robert Balfour delivered closing remarks.

Members and guests had the opportunity to take part in a free tour of Discovery Point and Royal Research Ship Discovery.



Major General Jamie Gordon (left) and General Sir Richard Barrons deliver their presentations.



From left: Brigadier Jody Davies, Brigadier Andy Muddiman, and Air Commodore Bill Gibson during the tri-Service Q&A.



David at Discovery Point and (inset) in uniform.

Meet the new Association Chair

Highland RFCA welcomed new Association Chair, Wing Commander Dr David Caddick MBE VR JP PhD RAuxAF to the appointment at the Annual Association Meeting on 20 April (see facing page).

David joined the Regular Royal Air Force (RAF) Regiment in 1979 as a University Cadet and retired as a Wing Commander in 2001. He served in several roles, including light armoured operations, two operational tours in Northern Ireland, and Command of The Queen's Colour Squadron of the Royal Air Force. He has also held staff appointments in the Ministry of Defence, Permanent Joint Headquarters, and Headquarters Strike Command.

After Regular Service, he worked as the Head of Skills Development for a regional development agency and spent a decade running his own management consultancy business until moving into higher education as a lecturer in strategic leadership and management at the University of the Highlands and Islands Business School. The University of the Highlands and Islands is an Armed Forces Covenant signatory and ERS Bronze Award holder. He then retired from academia in 2021.

He has been a member of the RAF Reserve since 2007. During his Reserve career, he has commanded 2622 (Highland) Squadron Royal Auxiliary Air Force (RAuxAF) Regiment at RAF Lossiemouth as well as been a Doctrine and Concepts Staff Officer, a member of

the Reserve directing staff at the Joint Services Command and Staff College, and Deputy Inspector of the Royal Auxiliary Air Force.

He currently serves on the Base Support Group at RAF Lossiemouth. He has been mobilised to serve on operations in Afghanistan, as part of the military response to COVID-19 in Scotland, and more recently as United Nations Command Liaison Officer in Korea.

David is a Justice of the Peace, sitting on Inverness Bench, and a member of the Scottish Courts and Tribunals Service Board. He holds a first degree, three master's degrees and a PhD. He was also awarded the Member of the Order of the British Empire (MBE) in 1995.

He is married to Colonel Carolyn Caddick who is a former Army Major, retired Senior HR Manager and retired elected member of The Highland Council. The Highland Council is an Armed Forces Covenant signatory and ERS Gold Award holder. She is currently a Honorary Colonel to 1st Battalion The Highlanders Battalion Army Cadet Force, President of the Army Cadet Charitable Trust Scotland and Chair of the Veterans Advisory and Pensions Committee for Scotland. They have two sons: Angus, an Officer in the Parachute Regiment, and Rory, an Engineer and Officer in the Royal Engineers Reserve.

Can you tell us a little bit about yourself?

"I'm originally from the industrial Black Country in the West Midlands but left there when I was 18 and joined the RAF as a University Cadet. I went on to serve around the UK and overseas before leaving

Regular Service in 2001. By then I was married to Carolyn, who is from Aviemore, and we decided to settle with our two boys in Inverness."

When did you first encounter HRFCA?

"I joined the RAF Reserve after a six-year break in Service when an old boss of mine phoned me up and asked if I'd be interested in a 'Saturday job'. That was when I became Officer Commanding of 2622 Squadron in 2007 and when I also became an Ex Officio Member of HRFCA. Since then, I've variously been a Northern Area Committee Member; Chair of the Community, Engagement and Outreach Committee; Vice Chair (Air); and now I have the great privilege of serving as the Chair."

What's your role within the organisation?

"As the Chair, my role is to head the Board and the Council of HRFCA, providing direction, guidance, and a level of assurance that HRFCA is operating effectively. I work closely with the Chief Executive and his team, my fellow Board and Council Members, and the Association membership. I also sit on the CRFCA Board, representing our views alongside the other 12 UK RFCAs."

What do you enjoy doing in your spare time?

"I have been a Justice of the Peace since 2018. I'm also a member of the Scottish Courts and Tribunals Service Board. Carolyn and I both enjoy hill walking and skiing, and I am a keen target shooter. I enjoy reading widely, although there never seems to be enough time to read all the books and academic papers that I want to."



Pictured above are (from left) the Silver Award recipients: DLR Media Limited, O'Neill Ross Limited, Helen Williamson Financial Planning, Crieff Hydro Family of Hotels, Gogar Services Limited, and Fife Sports and Leisure Trust with (centre, left) Brigadier Jody Davies and (centre, right) Brigadier (Retired) Mark Dodson.

Employers from the Highland RFCA-area gathered at The Black Watch Castle and Museum in Perth on 13 June to receive Defence Employer Recognition Scheme (ERS) Silver Awards.

The reception and presentations, hosted by Highland RFCA on behalf of the Ministry of Defence, formally recognised the support the eight organisations give to the Armed Forces community.

On the night, six organisations were on hand to collect their Silver Awards for 2024 from Commander 51 Infantry Brigade & HQ Scotland, Brigadier Jody Davies.

Among the other military representatives were Lieutenant Colonel Gary Giles (Chief of Staff at Royal Navy Regional Command Scotland and Northern Ireland), Lieutenant Colonel Hugo Clark (SO1 Engagement, Communications & Outreach at 51 Infantry Brigade & HQ Scotland), Major Heather Lawrie (Second-in-Command at 32 Signal Regiment, Royal Corps of Signals), and Wing Commander Paul Carrier (Royal Air Force Engagement Officer).

The evening began with employers and their guests being piped into the venue by Cadet Pipe Major Magnus Porter of

the Pipes and Drums of The Black Watch Battalion Army Cadet Force (ACF) and welcomed by Brigadier (Retired) Mark Dodson, Highland RFCA Chief Executive.

An opportunity for networking followed before guests were invited outside to enjoy a performance from the Pipes and Drums under the guidance of Pipe Major Conner Pratt and Drum Major Cameron Goodsir-Maguire.

Prior to the presentations, Brigadier Davies said: "We are here this evening to give recognition to employers as part of the Defence Employer Recognition Scheme. There are over 1,600 Silver Award holders, and eight are being awarded in Highland RFCA's area this year. We hope that now you too have reached the Silver standard you will go on to become advocates to other businesses and organisations on behalf of the defence family and thereby qualify to be considered for the Gold-level Award.

"On behalf of Defence, I thank you for your commitment and for all you are doing for us."

The 2024 winners in the HRFCA-area were:

Crieff Hydro Family of Hotels
DLR Media Limited
Fife Sports and Leisure Trust
Gogar Services Limited
Helen Williamson Financial Planning
Monifieth Medical Practice
Offshore Energies UK (OEUK)
O'Neill Ross Ltd

Monifieth Medical Practice and Offshore Energies UK (OEUK) will be presented with their Silver Awards at a later date.

■ The Defence Employer Recognition Scheme recognises those who demonstrate or advocate support to the Armed Forces community and align their values with the Armed Forces Covenant – a pledge from the nation that those who serve or who have served and their families are treated fairly.

Silver winners must meet certain criteria, including: employing at least one individual from the Armed Forces community, actively ensuring that their workforce is aware of their positive policies, demonstrating support to mobilisations of Reservists and providing at least five days' additional leave for training.



Guests from O'Neill Ross and DLR Media Limited speak to members of the Pipes and Drums of The Black Watch Battalion.



From left: Daniel Rosie and Anna Bluman from DLR Media Limited; Laura Mihailov (right) and Lana Turnbull of Fife Sports and Leisure Trust; and Stuart Banks (left) and Thomas Paige of Gogar Services Limited.



From left: Harry Ross and Helen O'Neill from O'Neill Ross Limited; Brigadier Jody Davies arrives; and Brigadiers Dodson and Davies take the Salute from the leader of the Pipes and Drums of The Black Watch Battalion.



Guests enjoying the musical performance.



Guests and hosts network (left) and (right) the Awards ceremony gets under way.

Employers get physical

Employers were put through their paces by the Royal Marines Reserve (RMR) Scotland during an exercise in Highland Perthshire.

Exercise Wet Kipper was jointly organised by RMR Scotland and Highland RFCA and held at Polney Crag and Cally Loch, Dunkeld, on 27 June. The employer engagement exercise consisted of abseiling, a Tyrolean rope bridge traverse, a water obstacle crossing, and improvised carry and stretchering of simulated casualties.

Participants came from a range of employers. These were Binn Group, Briggs Marine & Environmental Services, Crieff Hydro Family of Hotels, Fife Chamber of Commerce, Gogar Services Limited, and Reach Subsea UK Limited. All of the organisations have shown their support for the Armed Forces by signing the Armed Forces Covenant.

They also hold Defence Employer Recognition Scheme (ERS) Awards at a variety of levels. Gold: Fife Chamber of Commerce; Silver: Crieff Hydro Family of Hotels, Gogar Services Limited; Bronze: Binn Group, Briggs Marine & Environmental Services, Reach Subsea UK Limited.

The 16 participants (including four from HRFCA) were split into teams and given an overview of what to expect from the day, along with a comprehensive safety briefing.

The first activity consisted of a short slabby abseil, building to a more complex 30-metre descent.

The Tyrolean rope bridge crossing followed with each team

having been given the chance to practice between two trees, before heading out across the loch for the main crossing. The water obstacle crossing saw the teams rafting four bergens together (these were attached to a safety line) before getting into the water. A safety kayak was on hand in case anyone got into difficulties.

The final activity was the improvised carry and stretchering of simulated casualties using ropes, slings, jackets and poles.

Following the event we asked some of the participants for their thoughts on the day.

Which activity did you enjoy the most and why?

Victoria McKenzie (Reach Subsea UK Limited): "I enjoyed the abseiling most as I had never done it before, so it was real challenge."

What did you learn about yourself during these challenges?

Neil Smart (Briggs Marine & Environmental Services): "To step out my comfort zone. I didn't let anyone know I was scared of heights, so found it pretty rewarding."

Did the event alter your perception of the military in general and the Royal Marines Reserve in particular?

Stuart Banks (Gogar Services Limited): "The event highlighted and confirmed my respect for all the Armed Forces. The Royal Marines took the time to explain every action and the reasons for it. They were all very encouraging and looked to be enjoying themselves as much as we all did."



Main image: Exercise Wet Kipper participants and instructors. From left: Abseiling, Tyrolean rope bridge crossing, and river crossing.



Councillor Cameron with the Detachment's cadets and (back right) Cadet Colour Sergeant Stella Walker.

New cadet building opened

The new 2nd Battalion The Highlanders Army Cadet Force (ACF) building at Mastrick, Aberdeen, was officially opened on 3 June.

The building forms part of Highland RFCA's £1.4 million programme of cadet building replacements and follows similar builds in Newport, Bo'ness and Banff.

The modular, energy-efficient design was manufactured off site and originally lifted into place by a crane in five sections on October 11, 2022. It was designed to the specifications of the Army Cadet Force and Highland RFCA by JAMstudio in Aberdeen and built and installed by Healthmatic Ltd.

The building was officially opened by Aberdeen Lord Provost Councillor David Cameron. He also serves as His Majesty's Lord-Lieutenant of Aberdeen.

Councillor Cameron and his wife were welcomed to the Detachment by the Lord-Lieutenant's Cadet for Aberdeenshire, Cadet Colour Sergeant Stella Walker, and Cadet Executive Officer Stuart Eddie.

He then inspected the cadets, including Detachment Commander Staff Sergeant Instructor Melville, before making a speech and unveiling a plaque, officially opening the building.

He said: "What a wonderful place you've got here. You all look very smart and I hope you enjoy your cadet careers and whatever you do afterwards. The cadets will set you up very well for your future lives. I hope you all have many years of pleasurable activities in this hall."

Councillor Cameron then presented a medal to a Cadet Force Adult Volunteer (CFAV) and promoted a cadet.



Captain Alexander Mathers received the second clasp to his Cadet Force Medal, marking 24 years of service to Army Cadets. He is Officer Commanding for Vittoria Company with ten Detachments coming under his responsibility, seven in Aberdeen City including Drums & Pipes and three others located in Stonehaven, Banchory and Aboyne.



Councillor Cameron unveiled a commemorative plaque.

Cadet Brown was promoted from Corporal to Sergeant.

A speech from Highland RFCA Chair, Wing Commander Dr David Caddick, followed.

The Chair said: "It gives me great pleasure to stand inside this splendid building. It's part of the Betterment of the Cadets Estate Project which has seen more than 50 sites throughout the Highland region renovated.

"I hope you will enjoy this facility and make the most of it. I'd also like to pay tribute to the Cadet Force Adult Volunteers because without them there would be no Detachment, and without them there would be no cadets."

The Chair also thanked HRFA Estates Officer North East MJ Malcolm for her work in bringing the project together. A tour of the facility followed along with a demonstration of activities.

Other guests at the opening included Highland RFCA Chief Executive Brigadier (Retired) Mark Dodson, 2 Highlanders Commandant Lieutenant Colonel Sean Fraser, Deputy Commandant Lieutenant Colonel Chris Downs and Highland RFCA's Northern Area Committee Vice Chair and Employer Representative Member as Aberdeenshire Council's HR Manager Glenda Gray. Aberdeenshire Council is an Armed Forces Covenant signatory and Defence Employer Recognition Scheme (ERS) Gold Award holder.

Estates projects take shape



Contractors and visitors on the upper level at the new ARC.

Work on the £9.6 million project to replace the Army Reserve Centre (ARC) at Dunfermline continues apace.

The steel frame for the new building was delivered on 7 May with installation work starting soon after. The frame is now fully in place with a new floor installed on the upper level and work to level and prepare the floor on the ground level at an advanced stage.

The latest phase of the project follows extensive foundation works that were completed in the spring, including work to drive 350 piles into the foundations.

The Bruce House project had originally been due to get under way in March 2020. However COVID-19 hit and the national lockdown that followed halted all projects that weren't already

in progress. In 2022 Henry Brothers won the contract to design and build the new ARC and demolish the original Bruce House. Mott MacDonald is acting as the technical service provider, supporting the Highland RFCA Estates team with project management. The Army-funded project is due to be completed in 2025.

The Dunfermline ARC serves as the Regimental Headquarters for 154 (Scottish) Regiment Royal Logistic Corps (RLC); and is home to 239 (Fife) Transport Squadron and the Dunfermline Detachment of The Black Watch Battalion Army Cadet Force (ACF).

The new building will provide first-class facilities, allowing all the units housed there a chance to grow, and will impact positively on training, recruitment and retention.



Two views of the frame of the new building and (right) the upper floor with its freshly-poured and levelled sub-floor.

As part of the Dunfermline project, main contractor Henry Brothers has undertaken a number of social value projects in the Dunfermline area.

The latest of these saw five picnic tables donated to Fife Council for use by the local community. Three of these have been installed in Dunfermline Public Park, and one each in Pittencrieff Park and St Leonards Park. All three locations are close to the Army Reserve Centre.

Henry Brothers purchased the picnic tables from the Scottish Prison Service. They were made by inmates at His Majesty's Prison (HMP) Glenochil as

part of the prison's joinery training programme. The programme is designed to increase the skills of the participants while helping with their rehabilitation. The presentation took place in Dunfermline Public Park on 9 July.

■ Pictured are (standing, from left) Major Andy Honeyman of 154 Regiment RLC, Henry Brothers Contracts Director Gavin Fry, and Highland RFCA Chief Executive Brigadier (Retired) Mark Dodson. Seated (from left): Tammy Breingan and Neil Mackison (Both HMP Glenochil), Highland RFCA Head of Estates Fraser Kennedy, and WO1 (RSM) Danny Knox of 154 Regiment RLC.





The latest images from Dingwall show the extension reaching the stage of being wind and watertight.



The new Joint Cadet Centre extension at the Cadet Training Centre in Dingwall is taking shape.

The £1.3 million project will increase the size of the existing 1st Battalion The Highlanders Army Cadet Force (ACF) building, enabling it to become a facility shared by young people and Cadet Force Adult Volunteers (CFAVs) from the Royal Air Force Air Cadets (RAFAC).

Two classrooms, two offices and two storerooms will be added to the existing building footprint. Recent activity saw the flat pack extension walls erected and roof trusses installed.

This enabled the contractor to make the extension wind and watertight by the end of the first week in July.

Internal work is also progressing well.

In addition, solar panels have been installed on the Highlander accommodation block. These will help the Centre to hopefully achieve an excellent Defence Related Environmental Assessment Methodology (DREAM) assessment.

Earlier work saw concrete foundations poured on top of the nine metre piles needed to support the extension (due to the challenges of the site being below the water table).

Dundee-based architecture and interior design firm Andrew Black Design will deliver the project. Earlier this year the firm signed the Armed Forces Covenant. It has also received the Defence Employer Recognition Scheme (ERS) Bronze Award.



The foundations for the extension show how much bigger the building will be.



Some of the earlier works (above, and right) that saw the installation of the flat pack extension walls.





Sergeant Hepburn receives his Award from the Lord-Lieutenant of Moray, Major General (Retired) The Hon Seymour Monro.

30+ years of Service to RAF

A member of 2622 (Highland) Squadron, Royal Air Force (RAF) Reserves, has received a Meritorious Service Award in recognition of more than 30 years of Service to the RAF.

Sergeant John Hepburn received the Award in front of colleagues and family at RAF Lossiemouth on 29 May from the Lord-Lieutenant of Moray, Major General (Retired) The Hon Seymour Monro.

Sergeant Hepburn began his career as a Reservist with 2622 (Highland) Squadron

Royal Auxiliary Air Force (RAuxAF) Regiment at RAF Lossiemouth.

He enjoyed the life of the RAF Regiment so much that he joined the Regulars and completed 22 years of Service before retiring to his home county of Moray, and re-joining 2622 Squadron – coming full circle in his career.

Sergeant Hepburn has now served more than 10 years back on 2622 Squadron, contributing once more to the RAF as an instructor on Air Force Protection duties at RAF Lossiemouth. He took on a challenging leadership role in charge of

Reservists mobilised in 2020 to support the NHS as part of the COVID-19 Mobile Testing Units, taking a team of thirty Reservists to the North East of England.

Lately, Sergeant Hepburn was mobilised for just under a year at RAF Lossiemouth assisting Regular instructors in preparing RAF personnel for the ground defence aspects of their deployments abroad. An expert in first aid instruction, Sergeant Hepburn helped set up a First Response Emergency Care course at RAF Lossiemouth which assisted RAF Lossiemouth's establishment of a First Responder capability.



The employers learn about casualty evacuation.

Employers attended the Barry Buddon Training Area on 18 May for a demonstration of battlefield casualty evacuation (CASEVAC).

The simulation by 7th Battalion The Royal Regiment of Scotland (7 SCOTS) was held in perfect sunny weather and allowed the employers from the Highland RFCA-area to learn more about the work of Reservists.

The demonstration also gave the employers a valuable insight into the critical skills and care needed to safely remove injured soldiers from the battlefield. The employers then moved on to watch the Troops undergoing Counter Improvised Explosive Devices (IED) Lane Training. This demonstrated the rigorous training troops undergo to tackle IEDs.

Sub Lieutenant Scott Sykes

For Reserves Day on 26 June we caught up with Royal Naval Reservist Scott Sykes.

Scott (33) lives in Dundee with his wife and one-year-old son and is a Sub Lieutenant in the Royal Naval Reserve (RNR).

Tell us about your career as a Reservist, when and where did it all start, what's your current role, and what made you want to join up?

"I began my Reservist career with the RNR in October 2017 as an Officer Cadet joining HMS Scotia based in HMS Caledonia, Rosyth. Currently, as a Junior Officer I am progressing through the General Warfare – Submarine Operations (SM Ops) specialisation training pipeline; ultimately to qualify as a Deputy Submarine Controller (DSC).

"Initially, I wanted to join the RNR for a number of reasons; the first of which was the desire for adventure and to have a positive impact as part of an organisation of both national and global importance. The second was to benefit from worthwhile experiences, opportunities and challenges both in enjoyment as well as personal and professional development, all the while getting paid to do so. The third was to determine if it was something I wanted to do as a full-time career."

What's the best part of being a Reservist?

"I can happily report that the RNR has delivered on all my reasons for joining, but I think the best part is the people and the flexibility. With regards to the people you will never meet a more impressive, diverse and friendly group of go-getters.



Scott Sykes.

With respect to flexibility, as a Reservist with a young family I find I get the best of both worlds."

Where has your Reservist career taken you?

"During my Initial Naval Training I attended Britannia Royal Naval College in Dartmouth as part of the Accelerated Officer Programme. During my Initial Sea Time I was onboard HMS Trent during her maiden deployment on Operation Sea Guardian based in Gibraltar, so I got to experience patrolling the west Mediterranean. I have learned to sail yachts as part of the RNR Sailing Exercise every year in the Solent. I have been to Les Deux Alpes, France for the Royal Navy Snowsports Festival where I learned to ski as well as compete in races. I've had practical leadership courses in the Brecon Beacons, Wales. More recently I have been to Cyprus on exercise as part of my Submarine Operations specialisation training."

Do you have a favourite moment?

"I have enjoyed all my time in the RNR immensely and there are so many favoured moments, but if I had to choose a favourite or particularly memorable moment it would probably be when I was on my Initial Sea Time. I was on the Bridge onboard HMS Trent as part of our acquaint with the various departments. I had the opportunity to both issue conning orders (change direction and speed) as well as take the helm (steering) of the ship – all heavily and competently supervised of course. Perhaps there was something about doing 'figure of eights' in a Royal Navy warship in the Mediterranean during the Middle Watch that made it a particularly memorable Tuesday."

Tell us about your civilian job.

"I am a Civil Engineer specialising in bridges and I work as a Bridge Engineer for BEAR Scotland Ltd. It is an operating



Scott works as a Civil Engineer for BEAR Scotland Ltd.

company delivering infrastructure management and maintenance for the Scottish Trunk Road Network in partnership with Transport Scotland. Very different to my RNR role, but there are many transferable skills that complement one another."

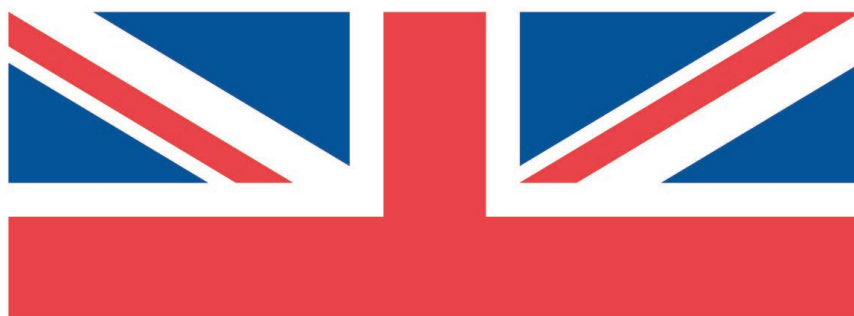
Being a Reservist requires time off work, how does your employer support those demands?

"I consider myself lucky to have a very supportive employer that recognises the benefits of my Service in the RNR.

"BEAR Scotland has a fully developed Reservist Policy and as an Armed Forces Covenant signatory provides me with 10 days of fully paid leave for Reservist commitments. My company also offers holiday purchase and special unpaid leave on top of this should it be required."

What would you tell a friend or colleague who was interested in becoming a Reservist?

"To go for it. I find you regret the things you didn't do more than the things you did do and my only regret is I didn't join sooner."



RESERVES DAY
SHOW YOUR SUPPORT



Top honour for CO Nadine

The Commanding Officer (CO) of Clydebank Sea Cadets has received the organisation's top honour.

Lieutenant (SCC) Nadine Daly RNR was presented with the Captain Roddie Casement Sword at her Unit (No 87) TS Queen Elizabeth on 21 April by Captain Sea Cadets, Captain Neil Downing RD RN (pictured above).

The honour recognises her as the top Commanding Officer in the UK in relation to upholding Sea Cadet aims, the principal one being to help a child to a better future.

Guests had earlier been welcomed to the Unit by Clydebank Chair, Captain (Retired) Peter Adams RN, and watched a

touching video of 92-year-old Commander Michael Casement, son of Roddie, explaining the background to the sword and congratulating Nadine.

Highland RFCA Chief Executive Brigadier (Retired) Mark Dodson was in attendance along with a number of other dignitaries including: the Lord-Lieutenant of Dunbartonshire Mrs Jill Young, MSPs Pam Gosal and Marie McNair, Secretary Royal Naval Association Glasgow Brian Mackenzie, Clyde North District Officer Lieutenant Commander (SCC) Frank Boyd RNR, Submarine Qualification Instructor Chief Petty Officer Dave O'Neill, and former Clydebank Commanding Officer Rena O'Neill.

Lieutenant Daly works for YouthLink Scotland as a Development Officer with

the No Knives Better Lives project. Prior to this she was a primary school teacher and a graduate of Stirling University. She has been a Sea Cadet volunteer for almost nine years and, as a Yoker native, had been a cadet at Clydebank Sea Cadets.

Since taking command of Clydebank in 2020, the Unit has gone from strength to strength and is amongst the top-performing Units in the UK with a full complement of cadet numbers, a waiting list and children who are valued and have optimism for the future.

She is a worthy recipient of the Sea Cadets' top honour.

As well as the presentation ceremony and speeches, guests were given a tour of the Unit and cadet stances.



Lieutenant Daly's honour follows on from the 1 April announcement that TS Queen Elizabeth Able Cadet Oliver Ramsey had been appointed as the Lord-Lieutenant's Cadet for Dunbartonshire.

Able Cadet Ramsey will assist the Lord-Lieutenant at various events in the area where she acts as the personal representative of HM The King.

This honour not only recognises Able Cadet Ramsey's outstanding qualities, but also signifies the trust and confidence placed in him to uphold the dignity and values associated with the Royal representation.

■ Pictured left: Mrs Jill Young, Lord-Lieutenant of Dunbartonshire, with Lord-Lieutenant's Cadet, Able Cadet Ramsey.

RAFAC STEM and Drill camp

Royal Air Force Air Cadets (RAFAC) enjoyed a fun camp in Aberdeen.

The STEM and Drill Camp was organised by Scotland and Northern Ireland Region Air Cadets and held from 6-13 April at Gordon Barracks, Bridge of Don.

Cadets from across Scotland were joined by their counterparts from Northern Ireland for the week-long, activity-packed event. In total there were 60 cadets involved, supported by a dedicated group of Cadet Force Adult Volunteers (CFAVs).

The camp saw thirty cadets concentrating on a variety of STEM activities, with the other 30 taking part in Drill. This was the first combined STEM and Drill camp held in Scotland.

Drill training saw the cadets making great improvements across the Arms, Banner, Stick and Foot disciplines. The cadets can now take what they learned back to their Squadrons, applying those lessons in an effort to raise the standard and consistency of Drill across the region.

The STEM training consisted of activities

including designing and building functioning model gliders, learning about space, robotics, and taking part in the Bronze Radio Course. The young people threw themselves into the activities and, in the case of the aircraft task, worked hard to produce a wide variety of gliders – some of which were able to travel as far as eight metres. Along the way the cadets improved their knowledge of aircraft design, aerodynamics, airframe integrity, and the importance of effective weight distribution!

Cadets from the Highland RFCA-area represented a range of Squadrons, including: 2367 (Banchory), 2489 (Bridge of Don), 1740 (Clydebank), 859 (Dalgety Bay), 867 (Denny), 1145 (Dunfermline), 1990 (Ellon), 1192 (Kirkcaldy), 38F (Perth), 1297 (Stonehaven), and 875 (Westhill).

Cadet Mairi Walmsley, of 2367 (Banchory) Squadron, has been an Air Cadet for 18 months. She took part in the STEM programme.

She said: "I went on a camp last year and I really enjoyed it. I made a lot of new friends and learned a lot of new things, so I wanted to do another one."

"I've enjoyed it. It's been hard work, but it has paid off. Doing the Bronze Radio Course was my highlight. Not the assessment though, I didn't like that!"

Corporal Thomas Graham, of 2489 (Bridge of Don) Squadron, also took part in STEM activities. He has been a cadet since 2021.

He said: "This is my first year doing this camp and I hope to be able to come back for the Drill & Ceremonial element next year."

"My highlight was the showcase, as I really enjoyed showing off our work to the Drill team. It's good to give them an insight into what we've learned."

"Making friends is also a big part of camp. Working together as a team and having supportive people around you makes things easier. That includes the staff who work tirelessly to get us on these camps and to get us doing what we need to be doing at the set times."

The camp – which was oversubscribed this year – will run again in 2025, with planning already under way.



The cadets put on a great Drill display. Right: The STEM activities hub.



Left: Cadets Mairi Walmsley and Thomas Graham. Centre: A display of Arms Drill. Right: Cadets and CFAVs in the mess hall.

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