

High Life Highland
Summer Newsletter
Cuairt-litir Samhraidh High
Life na Gàidhealtachd



Welcome Fáilte



One of the first things the Directors of the High Life Highland charity (HLH) did when it was set up five years ago was to establish a process for acknowledging and celebrating the huge range of excellent and innovative work carried out by our staff and volunteers throughout all aspects of the company and across the Highland area.

The Awards process has worked really well so far and following a consultation process with staff we agreed to change the format slightly this year, to make sure it remains fresh and in a form that gives everyone across all HLH services an equal opportunity to be recognised regardless of whether you work in a front facing role or in a support role behind the scenes.

It was a really difficult job for the four Directors involved in the selection process, along with the Chief Executive, to whittle down the many excellent submissions to those you will see in this newsletter and I would like to congratulate all those who submitted themselves or their teams to the process or proposed others for consideration. This year there were awards for staff in both team and

individual categories – and again I emphasise that we're only witnessing a very small selection of the excellent work being carried out by HLH staff across the Highlands and across the various areas of work.

HLH also hugely values the contribution made by its volunteers and is privileged to have over 1,500 volunteers, who work tirelessly, week in and week out to assist our staff in delivering a wide range of activities in and around our communities throughout the Highlands. We literally could not deliver the wide range and number of services without their help.

This year's staff individual and team awards came from peer nominations and in addition, the Board selected one team to receive the Chair's Special Award for outstanding contribution for a very professional and brave act during the past year.

Chair Donald McLachlan

Volunteer Awards presented by:

John MacDonald	Area Manager	Scottish Fire and Rescue
George MacDonald	Chief Superintendent	Police Scotland, H&I
Tracey Ligema	Deputy Director Operations	NHS Highland
Derek Yule	Director of Finance	Highland Council
Joe Moore	Corporate Services Director	SNH

Staff Awards presented by:

Ella MacRae	Board Director	High Life Highland
Alison Matheson	Trading Board Director	High Life Highland
Chair's Award presented by		
Philip MacRae	Superintendent, Police Scotland, Highlands and Islands Division	

HLH Staff and Volunteer Awards

Josie Aitken

'Highland Disability Sport' is a local charity that coordinates all sport and leisure activities for people with disabilities regardless of age or ability across schools and groups throughout the Highlands. HLH, through our Disability Sport Officers Charlie Forbes and Fiona Green, retains important links between the charity, assisting with recruitment, training and volunteer and participants education through various sport inclusion opportunities.

This award winner is an example of the important role played by volunteers in supporting and building sports for people with disabilities across the Highlands.

Josie Aitken was nominated by Charlie Forbes, HLH Disability Sport Officer

For the last 14 years Josie has been a tremendous influence within the disability sporting sector with her drive and enthusiasm.

She was one of the founding members of the Disability Inverness Sports Club, DISC, an affiliated group of Highland Disability Sport which she still runs weekly with a small band of volunteers.

Prior to her work with DISC, Josie was Chairperson of the Scottish Down's Syndrome Society (Highland) recognising that sport provided excellent opportunities for her daughter, Laura, who has down's syndrome to be involved in. Since 2003, Josie has also helped establish the Highland Disability Swim Team where her daughter regularly trains.

Josie also organises a Christmas Disco for all the disability groups with people travelling from as far away as Caithness to attend. She regularly organises nights out to Roller Bowl for the swimmers which is a great team builder for the Special Olympics and recently organised a Fashion Show fundraiser for the swimmers.

These are just a few of the things that Josie involves herself in and we believe that there are a lot more but she is too modest to tell. She is a truly worthy winner.

Josie Aitken and George MacDonald



HLH Staff and Volunteer Awards

Iain Mackintosh

Iain Mackintosh was nominated by Dawn Horsburgh Active Schools Coordinator.

Iain has been a volunteer with Active Schools for over eight years and has enhanced the local Active School programme by delivering twice weekly evening sessions of shinty and football plus additional friendlies and tournaments. In addition Iain works with other area coaches to enter combined teams to enable entries into higher level competitions, hence widening opportunities for the pupils.

Iain was instrumental in reforming the local soccer 7's inter schools group of tournaments and has liaised with the PTA/ Active Schools regarding funding for equipment to help improve the quality of the sessions.

He has gained shinty coaching and first aid qualifications, and passed a minibus driving assessment allowing the group to use the community buses and has also helped coordinate the fellow volunteers and young leaders who are enrolled in the HLH Leadership Programme.

He is actively involved in recruiting other coaches to improve current delivery and make them

sustainable in the future. Iain was instrumental in obtaining strips for the pupils to enhance motivation and ensures positive participation at all times.

Iain has also mentored pupils in the HLH Leadership Programme encouraging one of the young leaders to become a qualified coach themselves and supporting the HLH Active Schools programme.

He also shares successes on the school blog. This is Iain's final year in the Grantown cluster as his children are getting older, but he is an excellent role model, and an inspiration. We want to recognise the huge contribution he has made for the local children and community.

Iain Mackintosh



HLH Staff and Volunteer Awards

Adam Cowan

Adam was nominated for this Award by Wanda Mackay HLH Youth Development Officer.

Adam's energy and passion to help others is simply second to none. He doesn't let anything get him down and along with the support he provides to HLH Youth Services staff, he supports many different departments in Fortrose Academy and is taking part in the HLH Leadership Award Programme and Saltire Award.

Adam leads Techno classes, introducing older people to new technology in school time but also gives up an hour every week in school holidays to continue providing support.

By doing this Adam is helping older people to

- Feel happier
- Feel less isolated
- Have more interaction
- Able to attend classes and build healthy lifelong friendship
- Sharing and receiving memories.

Adam has supported over 40 projects and as a result has over 1000 hours in his Saltire Award.

He received a Highly Commended Lord Lieutenant's Award, a national Generations Working Together Award and a HLH adult literacies award.

Adam himself has a diagnosis of Autism but this never holds him back.

Derek Yule and Adam Cowan



HLH Staff and Volunteer Awards

Grace Watson

Grace was nominated for this award by Ann Marie Donoghue, Adult Learning Co-ordinator.

Grace has been a volunteer tutor for 29 years. She is continually updating her skills and knowledge, and attends any training opportunities that are offered. Grace is always striving to improve the level of customer service offered by HLH.

She has provided tailored one-to-one help and support to learners who have not been able to access this through any other source and her input has enabled them to not only achieve progress in their learning and increase their confidence but has then had a positive impact on other aspects of their lives.

Grace has also been involved in working with groups co-delivering 'A Book and Blether' sessions in Lochaber and this provides extra support for those taking part.

In a one-to-one learning situation, most of the learners contact with HLH is through the volunteer tutor, and Grace has proved a very positive ambassador for HLH throughout the area. At partnership events in Lochaber, Grace has volunteered to attend to help promote the learning opportunities available through HLH Adult Learning.

Grace is always willing to get involved and is a positive role model for those around her. The commitment she has shown over nearly 30 years has been appreciated by those she has worked with and this Award is recognition of the value of her contribution.

Grace Watson and Tracy Ligema



HLH Staff and Volunteer Awards

Wojciech Kubiak

Wojciech was nominated by Roisin Irvine, HLH Adult Learning Coordinator.

Wojciech began working with Adult Learning as a learner, attending ESOL classes twice weekly and working towards an Activity Agreement with an Adult Learning Tutor as part of a small group.

As his learning progressed and his English language improved, Wojciech began working with HLH as a volunteer Community Representative. As part of this role, Wojciech has volunteered within primary schools around Inverness, encouraging children to engage with reading for enjoyment.

He committed 16 weeks of his time and worked in two primary schools in priority areas, reading aloud in English

and also making use of his multilingualism to support bilingual children.

At the same time, Wojciech supports Adult Learning Inverness at events by encouraging engagement from the most difficult to reach areas of the community. He also represents our service by promoting classes and activities as an advocate for lifelong learning.

Wojciech volunteers as a Tutor Assistant in ESOL classes and also delivers one-to-one work club support to speakers of other languages who experience multiple barriers to accessing employment.

Wojciech is a committed and motivated volunteer, with the ability to inspire his love of learning in others. He is a true asset to our team.

Joe Moore and Wojciech Kubiak



HLH Staff and Volunteer Awards Team Staff Award - Winner

Winner - Movers & Shakers

This team were nominated by Jeni Herbert, HLH Area Sports Development Officer.

Leadership training and support for young people is a large area of work for HLH Active Schools Coordinators across the Highlands. It is all about engaging with young people and giving them leadership skills which they can use to lead and inspire other young people.

Movers & Shakers was designed in response to low activity levels amongst teenage girls, who when asked what they would like to do, said dance. Dance terrified many traditional "sportys" so the need to upskill staff at the same time as participants was vital. The geographical spread of schools across Highland also needed the building of a team of young leaders to help get more young people active.

Over the course of just a year, 24 leaders courses were delivered, training nearly 180 young leaders attracting nearly 1,800 girls (and some keen boys!), delivered through 2,500 hours of volunteer activity!

The project has been an enormous success, with the whole Highland wide Active Schools team backing up the work of Amy Gallagher, appointed as the Movers & Shakers tutor. The number of teenagers now engaged in leading Movers & Shakers, attracting many young girls who have otherwise shunned taking part in physical activity has exceeded all expectations and for the first time HLH has been able to report that there were more first year girls than boys taking part in the active schools programme.

Alison Matheson with Skye Carroll, Ellie Lean, Emily More, Ashley Stirling, Eilidh Farquhar, and Elise Ogilvie



HLH Staff and Volunteer Awards Team Staff Award - Runner Up

Gaelic medium Leadership Training

The HLH Leadership Programme currently reaches around 1,400 young people across the Highlands aged between 12-25 years old.

Over 90 Gaelic speaking young people are registered.

As the result of a collaborative approach between HLH and The Highland Council Gaelic team a successful funding bid to the Gaelic Language Act Implementation Fund allowed 20 young leaders from across the Highlands to take part in residential Gaelic medium sports leadership training at Sabhal Mor Ostaig College on the Isle of Skye, using translated material provided by Sports Leader UK.

This partnership means that HLH is the “first” in the UK to deliver Gaelic medium Leadership Courses in Sport and Dance.

Once trained, Young Leaders are supported by their respective Active Schools Co-ordinator, Youth Development Officer or school staff to roll out a programme of Gaelic activities in their local schools and communities where Gaelic Medium Schools and departments exist.

This unique programme facilitates opportunities and progression through awards that require a substantial



commitment to volunteering which in turn bring increased confidence, growing self-esteem, a sense of achievement and skills for life.

Through the programme young people from all social backgrounds are supported to be role models, motivating and inspiring the next generation.

Danny Steele, Emma Gordon, Ross Gordon and Ellie Lean

HLH Staff and Volunteer Awards Team Staff Award - Runner Up

Museums getting down to business

Over the last five years museums have adapted to the changing financial needs of HLH by applying a business approach.

This has been hugely successful without compromising the services core objectives and has been achieved with minimal capital investment.

Services such as guided tours, workshops and conservation, which were previously provided free, are now being charged for.

Cafe retail outlets were evaluated in terms of working practices, buying policies and equipment, and new buying procedures were implemented, including new point of sale terminals with back office software.

Particular success has been gained through donations where a new strategy was formulated to make visitors understand that donations were vital to the charity's future.

Front facing team members received specific training designed to ensure they were comfortable with 'asking for money'. Regular financial feedback has been given which has allowed them to share in the success and has motivated them to continue to achieve.

Income in the museums service has risen from £160,000 in 2011 to a projected £390,000 in 2016/2017 with corresponding savings in cost of sales.

Despite this more commercial approach, both museums have actually received improved visitor feedback and this is reflected in guest surveys and online reviews on Facebook and particularly TripAdvisor.

Lorna Cruickshank, Matthew Withey, Elizabeth Trevethick, Amanda Truscott, Graham Cross and Lesley Junor.



HLH Staff and Volunteer Awards Individual Staff Award - Winner

Kelly Skinner

Kelly is an outstanding role model for HLH who leads by example, looking for opportunities to add value, she always strives for excellence and tries to find a solution for customer problems.

Kelly has been nominated for this award because she has made an exceptional contribution to HLH in the following ways:

Facilitating positive outcomes for individuals and families in the wider community, including: older adults, people with health conditions and people who are socially isolated.



Developing activity programmes in a sustainable way that responds to community needs by providing classes that have not previously been offered and providing outreach classes in community settings such as day care centres, care homes and village halls.

Kelly Skinner, was nominated by Lynn Bauermeister, Graeme Ross, John O’Kane and Andy Macleod.

Kelly is open to being creative and achieves outstanding customer focus. She is positive, professional and supportive of her colleagues, celebrating their success and is willing to share good practice.

Taking a positive and proactive approach to new opportunities to work with the wider community and partners such as NHS Highland, Kelly has shown dedication and diligence by looking at the health and wellbeing of the community first and running a programme to meet the community’s needs.

Kelly has been the driving force behind an increase in participation of 16.5% at TRACC since 2013 as well as a growth of 22% in Highlife memberships.

In her nomination form, she has been described as: “Blazing a trail for other Leisure Managers to learn from.”

Kelly Skinner and Ella MacRae

HLH Staff and Volunteer Awards Individual Staff Award - Runner Up

Catherine Williams

Catherine was nominated by Katie Jeffs, Network Librarian. Catherine is one of HLH longest serving members of staff and has worked as a Library Assistant and Mobile Driver for over 25 years, consistently providing an excellent service for her customers and promoting both the mobile and public library services to everyone she meets, whether it's through her job or in her personal life.

Catherine is an advocate for the library service, a great role model for her peers and is an ambassador for HLH within the rural communities she visits.

She isn't happy unless she feels she's done her best, and is rightly proud of the service she provides. This is backed up by the many positive comments received from her customers.

Catherine will always go the extra mile. If the mobile library has broken down or bad weather has stopped her going out, she even uses her own car to take books to her most vulnerable or housebound borrowers.

Nothing is too much trouble for Catherine. Her inquiring mind means that she will go out of her way to answer any question on any topic about books, authors, films, music and her communication skills in relating to young and old are exceptional, her enthusiasm is infectious and she has a real passion for learning that instils the desire for 'life long learning' in all ages.

In the nomination form, it says about Catherine, "No matter what she is doing Catherine will always try and link it back to the services the libraries can offer."

Catherine Williams



HLH Staff and Volunteer Awards Individual Staff Award - Runner Up

Amy Gallagher - Movers & Shakers

Amy Gallagher was nominated for this Award by Jeni Herbert, Area Sports Development Officer.

Amy's boundless energy, enthusiasm and commitment to her role as Movers & Shakers tutor is the reason for the projects success. Her ability and passion to engage and communicate with not just the young women she is leading but her co-workers and school staff is infectious.

Over the course of the year Amy has trained and made a positive impact on nearly 200 Dance leaders across Highland. Amy takes the time to understand and listen to the girls and makes them feel more confident, empowered and ready to run the world.

As just one example, at the end of one week long course a participant asked if she could give Amy a hug and told her that she "changed her life". This young women is a looked after child who had been on a slippery path but now leads weekly dance sessions at a local primary school and is looking forward to a much more positive outcome

Movers & Shakers has gone on to present in Edinburgh at a Scottish Government learning event and has been a finalist in the recent UK awards of charities like HLH . The impact of the project has gone above and beyond all expectations.



In her nomination it says, "With Amy, as the driving force behind Movers & Shakers means that the initiative will only move from strength to strength.

Amy Gallagher

HLH Staff and Volunteer Awards

Chair's Award

On the 25th May just days after the Manchester suicide bombing, an individual walked into Lochaber Library and put what looked like a firearm on the counter.

The Chairman of the HLH Board was so impressed by reports from the local Police Scotland Commander about the calm and brave reaction of the staff in the library at the time, that he asked for special recognition be given to them at the Awards ceremony.

The staff recognised were Anne Nicholson - Network Librarian, Sandra Maclean - Library Supervisor, Nicola Muir - Library Assistant and Magdalena Kruk Community Language Assistant.

Police Scotland Superintendent Phillip Macrae, in presenting the Chairman's special award said that the reaction of the staff, in calmly clearing members of the public from the building and locking the front door to prevent further library users entering the danger area and their clear description of the person concerned



**Sandra MacLean,
Philip MacRae, Anne Nicholson and Nicola Muir**

meant that the incident was able to be dealt with by Police swiftly and without danger to the wider public.

He stressed that given the proximity to the Manchester terror attack, he was particularly impressed by the way in which all the staff involved reacted.

Other News

Health and Wellbeing

SLA with NHS Highland

A new Service Level Agreement has been signed between HLH and NHS Highland for the relocation of Cardiac Rehabilitation Physiotherapy from Raigmore Hospital to Inverness Leisure. NHS Highland has agreed to purchase 13 High Life memberships on an annual basis. The initial agreement runs from June of this year and will be reviewed in June 2018.

Choose To...Move

A new programme aimed at attracting non-traditional participants to Inverness Leisure in partnership with NHS

Highland has resulted in 108 new people attending an introductory facility visit. The visit resulted in the purchase of 12 new all-inclusive memberships and 4 new budget memberships. Discussions are taking place regarding embedding this work at Inverness Leisure and rolling it out to other HLH leisure facilities.

Phase IV Cardiac Rehabilitation

The first classes started in April 2017 in Dingwall. Class numbers are steadily increasing with referrals coming to HLH from NHS Highland Physiotherapists. Commitment is in place from NHS Highland to cover the delivery costs for the pilot period.

Falls Prevention Exercise Research Project

This research project with UHI and What Works Scotland is examining how HLH has developed an offering of falls prevention exercise to help reduce falls and promote wellbeing amongst older people in Highland and is evaluating its effectiveness. Focus groups have been taking place with customers, HLH staff and care home staff, with a report expected by the end of the year.

You Time

The promotional films are complete and a plan has been developed regarding the release of the film to promote the programme to help attract more customers.

CHOOSE TO ...
ROGHNAICH ...



Other News

Inverness Botanic gardens

Cut Flowers

The cut flowers service has been flourishing since Easter and the peonies, gladioli and anemones have continued to catch the attention of our regular customers. In order to test the ability to meet the demand of local businesses, our Head Gardener has decided first to pilot the 'Jam Jar' scheme on site to our regular clientele. This will launch on social media and customers can 'subscribe' to weekly jam jars filled with seasonal locally grown flowers from the Inverness Botanic Gardens. 'Jam Jar Fridays' is set to launch at the end of June.

Outlander

The Outlander garden trail will launch on 27th August as part of 'Outlander Day' weekend. Hundreds of Outlander fans are expected to turn out for the Outlander events as part of a weekend collaboration between Highland Folk Museum, Highland Archive Centre, Inverness Botanic Gardens and Inverness Museum and Art Gallery.

Visitors will take part in a tour of the garden with the Facility Manager who was the Consultant Herbalist to the TV series and then sample herbal teas before following a trail to the museum for a behind the scenes Jacobite event.

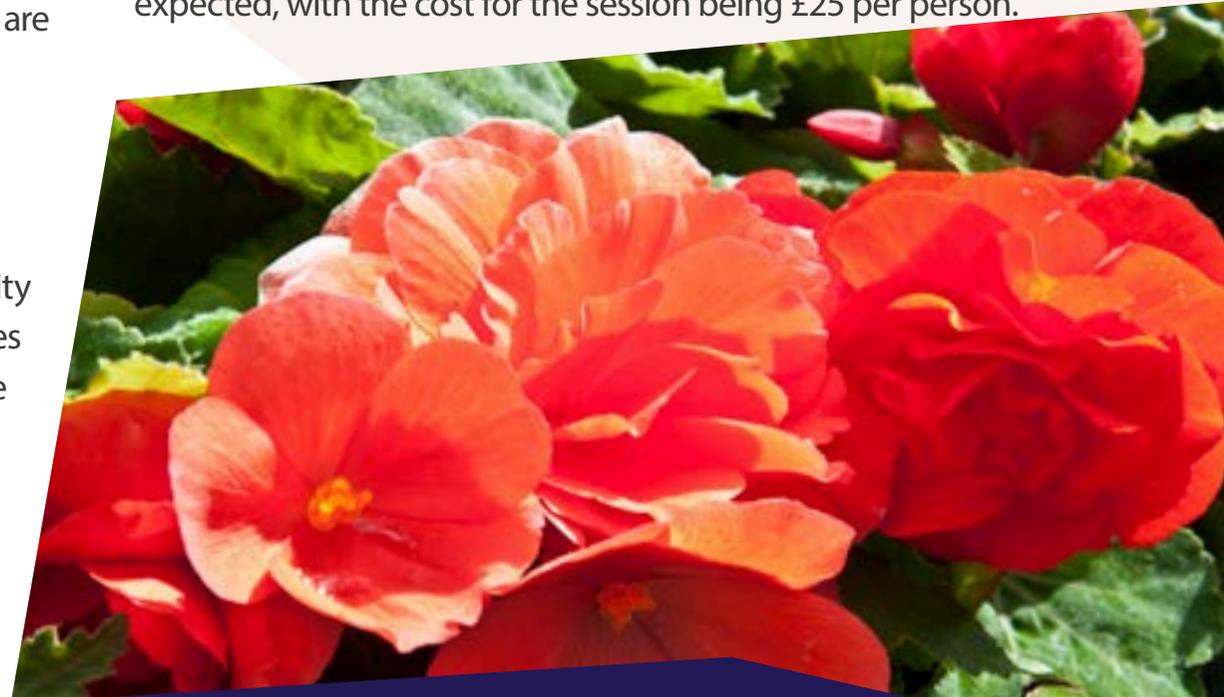
'The Bard' in the Botanics

In September, Gaelic Singer Gillebride MacMillan will be performing in the Cactus House, as a follow on from our first 'Cactus House Concert' in December last year. It is expected to be a popular event with Outlander fans, as Gillebride performed as an actor in the TV series.

Events

Free monthly 'walk-about' events are held on Wednesdays, which continue to be popular with our regular visitors. These are run by our Head Gardener and relief staff.

Following a popular 'Make Your Own' botanical gifts event in February, there will be a 'Make your own Gardener's hand-salve event' on 24th June. Between 15 to 20 people are expected, with the cost for the session being £25 per person.



Other News

Inverness Botanic gardens (continued)

Inverness Knit Fest

As part of the Inverness Knit Fest 'Knit In Public Day', Inverness Botanic Gardens hosted a drop-in knitting session in the tropical house on Saturday June 10th. Knitters were welcomed into the floral hall to crochet among the cacti.

Breastfeeding Awareness Day

As part of 'Breastfeeding Awareness Day' in association with the NHS bestselling author of 'Katy Morag' Mairi Hedderwick will be offering a family friendly storytelling session in the tropical house on 21st June.



Hanging Baskets

The hanging basket operations were a success and were delivered on time in the middle of June and are in place around the city. The seasonal staff and nursery manager were a credit to the success of the baskets and produced a phenomenal amount of displays in a very tight timeframe. BID and the Common Good Fund will present the baskets to local Councillors on the Ness Bridge.

Inverness Science Festival

Inverness Botanic Gardens and Highland Archive Centre were delighted to host leading ethnopharmacist and plant expert Dr Ann Mitchell as part of the Inverness Science Festival lecture series. Dr Mitchell spoke about her 25 years' experience in the Amazon rainforest and then led the audience on a tour of the tropical house, speaking about medicinal plants in the tropics.

Plant Sales

Plant sales from the Botanic Gardens and the GROW project have begun to soar since May and the summer season has got off to a great start.

Tomatoes, vegetables and garden plants for birds, butterflies and bees are for sale at the GROW project, all grown and cared for by the project trainees.

Other News

Inverness Museum and Art Gallery

Valhalla: Life and Death in Viking Britain

Visit the gallery between 16th June and 2nd September and you will come face to face with this fascinating exhibition from the Jorvik Trust, bringing together important Viking burial findings, objects that explore everyday life in Britain 1000 years ago and the latest archaeological research techniques.

A special hands-on children's area offers a world where creative play encourages visitors to find out about Norse myths and sagas and includes a Viking encampment, dressing-up and games.

The exhibition is supported by a full programme of craft

workshops and children's activities, culminating in a conference, Fun Day and torchlit procession led by the Lerwick's 2017 Up Helly Aa Jarl Squad.

Monarch of the Glen

The "Monarch of the Glen", which was recently purchased for the nation, will tour to IMAG, only one of four venues to be afforded this opportunity. A private viewing will be held on 4th October and then the painting will be on public display for seven weeks from 5th or 6th October.

Highland Folk Museum

The museum reopened for the season on 5th April. The 2017 season will see the most extensive programme of events, with 15 planned throughout the summer.

The start of the season has been positive with the number of visitors and income ahead of the figures for 2016.

The museum's attractions have been boosted with the opening of Lochanhully House, the first two storey building on the site.



Other News

Ben Nevis Visitor Centre

Work to build a new bridge adjacent to the Visitor Centre is now complete and the bridge was officially opened to the public on Sunday 18th June. It is anticipated that the new location of the bridge will significantly increase footfall through the visitor centre and work is also underway to refurbish the interior of the centre to accommodate this.

As well as reinterpreting the exhibitions and displays within the centre, the amount of public space is being increased and the provision for retailing and catering is being enhanced.

Ferrycroft Visitor Centre

The centre is open for the season and benefitting from a new trial partnership with The Pier restaurant.

The Pier provides soup and sandwiches for the centre which improves upon previous years' offerings of coffee and tray bakes and enables the facility to encourage bus tour operators to include a stop at Ferrycroft within their itineraries.

It is hoped that this addition will improve customer satisfaction and increase visitor numbers. If the trial is successful, a tender will be issued to secure the services of a catering partner for a three year period.

The Manager of the centre is also working with the operators of the newly opened Falls of Shin to identify opportunities for joint ventures and promotions.

In addition a programme of HLH outdoor activities will be provided to coincide with Lairg Gala Week.

The centre is also now hosting HLH fitness classes and meetings when it is closed to visitors.

Strathpeffer Pavilion

The management of Strathpeffer Pavilion transferred to HLH in April. HLH will operate the building on behalf of the Council for three years while the feasibility of a community buy out is assessed.



Other News

Strathpeffer Pavilion (continued)

The building opens on an events only basis at the moment, however a forthcoming tender to secure catering and bar services for events will explore the opportunity to re-open the café and restaurant.

At present HLH are honouring all existing bookings and accepting new ones. Once the catering and bar contract is awarded, more proactive promotion of the facility will be introduced.

Inverness Castle Viewpoint

Inverness' newest visitor attraction, The Castle Viewpoint, opened for Easter 2017 offering fabulous 360 degree views of the Highland Capital and the surrounding scener and is already scoring 4.5 stars on Trip Advisor

The North Tower of Inverness castle was refurbished as a visitor attraction by Highland Council and is run by High Life Highland. Visitor numbers and income are currently slightly ahead of the business plan.

If the weather is inclement you can enjoy the beautiful views via pre-recorded, narrated drone footage in our Round Room on the ground floor.

On your way to the top enjoy a taste of the most famous myths associated with the City including The Brahan Seer, the legendary 17th Century highland mystic, many of whose prophecies actually came true.

You can also learn how St Columba met and banished the monster from the River Ness thus beginning the legend of Nessie.

The Viewpoint is a precursor to a project to develop Inverness Castle as a major attraction.



Arrivals and Departures (Jan-June 2017)

A' Tighinn agus a' Fàgail

Arrivals

Alan Sears	Customer Service Assistant	Macphail Centre
Andy Martin	ICT Senior Officer (Leisure)	Inverness
Arran Beattie	ICT Senior Officer (Libraries)	Inverness
Diane Davidson	Clerical Assistant	Inverness Botanic Gardens
Donna Hall	Adult Literacies Support Worker	Spectrum Centre, Inverness
Elizabeth Trevethick	Curator (Large Object Collections)	Highland Folk Museum
Emma Baker	Leisure Assistant	Inverness Leisure
Helen Cairns	Trainee Youth Development Officer	Golspie
Helen Pickles	Documentation Assistant	Highland Folk Museum
Imogen Furlong	Outdoor Activities Manager	Inverness
Irek Grochowski	Caretaker/Steward	Strathpeffer Pavilion
Izaskun Puente Henales	Catering Assistant	Inverness Leisure
Juline Baird	Archivist	Skye & Lochalsh Archive
Kim Jappy	Assistant Manager	North Coast Leisure Centre
Kim Stewart	Cashier/Receptionist	Thurso Swimming Pool
Kyle Macleod	Leisure Assistant	Inverness Leisure
Maria Barbera	Leisure Assistant	Inverness Leisure
Mari-Claire Kay	Leisure Supervisor	Aviemore Lesiure Centre

Arrivals and Departures (Jan-June 2017)

A' Tighinn agus a' Fàgail

Arrivals

Martina Porri	Leisure Assistant	Spectrum Centre
Mary-Dawn Mohun	Assistant Manager (Events)	Strathpeffer Pavilion
Matthew Withey	Curatorial Manager	Highland Folk Museum
Michelle Hallam	Clerical Assistant - High Life	Inverness
Morag James	Cashier/Receptionist	Nairn Leisure Centre
Pamela Bradley	Library Assistant	HMP Inverness
Rachel Thomas	Assistant Conservator	Highland Folk Museum
Richard Walsh	Leisure Supervisor	Gairloch
Robert Black	Adult Learning Support Worker	Spectrum Centre, Inverness
Rocco Rizza	Cook	Inverness Leisure
Shona Henry	Library Assistant	Fortrose Library
Velena Vateva	Library Assistant	Plockton Library

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Adele King	Library Assistant	Kingussie, Badenoch Centre Library
Alison Bain	Customer Service Assistant	Wick Library, St Fergus Gallery and Archive
Alison Graham	Library Assistant	Achiltibuie Library
Angela Burns	Youth Development Officer	Golspie High School
Anne Macdonald	Archivist	Skye and Lochalsh Archive
Anne Mackay	Cashier/Receptionist	Wick Swimming Pool
Antonia MacIvor	Leisure Assistant	Inverness Royal Academy
Ben Brittain-Dodd	Outdoor Education Officer	Queens Park Office
Bill Hemingway	Technical Assistant	Inverness Leisure
Calum Graham	Caretaker/Steward	Culloden Library
Cara Mackay	Leisure Supervisor	Lochaber High School
Charlotte Maishman	Leisure Assistant	Inverness Leisure
Christopher Halliday	Family History Leader	Highland Archive and Registration Centre
Danilo Federici	Leisure Assistant	Leven Centre, Kinlochleven
David McAdam	Library Assistant	Fort William Library
Deanna Lundie	Active Schools Coordinator	Glenurquhart High School
Debbie Aitkenhead	Leisure Assistant	Wick Swimming Pool
Don Johnstone	Leisure Assistant	Inverness Leisure
Donna Nicolson	Leisure Assistant	Fingal Centre
Donna Reilly	Leisure Manager	Aviemore Community Centre

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Ellanor Raymond	Leisure Supervisor	Lochaber Leisure Centre
Elsbeth Manson	Leisure Supervisor	Thurso Swimming Pool
Fergus Clark	Leisure Assistant	Dingwall Leisure Centre
Fiona Watson	Library Assistant	Inverness, Library Support Unit
Garry McKay	Active Schools Coordinator	Glenurquhart High School
Gordon McPhee	HR Manager	Ardross Street, Inverness
Graham Ross	Cashier/Receptionist	Lochbroom Leisure Centre
Helen Paterson	Cashier/Receptionist	Nairn Leisure Centre
Holly Henderson	Leisure Assistant	Alness Academy Swimming Pool
Ina Nicolson	Clerical Assistant	Portree
Iona Finlayson	Adult Learning Co-ordinator	Invergordon
James Hall	Leisure Assistant	Black Isle Leisure Centre
Jamie Barron	Leisure Assistant	Inverness Leisure
Jana Emburey	Gallery Attendant	St Fergus Gallery
Jane Macdonald	Library Assistant	Plockton Library
Jennifer Davidson	Youth Worker (Qualified)	Ardnamurchan High School
Jennifer Taylor	Temp Adult Learning Support Worker	Invergordon Arts Centre
Jill Oni Orison	Cashier/Receptionist	Craig MacLean Leisure Centre
John Dempster	ICT Senior Officer (Libraries)	HLH Office, Ardross St, Inverness
John Macdougall	Caretaker/Steward	Spectrum Centre

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Karina Liptrot	Cook	Inverness Leisure
Katie Allan	Leisure Assistant	Black Isle leisure Centre
Kieran Godley	Leisure Assistant	Invergordon Leisure Centre
Lisa Nicholson	Customer Service Assistant	Macphail Centre
Lucyna Dubanowska	Community Language & Learning	Education Centre, Dingwall
Margaret Ritchie	Library Assistant	Inverness Library
Marion Gillanders	Library Assistant	Caol Library
Mark Mills	Leisure Supervisor	Inverness Leisure
Martina Porri	Leisure Assistant	Spectrum Centre
Pamela Thame	Library Assistant	Inverness, Library Support Unit
Robbie Macdonald	Library Supervisor	Thurso Library
Sandra Murrell	Clerical Assistant	Inverness Botanic Gardens (Floral Hall)
Sharon Morrison	Archive Assistant	Caithness Archive
Shaun Sinclair	Temp Assistant Youth Worker	Invergordon Arts Centre
Shirley Maclean	Library Assistant	Brora Library & Golspie High School
Simon Workman	ICT Senior Officer (Leisure)	Ardross Street, Inverness
Stephen Downey	Leisure Supervisor	Badenoch Centre
Struan Conners	Leisure Assistant	Inverness Leisure
Torva Walmsley	Leisure Assistant	Inverness Leisure

On the move

	From:	To:	
Alan Larnach	Leisure Assistant	Leisure Supervisor	Wick Campus
Colette Allen	Relief Leisure Assistant	Clerical Assistant	Hilton Cty Centre
Darren Reid	Community Sports Hub Officer	Area Sports Development Officer	Inverness
Debbie Potter	Trainee Archivist	Assistant Archivist	Highland Archive
Douglas Hamilton	Library Assistant LSU	Library Assistant	Nairn Library
Eilidh Oliver	Relief Leisure Assistant	Leisure Supervisor	Averon Centre
Fiona Richardson	Youth Development Officer	Community Learning Development Support	Dingwall
Fraser Tulloch	Leisure Supervisor	Facilities Manager	Badenoch
Graham Cross	Operations Manager Museums	Commercial Manager	Dingwall
Graham Watson	Head of Resources	Inverness Castle Project Development Manager	Inverness
Kevin Thomson	Area Sports Development Officer	Area Facilities Officer	Inverness
Lorna Steele	Archive Assistant	Community Engagement Officer	Highland Archive
Morven Macleod	Business Support Officer	HR Manager	Inverness

STOP PRESS

Ella MacRae MBE

Just before the newsletter was due for circulation we became aware of another award winner in our midst.

Congratulations to our board member Ella MacRae for being recognised in the Queen's Birthday Honours list 2017, receiving an MBE.

As Community Councillor for Dores and Essich the MBE was awarded for services to the community in Inverness and the Highlands. (Dores)

A very well deserved honour for Ella.



Ella MacRae MBE