


















Winter Newsletter 2017

Cuairt-litir Geamhradh 2017



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Welcome Fàilte



Welcome to the Winter 2017/18 edition of the High Life Highland Newsletter. Throughout the year we celebrated the 5th birthday of High Life Highland with a range of events and communications marking this important milestone. The five year mark was also used to raise awareness of HLH's charitable status amongst the communities we serve and the partners we work with.

It's been another exciting and fulfilling year for the charity. In addition to maintaining and improving our core work, there have been a number of new additions to the charity's portfolio, including the transfer of the operation of Strathpeffer Pavilion, the Countryside Ranger Service as well as a number of leisure facilities across the Highlands which you can read about in this Winter newsletter.

During the year I have been impressed by the ability of the High Life Highland team to adapt to the changing circumstances that new facilities and services provide and by the way that new and exciting opportunities have been capitalised on. As always, there will be challenges ahead in the coming year, however this year has proven our ability to meet these head on, working together as a team to maintain the important services we deliver for individuals, families and communities across the Highlands.

Looking forward to another busy year in 2018.

Ian Murray - Chief Executive

Outdoor Activities | Foghlam air a' bhlàr a-muigh

Smooth transition for Countryside Rangers

High Life Highland Countryside Rangers became part of the charity on the 1st October when they formally transferred from The Highland Council.

Since then it has been a smooth transition delivering business as usual for the rangers with local people of all ages and visitors to the Highlands taking part in a wide range of exciting activities and events.

The ranger service runs many events designed to raise awareness and encourage the appreciation of the scenery, wildlife and heritage of the Highlands.

Plans are already underway for 2018 to continue encouraging local people to take part in activities such as guided walks, puffin watching, bat viewing and many more.



The ranger team have brought a wide range of expertise and experience, adding to that of HLH's existing outdoor activities team. Also, by integrating ranger services with others across the wider charity such as adult education, youth work and sports development creates opportunities for the ranger service to continue to play its important role in our schools and communities.

Sports | Spòrs

Commitment to sport brings personal success.

Jeni & Archie Herbert

A member of High Life Highland's Sports team has secured family success at the British ITF Taekwon Do Championships in Crawley. Competing against 470 contenders from across Europe, Jeni Herbert and her son Archie (9) became British Sparring Champions in their respective categories.

Jeni and Archie are members of Nairn Martial arts club, training two nights every week. Archie is also a member of the Competitor Development Squad, integrating training and knowledge with clubs across Scotland.

It was a successful event for the Nairn club who brought home 15 medals shared between their 10 competitors.

A delighted Jeni said "In my role as Sports Development Officer, it's important to lead by example and I am very proud of the commitment and dedication that Archie has shown to the sport, demonstrating that with perseverance and hard work achievement is always possible"



Jeni and Archie are now training hard for the Scottish Championships and the 2018 British Open and are looking forward to more success in the future.

Sports | Spòrs

Active Schools work with Syrian families in Alness

Community Integration

Prior to the arrival of the Syrian families, Alness Academy was keen to work in partnership with HLH Active Schools and Youth Development staff to ensure that we were involved in plans to assist with developing resettlement plans.

During term 4 of the 2016/17 academic year, Alness Academy approached HLH regarding running a leadership taster session for pupils who were not being given study leave. HLH took sections of the Go Lead course and delivered it over a couple of hours and Ragheb and Achmed attended the course. Their English was not great and they had a PSA support them throughout the course. After the course, Ragheb came looking for opportunities and wanted to start straight away.

During term 4 he assisted with sports days, assisted Rugby Development Officer John Mann with a day's taster session at

Obsdale Primary School and he also assisted with Active Schools promotional work within schools health weeks.

During the summer holidays he volunteered to work on the summer Playscheme in Alness. Ragheb's development has been staggering and he now has the confidence to lead sessions on his own and he has delivered a dodge-ball club, social multi-sports, cross country and football, he is currently volunteering for 3 hours per week.

Ragheb has recently completed his Level 5 Community Achievement Award through the HLH Leadership Programme and this will be getting submitted shortly. HLH have worked with the school to identify other qualifications that he can obtain through the work he has done and after the break HLH will be looking at guiding him through an SQA level 4 in Volunteering, SQA level 4 in Mountain Biking and he is also keen to attend a Sports Leaders level 4 course that Active Schools will be delivering in the new year.

Ragheb has been nominated for a Lord Lieutenant Award for his commitment and determination to be a part of the Active Schools programme and provide opportunities for young people to participate.



Youth Work | Obair òigridh

The Value of Youth Work

In September the youth services team hosted an event at Strathpeffer Pavilion entitled “Recognising and Communicating the Value of Youth Work”, Ian Murray welcomed the 60 or so participants who were representing HLH youth work, adult learning staff and partners from half a dozen different organisations. Jim Sweeney, CEO for YouthLink Scotland, the national agency for youth work, gave a keynote speech focusing on what makes youth work uniquely valued within the national context of Community Empowerment, CLD Planning and the current Education Governance Review. The rest of the day enabled people to reflect on the strength of their practice and by sharing stories and examples, spend some quality time thinking about and planning for taking forward improvements to services for Highland’s young people.



Youth Work | Obair òigridh

Vancouver Trip for Kinlochbervie Young People.

In October 2017 Cara Cameron (HLH YDO), the head teacher and several school staff accompanied about 40 young people from Kinlochbervie High School on a cultural / historical trip to Vancouver in Canada. This was the culmination of many months planning, fundraising and promoting locally for the trip of a lifetime. The catalyst was to celebrate the anniversary of a local person who received the Victoria Cross in WW1, then moved to Canada to become a mounted police officer but who was very sadly killed in action. The youngsters planned and made a film about the presentation and unveiling of a paving stone in Kinlochbervie to mark the 100 year anniversary. They took this to Canada to show their hosts, and new friends, at King George High School in Vancouver which proved to be an extremely emotional experience. One other strong feature



of the time away was hearing about and seeing first hand issues around drug and alcohol misuse and abuse, with the added consequences of homelessness. This prompted discussions about poverty and inequalities and enabled KLB youngsters to reflect on similar issues in their own area which are more often than not hidden. Contact between the two groups continues via social media and friendships and plans have been made for future links.

Leisure Facilities | Goireasan cur-seachad

New and Upgraded Facilities

Canal Park

As well as being the home of Highland Rugby Club, Canal Parks offers state of the art facilities for the wider community.

Boasting a state of the art clubhouse, with executive meeting space, a bar and restaurant as well as comprehensive facilities for players and match officials the clubhouse offers the ideal venue for corporate and sporting events.

The facility also offers the latest in 3G pitch technology as well as grass pitches for both football and rugby bookings. Public bookings will open in early 2018.



Leisure Facilities | Goireasan cur-seachad

New and Upgraded Facilities

Strathpeffer Pavilion

Following the transfer of business to High Life Highland in April, Strathpeffer Pavilion has been busy with a wide range of great events as well as private functions and weddings. From Jake Bugg to Skipinnish there has been a great variety of concerts and gigs which have been well



supported by the local community. 2018 will see a busy calendar of events for the Pavilion, as well as a brand new website and updated promotional material, it promises to be another exciting year!

Pavilion Art Fair

2017 saw the first Pavilion Art Fair operated by High Life Highland. The event attracted a large number of artists from across Scotland and generated a huge amount of local interest in their work. Artists were delighted with their sales and there was also a substantial amount of donations generated for the Pavilion.

Leisure Facilities | Goireasan cur-seachad

New and Upgraded Facilities

North Coast Leisure Centre & Poolewe Swimming Pool

Facilities in Bettyhill and Poolewe recently transferred to High Life Highland - North Coast Leisure Centre has already benefited from a brand new fitness suite with improvement works scheduled to begin in Poolewe early in the New Year.



Leisure Facilities | Goireasan cur-seachad

Membership Sales

Black Friday Promotion

Friday 24th of November saw the launch of a Black Friday Flash Sale on Leisure Membership. The promotion allowed customers to buy their leisure membership online for the first time and also offered outstanding discounted rates, especially for the first 20 customers.

The promotion offered individual and family memberships for £150 and £250 respectively to the first ten customers purchasing each membership type. These sold out within 3 minutes of going on sale!

For the remainder of the day memberships were available at £199 and £299 respectively and there was a high level of interest and sales from these with many new customers taking advantage of this great opportunity to join High Life!



BLACK FRIDAY SALE

Save up to £110 on annual membership



highlife
highland
na gaidhealtachd

BLACK FRIDAY SALE! While Stocks Last

Save on membership this Friday

BE FAST - SAVE MORE

From 9am	Was	Black Friday
First 10 Individual Memberships	£240	£150
First 10 Family Memberships	£360	£250
From 9am - 6pm		
Individual Memberships	£240	£199
Family Memberships	£360	£299

ONLINE ONLY - VISIT SHOP.HIGHLIFEHIGHLAND.COM

Adult Learning | Ionnsachadh inbheach

Scottish Book Week - Easter Ross

Book Week Scotland is a week-long celebration of books and reading that takes place every November during which people of all ages and walks of life come together to share and enjoy books and reading.

The Adult Learning Coordinator in Ross and Cromarty held events in Invergordon, Milton and Dingwall for Book week, including Bake me a story; Creative writing taster with Cromarty Writers group and a screening and reading of the BFG.

The BFG event at the Invergordon Arts Centre had 35 attendees with a few Roald Dahl enthusiasts coming in fancy dress. After the film they took part in some Roald Dahl family learning activities. A local parent said "it was so good to have something free and local. It's really expensive for us to go all the way to Inverness to see a film with the family." One of the children said they enjoyed reading Roald Dahl's timeline and then answering the questions, they found out so much about Roald Dahl that they never knew.



Adult Learning | Ionnsachadh inbheach

Family Learning Developments

The Adult Learning team now sit on The Highland Council Supporting Parents Improvement Group and will be working with partners from the NHS and other agencies to engage parents in learning so that they will feel

- * More confident communicating with others, presenting opinions and sharing ideas
- * More confident reading and writing for family life and sharing stories with their child
- * Better able to support their children with their homework
- * Better able to support their children's aspirations and life-long learning goals
- * A sense of empowerment through developing new skills to support their families



A recent project in Wick actually engaged the grandparents and young people and was a great success with grandparents being engaged in activities and question and answer sessions with Primary 3/4 and P7 classes.

P7 pupils were also asked to collect old photos from an older family member and do a piece of writing around the photo. All stories and photos are being collated and displayed at the school open day.

The activities challenged the stereotypes about age and highlighted the help and support grandparents provide through their influence and inspiration and increase awareness in the children of older people as individuals.

Adult Learning | Ionnsachadh inbheach

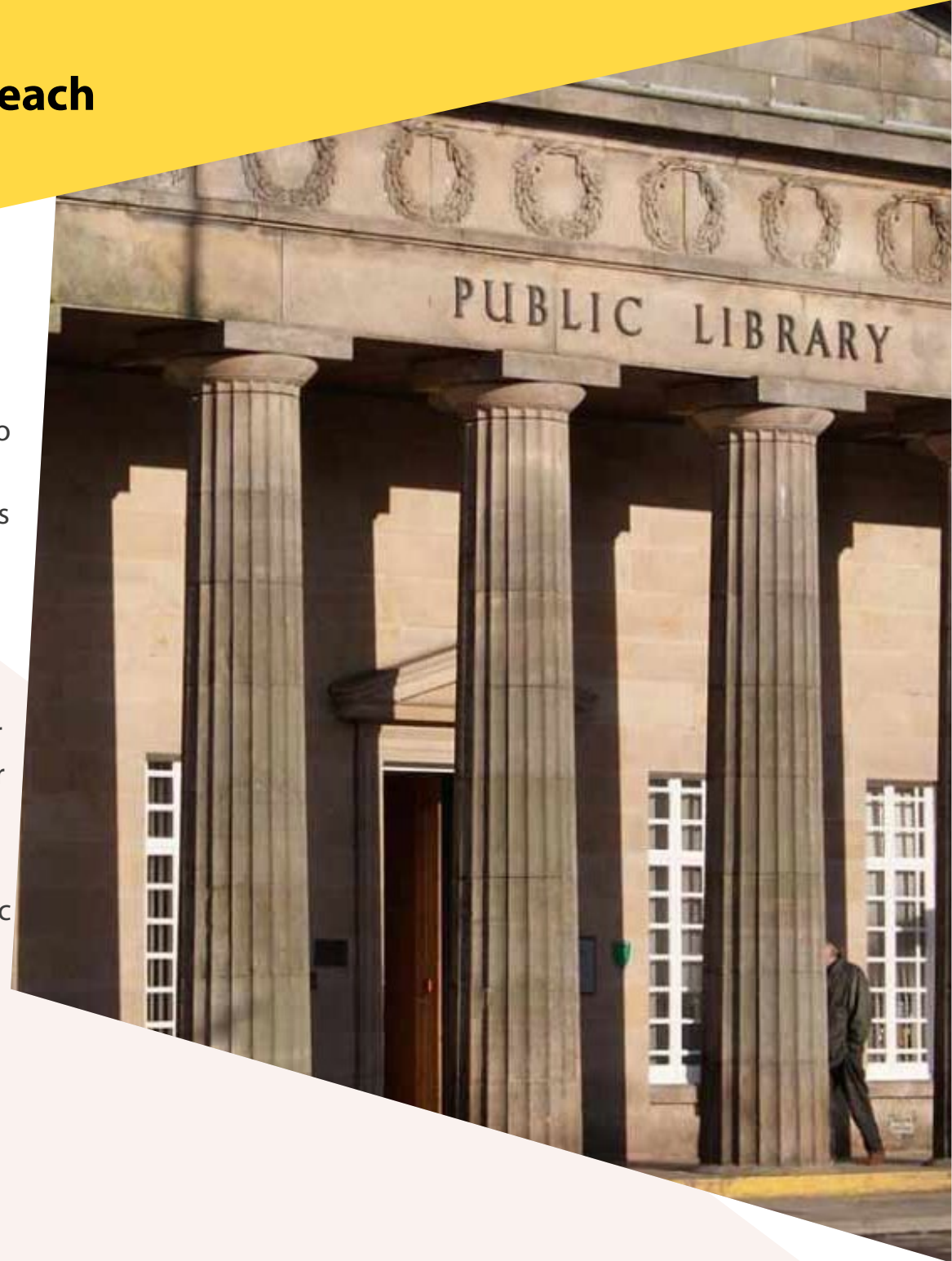
Making it easier for Adult Learners to Join the Library

Adult Learning have been piloting a scheme in partnership with Inverness Library that makes it easier for Adult Learners to join their local library, a simple task for many but for the less confident an experience that is often avoided due to the stress of the unknown, which is sometimes exasperated by poor literacy skills

Adult Learners have the opportunity to join their library on an 'Essential Skills Membership'. Learners have no paperwork to complete; they do not have to present a copy of a utility bill or identification; and they will not incur any late fees for books or DVDs.

Tutors complete the attached form in partnership with the learner and AL staff should collect library cards from the public library on their behalf.

To help the learner with the new experience the Adult Learning staff then follow up with an initial visit to the library along with the learner.



Museums and Attractions | Taighean-tasgaidh

Summer success for Inverness Castle Viewpoint leads to confirmation of winter opening hours.

High Life Highland opened its newest visitor attraction, the Inverness Castle Viewpoint just in the nick of time to enjoy this summer's bumper tourist season. Since April 2017, the city centre attraction has already welcomed more than 20,000 visitors, and High Life Highland see no reason to stop, having just announced that the Inverness Castle Viewpoint will remain open during the winter months, on reduced seasonal hours.

The Inverness Castle Viewpoint offers visitors the chance to take in a fantastic panoramic view of Inverness city, and beyond, from the North Tower of the 19th century Castle. Visitors to the viewpoint can enjoy exhibitions about Highland myths and legends as they make their way up through the tower to the viewing platform. From here, visitors can take in the stunning 360° vista, for as far as the eye can see.

Inverness Castle Viewpoint will be open on Friday, Saturday, Sunday and Monday of each week, from 1st November 2017 to 31st March 2018 from 11.30am – 4.00pm.



Museums and Attractions | Taighean-tasgaidh

Fireworks and Fizz at Inverness

Castle Viewpoint

High Life Highland partnered with the Highland Hospice recently to offer couples the opportunity to be the first to view the city's fireworks display from the top of the spectacular Inverness Castle Viewpoint.

The lucky spectators were treated to a very special evening giving them exclusive access to the tower for its first ever champagne corporate charity event on Saturday 4th November in the heart of the city.



The event was titled 'Fireworks and Fizz' with the guests being served canapes and bubbly before viewing the fireworks display at Bught Park from what is believed to be the best and most exclusive location in the City of Inverness. In addition, the team at HLH also offered the guests the added bonus of a visit to Inverness Museum and Art Gallery for a private viewing of 'The Monarch of the Glen'. The iconic painting which was residing at IMAG on the Inverness leg of its tour of Scotland.



Museums and Attractions | Taighean-tasgaidh

A Curious Turn: Moving, Mechanical Sculpture

An exhibition of automata from the Crafts Council will be on show at Inverness Museum & Art Gallery until 24th February 2018.

Automata are moving sculptures which are brought magically to life through a sequence of cogs, cams, cranks and levers. For centuries they have delighted and bewitched people.

A Curious Turn features 30 automata from the leading makers of the last 40 years, ranging from the humorous to the macabre and from the playful to the satirical. Visitors can turn, push and crank to see many of the pieces in action, while other pieces have films to show them in motion.

This ancient craft has had a resurgence from the 1970s to the present day as craft makers have rediscovered the potential of automata to reflect and satirically comment on the world around us or simply to make us smile.



Archives | Tasglannan

Voices through the Centuries

In this exciting event, London Academy of Music and Dramatic Art students studying at Eden Court were invited to choose from a selection of particularly emotive and interesting documents which are part of the Highland Archive collection and perform them as monologues in front of a Ness Book Fest audience.

This was accompanied by a presentation about the work of Highland Archive Service, a behind-the-scenes tour of where and how the documents are kept and a display of the archive material that inspired the actors.

This event allowed members of the public to contemplate the extent and diversity of collections held at the Highland Archive Centre and demonstrated that archives contain real people's stories and not dry and irrelevant documents.

We chose to collaborate with Ness Book Fest both to tap into their existing audiences and to be visible at a city-wide community event with so many high profile local individuals.

Drama was chosen as a new and exciting way of communicating the stories in the archives.



Archives | Tasglannan

Reminiscence Sessions for dementia day care service users in Caithness

The aim of this initiative was to use archival material, particularly old photographs and maps, to encourage people with dementia to reminisce about their lives, and so stimulate discussion and unlock memories from their past.

The Community Engagement Officer, and other members of Archive staff researched the collections at Nucleus and photographs held by the Wick Society and Thurso Heritage Society to identify images reflecting the recent history of Thurso and Wick. They then developed slide shows which could be screened at Wick and Thurso hospitals to dementia day care users and in conjunction with NHS staff, encourage discussions and reminiscences.

The main beneficiaries from the two sessions so far have been the 24 dementia day care users who participated,

their families and the NHS staff concerned, who have recognised that this is a successful approach.

It is planned to build on their success in 2018-19 and develop a programme of reminiscence sessions in Caithness which can be replicated in other parts of the Highlands, adding to the contribution High Life Highland makes to the health and wellbeing agenda.



Highland Folk Museum

Taigh-tasgaidh Sluagh na
Gàidhealtachd

Highland Folk Museum visitor numbers hit record high in 2017

Highland Folk Museum in Newtonmore has welcomed more than 70,000 visitors during April to October 2017 making it the busiest season that the museum has ever had.

Running an events programme through the season alongside all the fantastic interpretation that is available every day has helped encourage more visitors to come along and take part in the extra activities.

Vintage Day in late May was a particular success attracting over 1600 visitors in one day, whilst the Highland Rising re-enactment weekend and Forest Fest weekend attracted over 1000 and 1200 visitors respectively.

There were also six Heritage in Action Days through July and August, with lots of extra activities to enjoy, including sailing in a coracle – over 500 visitors had a go over the six weeks.



The museum is now closed for the winter but preparations are already underway for the 2018 season which will start on Wednesday 28th March 2018 – we hope to see lots of our regular visitors returning and welcome those who are new to the museum too!

Libraries | Leabharlannan

Spooky Story Winner!

Tiger Lily - Dalneigh Primary

The talented winner of High Life Highland and MFR's Spooky Story competition received the top prize this week during a surprise visit from Breakfast Show stars Gino and Grace. Tiger Lily, aged 9, was awarded an I-pad Air during a special assembly at Dalneigh Primary School to recognise her achievement!

Tiger Lily triumphed with the spookiest story from hundreds of entries, beating off competition from aspiring authors around the Highlands to have her story read out live on air on MFR's Breakfast Show on Halloween.

Ian Murray, Chief Executive of High Life Highland stated "There were a huge number of spooky stories submitted this year, and it was a pleasure to hear the winner on the Breakfast Show. High Life Highland Libraries offer a wide range of activities to children across the Highlands and I hope that being part of the competition will inspire parents and young people to explore everything on offer at their local library, from Technobot sessions to Lego Clubs and more."



Dawn Murray, Station Director at MFR concluded "We were delighted to team up with High Life Highland for the Spooky Story competition again this year. The standard was really high and we were extremely impressed with the number of children and adults who took time to write a story. We had a really hard time picking the winners"

As well as the overall winner each category winner received a £25 book voucher.

High Life Highland

Library Christmas Cracker Winner Receives Prize

Winners Delighted!

Winners of High Life Highland's Christmas Cracker campaign were photographed with their prizes in facilities around the Highlands recently.

The winner of a pair of Aftershokz headphones, sponsored by Run4It collected her prize from Fortrose Library while the winner of an Amazon Kindle Fire 10, sponsored by High Life Highland collected her prize from Dingwall Leisure Centre.

The Christmas Cracker competition was operated through the High Life Highland Facebook page, offering 6 great prizes from High Life Highland as well as partners!



Arrivals and Departures (Oct-December 2016)

A' Tighinn agus a' Fàgail

Arrivals

Alasdair MacDonald	Archive Assistant	Highland Archive and Registration Centre
Alasdair Smith	Leisure Assistant	Inverness Leisure
Andrea Finlayson	Visitor & Digital Collections Officer	Inverness Museum and Art Gallery
Andrew MacRae	Assistant Manager (Events)	Strathpeffer Pavilion/Inverness Leisure
Andrew Summers	Senior Countryside Ranger	Assynt Visitor Centre, Lochinver
Andrew Waite	Catering Assistant	Inverness Leisure
Catriona Russell	Leisure Assistant	Inverness Royal Academy
Donald Mitchell	Countryside Ranger	Durness
Eilidh-Ann Phillips	Senior Countryside Ranger	The Sunart Centre, Acharacle
Elizabeth Oliver	Library Assistant (38 Weeks)	Tain Royal Academy Library
Fiona Mackenzie	Archive Assistant	Highland Archive and Registration Centre
Fiona Maclean	Countryside Ranger	Ben Nevis Visitor Centre
Frances Kelman	Cleaner	Black Isle Leisure Centre
Gemma Sutherland	Archive Assistant	Caithness Archive
Graeme MacLeod	Archive Assistant	Highland Archive and Registration Centre
Hannah Brook	Leisure Assistant 1	Inverness Leisure
Ian Mackenzie	Chef/Catering supervisor	Canal Park
Ian Macleod	Leisure Assistant	Poolewe Swimming Pool
Jade Reid-Harper	Museum Attendant	Inverness Museum and Art Gallery

Arrivals

James Angus	Clerical Assistant	Hilton Community Centre
Jana Komendova	Leisure Assistant	Spectrum Centre
Jenny Grant	Countryside Ranger	Ullapool Service Point
John Orr	Countryside Ranger	Inverness Castle
Joseph Upton	Leisure Assistant 1	Inverness Leisure
Julie Edwards	Library Assistant	Achiltibuie Library
Katherine Matthews	Community Sports Hub Officer	Ardross Street, Inverness
Kirstina Rosie	Countryside Ranger	Wick
Lisa Black	Leisure Assistant	Spectrum Centre
Lynn Waddell	Library Assistant	Ardnamurchan Library
Marcia Rae	Countryside Ranger	The Old Library, Dingwall
Maria Roberts	Youth Convenor	HLH Office, Ardross St, Inverness
Marina Swanson	Countryside Ranger	Wick
Mhairi Jarvie	Archive Assistant	Highland Archive and Registration Centre
Michelle Melville	Countryside Ranger	Ben Nevis Visitor Centre
Miles Wood	Leisure Assistant	Poolewe Swimming Pool
Mona Ohri-Heron	Library Assistant	Glenurquhart Library
Nora Anderson	Network Librarian	Millburn Academy
Paul Castle	Countryside Ranger	Seadrift Centre, Dunnet
Rebecca Gorman	Leisure Assistant	Poolewe Swimming Pool
Renee Mason	Adult Learning Coordinator	Portree Library

Arrivals

Sandra Murrell	Clerical Assistant	Ardross Street
Sarah Murray	Clerical Assistant	Inverness Botanic Gardens
Saranne Bish	Countryside Ranger	The Courthouse, Grantown-on-Spey
Sharon Brisburn	Toilet Attendant	Invergordon Toilets
Shaun Wallace	Leisure Assistant	Lochaber Leisure Centre
Sheila Anne De Jonckheere	Library Assistant	Tain Library
Sheila Price	Toilet Attendant	Invergordon Toilets
Shirley Mackintosh	Clerical Assistant 1	Hilton Community Centre
Stephanie MacLeod	Leisure Assistant	Inverness Leisure
Steven Macdonald	Business Support Officer	Ardross Street
Susan Menzies	Mmanagement Support Assistant	HLH Office, Ardross St, Inverness
Vania Eaton	Youth Development Officer	Fort William
Vincent Martin	Caretaker/Steward	Culloden Library
William Mcleod	Outdoor Activities Officer	Queen's Park, Inverness

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Alison Graham	Library Assistant	Achiltibuie Library
Amy Mcdougall	Network Librarian	Kinlochleven School & Community Library
Ann-Maree Brannen	Play Worker	Averon Centre
Calum MacLennan	Youth Convenor	HLH Office, Ardross St, Inverness
Carla Simpson	Youth Employability Support Worker	Wick High School
Carol-Anne Mackenzie	Archive Assistant	Nuclear and Caithness Archive Centre, Wick
Celia Mackenzie	Cashier/Receptionist	Lochbroom Leisure Centre
Christine Wood	Archivist	Highland Archive and Registration Centre
Claire Marcello	Facility Manager	Inverness Botanic Gardens (Floral Hall)
David MacLeod	Leisure Supervisor	Culloden Academy Leisure Centre
Dawn Horsburgh	Active Schools Coordinator	Craig MacLean Leisure Centre
Euan Donaldson	Leisure Assistant (Dry)	Aviemore Community Centre
Fraser Tait	Leisure Assistant (Wet)	East Caithness Community Complex
Gail Priddice	Library Supervisor	Inverness Library
Gary Gray	Leisure Supervisor	Craig MacLean Leisure Centre
Gayle MacCorquodale	Library Assistant	Kinlochleven High School
Hayden Gray	Leisure Assistant (Dry)	Craig MacLean Leisure Centre
Janine Donald	Archive Assistant	Highland Archive and Registration Centre
Jennifer Davidson	Youth Worker	Kinlochleven Community Centre
Joe Setch	Museum Attendant	Inverness Museum and Art Gallery

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Joey Graham	Adult Education Coordinator	Portree
Karen Philip	Library Assistant	Culloden Library
Keira McKee	Project Conservator (temp 1 year)	Highland Archive and Registration Centre
Kyle Mackay	Leisure Supervisor	Sutherland Swimming Pool
Lewis Hervo	Leisure Assistant (Wet)	Lochaber Leisure Centre
Liam Quinn	Leisure Assistant 1	Inverness Leisure
Louise Fraser	Clerical Assistant 1	Ardross Street, Inverness
Mark Paulin	Graduate Bus. Development Coordinator	HLH Office - Dingwall
Melissa Black	Leisure Assistant	Averon Leisure Centre
Pawel Nowak	Leisure Assistant 1	Inverness Leisure
Sandra Fryer	Library Assistant	Tain Library
Sarah Maree Macdonald	Leisure Assistant 1	Inverness Leisure
Sarah-Jane England	Catering Assistant	Inverness Leisure
Sonny Rhind	Gymnastics Development Manager	Old Library, Dingwall
Steven McCurry	Library Supervisor	Inverness Library

Internal Moves

A' Gluasad Suas

	From:	To:	
Emily Finlayson	Relief Leisure Assistant	Leisure Assistant	Alness Pool
Rebecca Maclean	Relief leisure posts	Youth Worker	Ardnamurchan
Jane Macgillivray	Relief Library assistant	Customer Service Assistant	Averon Centre
Kerry Dallas	Cashier Receptionist	Library Assistant	Badenoch Library
Callum MacLeod	Relief Leisure Assistant	Leisure Assistant	Black Isle Leisure
Ailsa Rennie	Relief library assistant	Library Assistant	Brora Library
Moira Murphy	Relief Library assistant	Library assistant	Caol Library
Susan Fraser	Library Assistant, Millburn	Library Assistant	Libraries
Jacob Sellars	Relief leisure posts	Leisure Supervisor	Craig Maclean
Catriona Calder	Relief leisure posts	leisure Assistant	Craig Maclean
John McCook	Relief Leisure Supervisor	Leisure Supervisor	Craig Maclean
Jennifer Macleod	Relief Library Assistant	Library Assistant	Fortrose Library
Kirsten Petrie	Temporary Outdoor activities	Youth Development Officer	Glenurquhart
Pam Lucas	Relief Library Assistant	Library Assistant	Glenurquhart
Louise Gibson	Receptionist	Senior Receptionist	Inverness Leisure
Emma Mathieson	Catering Assistant	Senior Catering Assistant	Inverness Leisure
Lauren Macpherson	Catering assistant	Senior Catering Assistant	Inverness Leisure

Internal Moves A' Gluasad Suas

Conor Macleod	Leisure Assistant	Senior Leisure Assistant	Inverness Leisure
Drew Dawson	Leisure Assistant	Leisure Supervisor	Inverness Leisure
Rob Worthing	Temp Leisure Supervisor	Leisure Supervisor	Inverness Leisure
Michelle McMenemy	Relief leisure posts	Leisure Assistant	Inverness Leisure
Jake Fraser Lee	Relief leisure posts	Leisure Assistant	Inverness Leisure
Robert Yorston	Variable Leisure Assistant	Leisure Assistant	Inverness Leisure
Paulo Ticene	Leisure Assistant	Leisure Supervisor (secondment)	IRASC
Holly Ross	Relief Leisure Supervisor	Leisure Supervisor	Leanaig Centre
David Ogg	Relief Leisure Assistant	Leisure Assistant	Leven Centre
Mairi Ann Urquhart	Relief Leisure Assistant	Leisure Assistant	Lochbroom LC
Tom Grant	Relief Leisure Assistant	Leisure Assistant	Lochbroom LC
Cassandra Robb	Relief Cashier Receptionist	Cashier reception	Nairn LC
Elizabeth Urquhart	Clerical Assistant	Business Support Officer 1 (PT)	Dingwall
Kris Thomas	Leisure Supervisor, Dingwall	Leisure Supervisor	Puffin Pool
Loran Mathieson	Leisure Assistant	Leisure Supervisor	Puffin Pool
Jennifer Moodie	Leisure Assistant	Leisure Supervisor	Sutherland Pool
Carolyn Riddell	Relief leisure posts	Leisure Supervisor	Thurso LC