



Update from the Chief

On 15 June we had the first meeting of the new Fire Board which is made up of 24 elected members from across the Highlands and Islands. Richard Durham was appointed as Convener and I am looking forward to working with him and the other members to bring about improvements in our Fire and Rescue Service. One of the Board's first actions was to approve the IRMP which includes a number of changes for our structure. Over time it will increase the number of people working to serve the communities. It includes a reduction in the number of very senior managers and the introduction of retained district officers, which is a very positive step demonstrating our confidence in our Retained personnel. Full details of the restructure can be found in our website www.hifrs.org within the Community Safety, IRMP section.

The overall package is positive and because of the tremendous and valued staff we have, it will prove to be successful. During the transition period we must continue to work together and remain focused on providing a first class service to the public. The wellbeing of all HIFRS staff is crucially important to me and to the performance of our Service. A happy and healthy workplace will enable us to be in a strong position to serve those that need us.

CFO Brian A Murray

Former Council flats used for fire and rescue training

A joint initiative, between Highlands & Islands Fire and Rescue Service (HIFRS) and The Highland Council, that could help save Highland lives, has resulted in a block of condemned flats in Invergordon being used for fire and rescue training exercises prior to their demolition.

Flats at Joss Street Invergordon, which are planned for demolition due to contaminated land, were used by the Service in a unique training exercise on Monday 16 July.

Highland Councillor for Cromarty Firth Maxine Smith said: "This is an excellent example of mutual support and joint working. I have been delighted to assist the HIFRS in gaining access to the flats at Joss Street for what will be an invaluable training exercise for them."

Watch Manager, Dennis MacFadden of Invergordon Fire Station said: "It's always difficult to source realistic training scenarios for our staff. The chance to use the Joss Street flats is of huge benefit to us. The training involved simulated smoke pumped into the flats so that we could train with breathing apparatus."

Admin Training Days

The District admin staff were in Inverness on 13 & 14 June for a two-day training event and were joined by all the admin staff in Inverness for a successful team building event on the afternoon of the second day.



United Kingdom Rescue Organisation Extrication Challenges—Cardiff 2007

Fort William RTC Team

| | |
|--------------------|---|
| Team Manager | Station Manager Donnie Munro |
| Incident Commander | Watch Manager Chris Findlay |
| Medic | Firefighter Martin MacKenna & Firefighter David Rodgers |
| Medic's Assistant | Firefighter Fraser MacDonald |
| Technical | Firefighter Clint MacLeod & Firefighter Bryan Henderson |
| Medical Coach | L.A. Paramedic Alison Stewart |

Fort William represented HIFRS at the national extrication competition in Wales. The event was held inside the national arena and was watched by large crowds. The standards were extremely high with the current world champions and several previous world championship teams competing.



After the first day Fort William were in a very impressive third place and on the second day with more complex scenarios ended up with a final placing of eighth position and the top Scottish team. This was a great achievement against teams who have been competing for many years.

Also competing in the Trauma Challenge, which required a team of two to carry out initial life support to a casualty who has been involved in an accident and give a handover to on coming paramedics, were two Firefighters from Acharacle, Kate O'Rourke and Craig Burton and two Firefighters from Achiltibuie, Diana Wilding and Alistair MacLeod.



Both teams gave a fine performance with Acharacle gaining fifth place and Achiltibuie just missing a top twenty spot.

The challenges and events are organized by the UKRO which is committed to improving rescue standards throughout the UK.

Roadshows for Employers of Migrant Workers

The Citizens Advice Bureau and HIFRS ran a series of partnership working lunches for employers or prospective employers of overseas workers. Free advice was offered on a wide range of subjects affecting employers of Migrant Workers including immigration issues, the Fire (Scotland) Act 2005, agency workers as well as basic employment rights.

Seminars are still to be held in Orkney, Shetland, Skye and Lochaber.

NEWS IN BRIEF



Inverness Fire Station Open Day—4 August 2007

On Saturday 4 August Inverness Station held the first Open Day in 5 years in support of the Fire Services National Benevolent Fund. The day was extremely successful with the weather being on our side and drawing a crowd of over 2500 people to enjoy the many interactive displays, stalls and play areas, and raising the fantastic amount of £5700.



Every department within the Service was represented on the day, which provided fantastic support for the event.

Children went away delighted



with the amount of free things to do and also some excellent painted faces. Many parents found the stalls good value for money and regularly took a gamble to win some of the vast array of prizes available.

The money raised will go a long way to provide assistance for employees of the Fire Service and their dependant families.

Falkirk Wheel Abseil

Leona Dunbar the adrenalin junkie from Admin at HQ is abseiling the Falkirk Wheel on 30 September for the Fire Services Benevolent Fund.

If you would like to sponsor Leona for the event she has setup an online sponsor page at www.justgiving.com/Monkeyabseil

Benevolent Fund 1987—2007

It gives me great pleasure to show the comparison between fundraising 20 years ago and today. The enthusiastic support and commitment by Service personnel and their families throughout the area has assisted in increasing the annual income from £17,566 in 1987 to £47,296 in 2007, a dramatic increase over the years which helps many of our beneficiaries attend the excellent facilities for therapy, rehabilitation and recuperation.

The development of the Charity is extremely important and includes Child & Family Therapy, a state of the art new Therapy Centre in Devon and upgrading of current convalescence centres. All this provides better facilities for us all, but requires constant fundraising to support progress.

Graham Clark, FSNBF Secretary, H&I Branch

News from the Archives—10 Years Ago

Cow Stuck in a Bath

"This incident highlights the diverse nature of the calls that the Brigade receive. The occupier of a house close to a field was alerted by the "distressed" lowing of a cow which had toppled into an old bath being used as a drinking trough.

The concerned gentleman contacted Brigade Control, who mobilised the appliance and crew from Broadford. After 20 minutes of pushing and pulling the distressed animal was successfully released."

Firemaster's Report April 1997—March 1998

Visually Impaired Open Day—Strathpeffer 16 June 2007

Crew Manager Ross Sutherland and 3 Firefighters from Dingwall Station attended the above Open Day which was held in the Community School, Strathpeffer.

They were given the opportunity to address the group, some of whom had other disabilities as well as visual impairment. The crew were able to explain the work that they do, and to give fire safety advice and information. From the visit the crew were given a number of referrals for Home Fire Safety Visits throughout the Highland area, and met with Mr John Gill who is a director of The Visual Impairment Services Highland. He is very keen to set up links with Highlands & Islands Fire & Rescue Service, so that his organisation can make further referrals on behalf of his clients.

This is a good example of Community Fire Safety, with the crews giving up their time on a Saturday to work with the community for the benefit of the community.

John O'Groats to Lands End Cycle

David McDiarmid, Kenny McDonald, Graham Clark and Gilbert Gallie cycled from John O'Groats to Lands End, a total of 925 miles, between the 10 and 18 August 2007 to raise money and awareness for Autism.



If you would like to donate, please make cheques payable to "Cycle For Autism" and forward to the address listed below. Alternatively, donations can be made by visiting www.justgiving.com/davidmcdiarmid. If you have any questions, please feel free to contact David on 01463 794271 or email lornadavid@aol.com.

ICT Project—Retained Availability

The Service has now installed ICT facilities in most Retained stations. Those which are still to be completed are in areas where there is a lack of Broadband connectivity. We are evaluating solutions to resolve this, including looking at the feasibility of providing either satellite or wireless Broadband.

The Service is determined to make this project a success and this can only be achieved with your help (and feedback). The use of e-mail to distribute vital information (such as operational priorities) will become more prevalent and Watch Managers should check their e-mail on a regular basis to ensure that such information is not missed.

We are also looking at ways to assist Watch Managers in cutting down the number of paper forms which have to be filled in. We have commissioned an external company to provide software which will help in 2 areas which we consider are key to reducing the burden on Watch Managers. The first of these is a payroll module which will replace the existing FIN 50s. The second module is an availability prediction module which will assist Watch Managers to manage the availability of their crews.

A project team has been formed to take this work forward. It is expected that the hardware and software will be installed and tested by the end of October, with a pilot project involving 5 Retained stations likely to commence by the middle of November. If you would like your station to be involved in the pilot, please e-mail john.donaldson@hifrs.org by 30 September 2007.

OBITUARY

Nick Dunford



The Service was shocked and saddened by the sudden and untimely death of Nick Dunford, Deputy Area Commander in North Command who passed away on 17 June 2007.

Nick joined the Service in November 2003, transferring from Wiltshire Fire Brigade, where he had been a valued and trusted member of their operational and fire safety departments for over 16 years.

Nick's career in the Service won him the respect and friendship of all of those who worked with him, and his loss is deeply felt throughout the whole of the Service. The Service's loss, however, can only be minimal compared with that of his family, and our thoughts are very much with Clare, his father, and the rest of his very close-knit family in this time of great sadness.

Nick's funeral was held on Thursday 2 August at Inverness Crematorium where family, friends and colleagues gathered in large numbers to pay their last respects. A collection was taken for one of Nick's favourite charities - Medecins Sans Frontiers, and just under £1000 was raised.

Nick will be sadly missed by all of us.

INCIDENTS OF NOTE

Dog falls at Dog Falls!

At 2200hrs on Sunday 8 July 2007, the Service control room received an emergency call from a member of the public stating that her dog had fallen into a gorge at Dog Falls, Glen Affric.

One appliance from the local Retained station in Cannich as well as a pumping appliance, emergency tender and duty officer from Inverness was mobilised.

On arrival, the Incident Commander quickly ascertained the location of the dog which had fallen approximately 50 feet into the gorge and landed on rocks. It was difficult to assess the extent of the dog's injuries but the dog was alive and moving around on the rocks, occasionally falling into the water.

The Incident Commander very quickly confirmed that due to the location of the dog and vertical face of the gorge that specialist assistance would be required to gain access, and with this information and due consideration of the incident a request for assistance was passed to the Coastguard in order to gain access to the dog.

Fire and Rescue Service personnel provided lighting around the top of the gorge whilst the Coastguard personnel risk assessed the location. The decision was taken to approach the dog via the river running along the floor of the gorge. Suitably trained and equipped Coastguard personnel entered the water downstream and proceeded upstream whilst Fire & Rescue personnel provided lighting, downstream safety and maintained visual contact with the committed Coastguard personnel.

The dog, named Kyle, a fourteen year old Collie/Jack Russell cross was rescued and returned to his owner with nothing more serious than a few bruises, a bit cold and rather wet at 0110hrs.

The incident once again demonstrated the excellent working relationship between the Fire and Rescue Service and the Coastguard and a happy and successful outcome to the incident was achieved.

TRAINING

New Training Vehicle

The driver section of the Training & Development department is delighted to announce that it recently became a registered Theory Test Centre for LGVs. This will further enhance the service we provide and speed up the process for personnel developing through the LGV test process.

Service personnel wishing to become an LGV fire appliance driver are required to attend a one week driving instruction course with an examination held on the last day of the course. On successful completion of the course, personnel return to carry out driver familiarisation and a two-day Emergency Response Course, with a one day refresher programmed.

The vehicles that were recently used to carry out this instruction and examination were decommissioned fire appliances. The fleet comprised of 2 manual gear box fire appliances for LGV instruction and examination, with 1 automatic to assist with Emergency Response instruction.

As a result of the EU Commission Directive 56/2000, which has been adopted in the United Kingdom, the Service has purchased 2 vehicles to meet the new high standard of this directive and to enable the Service to carry on delivering the quality of driver tuition and examination that we have come to expect from the Training & Development department.

The new additions to the fleet are 2 Scania P 230s. Although the main role for these vehicles will be driver training and driver examination, they will also be utilised to respond to emergency operational incidents under New Dimensions. They will also be utilised in the transportation of equipment such as foam stocks, additional hose, additional shoring etc and for this end, both vehicles have been equipped with tail lifts with a capacity of 1.5 tonnes. Both vehicles also help to show the Service's commitment to the community by carrying fire safety messages.



The photograph shows Watch Manager John MacDonald being handed the keys for the vehicle by the Workshop Supervisor Gordon MacRae. Also present in the photo is Area Manager Uisdean MacLennan, Temp. Group Manager Alex McKinley, Crew Manager Donnie MacLennan and Mr Bill Stewart.

Service Training School

Following considerable investment to improve facilities at the Service Training School in Invergordon, Phase 1 of a refurbishment programme has been completed and is now in use. The upgraded facilities include a new dirty change area, new female and male changing and shower areas and a new BA set servicing area. The improvements have been well received by students recently attending the School, enhancing their comfort and safety.

The second phase of the refurbishment is about to commence, which will improve facilities and working conditions for instructional staff. A new office, shower and changing rooms will be built, and an enhancement to the dirty de-brief area will be provided.

FIRELINK

In the last edition of the Newsletter, we mentioned that the new building to house the Firelink equipment had been completed.

Since then, the contractors have installed several equipment cabinets and connected it to the Ground Based Network (GBN), to which connections will be made to the Firelink System. These cabinets have been running to establish them in a "steady state" and everything so far has gone to plan.

Further installations are expected in the next few weeks and satisfactory progress is being made against the overall HIFRS project plan.

Nationally, Dumfries & Galloway will be the first Scottish FRS to have Firelink systems installed and whilst there has been some slippage against the overall national project plan, this is not expected to cause delays here in HIFRS.

Training

Our Command and Control staff will undertake training between the 20 August and 7 September 2007. As well as receiving training on the new "touch-screens", they will also undertake training on the Firelink functionality of the screens to make them ready for the installation of the Command and Control Centre equipment later in October.

Area Manager MacLennan and his development team have produced proposals for the roll-out of Firelink training to operational personnel. These will be discussed at the next HIFRS Firelink Project Team Meeting. We will keep personnel informed of the training roll-out plan following this meeting.

Operational Continuity

All operational stations should have received a mobile phone for each of their appliances. These will provide a "fall-back" mechanism if there is a failure of the existing radio system. Staff must make themselves aware of the guidance documents provided with the phones to ensure that they are always used appropriately.

Due-Diligence Visits

In order to assist with the installation of equipment at individual fire stations, Firelink contractors will be visiting stations in the next few months to undertake "due-diligence" visits. These are primarily a small scale survey of the station to identify how they will install the Firelink equipment in each location.

Learn to Speak Firelink

In the previous newsletter in the section on Fleetmapping, we described a "talk group". Following on from this and continuing our look at the terminology associated with the Firelink Project, we will spotlight Dynamic Group Number Allocation (DGNA).

Currently when the Command & Control Centre speak to an appliance, it is through an "open" channel, meaning that everyone who has access to that channel can overhear all information being passed on the channel, whether they are "authorised" or not.

Once Firelink is up and running, these channels (talk-groups) will be controlled by staff in the Command and Control Centre, who will allocate a talk-group to an incident and make it available only to those resources responding to the incident. Once the incident is concluded, the talk-group is returned to our pool of talk-groups.

This "dynamic" process will mean that the talk-group (channel) on which an appliance transmits and receives information may change for each incident they attend.

This method of operation is an effective, efficient and economic way of managing traffic in the Firelink System.

NEWS IN BRIEF

Additions to Fire Appliance Fleet

The Service recently took delivery of the latest additions to their fire appliance fleet, pictured below. The four Scania vehicles, which represent an investment of over £600,000, feature the latest advances in rescue and firefighting technology. The major improvements to the vehicles include an enhanced package of Road Traffic Accident equipment. The need for this equipment was identified as part of the Fire Board's Integrated Risk Management Plan which identified a number of areas throughout the Highlands, Shetland, Orkney and the Western Isles where it was thought necessary to complement the existing resources.

These vehicles are now based at Lerwick, Kirkwall, Golspie and Broadford, providing the crews in those stations and surrounding areas with an improved capability. Chief Fire Officer Brian Murray said, "The Fire Board has recognised that the number of Road Traffic Collisions throughout the country is on the increase. Our crews attend many incidents throughout the Highlands and Islands, releasing casualties and saving lives. Unfortunately, the frequency of severe accidents is a worrying statistic and is one which we are working closely with our partners to try and reduce. In the meantime, though, we recognise that we must provide our crews with the best possible equipment to deal with the often harrowing circumstances of Road Traffic Collisions. These appliances complement 4 other vehicles which have already been provided with similar equipment at Fort William, Stornoway, Aviemore and Wick."



The Service continues to invest in its appliance fleet – 6 more Rescue Pumps have been ordered in this financial year and it is likely that the first two, which have already been delivered, will be based in Inverness. The Engineering Department, together with Operations Support and a team from The Appliance, Equipment and Uniforms Committee, have been looking closely at the equipment levels held on appliances and it is likely that revised inventories will be published in the near future.

News from the Archives—40 Years Ago Playhouse Cinema, Inverness

Although cinemas are covered by legislation so far as fire prevention and the safety of the public is concerned, fires unfortunately still occur. In this instance a discarded cigarette end was picked up by a vacuum cleaner and ignited the waste material in the bag.

Fortunately, smoke was seen issuing from the bag. The fire brigade was called immediately and no further damage resulted. If the cleaner had been put away in a store there is no denying that a serious fire might have developed

Northern Area Fire Brigade Annual Report May – December 1967

COMMUNITY RISK MANAGEMENT / IRMP

New Resources to Support Community Fire Safety

The CRM Department has recently introduced some new resources to support the work of all units carrying out their Community Safety promotional work.

We now have gazebos and tables which can be booked for outdoor events. We have also purchased some large screen TVs. These can also be used along with our pop up banners to promote the work of the Service.

We have also introduced some new Home Fire Safety Check postcards to distribute at events and presentations. These have proven to be very effective so far and have been issued to all Districts for further distribution to Units.

We have a small supply of pens, pencils and rulers which can be used at presentations to school aged children. Please contact the CRM Department on 01463 227176 if you wish to book this equipment for future events.

Road Safety—Motorbike Safety

In partnership with Northern Constabulary and Scottish Ambulance Service, we have agreed to offer some free places on a course to promote motorcycle safety. The course is run by Police Traffic Officers (Bike Safe) and this is followed by a session with the Scottish Ambulance Service Paramedics (Bike Aid).

The course will run dependent upon on numbers. If you wish to express an interest in attending a course, please contact Cathie Way, CRM Co-ordinator on 01463 227177.

Partnership with Army Cadet Force – Bridging the Gap

Members of the Army Cadet Force in the Skye and Lochalsh area have offered to help the Service in identifying vulnerable persons in their area by providing local units with the names of older relatives who might benefit from a Home Fire Safety Check.



By becoming involved in this initiative, the cadets will not only learn valuable lessons themselves about Home Safety, but they will spread the word to their families and friends and, in doing so, will also earn their own Cadet in the Community Service badge.

Captain Lloyd Burt, local Officer in Charge in the Skye and Lochalsh Cadet Force is delighted to be involved with the Fire Service and looks forward to the joining of forces for this worthwhile cause. He said " Our young people are perfectly placed to do this kind of work, and if it helps the Fire Service identify those who are most vulnerable in the community, then everyone wins".

Should this initiative prove to be successful, other units who have local Cadet Detachments in their area may be able to tap in to this valuable local resource.

Community Fire Safety Certificate



Ollie Preston, Lochcarron Fire Station was presented with his CFS Certificate by WM Sandy Catto which he attained after attending a weeks course in Gullane. Ollie said the course was quite hard but very informative and feels he

learnt a lot which will benefit the unit in their efforts to do Community Fire Safety in and around Lochcarron.

ON THE RUN

This quarter's item is to do with foam.

As you know, because of the environmental damage foam can do we are not allowed to train with it unless we can guarantee that the run off is collected in interceptors, as it is in the airports in our area. However, we can still practice with the equipment by using a bucket of water/soap solution instead of the foam concentrate.

Foam concentrate is the product as supplied from the manufacturer, and **foam solution** is the mix of foam concentrate and water. **Finished foam** is the aerated mix as it comes out of the foam making branch.

The standard method of setting up the foam making equipment is to run out a line of 70mm hose from the pump delivery. Connect the foam inductor to the hose. Connect a second line of 70mm hose to the outlet of the foam inductor and run out to the fireground/incident scene. Always use 70mm hose with this equipment and keep the hose line between the inductor and the branch as short as possible, no more than two lengths, to avoid excessive pressure losses. This also allows the firefighter controlling the branch to move about easily. Once in position connect the foam making branch to the hose. The foam making equipment is now ready to be got to work.

The Incident Commander should ensure that there is a sufficient supply of foam and water available to safely deal with the incident before starting a foam attack.

The foam branch should be directed away from the fire/hazard until finished foam is produced.

As ever with foam, all equipment should be flushed out with clean fresh water for at least 10 minutes after use.

The 'B' type appliances carry 50 litres of foam and at an induction rate of 3% it will last seven minutes at a flow rate of 225 lpm at 5 bars.

Inserting the inductor directly into the pump delivery should be avoided as this can lead to foam drums causing congestion at the pump and create a trip hazard. The pump operator should not be expected to provide and maintain a constant supply of foam concentrate to the inductor.

Avoid inserting the foam inductor directly into the foam making branch as this could lead to congestion at the branch and create a trip hazard. It would also restrict movement and the branch holder would have to ensure that the foam concentrate is moved with any repositioning of the branch. It also means that the foam concentrate has to be carried further to maintain a supply at the inductor.

Foam drums should be placed as close to the inductor as possible to allow the firefighter operating the inductor to quickly remove the dip tube from one drum and insert into the next full drum. If necessary utilise any suitable container at the incident, e.g. dustbin or wheelie bin, to allow foam concentrate to be decanted into a larger container so that the dip tube doesn't have to be lifted out of the concentrate. However try to avoid pouring the foam concentrate into the container too vigorously to prevent the concentrate from aerating. Ensure that the dip tube remains submerged at all times.

If you have any views, comments or tips worth passing on, they can be e-mailed to me at Michael.white@hifrs.org.

News from the Archives—20 Years Ago

"At this years "Children in Need" appeal, the Brigade had the distinction of supplying the opposition to play a volley-ball match on the top of Ben Nevis against Kent Fire Brigade. This qualifies for entry in the Guinness Book of Records and the amount raised was appropriately amongst the highest raised by any one event."

Highland and Islands Fire Brigade Annual Report 1987

PEOPLE

Long Service and Good Conduct Medals Station Manager Alison Cameron



On 23 March 2007, Station Manager Alison Cameron was presented with her well-deserved Long Service and Good Conduct medal by the Chief Fire Officer, Brian Murray. Alison joined the Service on 14 July 1986 and progressed through the various roles in Control, including that of Control Training Officer. She

was promoted to Fire Control Officer on 1 April 2000 and has led the Control staff through some challenging times. The Control Centre continues to be one of the most effective in Scotland, and this is due in no small part to the efforts of Alison and her dedicated staff. She plays a big part in the management team of the Operations Support department, using her experience and common sense to great effect.

At the presentation, Alison was joined by her family, friends and colleagues to ensure that she was rewarded with a special day. Many of those present then went on to ensure the festivities lasted a bit longer, with a meal and some celebratory drinks in Inverness.

Firefighter Robbie Wilson

On Monday 18 June, 2007, the Chief Fire Officer visited Grantown-on-Spey to present FF Robbie Wilson with his twenty year Long Service and Good Conduct medal. After training, the presentation started at 8pm with WM Neil Mutch giving a brief history of Robbie's service including the first few calls he attended which had all been logged meticulously in the station log books. But as Neil said, Robbie's twenty years were 'squeaky clean' and there were no anecdotes to reminisce of, or none at least to be recounted in front of the CFO!



GM Mike White read the citation and the CFO made a speech followed by the official presentation of the medal.

Robbie, who joined in October 1986, replied by saying that he'd served under four Firemasters/CFOs and acknowledged that in the twenty years he'd served the community, a lot of change had occurred, most being for the better. We wish Robbie well for the next twenty years!

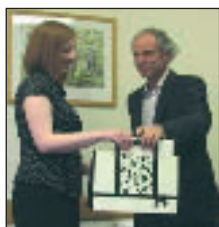
Mike Bond wins Scottish Fire Service Triathlon



Saturday 21 July 2007 saw the Scottish Fire Service Triathlon Championships and this year it was held at Gullane. The race consisted of a very rough 1500m sea swim followed by a 42km cycle then a hilly off road 10km run. Mike Bond from Inverness Fire Station won the event in a time of 2hrs 29mins.

Laura MacKay

Laura Mackay, Receptionist at HQ, recently left to pursue her career with the Northern Constabulary. CFO Brian Murray is pictured presenting Laura with a farewell gift from her colleagues.



Alec Featch

After 30 years service Alec Featch retired from Highlands & Islands Fire & Rescue Service on 21 July 2007.

Alec joined the Service on 22 July 1977 as a Fireman at Inverness Station and progressed through the ranks, having worked in virtually every department in the Service.



Alec spent a number of years working in the Staff Department where he built up a lot of knowledge of the policies, procedures and working of the Service, including Fire Investigation in which he was heavily involved. Latterly Alec, in his most recent role as Deputy Commander in the Community Risk Management Department, worked hard to promote suppression systems and to have them installed in each of our constituent authorities.

At a ceremony attended by many of his colleagues, Alec was presented with a commemorative axe to mark 30 years service by CFO Brian Murray, who thanked Alec for his years of dedication and commitment to the Service and wished him all the best for the future.

Gordon Sinclair

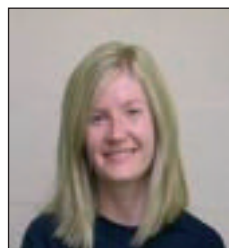
Firefighter Gordon (Gordie) Sinclair receiving his SVQ Emergency Fire Services Operations in the Community Level 3 Certificate from Deputy Chief Fire Officer Tony Wood.



This is a major achievement for Gordie, not only that he managed to gain the award over a period of 36 months working in conjunction with his station based A1 assessor, it is also the first to be awarded in Highlands & Islands Fire & Rescue Service. Congratulations Gordie.

Isabelle Kaminiarz

Bi-Lingual Community Safety Advocate



Isabelle has recently joined the CRM Department to promote safety in the workplace and homes of migrant workers.

Her focus will be to work with employers in the Service area to offer home safety presentations to their staff and to promote the uptake of Home Fire Safety visits to migrant residents and is looking forward to making contact with units who may need her assistance in reaching local migrant communities.

For further information or assistance, please contact Isabelle on 01463 227191.

We hope that you have enjoyed reading the Newsletter but if you have any comments or wish any items to be included in the next issue please contact Denise Sutherland on telephone number 01463-227009 or denise.sutherland@hifrs.org