



Update from the Chief

A service that does not settle for doing a good job when it can do an excellent job. A service that is always willing to do more than can reasonably be expected and one that is willing to work harder, work longer and work better for the public. That is not my vision for the future but what I see every day in Highlands and Islands Fire and Rescue Service.

To deal with the recent floods, firefighters, officers, Control Room staff and support staff pulled together in an incredible manner to help everyone in need. This is replicated time and time again at operations. With community safety I am told by members of the public about firefighters who are approaching their task, not just in a professional manner, but in a caring manner. On the organisational front I have received the first draft of Audit Scotland's performance audit and again it confirms that the whole organisation is pulling together and providing an excellent service. The report recognises that we are facing up to many challenges and, as ever, continuing to change to improve our Service.

As we enter a new year I want to say thank you to everyone for their efforts in making us one of the best Fire Services in the UK. I look forward to working with you all in 2007 as we continue to focus on making Highlands and Islands a safer and better place to live, work and visit.

CFO Brian A Murray

Memorandum of Understanding - The Prince's Trust

The Service is currently developing a new Memorandum of Understanding with the Prince's Trust in relation to Community Engagement with Young People aged 14 – 25.

There are many benefits to the Service of this type of arrangement:

- Opportunities for us to engage positively with young people in their community
- Opportunities for staff development through activities with young people on Trust programmes
- Opportunities for staff to develop their skills and experience of working with young people, including access to training courses

The Prince's Trust will also benefit from our involvement through:

- Work in partnership to increase depth and breadth of programmes offered in the Highlands & Islands area
- Access to staff who act as positive role models for young people
- Access to equipment, resources and facilities which are of interest to young people on their programmes.

Cathie Way, IRMP Co-ordinator, recently worked with young people on the Highland Recharge programme by becoming involved in mock interviews during a residential course aimed at getting young people back to work.

Other initiatives in the pipeline involve our staff providing a mentoring scheme and the possible link with Prince's Trust XL groups in Secondary schools.

If any members of staff wish to find out more about volunteering opportunities with The Prince's Trust, please ring Cathie Way on 01463 227170 or e mail to: Cathie.way@hifrs.org.

Support for Newcomers

Highlands and Islands Equalities Forum have commissioned the development of an online Welcome Pack for newcomers to the Highlands, particularly those whose first language is not English, and agencies and organisations working with newcomers.

An Overview

Migration has become an increasingly important issue for the Highlands and for Scotland as a whole, with growing numbers of newcomers, especially from EU accession states. Newcomers tend to be in the younger age groups (mostly under 35). In some cases newcomers are later joined by other family members, including children.

Finding suitable accommodation and accessing interpreting and translating facilities present key challenges to newcomers. Additional service requirements include language classes and internet access, together with information, help and advice in opening bank accounts, on employment rights and opportunities and on education and healthcare services.

Developing a Welcome Pack for Highland

The draft content for the online Welcome Pack, places an emphasis on aiming to ensure that newcomers will have access to information, advice and support on the full range of services available both at a Highland level and in their local area. Essentially it is intended that the online resource will inform newcomers of their rights and responsibilities:

- as new members of Highland communities; and,
- in relation to all services provided both nationally and locally

Fire Service Involvement

In recognition of this; the Service has issued safety information and advice to highlight the 10 key safety points as published in the 'Your Guide to Fire Safety' leaflet issued by The Scottish Executive.

In addition, readers of the on-line Welcome Pack are encouraged to seek advice and help through Home Fire Safety Checks. In support of this, key safety advice has also been posted on our website in a number of other languages.

Should Service staff have any requests for further information or assistance they should contact CRM department on 01463 227176.

Wear it Pink Charity Day

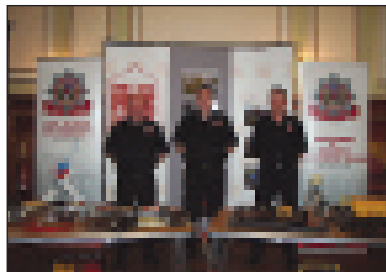
Some of the staff at Service Headquarters show their support for the 'Wear it Pink' charity day. The event raised a total of £34 which will go towards Breast Cancer research.



NEWS IN BRIEF

Road Safety Awareness Day

Personnel from Stornoway Fire Station played an active part in a Road Safety Awareness event held at Stornoway Town Hall in early September. The event was in response to the high number of road accidents involving young drivers in the islands. The event received the full co-operation from The Nicolson Institute, Stornoway and Sir E. Scott School, Tarbert, the two senior secondary schools .



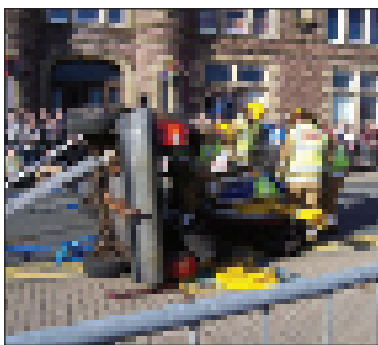
Approximately 400 pupils were able to view a number of static displays set up to raise awareness of road accidents. These included displays from the Ambulance Service, various police units, the Local Authority and a local Optician. There was also

substantial input from a local youth group who regularly promote road safety as part of their normal activities.

The Fire Service display demonstrated the key items of crash rescue equipment and also included graphic photos of non-fatal road accidents which crews from Stornoway Station had attended in recent months. The items were then used to engage the pupils in a discussion to reinforce the road safety message.

Later in the day, the main street outside Stornoway Town Hall was closed to traffic as the emergency services set up a mock road accident involving two cars. One car was positioned landing on its side and the other positioned landing on its roof. There was one injured person trapped in each car and one fatally injured person, who had not been wearing a seatbelt, underneath the upturned car. The live casualties were coastguard personnel who had assisted in preparing this scenario, whilst a training mannequin was placed underneath the upturned car.

Fire, Police and Ambulance personnel worked together to assist and remove all casualties quickly and safely with as much realism as possible. The two Fire Crews from Stornoway were sectorised one to each vehicle under the direction of the Incident Commander to free the casualties.



One casualty was simulated as being removed from the scene to hospital, whilst another casualty was transported by ambulance to the end of the ferry terminal and airlifted by the Coastguard Rescue Helicopter. In a further attempt to reinforce the potential impact of road accidents, the fatality was visibly carried from the scene in a standard metal casket.



The whole event received much local publicity, and was considered to have been very successful in getting the road safety message to both the target audience of aspiring young drivers and also the community as a whole. It is intended to run a similar event in the Southern Isles in the not too distant future.

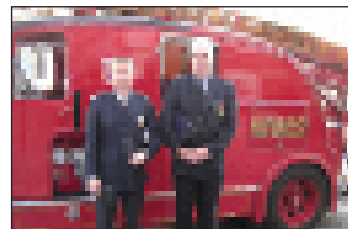
UK National Memorial Act of Remembrance



On Sunday, 10 September, Donnie MacLean (W/M Kyle) and Mike White (G/M South Area) attended the annual UK National Memorial Act of Remembrance in London on behalf of the Chief Fire Officer. The service was at St Mary le Bow Church with many Fire and Rescue Services attending with

their standards, this was followed by a parade to the Memorial where wreaths were laid. After the 'veille' was sounded the parade was dismissed.

Both Donnie and Mike were grateful for the opportunity of attending this special service which had the added poignancy of being on the fifth anniversary of the weekend of the twin towers tragedy.

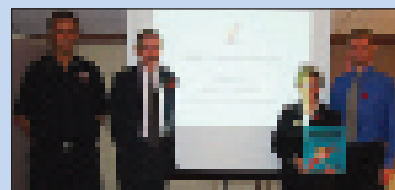


Risk Watch Reaches Orkney

Risk Watch is a comprehensive Child Accident and Injury Prevention programme, designed for delivery in schools by class teachers. It was developed by the National Fire Protection Association (NFPA) and first tested in the United States and Canada with much acclaimed success and is now being led and co-ordinated in Scotland by the Fire Service.

Cathie Way, IRMP Co-ordinator, was in Orkney last week to introduce the programme to representatives from several schools which had the opportunity to view the resources for the first time. The Service brought the programme to the attention of agencies locally through the Orkney Community Safety Forum and has worked closely with Forum members and the Education Department to have the resource made available to local schools. Cathie has been working on the project since it was first introduced to schools in the Highland area and praised the multi agency approach, saying "Risk Watch is the first, comprehensive injury prevention programme designed for use in classrooms. Linking teachers with community safety experts and parents, Risk Watch effectively teaches children and their families the skills and knowledge they need to reduce risk from unintentional injuries". She added "most importantly, the programme offers children the opportunity to learn through activities which are fun!".

Pictured right are: Eric Stout HIFRS, David Dawson LALO, Northern Constabulary, Cathie Way and Ivan Taylor, Community Safety Officer, Orkney Islands Council.



Firefighter donates bone marrow

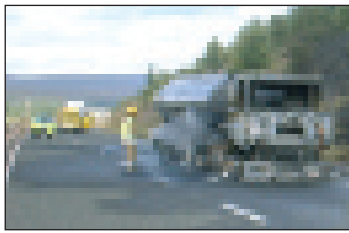
Around two years ago the story of a young boy from Alesch who was diagnosed with leukaemia came to the attention of Watch Manager Steve Denoon.

Steve got in touch with the Anthony Nolan Trust (ANT) and with the support of the Fire Service; a clinic was arranged whereby around 50 firefighters at Inverness Fire Station gave blood and joined the register of potential bone marrow donors. Sadly the young boy lost his battle. However in September the Trust contacted firefighter Jimmy Johnston on Blue Watch to say that he was a potential match with someone requiring a bone marrow transplant. Jimmy attended the University Hospital, London in October where he underwent a "Stem Cell Harvest" and in doing so has helped to give someone a chance of recovery.

If anybody would like more information on registering and becoming a donor through the Anthony Nolan Trust please contact Steve Denoon or get in touch with ANT direct on 02072841234. assessed.

INCIDENTS OF NOTE

Tanker Fire, Slochd



On the morning of the 13th September one appliance from Aviemore station was mobilised to a vehicle fire on the southbound A9 carriageway near the Slochd Summit.

On arrival it was discovered to be an articulated lorry tanker that was well alight. An evacuation

was put in place until the contents and condition of the tanker were assessed. It was soon discovered to contain 27,000 litres of heavy fuel oil, which in its current state was of low risk.

Breathing apparatus crews quickly extinguished the flames and commenced cooling the main tank.

In total 7 appliances attended including 4 retained units, the bowser and foam tender from Inverness and a CRU from Carrbridge which dealt with a 300 square meter embankment fire caused by the radiant heat from the tanker.

Bombs on A9 opposite Alness

On 27th October 2006 the Service was called to the report of a gas leak coming from a ditch adjacent to the A9, opposite Alness. One appliance was sent to investigate.

On arrival the crew were faced with a jet of flame, which was flaring off and causing a large amount of smoke to be carried across the carriageway. The incident commander carried out an investigation. However a positive identification of what was causing the flaring could not be ascertained. The crew entered defensive mode, cordoned off the area and requested the attendance of the District Officer.

The District Officer quickly ascertained that the flaring was coming from what appeared to be the remnants of an explosive shell. A bomb disposal team was requested to attend along with representatives from the gas supplier due to the main gas line serving Invergordon and Alness being in close vicinity of the shells.

The council supplied sand bags to shield any explosions from the main gas line. Covering jets were laid out and the Service awaited the arrival of Bomb Disposal. The police were tasked with maintaining the cordon and giving advice to nearby businesses. On arrival bomb disposal confirmed the presence of at least two explosive shells of world war two vintage. Two controlled explosions were carried out to render the shells safe.

The A9 was closed for 6 hours during the operation.

Road Traffic Collision, near Avoch

On the 13th November one appliance from Fortrose and two from Inverness (including the ET) were called out to a two car RTC near Avoch. The initial call identified one person trapped.

On arrival it was apparent that the occupant of one of the vehicles involved was released prior to arrival of the Service. However the driver of the other vehicle involved was still trapped and required extrication by the Service.

Due to the precarious positioning of this vehicle, Service personnel had to deploy the StabFast vehicle stability device. This was the first opportunity to use the new RTC equipment at a live incident and it proved to be very effective in securing the vehicle and assisting with a very successful casualty extrication. Both casualties were removed by ambulance to Raigmore Hospital for further treatment to minor injuries.



TRAINING

Learning & Development Department Update

Retained Learning & Development Pilot Project

With the initial teething problems of the computers that were installed being solved at the three retained pilot stations: Lochcarron, Fortrose and Kirkwall, training has been ongoing.

A new way of training was tried in Kirkwall in November by hiring an IT room in the local college. Delivering the training by utilising a bank of computers proved to be highly successful as each firefighter was able to input information directly into their own PDRpro account. Everyone who attended the training said they found this the most beneficial way as they were all getting hands on experience whilst trainers were on hand to help if necessary. We will be looking into delivering the remaining training to the retained pilot stations in this manner and are currently making enquiries with the local schools in Lochcarron and Fortrose.

Fire Board Training Day

The service held a training day for the Fire Board on the 21st November which was facilitated by the Learning & Development Team. There were presentations from a variety of departments which included the following subjects: Service Structures, Finance, Training & Development and Equality & Diversity. Should anyone like a copy of the full agenda or copies of the presentations, please contact Claire Fraser in the Learning & Development department.

Working with Young People

HiFIRES Course

As mentioned in a previous newsletter, the Service is delighted to receive the news of their successful bid to the Big Lottery fund. The Award of £58,002 over 4 years will allow the Service to extend its work with young people in the community.

The new HiFIRES course has been developed to help young people aged 12 – 15 years in our communities who have issues relating to:

- Low self esteem
- Low confidence
- Truancy
- Exclusion from School
- Subject to Police Warning or Reprimand
- Behavioural problems

Service personnel from Fort William, Invergordon, Stornoway and Wick have now received training in the delivery of the course modules and 'Working with Young People'.

All Units are now in a position to deliver the course, lasting 8 – 10 weeks, to up to 10 participants in their area. Throughout the delivery of the courses, young people and staff will be encouraged to maintain a video log and give feedback to help in the evaluation of the programme. Further updates will be available in future newsletters and media coverage.

Strong support has been received from partner agencies: in particular from Education; Social Work; Police and Youth Action Teams.

This work will allow us to engage with young people in the community, particularly those who would benefit from the positive influence of our staff throughout the Highlands and Islands. By attending the course, it is hoped that the young people will gain new life skills such as team working and leadership as well as displaying more positive behaviour.

NEWS IN BRIEF

Reverend Moses Donaldson

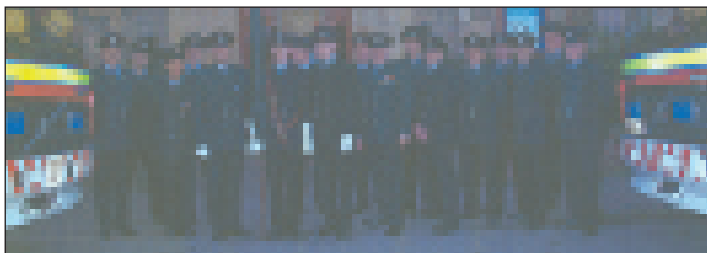


It is with regret that the Fire Service learned of the death of our Service Chaplain, Reverend Moses Donaldson, who passed away on Sunday 15 October.

Moses will be sadly missed by all in the Highlands and Islands Fire Service. He was dedicated to the task of Service Chaplain, visiting staff in time of need and attending many Service events.

Our condolences go to Mary and the family.

Dingwall Receive New Colours



Dingwall Retained Station received their new colours that were presented to the Station by Councillor Margaret Patterson during a short ceremony on September 19th. The money to purchase the colours was donated by the local community.

A Service of Dedication for the new colours was held on Sunday 15 October at Dingwall Castle Street Church of Scotland.

The Reverend Dr Bruce Richie conducted the service which was designed as a blessing on the emergency services as a whole. The service was well attended, and contained readings by Joe Yates and Chief Fire Officer Brian Murray.

Helicopter Familiarisation Training



Members of the Highland Firefighting and Rescue at Sea Response Team recently carried out helicopter familiarisation training with 202 Squadron, RAF Lossiemouth as part of the ongoing training commitment required for this function.

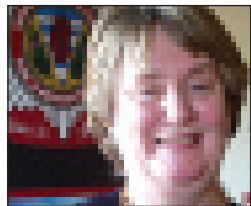
As part of the National Maritime Incident Response Group (MIRG), the Service's 4 Response Teams (Shetland, Orkney, Western Isles and Highland) carry out regular structured training to enhance their skills to the level required to meet the demands of this specialised area of operations.

Retirement of May Ross

After 22 years with Highlands and Islands, May Ross has decided to retire from the Service to spend more time with her family and in particular, her grandson, Torrin.

May has worked with the last four Firemasters and is known to all in the Service. As well as looking after Executive Command she also did a lot of work with the Examinations Board and the Chief Fire Officers Association. She has built up good working relationships with the fire service stakeholders throughout Scotland and will be missed by many.

On Friday 1 December she had a farewell lunch where she received many gifts. It was a happy and sad occasion attended by her many friends.



EQUALITY & DIVERSITY / TRAINING

The Equality & Diversity Forum continues to make progress in supporting the delivery of the Service's Diversity agenda. Since the last newsletter was published the roll out programme for **diversity awareness training** is well underway with positive feedback being received from those attending. Further courses are scheduled for December and work will shortly commence on planning the roll-out for extending this training across the remainder of the Service. Further details will be provided in due course. Some of the key developments in the last 3 months include:

Cultural Audit Survey

At the end of August, the Service saw the publication of the long awaited results from the local **Scottish Fire & Rescue Service Cultural Audit Survey 2005**. In response to this survey report, a working group was set up comprising of members of the Equality & Diversity Forum under the Chair of Cllr Liz MacDonald, to work on developing an action plan which should be read in conjunction with the report.

In summary, the findings from this survey, in comparison with the other 7 Fire & Rescue Services, are very positive in that for 95.3% of the questionnaire response, the findings for HIFRS were either better or the same. HIFRS scored worse than average in less than 5% of the issues raised by the survey.

Copies of the survey report and action plan are available on the web-site and are currently in the process of being distributed in hard copy across the Service. The National Report can be found at:

<http://www.scotland.gov.uk/Publications/2006/10/19110023/0>

Age Discrimination

From the 1 October 2006, the **Employment Equality (Age) Regulations** make it unlawful to discriminate against workers, employees, job seekers and trainees because of their age. The Regulations are applicable to all individuals, applying equally to younger and older people alike, and apply to the areas of recruitment, promotion and training, retirement, redundancy, harassment and victimisation. Key points of the Regulations include:

What this effectively means for the Service is that for those employed under the 'Grey Book' terms of condition of service, the normal retirement age of 55 years has now been removed and the default retirement age of 65 years now applies. This does not prevent those who have achieved maximum pensionable service from electing to leave the Service. Further information, if required, is available through the Service's normal reporting structures.

Disability Equality Duty

The Disability Discrimination Act 2005 (the Act) means that from 5 December 2006 all public bodies will have a legal duty to promote disability equality (similar to the duty to promote race equality under the Race Relations (Amendment) Act 2000). One of the principal provisions of the Act will introduce a duty on the public sector to promote equality for people with disabilities. It has been designed to mirror the duty to promote race equality, but takes account of the differences between race relations law, and disability discrimination law.

The Service and the Fire Board now have a **Disability Equality Scheme** in place which sets out how the authority intends to work towards fulfilling its duties to eliminate unlawful discrimination against, and harassment of, people with disabilities, and promote equality of opportunity in relation to disabled employees, disabled service users, and disabled people generally.

At the heart of the Disability Equality Duty is the requirement to involve people with disabilities in producing the Disability Equality Scheme and action plan. This has been achieved through working in collaboration with our key strategic community planning partners, and this work will remain ongoing throughout the life of this 'living document' which will be regularly reviewed and updated as additional information becomes available.

COMMUNITY RISK MANAGEMENT / IRMP

Home Fire Safety Checks

It is pleasing to note that some stations have been extremely busy in the first half of this year in delivering Home Fire Safety advice to many homes throughout our area. These Home Fire Safety Checks will ensure that the risk of fire to many identified homes is reduced and with the installation of thousands of smoke alarms across the Service area, the chances of being alerted and escaping any fire is greatly improved. These activities are to be commended and will enhance the safety of the vulnerable people in the communities we serve.

Community Response Crew Manager

Throughout the year Gordon Cook has visited many stations across the Service area and assisted with the delivery of Home Fire Safety. This has provided valuable information to us in the centre which is then in turn fed back to crews who are visiting members of their community. A CRM Bulletin of all the relevant information and best practice approach to delivery of our services is being circulated to all stations. Personnel carrying out Community Fire Safety advice in their community should make themselves aware of the bulletin.

Community Partnership TV

A group of public sector partners, including HIFRS, under the framework of the Highland Wellbeing Alliance have come together to create a new service in the Inverness & Tain areas. This will improve community engagement and raise awareness of local initiatives, community safety messages and events, by providing a community information service via plasma screens, strategically located to reach a maximum audience.

Fire Safety messages are displayed along with other infomercials on a 30 minute loop which plays throughout the day. Live emergency messages can also be interspersed to inform the public of any major incidents or emergency situations.

As this system is web based, expansion across the Highlands & Islands area will be the next phase of the project enabling HIFRS to communicate effectively with the people we serve.

Fire (Scotland) Act 2005 Part Three, Fire Safety

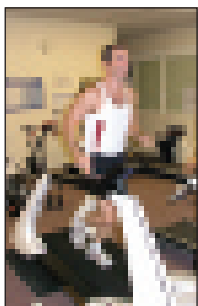
Part Three of the Fire (Scotland) Act 2005, came into force on 1st October 2006. This Act, which replaces all previous fire safety legislation, places a duty on responsible persons to carry out a fire risk assessment and take appropriate actions. The legislation applies to all non domestic premises.

Whilst some crews are carrying out Home Fire Safety Checks they have identified that some households are being used for businesses such as B & B's, letting or childcare purposes. As these premises fall outwith the definition of domestic premises, it is critical that when Home Fire Safety Checks are being carried out it must be emphasised that the fitting of smoke alarms at this time is an interim arrangement, and the occupier must make the necessary arrangements to comply with any legislation covering the potential use of the premises.

This does not prohibit current home fire safety activity and fitting of equipment to reduce risk within the premises.

EVENTS

Charity Treadmill Run



On the 10th February 2007 Mike Bond from Inverness Fire Station will be running on a treadmill for 24 hours at Tesco Extra Inverness.

The run is in aid of Macmillan Cancer Support <http://www.macmillan.org.uk/Home.aspx> and The Neurofibromatosis Association <http://www.nfauk.org/>.

You can support this event by guessing the distance covered and a £500 mountain bike has been kindly donated by Anderson Clark Motor Repairs Inverness for the person

closest to guessing the distance. Anyone wishing to help out or donate money can contact Mike at Inverness Fire Station. Donations can also be made online at www.justgiving.com/treadmillchallenge.

Mike would like to take this opportunity to thank everyone in advance for their support.

FIRELINK

The Firelink Project is gathering pace and a number of activities have taken place since we first wrote about the project in June.

Firelink – Scotland Roll-out Board

This is the group tasked with ensuring that the project in Scotland meets the requirements of all the Fire and Rescue Services and is implemented on time. Every Scottish FRS is represented on the Board which met for the first time on 26th October 2006. This was attended by Area Manager John Donaldson, the HIFRS representative on the board. The minutes from this and future roll-out board meetings will be made available in the Firelink folder on the Service's G: drive later in the year.

Due – Diligence Visit

Members of the O2 Airwave Project Team (the Firelink contractor), visited HIFRS from 2nd - 5th October along with representatives of HMI. The purpose of the visit was to develop and enhance the relationship between O2 Airwave and HIFRS and to enable the contractor to develop an Individual Detailed Design Specification (IDDS), for HIFRS. The IDDS is a collection of project documents that will ensure successful implementation within HIFRS.

The IDDS will be made available in the Firelink folder on the Service's G: drive later in the year.

Operational Continuity

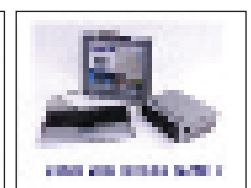
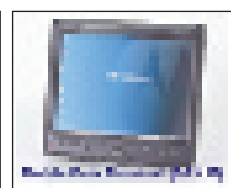
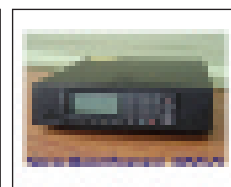
A crucial activity for HIFRS in the last few months has been to ensure that the existing radio system is capable of continuing to operate up until Firelink's Ready for Service date, in 2009.

This work has included the completion of risk assessments to establish threats to the existing system and the development of contingency measures and business continuity plans to address these. Members of HMI's Firelink team visited the service on the 29th November 2006, to audit our Operational Continuity arrangements. Details of the outcome of this audit will be published in the next edition of the newsletter.

Learn to speak Firelink

As you would expect with such a modern system, Firelink has a language all of its own. In each newsletter we will translate some of the key phrases associated with the project. In this issue, we will decipher: **Service Access Nodes;**

A Service Access Node (usually referred to as a "SAN"), is the equipment used to communicate over the Firelink system. There are a number of different types of SAN, and some look exactly like our existing main scheme or hand-held radio's. The main differences being in their functionality (in addition to being able to speak, it is possible to send data and text messages, as well as transmit pre-defined status messages, such as "in attendance", "stop", "off the air" etc). Images of the SAN's are shown below.



If you have any queries regarding Firelink, you can contact Group Manager Billy Wilson via the contact details below.

Direct Dial: 01463 227108 e-mail billy.wilson@hifrs.org

EVENTS

Football - Dalkeith Cup



Green Watch recently travelled to Stromness in Orkney to take part in a friendly challenge match against the 'cream' of the Kirkwall and Stromness stations.

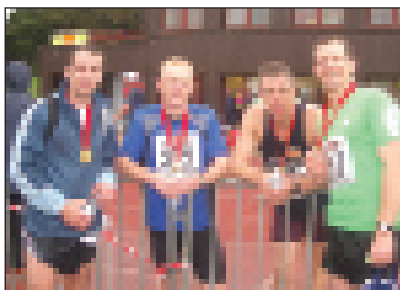
The match was played in good spirits and attracted a good local support as the teams competed for the Dalkeith Cup which was donated by Stromness firefighters, Dave Jessiman and Callum MacInnes.

The ageing Green Watch side which travelled up on the boat on the morning of the game, won the match 2-0 with goals from Gordie Morrison and Fraser Parr which allowed John Nicolson of Green Watch to lift the Dalkeith Cup.

It is hoped this event will become an annual fixture and Green Watch would like to thank the Firefighters from both stations for their excellent hospitality.

In further football news, The Highlands and Islands Fire and Rescue Service took part in the 3rd round of the 11 a side British Football Cup in York against a North Yorkshire side which had been crowned English champions in 2005. The match was a hard fought affair with the Highlands edging out their opponents 3-2 with goals from Dave Brennan, Martyn Cooper and Gordie Morrison. The Highland team now play away to Central Scotland Fire Service in the next round.

Loch Ness Marathon



Ricki Dibble and Ross Nixon are pictured with their medals whilst Mike Bond and Marcus Valente of White Watch also competed creditably.

The next date on the Service Running calendar is the 4th Annual Turkey Trot to be held on the 29th December at 10am. This is a seasonal fun run traditionally held as an appetizer prior to the Annual Dinner. The route is from Torvean Golf Course up to the Craig Dunain Radio mast via the canal, it is NOT a race but a social trot for runners of all abilities. If anyone would like more details on this event contact Graham Clark or Ross Nixon.

October 1st saw the 5th running of the Baxters Loch Ness Marathon. The severe weather and hilly course did not prevent six members of Inverness Station and Training Department personnel completing the arduous 26.2miles course. Donnie MacDonald, Alan Clark,

PEOPLE

Retirement of Watch Manager Karen Joyce



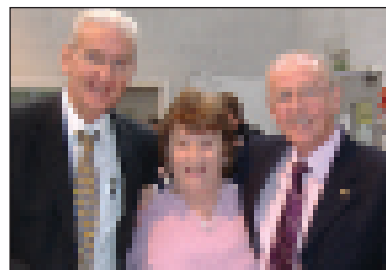
Fire Control staff got together recently to take a commemorative photo to mark the retirement on December 2 of Watch Manager Karen Joyce (3rd from left, middle row). Karen has been with the Service for 19 years, most recently as Watch Manager on Red Watch (Control). She will be greatly missed not only by her Control colleagues but also by colleagues throughout the Service who have all benefited from her experience, commitment and unique brand of common sense.

Retirement of Marion Inglis

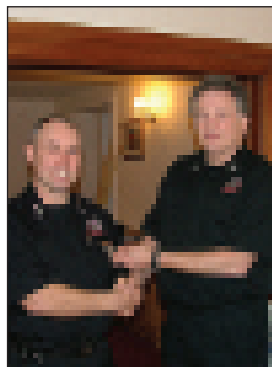
After 20 years as Technical Draughtsperson Marion Inglis retired from the Service.

Marion was presented with flowers and gifts at a buffet arranged by Workshops / Stores staff, to which everyone was invited.

Murray MacKay thanked Marion for all her hard work over the years. He said she was a much loved member of staff who would be sorely missed and wished her every happiness in her retirement.



Crew Manager Simon Stewart



Crew Manager Simon Stewart from Kinlochewe was presented with his Long Service and Good Conduct Medal on 24th November 2006. Station Manager Jim Cooper gave a brief resume of his Fire Service career, and then thanked him for his years of dedication and commitment to the Service. After the reading of the official citation, Area Manager Alan Edwards presented Simon with his Medal.

We hope that you have enjoyed reading the Newsletter but if you have any comments or wish any items to be included in the December issue please contact Group Manager Scott Hay on telephone number 01463-227006 or scott.hay@hifrs.org