



LOWLAND RESERVE FORCES' AND CADETS' ASSOCIATION ANNUAL REPORT 2017/18



THE RFCA VISION

To be an enduring and essential pillar in the delivery of support for the well-being of the Reserves and Cadets and, through our effectiveness and our position in the regions, to be the independent body that represents their interests and promotes understanding between the Armed Forces and civil society.

RFCA CHARACTERISTICS

We are a manifestation of the volunteer ethos

Our voluntary membership brings with it an unparalleled breadth of expertise and experience

We are tri-service

We are of the regions, operating throughout the United Kingdom

We are a not-for-profit organisation

LOWLAND RFCA PRINCIPAL OFFICE BEARERS 2017

President: Mr G W N H Clark CVO FCISI JP

Chairman: Colonel A C C Lapsley QVRM TD DL

Vice-Chairman (Navy): Commander A D MacTaggart RD

Vice-Chairman (Marines): Gapped pro tem

Vice-Chairman (Military): Brigadier D J McArthur OBE TD

Vice-Chairman (Air): Group Captain P Cox MA FCMI

Vice-Chairman (Cadets): Colonel P E O'Meara

Chief Executive: Colonel (Retired) R D Gibson OBE

Deputy Chief Executive: Colonel (Retired) T C Mathew



CONTENTS

Page 4	Chairman's Report	Chairman's Report
Page 9	Finance Report Commentary Budget and Outturn 2017/18 Breakdown of Expenditure and Grants	Finance Report
Page 12	Communications and Support to Recruiting Report	Communications and Recruiting Report
Page 14	Employer Engagement Report	Employer Engagement Report
Page 18	Estates and Works Report	Estates Works Report
Page 20	Tri-Service Cadet Activities	Tri-Service Cadet Activities
Page 24	The Cadet Organisations	The Cadet Organisations
Page 28	Lord-Lieutenants' Cadets and Awards 2017/18	Lord-Lieutenants' Cadets and Awards 2017/18

CHAIRMAN'S REPORT

Introduction

Welcome to the Lowland Reserve Forces' and Cadets' Association Annual Report 2017/18. Each year seems to be busier than the last as we pursue our primary role - to enable and support the Reserve Forces and Cadet Organisations across the Lowlands of Scotland. Our report for each output area: Estates, Cadets and Youth, and Engagement is dealt with in some detail. I will just focus on key matters within our outputs and on wider Defence issues as they impact upon the Reserves and Cadets in the Lowlands.

At Defence Level

Defence has recently been removed from the National Security Capability Review and will now be dealt with in the "Defence Modernisation Programme". The programme is split into four strands. The first three aim to optimise how the MOD is organised and is operating, to identify efficiencies and ways to be more productive, and to improve MOD performance on commercial and industrial issues. The fourth strand will look at the capabilities that Defence requires to contribute to the National Security objectives today and in the future. It is too early to say how this might impact on Reserves; however, there is a positive in that the cost-effectiveness of reserve capability is well-recognised. We believe the review will report before Parliament's Summer Recess.

Support to Recruiting and Retention

Generating Defence capability through the Reserves is a key policy and the Services maintain a close focus on achieving their Future Reserves 2020 manning targets. The picture is very positive with enduring gains and numbers rising steadily towards target. At the last count, respective strengths stood at:

	Actual Trained Strength (1 Oct 17)	Target by March 2018	Actual as a % of final FR20 Target
Maritime Reserve	2,687	2,790	87%
Army Reserve	27,108	28,600	90%
RAuxAF	2,315	1,860	124%

Attaining the final targets by April 2019 will be challenging, but progress is clearly being made. The Reserve Forces offer a wide variety of challenging roles, with interesting training that develops experience and competencies, offering options for deployment in support of key operations, besides giving a good degree of personal satisfaction.

We support the manning effort in every way we can. Lowland Board injected £34,500 into local Reserve recruiting efforts. We are keen to support retention across the Reserve Forces and Cadet Organisations and this year provided over £90,000 in grants to assist retention-positive activity and adventurous training. Our Regionally Generated Income has been targeted by the Board to achieve a broad balance of impact that is appreciated by personnel and units alike.

Attracting and retaining Adult Volunteers into the Sea Cadets, Army Cadets and Air Cadets is vital to their long term success. However, the burden on the Adult Volunteer remains high. We will continue to do what we can to bolster recruiting efforts and encourage (and fund) retention activity; but the demands that are placed on these committed volunteers do need to be held in balance.

Engagement

The tempo of engagement with, and support to, employers remains high. It is an important enabler of usable reserves and we have taken on additional staff to cover the workload: encouraging employers to support Defence through the Armed Forces Covenant; recognising supportive employers through high-profile award ceremonies; supporting, and facilitating where we can, partnership arrangements between business and reserve units where their mutual interests coincide. The Regional Employer Engagement Board is an important focal point for us, bringing together and improving joint understanding of each Service's priorities. I understand that its remit is likely to develop further this year, enhancing coordination across a range of engagement agendas.

The Lowland Regional Employer Engagement Group, and its busy Strategy Group, continues to be a powerhouse for the Lowland Board. Led by Kenny Grieve, they are proactive, offer initiatives and support, take soundings from employers and much more. They also keep our feet on the ground! Like much in the volunteer world, this Group is worth its weight in gold.

In terms of wider engagement, we have worked closely with the three Services to ensure that the Association's reach, our networks and our representation activity can be harnessed by them for the benefit of Defence. The Lowland RFCA Board are determined that we will continue to play a full and meaningful part in community engagement and in enabling "Firm Base". This will be achieved through our support to employers or consultation with employer organisations in order to deliver usable Reserves, or our briefings to educationalists and Government officials to inform and promote the value of the Cadet Organisations to young people and society as a whole.



Guests at the Employer Recognition Scheme awards dinner, Edinburgh Castle, November 2017.

Volunteer Estate and Works

The small, but energetic Estates team remains busy despite the constraints on budgets. The funding challenge has been difficult again this year with a rising bow-wave of works and planned maintenance that needs to be addressed. Budgets are tight across Government, let alone Defence, so we must make the very best of our limited funding. They have kept the estate compliant and delivered priority works: the refurbishment of facilities at East Kilbride Army Reserve Centre is coming to completion, and we have started the design phase for the extension to Livingston Army Reserve Centre to accommodate 278 Battery. The Board has used Regionally Generated Income to address key shortcomings in cadet training centres, relocate cadet detachments in more cost-effective premises, and deliver roof replacement and other pressing works.

Defence Infrastructure Organisation is expected to delegate all Capital and Resource funding to the Services from April 2019. It will be for each Service to balance its allocation of funding to its Regular Estate and Reserve/Cadet Estate. We are under no illusions as to the pressures here, not just the competing demands but also to deliver the change required in the Better Defence Estate Strategy.

Last year I reported that our Maritime Reserve and Air Reserve properties are in generally good condition through Service investment - that continues. The Army has launched a gap analysis of its estate in order to determine a Balance of Investment programme over the next 10 years. We have contributed to the requirement gathering and provided cogent input for the 51 Infantry Brigade submission. With the prospect of discrete funding for each component of the Army Estate - Regular, Reserve, Cadet - we hope for an appropriate balance that will serve all components.

The Estate is a key enabler for both Reserves and Cadets - we will keep you informed of progress.



Recipients of the Lord-Lieutenant's Certificate of Meritorious Service and Cadet Force Medal, Glasgow City Chambers, November 2017.

Cadets and Youth

The Cadet Organisations continue to make an exceptional contribution to developing young people, helping to prepare them for adult life, the world of work, and responsible citizenship. The Association works hard to support the Cadets, promoting at every opportunity the exceptional work that they do. None of this would be possible without the unstinting, selfless commitment of the Adult Volunteers, and the dedication of the Association's Cadet Professional Support Staff. It is the volunteers in particular that deserve high praise for their enthusiasm, teaching and mentoring that supports cadets, of all abilities, helping them to gain so much from the Cadet Experience.

That Cadet Experience makes a significant contribution to Scottish Government National Outcome 4, it has real synergy with Curriculum for Excellence, and the outcomes directly contribute to Developing

Scotland's Young Workforce. Our work to evidence the educational and developmental benefits of the Cadet Experience continues. As an Approved Centre of the Scottish Qualification Authority, Lowland RFCA is enabling cadets to gain SQA Level 5 in Leadership through their cadet training; and the project to map the three cadet syllabi to bespoke SQA achievement awards is in its second year. The first tranche of awards is complete and mapping of the higher levels of the cadet syllabus is underway.

The Cadet Linked Detachment programme is expanding, funded to 2020. Embodied within the wider Cadet Expansion Programme, and fully supported by Scottish Government, this partnership arrangement between education and the Cadet Organisations involves the Cadet Experience being delivered as an elective curriculum subject in participating state schools. Nine schools are now engaged in the programme. This is a significant cadet project involving Sea cadet, Army cadet and Air cadet units in close cooperation with Education Scotland and head teachers. There is considerable mutual benefit here - improved development and motivation of pupils and increased profile and reputation of Cadet Organisations. We will continue to do all that we can to support the Programme and promote its many benefits.

The RFCA Organisation

Project REVIVE - to transform the RFCAs' delivery of its outputs and the execution of its internal business operations - continues apace with implementation set for 2019. This change programme has taken on increased significance as the Future Defence Infrastructure Strategy will determine how the Volunteer Estate is to be managed from 2019 onwards. Clearly RFCAs need to meet the commercial specification if we are to compete effectively, or to work in collaboration with commercial partners. Work in that direction is well underway.

The RFCA Engagement output has taken on increased significance given the reliance that is now placed upon the Reserves and the culture shifts that are necessary to deliver Whole Force. I continue to head this development work strand for the Council of RFCAs. Defence Relationship Management is now well embedded in Council of RFCAs, a pan-RFCA Communications Strategy is being developed. In the Lowlands, we have appointed a Head of Engagement - Colin Vooght.

Our internal developments aside, I am quite clear that we must continue to: assist the Services to implement the Future Reserve 2020 basing requirements and reach their target strength; support Reserve unit retention and recruiting in every way we can; and energise the employer relationship that Defence seeks. The Whole Force concept is reliant on Reserve capability. As a key enabler, Lowland RFCA will do all that we can to support and help deliver Future Reserves in Scotland. It goes without saying, however, that this effort on the Reserves will not diminish our energy and dedication to supporting Cadets and their Adult Volunteer instructors.



Cadet Colour Sergeant Stephanie Watson from Lothian and Borders Army Cadet Force greets Her Majesty The Queen at the opening of the Queensferry Crossing.

Finally,

There is much for us to do in 2018, and well beyond. We will keep you informed of major developments as they unfold. We will ensure that our Area Meetings provide an interactive forum for information, briefings and candid exchange of views on key matters that affect the Reserves and Cadets. In return, I would ask for your continued help to facilitate our work and our enduring engagement across all sections of society. I would urge again that you advocate the values of the Reserves and Cadets at every opportunity.

As I prepare to hand over as Chairman, I was reflecting on the changes and developments that have taken place in the Lowlands over the last 6 years. It has been a fairly dynamic period with:

- Expansion of the Army Reserve and the Air Reserve through Future Reserve 2020.
- A step-change in the engagement of employers and their increasing levels of support through the Armed Forces Covenant; plus Business and Reserves developing partnerships to mutual benefit.
- Significant improvements to the Maritime Reserve estate in Govan, the Army Reserve estate in East Kilbride and Livingston, and the Air Reserve estate in Kings Park.
- New cadet centres at Johnstone, Hillington, Beith, Maybole, Irvine, Easterhouse, North Berwick; and extended cadet training facilities at Kirknewton Gliding School, Drumshoreland, and Cambuslang.
- Cadets gaining SQA qualifications through the Cadet Experience.
- An external review of the RFCA organisation that reaffirmed our value and effectiveness as an enabling organisation, recommending that our remit be extended.
- And Westminster Parliament enacting legislation requiring us to support Defence by providing an external scrutiny function, reporting directly to Secretary of State for Defence, on the well-being of the Reserve Forces.

Evidence surely that the whole Reserve and Cadet construct in your area is vibrant and thriving. I believe that Lowland RFCA is thriving too. Long may it continue.

I would close by expressing my sincere thanks to the Chief Executive and the Staff for their unstinting work and to all members of the Association for your continuing support to the Reserves and Cadets. It is very much appreciated.



Colonel A C C Lapsley QVRM TD DL

Association Chairman

1 March 2018

FINANCE REPORT 2017/18

This report is produced in advance of the year end for 2017-18 and therefore some figures may be subject to minor amendment.

Lowland RFCA will be audited in April 2018 by MOD appointed Wylie and Bisset LLP. A copy of the signed audited accounts will be available to members on request from July 2018.

2017/18 Accounts

The projected Outturn for 2017/18 is shown on the next page. The main points to note are:

- Lowland RFCA Resource budget was set at £2.25M for Grant-in-Aid. This included a 40% cut in the Army Cadet Force consolidated and travel grant, and a 45% cut to the Facilities Management budget. There was no Army Reserve Estate Betterment funding this year.
- The Keeper of the Registers of Scotland has been tasked by Scottish Ministers to complete the Land Register of Scotland by 2024. Voluntary registration is available, at reduced cost, until 2019 with compulsory registration, at full cost, to be completed by the 2024 deadline. Lowland RFCA has incurred additional legal costs during 2017/18 as we have now started the process of registering all properties. Costs will increase significantly during 2018/19 and a budget has been provided.
- The Defence Infrastructure Organisation (DIO) budget for estate works and infrastructure was again reduced this year.
- Our Estates staff have worked tirelessly to maintain the properties under our guardianship within budget restrictions. However, budgets are still extremely tight and require careful management to year end.
- Lowland RFCA has continued to generate significant Regionally Generated Income (RGI) from sublet and telephone masts of £83k in year. This is further added to

by Non Domestic Rate reliefs of £460k and miscellaneous receipts of £36k. With these incomes we were able to carry out essential cadet estate improvement works, such as the acquisition of a new site for the Tranent Detachment of Lothian and Borders Battalion, the refurbishment of the ACF detachment hut at Carmunnock Road and the upgrade of the male cadet accommodation at Drumshoreland House. Finally, the work on the East Kilbride joint cadet provision is ongoing and should be completed in the next few weeks.

- Grants to units of approximately £120k have been distributed to support recruiting efforts at each of the reserve centres and support unit and sub-unit retention-positive activities and adventurous training. This is also funded from the RGI above.
- Lowland Board has retained a Grant-in-Aid reserve of £45k at end of year; this is within our 2% authorised carry forward limit.

Look Ahead to 2018/19

We have yet to receive our budget allocations for 2018/19, a process which often does not firm up until the summer. If we manage to get the base-line Grant-in-Aid budget that we have submitted in the finance planning rounds, we will have a tight, but manageable year ahead. However, we are under no illusion that Defence funding remains under significant pressure so we could be facing in-year cuts once again. We manage these as best we can, striving to ameliorate the impact on units.

DIO allocations for mandatory inspections, tests and consequential works, and the budget for reactive maintenance are similarly awaited.

There are no known impediments to our ability to generate similar levels of RGI in the coming year. Allocations of that income to deliver estate projects and support of units will be decided by Lowland Board.

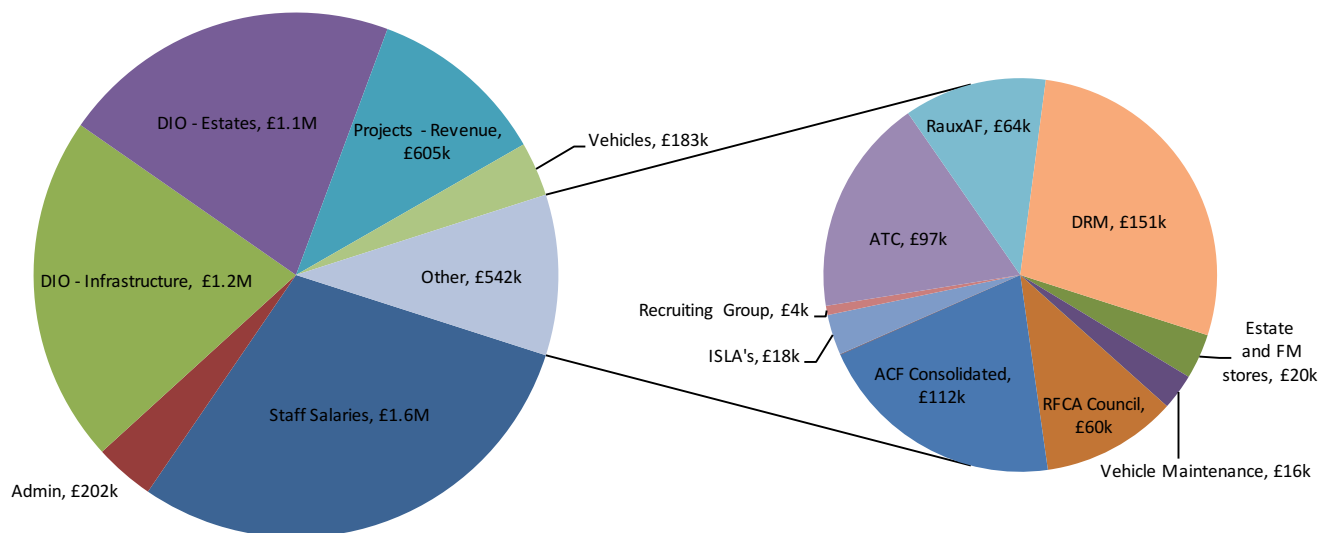
LOWLAND RFCA - BUDGET AND OUTTURN 2017/18

Grant in Aid		
	Budget	Actual
Civilian Pay	£ 1,677,437	£ 1,620,304
Administration (Inc legal and Professional fees)	£ 339,684	£ 202,442
Estate and FM stores	£ 20,097	£ 20,097
Vehicle Maintenance	£ 16,000	£ 16,000
Army Reserve Band Grant	£ -	£ -
Council of RFCA Admin Grant	£ 60,389	£ 60,389
ACF Consolidated Grant	£ 96,047	£ 111,963
Army Reserve betterment	£ -	£ -
Total	£ 2,209,654	£ 2,031,195
Defence Infrastructure Organisation - Infrastructure		
	Budget	Actual
Heating Oil/Gas/Electricity/water	£ -	£ 1,596
Energy Efficiency Measures	£ 94,655	£ 92,397
Rates	£ 1,475,928	£ 1,019,574
Rent/leases/alarms/letting	£ 71,942	£ 63,213
Total	£ 1,642,525	£ 1,173,588
Defence Infrastructure Organisation - Estates		
	Budget	Actual
Statutory and Mandatory		
Inspections	£ 326,787	£ 278,825
Tests	£ 166,746	£ 138,980
Works	£ 36,245	£ 42,937
Planned Maintenance		
Preventative	£ -	£ -
Grounds	£ 118,852	£ 115,481
Life Cycle replacement	£ -	£ -
Reactive Maintenance		
Emergencies	£ -	£ -
Routine	£ 497,241	£ 573,286
Incidental Work	£ -	£ -
Condition Grade Improvement	£ -	£ -
Total	£ 1,145,871	£ 1,149,509
	Budget	Actual
Projects		
Infrastructure Revenue	£ 844,118	£ 604,550
Infrastructure Capital	£ 65,102	£ -
Injured Service Living Accommodation (ISLA)	£ 18,508	£ 17,928
Commander Recruiting Group	£ 4,116	£ 4,116
Vehicles		
Sale	£ 35,000	£ 35,000
Purchase	£ 147,884	£ 147,884
Air Training Corps		
Heating, Lighting, Cleaning	£ 47,883	£ 61,354
Staff Costs	£ 31,265	£ 29,386
Rents	£ 12,544	£ 6,014
Royal Auxiliary Force		
Heating, Lighting, Cleaning	£ 66,824	£ 44,077
Property Management	£ 27,740	£ 19,458
Admin & PR	£ 8,887	£ 2,398
DRM		
Civilian Pay	£ 92,944	£ 94,789
Employer Support	£ 45,997	£ 45,997
Other	£ 13,636	£ 10,229

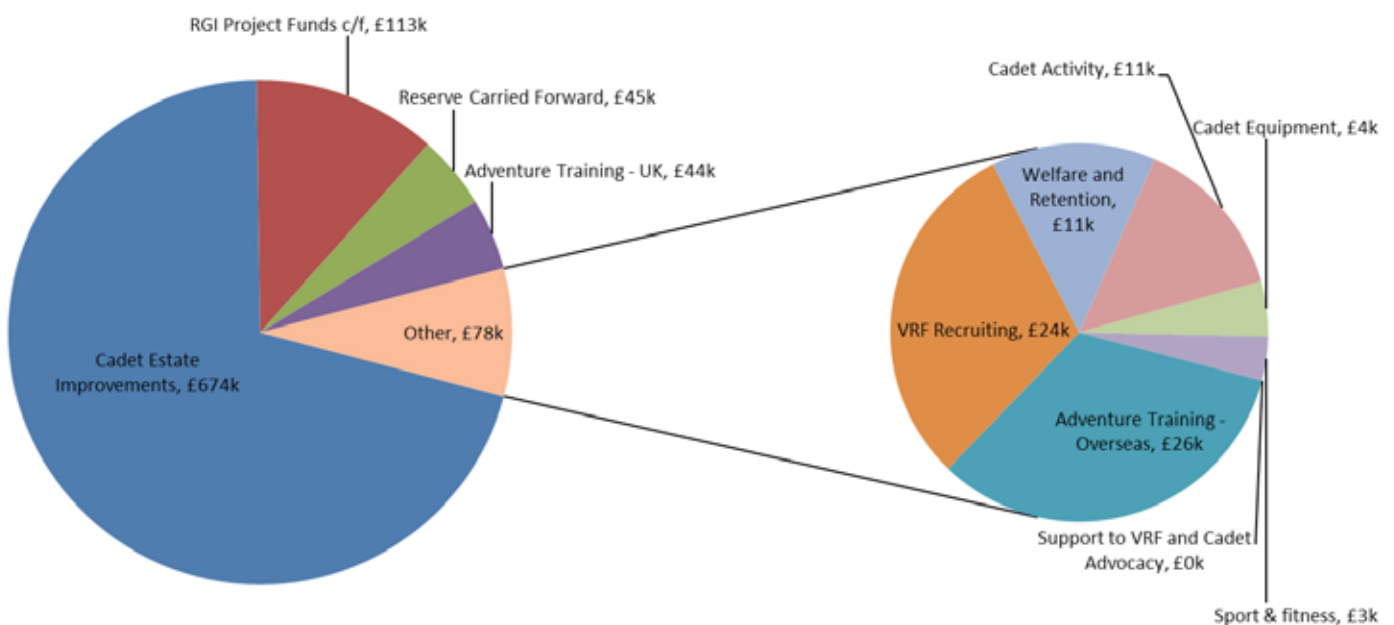
Regionally Generated Income	
Lets/Rentals/mast income	£ 88,822
Non Domestic Rates Relief	£ 460,286
Miscellaneous Receipts	£ 36,700
Grant in Aid Efficiencies	£ -
Accrued Interest	£ 1,677
Grant in aid reserve	£ 44,880
RGI project funding brought forward	£ 321,763
Total	£ 954,128

Regionally Generated Income - Allocations	
Cadet Estate Improvements	£ 674,450
Adventure Training - UK	£ 43,930
Adventure Training - Overseas	£ 25,837
Welfare and Retention	£ 11,010
Sport & fitness	£ 2,930
Cadet Equipment	£ 3,670
Cadet Activity	£ 11,000
VRF Recruiting	£ 23,600
Support to VRF and Cadet Advocacy	£ -
RGI Project Funds c/f	£ 112,701
Reserve Carried Forward	£ 45,000
Total	£ 954,128

TOTAL EXPENDITURE 2017/18 (£5,477,472)



REGIONALLY GENERATED INCOME ALLOCATIONS 2017/18 (£954,128)



COMMUNICATIONS AND SUPPORT TO RECRUITING

Recruit Marketing Funding

The RFCAs continue to be responsible for the marketing and recruitment of adult volunteers for the Army Cadet Force. This year the Association received a budget of £4,116 to support Army Cadet Force Adult Volunteer recruitment marketing in the Lowlands. The Deputy Chief Executive and Head of Communications approved a spending plan that met the priorities of the ACF Commandants. The plan included:

- Funding towards purchase of an inflatable range for the Lothian and Borders Battalion Army Cadet Force.
- An advertising campaign for Glasgow and Lanarkshire Battalion Army Cadet Force.
- Purchase of promotional material for West Lowland Battalion Army Cadet Force.

In addition the Army Cadet Force Association provided funds for the livery for minibuses for Glasgow and Lanarkshire Battalion Army Cadet Force.

Although we are only funded for marketing for the Army Cadet Force, we maintain a considerable expertise in this area and are keen to expand our remit to market and promote all Services and their cadet organisations. This however is normally reliant on our receiving additional grants; when provided, the funds are ring-fenced for use on those additional, bespoke marketing tasks for the organisation concerned. That said, we have continued to generate additional income over the years and have directed a good proportion towards marketing for the Maritime Reserves, Army Reserve, Royal Auxiliary Air Force and the Cadet Forces at large.

Additional Recruiting Expenditure

As in recent years, Lowland RFCA Board have authorised expenditure from Regionally Generated Income to support the local recruiting efforts of Reserve Forces units in the Lowlands. Some units have yet to maximise this opportunity to boost their recruiting efforts, however, to date £23,400

has been committed from the £34,500 allocated. These funds have enabled limited hospitality at recruiting and awareness events, provided social media, press and radio advertisements, stands, displays and other recruiting equipment. Our Head of Communications works closely with the Reserve Forces units to ensure all marketing communications are brand-compliant and do not conflict with other externally-funded campaigns.

YouthLink Scotland PR & Communications Network

Lowland RFCA Head of Communications maintains a regular dialogue with key staff at YouthLink Scotland through the quarterly YouthLink Scotland PR & Communications best practice meetings. This grouping provides an opportunity to share best practice and improve communications between those individuals that handle media matters at organisations across the youth sector in Scotland. It also serves to keep the Cadet Organisations' profiles high, across the voluntary youth work sector, and to hold their place at the table with the main players.



Cadet Force Adult Volunteers at the reception held at Edinburgh City Chambers.

Presentations of Lord-Lieutenant's Certificates of Meritorious Service

Lord-Lieutenant's Certificate of Meritorious Service awards ceremonies were held at Glasgow City Chambers and Edinburgh City Chambers on 9th November and 12th December respectively, recognising the meritorious service of Reservists and the support and commitment

of the employers of Reservists, as well as the achievements of cadets and Cadet Force Adult Volunteers. Reservists, cadets, adult instructors and their proud families enjoyed the surroundings as they received their certificates, and very much appreciated the reception afterwards provided by the City Councils.

Visit to the Scottish Parliament

A group of around 65 personnel including a representative cross-section of personnel drawn from all Reserve and Cadet Units in Scotland, Senior Reserve and Cadet Officers and Board members and staff from both Lowland and Highland Reserve Forces' and Cadets' Associations attended a reception in the Scottish Parliament on 21st November. The reception, sponsored by the Deputy Presiding Officer Linda Fabiani MSP, enabled the Reserve Forces' and Cadets' Associations to briefly outline to Members of



Cadet Sergeant Major Naomi Evans, Lothian and Borders Battalion ACF addresses guests at Holyrood.

the Scottish Parliament our role in supporting reserve and cadet force units across Scotland. This also provided an opportunity for MSPs to speak to Reservists and Cadets and develop a better understanding of their roles and the benefits they bring to Scotland.



Glasgow and Lanarkshire Battalion ACF with their awards at Glasgow City Chambers, November 2017.

EMPLOYER ENGAGEMENT REPORT

The exciting news over the last year has been the signing of the two thousandth Armed Forces Covenant. Mobile phone company O2 were that signatory and signed their document with the newly appointed Secretary of State for Defence. Whilst the company is not headquartered in Scotland, it does have a number of outlets and members of the Defence family across the Lowlands should benefit from the pledges that the company has made.

This year has also seen a number of significant covenant signings for Lowland based companies. The most picturesque being that delivered by the Ayrshire Chamber of Commerce. The Chamber's Chief Executive signed the covenant and then dispatched one of her staff to Norway with it. He in turn handed the document over to the Commanding Officer of Royal Marines Reserve (Bristol), who this year was leading EXERCISE HAIRSPRING and counter-signed the document on behalf of the Secretary of State for Defence.



Handing over of the Armed Forces Covenant during Exercise Hairspring 2017.

We have used various other occasions to secure Covenant signings not least of which have been during the Lord-Lieutenant Awards presentations in the City Chambers in both Edinburgh and Glasgow.

Special mention must go to 6 SCOTS and their Regional Employer Engagement Group partner Jim McVicar: between them, with a little bit of help from the Regional Employer Engagement Directors, briefed nineteen small to medium sized enterprises about the Covenant which they then signed a few weeks later at the Battalion's

Headquarters in Glasgow. Further work with those small and medium sized enterprises (SMEs) continues and this would seem to be an effective and efficient way of securing the support of a large number of businesses that would otherwise take a considerable amount of time.



Armed Forces Covenant signing with James McVicar.

Signing the Armed Forces Covenant is of course just the first step on the path that leads to partnering with Defence to mutual benefit. As companies progress, they can be awarded the Bronze, Silver or Gold levels of the Employer Recognition Scheme. Again this year, several companies in the Lowlands have won these prestigious awards.

Our Silver Awards presentation, held once again by kind permission of the Governor, were in the Great Hall of Edinburgh Castle and proved to be as popular as ever. This year, Chief of Defence People, Lieutenant General Richard Nugee represented the Secretary of State for Defence presented Silver awards to a number of companies and organisations.



Dominic Taddei from Mortgage Advice Bureau receiving his Silver Award at Edinburgh Castle, November 2017.



Inverclyde Council receive their Gold Award from HRH Prince Harry and the Defence Secretary.

At the Gold level, we were delighted that Inverclyde Council were selected and were presented with their Gold Award by HRH Prince Henry of Wales at a ceremony in the fabulous setting of the Imperial War Museum in London.

In other news we have supported and enabled

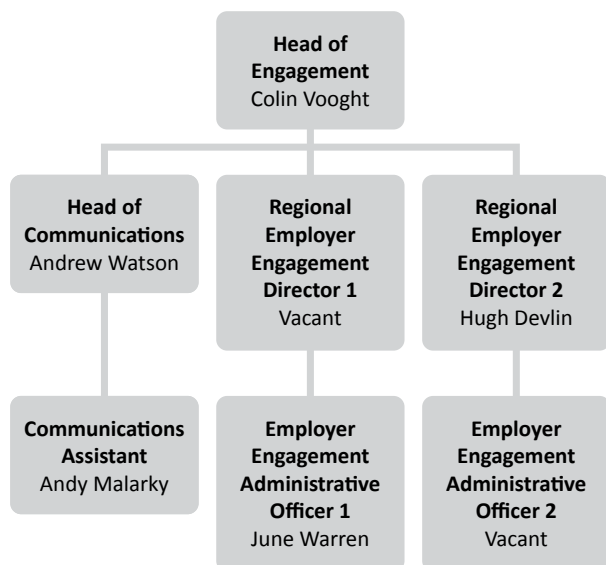
both EXERCISE MEDICAL STRETCH and EXERCISE EXECUTIVE STRETCH. Both are designed to give civilian managers a sense of the rigors of military training, albeit in an environment that is not as physically demanding as normal, and an appreciation of the wider skills and competencies that reservists gain and bring to the workplace.



Silver Award Winners at Edinburgh Castle's Great Hall.

As we enter the next financial year, there are considerable changes to our staff. The Employer Support Team will join with the Communications Team to form the Engagement Pillar.

Engagement team:

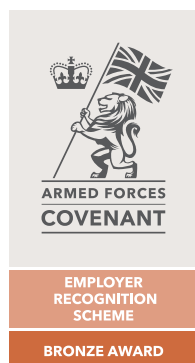


The Regional Employer Engagement Group (REEG) continues to meet twice a year. Whilst Many RFCAs are reviewing the utility of their Groups, in Lowland, we believe that we have found best practice by aligning civilian members of the REEG to units and their Commanding Officers as 'on tap' advisors. Wherever practicable, this has been done by sector, giving Commanding Officers valuable insights into the market in which they are concentrating their engagement efforts in order to maximise on synergies.

The REEG continues to be complemented by the Advocacy and Strategy Group. Led by Kenny Grieve, it meets every two months to digest Defence intent towards employers and measures that against their own business knowledge and the current situation of the employer's world in Scotland. This is an invaluable tool for Lowland RFCA and our Employer Engagement staff as it brings an excellent degree of balance to our dealings with business and often is key in introducing the start of that relationship.

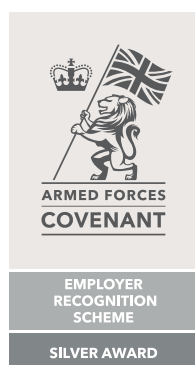


Employers gather with Commanding Officer 6 SCOTS for the Armed Forces Covenant signings.



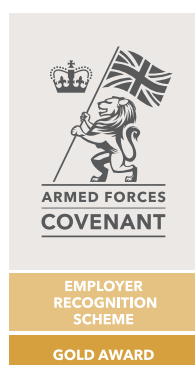
Bronze Award holders:

- are self nominated by employers who pledge to support the Armed Forces, including existing or prospective employees who are members of the community
- promote being armed forces-friendly and are open to employing Reservists, Armed Forces Veterans (including the wounded, injured and sick), Cadet Instructors and military spouses/partners
- receive an electronic certificate and logos to display on their website, stationery and other collateral



Silver Award holders:

- demonstrate support for service personnel issues and employ at least one member of the armed forces community
- actively communicate and uphold a positive stance to their employees via established HR policies and procedures
- show flexibility towards annual training commitments and mobilisation of Reservist employees and support the employment of Cadet Instructors, Armed Forces Veterans (including wounded, injured and sick) and military spouses/partners
- collect their certificate at a regional silver awards ceremony, receive silver logos to display and are themselves displayed on the list of Employer Recognition Scheme award winners
- must be nominated for a silver award by a third party using the online nomination form
- are required to sign the Armed Forces Covenant and employ at least one individual from the covenant category that the nomination emphasises



Gold Award holders:

- proactively advocate and support defence, communicating their commitment both internally to employees and externally to the wider community through established policies and examples of support
- are positive to all service personnel during recruitment
- enable reservists to fulfil their annual training and mobilisation commitments and demonstrate significant support for Cadet Instructors, Armed Forces Veterans (including wounded, injured and sick) and military spouses/ partners
- must be nominated for a gold award by a third party using the online nomination form
- collect their award at a prestigious national event, receive gold logos to display and are themselves displayed on the list of Employer Recognition Scheme award winners
- are required to sign the Armed Forces Covenant and employ at least one individual from the covenant category that the nomination emphasises

ESTATES AND WORKS REPORT

Defence Infrastructure Organisation Funding

The initial funding received from the Defence Infrastructure Organisation (DIO) saw a minor increase on last year at £1,094,871. A late injection saw this total rise to £1,149,768 in late January.

Additional funding of £58,610 was received during the year in response to our Priority Basing Fund bids. At date of writing, the Director Volunteer Estate and Council of RFCAs has one further allocation of funding to make. We may be lucky, but it is then a tough call to deliver the works in-year.

Preventative maintenance remains unfunded. However, Lowland RFCA Board did allocate some Regionally Generated Income resource to enable some preventative tasks on the Cadet Estate.

We also received a Virtual Bank Account fund from 51st Brigade to deliver agreed Minor New Works to Army Reserve Centres. We can always use more, but the £42,000 was put to good effect.

We have not yet been notified of our budgets for 2018/19 - initial indications are for a similar allocation to 2017/18.

Major Projects

Project activity has been limited this year due to the lack of funding.

East Kilbride - following the decision to disband 106 Battalion REME (and merge the unit with 102 Battalion) the money allocated for Barnsford Bridge refurbishment was withdrawn. However, we were able to satisfy the Cadet Infrastructure requirements at East Kilbride out of the remaining funds. East Kilbride Army Reserve Centre is much improved by the works over the last 2 years and will provide fit for purpose facilities for 153 Coy REME, Tp 51 Signal Squadron plus good facilities for the Sea Cadet unit, Army Cadet detachment and the Air Cadet squadron. Whilst we regret the loss of 106 Battalion HQ, the resultant site is a strong example of best joint use of the Reserve Estate.

Livingston - we have received the promised scoping funding for 278 Bty (Royal Artillery) basing requirements at Beveridge Square, Livingston. Design is well in hand and we have been assured that the £1m required for delivery will be forthcoming in 2018/19.

Glasgow and Strathclyde University OTC have been given notice that their lease of University Place will expire in late 2019 and, due to a major redevelopment of the University Campus, it will not be renewed. A Project Board has been established and the Options Study is complete. We are optimistic that we have found a suitable relocation site, which has the support of Sandhurst Group and Army Infrastructure-Plans. We have secured funding for the detailed investigation, design and costings; we will then put the Main



East Kilbride Army Reserve Centre.



Beveridge Square Livingston Army Reserve Centre.

Gate Business Case to the Army for delivery funding. Timescales are very tight but the urgency of the project is recognised.

Land Acquisitions and Disposals

The Board have provided funding for the acquisition of a new site for Tranent Detachment, Lothian and Borders Bn ACF. The preferred location has been secured, subject to Planning Consent for a Change of Use.

The proposed acquisition of a new site for Airdrie Detachment, Glasgow and Lanarkshire Bn ACF has stalled, due to the lack of funding. The Local Authority remain keen to progress this prospective move when monies become available.

We have sold the surplus land in Hillington to a private development company and hold the proceeds of sale for reallocation by HQ Air Cadets.

Army Cadet Branch visited our Cadet Training Centres in June and made very promising noises about the funding for a replacement Centre at Auchincruive for West Lowland Bn ACF. Unfortunately their funding was subsequently withdrawn and no progress was possible. We remain fully engaged trying to secure a workable solution.

New Works

Again, due to the lack of funds, new works have been limited to those funded by the Board using Regionally Generated Income.

Following the Auchincruive decision funds have been allocated to carry out some much needed infrastructure work on the Cadet Training Centre in Seaforth Road that will significantly improve their public face.

The troublesome flat roof on the Irvine Cadet Centre is being replaced with a pitched one to finally solve the water ingress problems.

The timber-clad Army Cadet and Air Cadet huts at Carmunnock Road have been given a facelift with new plastic cladding boards and new windows.

The male cadet accommodation at Drumshoreland House Cadet Training Centre is being upgraded to provide more acceptable, modern, space.

The Year Ahead

The promised transfer back to the Single Services of their Estates funding has been delayed until April 2019. However, we had a very positive first meeting with Army Infrastructure-Plans who are undertaking an Infrastructure Balance of Investment Gap Analysis. We reviewed all the Change, Maintain and Sustain tasks across the Lowland estate and, subject to refinement, some of these will be considered for funding in 2019/20. Further planning meetings will occur throughout the year to ensure task lists are kept up to date.

On funding, we are given to understand that some of the in-year cuts of 2017/18 have been lifted for 2018/19 but, in any event, pressure on the condition of our estate will continue.

Lowland Board will continue to target Regionally Generated Income to good effect and we will be able to refurbish a good number of cadet locations in the coming year.

TRI-SERVICE CADET ACTIVITIES

Cadet Linked Detachment Project

The Linked Detachment Model was formally endorsed by Scottish Government as the model for the Cadet Expansion Programme in Scotland in July 2016. Originally based on an Army Cadet Force variant there are now Sea Cadet and RAF Air Cadet options. There are 9 Linked Detachments (8 ACF, 1 SCC) spread across 7 different Education Authorities in Scotland. It is anticipated that we will be opening our first ATC Linked Detachment in the West Lothian area at the start of the coming academic year. We have seen a particular appetite for the Linked Detachment concept in the central belt, Dumfries and Galloway and North Ayrshire.

Our most recently enrolled cadets at Moffat Academy (ACF), Kilwinning Academy (ACF) and Harris Academy (SCC) are all flourishing. We are currently conducting briefings and “taster” events for pupils making their option choices for the forthcoming academic year in order to generate strong follow-on cohort in all participating schools.

Our Linked Detachment Cadets are variously working towards SQA Level 4 Uniformed and Emergency Services, Level 5 Leadership in Practice, Level 6 Advanced Leadership, BTEC Young Leaders and Teamwork and Development in the Community not to mention their DofE, Heartstart and Youth First Aid Awards.

The establishment of an ATC Linked Detachment within Armadale Academy is particularly exciting and timely given the resonance between the technical component within the ATC syllabus and the current emphasis on STEM (Science Technology Engineering Mathematics) throughout the education community. We are concurrently investing much effort in standardising the Linked Detachment Model across Scotland and capturing and sharing best practice.

Whilst expectation management is key and financial constraints currently limit the scope for establishing further Linked Detachments we continue to welcome expressions of interest from Local Education Authorities, schools and potential

instructors from across Scotland as we remain optimistic that we may be able to establish further Linked Detachments in Scottish schools before the end of the current development phase in March 2020.

Evidencing the Cadet Experience – SQA Awards

As an SQA Approved Centre, Lowland RFCA is now approved to offer four SQA qualifications to Cadets and Adult Volunteers. Following a systems verification visit in December 2017 by SQA we have updated some of our written procedures, in line with SQA requirements. Our first newsletter has now gone out to all cadet organisations in Scotland and is available to Association members.

Assessor and Internal Verifier Awards for Adult Volunteers

As an Approved Centre for the assessor and internal verifier awards, we can offer further incentive to adult volunteers to become involved in the delivery of SQA awards to cadets. This Award is not mandatory as SQA have accepted that the training given to adult volunteers to deliver training to cadets already meets their standards for assessment and verification, but it is an opportunity for Adult Volunteers to formally accredit their training.



Cadet Force Adult Volunteers undergoing their initial induction training.

SQA Level 5 Leadership Award

We have had 29 cadets certificated in the past 12 months. A number of portfolios were returned for remediation, and we are awaiting their completion to meet SQA's quality requirements.

Customised SQA Awards for Cadets Army Cadets Achievement, Teamwork and Citizenship Award

After much hard work by our SQA Coordinator, Mrs Jill Simpson and a number of Army Cadet Force adult volunteers we now have the ACF 2 Star Army Proficiency Certificate mapped across to an SQA customised award: Level 4 - Army Cadets Achievement, Teamwork and Citizenship Award. We ran a pilot during the 2017 ACF annual camp season in the delivery of the award which was very successful. We have also arranged meetings with adult volunteers from across the ACF battalions to promote the uptake of the award.

RAF Air Cadet Aviation Practice 1

We have embarked upon a similar activity for the RAF Air Cadets. The first level has now been submitted to SQA who have already confirmed that it will be an SCQF Level 5 award. The credit rating process is underway, and the award should be accredited before the end of May 2018. We will then seek approval as a Centre to offer the award and begin promoting it across Scotland.

Sea Cadets

Following completion of the RAF Air Cadet mapping we will begin the same process for the Sea Cadets. Our ambition is to have all 3 Cadet Organisations with a customised award for their cadets available by the end of 2018.

Cadet Tri-Service Forum

The Scottish Tri-Service Cadet Forum was established in 2003 to deal with issues pertinent



RAF Air Cadets conducting aviation practice.

to all cadets in Scotland. The Forum meets on a frequent basis. It has the following aims:

- To agree and co-ordinate pan-Scotland cadet activities that raise the profile of the 3 organisations to key gate-keepers in Government, Local Government, Education and Employer Organisations.
- To consider where efficiencies or joint/shared activities can be adopted without compromise of their single Service identities.
- To share resources where practicable to allow the cadet organisations to deliver the cadet experience to as many young people as possible.
- Where appropriate, to co-ordinate a pan-cadet organisation response to influence and inform:
- To advise Scottish Government youth development and education policy.
- To bid for Scottish Government funding.
- To advise the UK Government, and its departments (MOD, Community and Local Government etc) on the differences between Scottish and English law, policies and practices as exercised by the devolved administration.



Cadets from Lothian and Borders Battalion ACF meet with HRH Prince Harry and Miss Meghan Markle on their visit to Edinburgh Castle, February 2018.

Cadet Events' Programme for 2017/18

Tri-Service cadet promotional events that took place in 2017 were:

Date	Event
4 Apr	Cadet Tri-Service Forum
1-8 Apr	Military Band Concentration - Barry Buddon
8-15 Apr	Pipes and Drums concentration - Inverness
14 Apr	Pipes and Drums Beating Retreat - Dingwall
15 Apr	Pipes and Drums Concert - Inverness
29 Apr	Cadet Organisations' Open Day - Edinburgh
29 Apr	Cadet Organisations' Beating Retreat - Edinburgh
17 Jun	Royal Gun Salute - Edinburgh Castle (Cadet influencing event)
20 Jun	Cadet Tri-Service Forum
24 Jun	Armed Forces Day - various Cadet contributions at regional and local level
3 Aug	Royal Edinburgh Military Tattoo Dress Rehearsal Night
19 Aug	Royal Edinburgh Military Tattoo (Cadet influencing event)
20-21 Sep	Scottish Learning Festival - Scottish Exhibition Centre
13 Oct	Cadet Tri-Service Forum
12 Nov	Remembrance Sunday
16-18 Nov	School Leaders Conference - Cameron House
21 Nov	Reception with MSPs - Scottish Parliament
21 Feb	Cadet Tri-Service Forum

THE CADET ORGANISATIONS

SEA CADET CORPS

The Sea Cadet Corps continues to thrive in Scotland. An area where the Sea Cadets have struggled in the past has been in recruiting and retaining Cadet Force Adult Volunteers (CFAV). However, the figures for the Sea Cadets stand at 253 civilian volunteers (up by 43), 106 non-uniformed volunteers (up by 21), 73 Officers (up by 2) and 220 other ranks (up by 21). The Adult Volunteer is the bedrock of the Cadet Organisations and thus the Sea Cadets are clearly going from strength to strength.



Sea Cadets take to the waters in one of their Quest boats.

The Sea Cadets sent 150 cadets and 50 CFAVs to annual camp in 2017, which took place at Garelochhead. The activities undertaken were powerboating, dinghy sailing, rowing, adventure training and for the Royal Marine cadets, fieldcraft and map reading.

THE ARMY CADET FORCE

Recruitment

The ACF has seen a decline in both the numbers of cadets and CFAVs in all three battalions. The overall figure for cadets in 2017 was 2020 and in 2018 this figure has dropped to 1900. Perhaps of more concern is the decline in the number of CFAVs supporting the three battalions. In 2017 the figure stood at 380 and in 2018 the number has fallen to 365. Although the figure looks relatively small, it has been following a general downward trend over the past few years. This is a worrying indicator of the declining number of adults that are prepared to support the Cadet Organisations. The main reason given by those leaving the ACF organisation remains the overburdening of adult volunteers in what is perceived to be the overly bureaucratic process of delivering the cadet experience to children.

Activities

It has been a highly successful year for Army Proficiency Certificate training with over 700 cadets achieving 1 and 2 Star passes and 120 cadets achieving 3 and 4 Star passes. The Army Cadet Force has also achieved a large number of



Duke of Edinburgh Award presentations.

additional awards. Almost 800 cadets from the 3 Lowland ACF battalions have achieved a First Aid award of some description with over 400 Heartstart Awards. Added to their achievements at First Aid, there are also a number of cadets involved in the Duke of Edinburgh's Award. 25 cadets have achieved their Bronze Award, 4 have achieved their Silver Award and one cadet is waiting to have their Gold Award endorsed. Additionally over 100 cadets are enrolled for the Bronze, Silver and Gold Duke of Edinburgh's Awards.



Lothian and Borders ACF at the ACFA National Athletics.

Sporting achievement remains high on the agenda of all battalions in the Lowland area and they can again boast success at football, cross-country running, athletics, swimming and hockey. Of special note, Glasgow and Lanarkshire Battalion achieved notable success in Football, Tug of War and Cross Country Running, scooping a host of trophies this year. Not to be outdone, Lothian and Borders Battalion were highly successful in the ACFA Athletics Competition coming away with a number of medals at the junior, intermediate and senior levels.

Cadets and adult volunteers have also been able to gain vocational qualifications and this past year has seen 100 cadets gaining the BTEC at Level 1 and BTEC Level 2 Music, with a further 15 cadets gaining SQA awards in Leadership and the new Army Cadet Achievement, Teamworking and Citizenship Level 4 Award.

Involvement in ceremonial activities has again seen a large number of cadets participate in Armed Forces Day and Remembrance Day events.

Collecting for Poppy Scotland has also seen a large number of cadets on the streets of all our major towns and cities which has been an excellent advertisement for the organisation. Of special note was the opening of the Queensferry Crossing by Her Majesty the Queen. Cadet Colour Sergeant Stephanie Watson from 20 Platoon (Scots Guards) of Lothian and Borders Battalion, as the Lord-Lieutenant's Cadet of City of Edinburgh opened the door of Her Majesty's car.



Army Cadets taking part in Gun Salute at Edinburgh Castle, June 2017.

Annual Camps

Annual camp for all 3 battalions was as usual a very busy and well attended event. Glasgow and Lanarkshire Battalion probably travelled the furthest distance to Longmoor Camp in Hampshire, an 800 mile round trip. Lothian and Borders Battalion went to a camp much nearer to home and spent 2 weeks at Warcop in Cumbria. West Lowland Battalion travelled to perhaps the favourite camp with most battalions, Altcar in Merseyside. Over 900 cadets from the 3 battalions and 240 adult instructors attended their respective annual camps, a slightly lower figure than in 2016, but very much reflective of the slightly reduced number of cadets and CFAVs in the battalions.

Many cadets were able to achieve their 1, 2 or 3 Star Proficiency awards and also partake in sporting and adventurous training activities. As the premier cadet activity for the year, all credit must go to the adult volunteers who gave up their personal time, and to the many who took annual leave from their employment, to enable so many cadets to go away to camp.

Annual camps for the forthcoming year are a return to Longmoor Camp for Glasgow and Lanarkshire Battalion with Lothian and Borders Battalion going to Altcar. West Lowland Battalion are due to go to Barry Buddon Camp. The annual camp forecast for 2018 may be subject to change as a wide-ranging review of camp allocations is being undertaken by Regional Command Cadets Branch.

RAF AIR CADETS

Following a review of the Air Cadet Organisation undertaken in 2017 they have been re-designated the RAF Air Cadets. This organisation is the overarching organisation that has within it the Air Training Corps and the CCF Air Cadets. In 2017 the RAF Air Cadet organisation released a new Progressive Training Syllabus, which has been designed to allow all cadets to engage with a wide variety of training activities from the day they join the RAF Air Cadets. Advancement through a series of progressive awards at Blue, Bronze, Silver and Gold levels aims to provide opportunities to enhance skills and achieve nationally recognised qualifications and awards, whilst at the same time, building confidence and developing teamwork and leadership qualities.

Flying

Flying is at the heart of the RAF Air Cadets. No. 4 Air Experience Flight based at Glasgow Airport and No. 12 Air Experience Flight at Leuchars Station continue to fly cadets at weekends and during camp season. Technical problems and an inspection programme for the Viking glider that has reduced its availability are being resolved, with a phased return to service of the glider expected in 2018.

Presently, RAF Air Cadets are enjoying the use of the 2 new Part Task Trainers located at 661 (Kirknewton) Volunteer Gliding Squadron. These sessions, coupled with Ground School Training and a Familiarisation Course, are the first stage of the new Aviation Training Package, which is the foundation to the new Blue Wings for both Air Experience Flying and Gliding.

Recruitment

RAF Air Cadets in Scotland can now join at the age of 12 if they are in School Year S2 with the opportunity to become a Cadet Force Adult Volunteer (CFAV) at the age of 20 if they stay the course. The number of cadets in the organisation has, like both other cadet organisations, seen a slight decline over last year's figures. 2340 cadets supported by 900 CFAVs is the current strength of the RAF Air Cadets in Scotland.

Adventurous Training

RAF Air Cadets also embark upon a large number of additional activities outside of the core training syllabus. Adventurous training including rock climbing, kayaking, canoeing and mountain biking is delivered across Scotland & Northern Ireland, with Staff Cadets and CFAVs gaining National Governing Body Awards to increase the number of qualified instructors.

Notable Successes

South East Scotland Wing won the Gillan Sports Trophy for the third successive year. The Gillan Trophy is awarded annually to the top Sporting Wing across the 34 Wings in the Air Training Corps in the UK.



Cadet Warrant Officer Cameron McElaney receiving the Dacre Sword as best male RAF Air Cadet.

Congratulations go to Cadet Warrant Officer Esther Smith who was been selected as the best cadet on the Qualified Aerospace Instructors' Course.

Congratulations also go to Cadet Warrant Officer Cameron McEleney who for the second year running, has been rewarded for his outstanding achievements. Last year Cadet Warrant Officer McEleney won the CVQO's The Duke of Westminster Award and this year he won the DACRE Sword as the best male cadet across the RAF Air Cadet organisation – a stunning success.

The RAF Air Cadets have a long history of success at the Duke of Edinburgh's Award and this year was no exception. Their tally for 2017 have been 113 cadets gaining the Bronze Award, 36 cadets Silver and 15 cadets gaining the Gold Award.

In the national Drill Competition, 2535 (Livingston) Squadron came first in the Foot Drill event, second in Banner Drill event and to their credit, the Regional Team came third in the Continuity Drill event.

Annual Camp

As with the other cadet organisations the culmination of the training year for the ATC is attendance at annual camp. Cadets from across



RAF Air Cadet Regional Drill Team

Scotland have been fortunate enough to attend camps in Cyprus, Gibraltar, Germany and in UK bases at:

- RAF Cosford
- RAF Lossiemouth
- RAF Shawbury
- RAF Brize Norton
- RAF Valley
- RAF High Wycombe
- JHC FS Aldergrove

The activities undertaken at annual camp include visits to RAF station sections and facilities, shooting, flying, sports and visits to local areas of interest. The motto of the Air Training Corps is 'Venture Adventure' and we wish it all the best as it moves forward into its next 75 years.

International Air Cadet Exchange

Lowland RFCA Board, along with Highland RFCA, grant the RAF Air Cadets funds towards their International Air Exchange programme. This year 7 cadets and one CFAV from Scotland participated in the programme with exchanges to: Belgium, Canada, France, Germany, Hong Kong, Israel and the USA.

Lord-Lieutenants' Cadets

The following cadets from the Sea Cadet Corps, Army Cadet Force and RAF Air Cadets have been appointed Lord-Lieutenant's Cadet for 2017/18:

Ayrshire and Arran	Cadet Staff Sergeant Greg Anderson, West Lowland Battalion Army Cadet Force
Berwickshire	Cadet Sergeant Annie MacLean, Lothian and Borders Battalion Army Cadet Force
City of Edinburgh	Cadet Sergeant Major Stephanie Watson, Lothian and Borders Battalion Army Cadet Force
City of Glasgow	Cadet Regimental Sergeant Major Amy Coulter, Glasgow and Lanarkshire Battalion Army Cadet Force
Dumfriesshire	Cadet Sergeant Kane Marshall, West Lowland Battalion Army Cadet Force
East Lothian	Ordinary Cadet Steffani Broadfoot, Dunbar Sea Cadets Cadet Corporal Katy Stewart, Lothian and Borders Battalion Army Cadet Force Cadet Sergeant John-Andrew McClintock, 132 (North Berwick) Squadron Air Training Corps
Lanarkshire	Cadet Sergeant Sophie Graham, Glasgow and Lanarkshire Battalion Army Cadet Force Cadet Sergeant Kyle Martin, 2166 (Hamilton) Squadron Air Training Corps
Midlothian	Cadet Colour Sergeant Brandon O'Connor, Lothian and Borders Battalion Army Cadet Force Cadet Flight Sergeant Jerin Mathew, 2466 (Loanhead) Squadron Air Training Corps

Renfrewshire	Leading Cadet Elizabeth Holmes, Paisley Sea Cadets
	Cadet Staff Sergeant Liam McKenzie, West Lowland Battalion Army Cadet Force
	Cadet Flight Sergeant Jade Smith, 49F (Greenock (MacRoberts Reply)) Squadron Air Training Corps
Roxburgh, Ettrick and Lauderdale	Cadet Corporal Jake Gillies, Lothian and Borders Battalion Army Cadet Force
	Cadet Sergeant Lauren Cardwell, 1716 (Roxburgh) Squadron Air Training Corps
Stewartry of Kirkcudbright	Cadet Corporal Luke Thomson, West Lowland Battalion Army Cadet Force
Tweeddale	Cadet Corporal Sophie Watt, Lothian and Borders Battalion Army Cadet Force
West Lothian	Cadet Corporal Lauren Berriman, Lothian and Borders Battalion Army Cadet Force
	Cadet Warrant Officer Matthew Scott Lewis, 2463 (Currie & Balerno) Squadron Air Training Corps
Wigtownshire	Cadet Sergeant Aaron McEwan, West Lowland Battalion Army Cadet Force

Lowland Reserve Forces' and Cadets' Association award of Lord-Lieutenants' Certificates of Meritorious Service

Members of the Reserve Forces and Cadet Organisations have been awarded Lord-Lieutenants' Certificates of Meritorious Service as follows;

105 Regiment Royal Artillery

Major Douglas Bertram
Sergeant Graham McLean

Glasgow
Glasgow

4th Battalion The Parachute Regiment

Warrant Officer Class Two John Murdoch
Corporal Martin James Gallagher

Glasgow
Edinburgh

154 Royal Logistic Corps

Captain Steven Colin Mathieson
Warrant Officer Class One Daniel Digney
Warrant Officer Class Two William Harvey
Warrant Officer Class Two Andrew Molloy
Staff Sergeant James Neilly
Sergeant Stephen Cogan
Corporal Scott Fraser

Glasgow
Glasgow
Glasgow
Glasgow
Glasgow
Glasgow
Glasgow

205 (SCOTTISH) Field Hospital

Major William David Campbell

Glasgow

106th Battalion Royal Electrical and Mechanical Engineers

Staff Sergeant Adam McNee
Acting Sergeant Christine McCormack

Renfrewshire
Lanarkshire

Glasgow and Strathclyde University Officer Training Corps

Captain Brian Simpson

Glasgow

West Lowland Battalion Army Cadet Force

Sergeant Major Instructor Gary Wakelam
Staff Sergeant Instructor Michelle Cook

Ayrshire & Arran
Ayrshire & Arran

West Scotland Wing Air Training Corps

Squadron Leader Amanda Crawley
Flight Sergeant Keiran Donnelly

Ayrshire & Arran
Lanarkshire





Lowland Reserve Forces' and Cadets' Association
Lowland House, 60 Avenuepark Street
Glasgow G20 8LW

Telephone: 0141 945 4951

www.lowlandrfca.org.uk
www.facebook.com/lowlandrfca
www.twitter.com/Lowland_RFCA

Supporting and enabling the reserves and cadets in the Lowlands of Scotland

Printed by J. McVicar Printers tel: 0141 774 5132 www.jmcvicar.co.uk