

Gentlemen

1. Brigadier Mark Dodson attended the RRS Trustees and Council Meeting on May 28th. This e-mail gives a read out of some of the points from the meetings.

2. Manning. Good news: SCOTS are currently -450 but inflow is now exceeding outflow. Retention in training is 80% and retention in the units is the best in the infantry. All courses at ITC Catterick are currently full and we have 253 soldiers in training. Look at Life (Scottish Soldier) courses for potential recruits are currently running at double recent loading. All this should lead to an additional 90 soldiers entering SCOTS bns by Oct 09. Target is to be at full manning by Apr 11. In addition to Army Recruiting Teams we are forming up 7x4man Regimental Support Teams (Regimental Recruiting Teams in old money). There are 18 x SCOTS Special Recruiters in recruiting offices in Scotland and England. Three English regional brigades have been given recruit targets for SCOTS (42 and 15 Bdes which cover northern England and LONDIST).

Not so good news: The TA are finding it difficult to recruit which remains a real concern. This is a national problem. Action: We must all continue to do all we can to recruit for SCOTS.

3. Dress. Separate hackles for 6 and 7 SCOTS supported, subject to Army Dress Committee agreement. Colours - yet to be determined.

Council considered the issue of P&D's Dress. Keen to keep the antecedent element for as long as possible however it was agreed that at a given point, (date not yet agreed) that P&D's would adopt Tartan No 1A. (Not Royal Stewart as SG's wear that).

4. Future of HHQs. There was much discussion on how to harness the work done by HHQs to strengthen their resilience to change in the future by clarification of roles, responsibilities and demonstration of their close support and connection to RHQ SCOTS. Action: Col Bruce Russell was tasked by the Col of Regt to study this area and report back to the Council of Colonels having first agreed Terms of Reference. You are all aware that HHQ are to be downsized by Apr 2011. (Left - Regtl Sec, AO and PT Typist). HHQ will be unable to do all it does now for antecedents. The Russell Study is likely to recommend that the emphasis of HHQ work is switched to look forward to RHQ, DInf and SCOTS rather than backwards to antecedents. The MOD expect this if staffing and funding is to continue. Brig Mark thinks we are ahead of the game in this area, indeed the roles and responsibilities listed in his HHQ Paper, is likely to be used as the 'model' for the Bruce Russell study.

5. Officer Recruiting. Going well although more officers from Scotland would be good (need to do more in schools and UOTCs in Scotland?). What can we do to improve the SCOTS profile in Scottish schools (The RIFLES have presented a cup at Eton for shooting)? Action: Consideration was given to make as much use of 1, 2 and 3 SCOTS for PO visits/dinner nights for school boys and university students. Some discussion about the role of HHQs in officer recruiting, which is certainly something

this HHQ is engaged with, in conjunction with RHQ. There may be a change to procedures at RMAS away from the current system that leads cadets to be almost duplicitous in their approach by promising undying allegiance to more than one regiment.

6. Officer Subscriptions. Discussion of a proposal by the Col of the Regt to combine officer subscriptions (for Highland/Lowland Bde Club, wedding present etc) into one payment. Agreed by Rep Col's if it could be made to work. Described as a one and a half days pay scheme (Serving offrs only).

7. Accounts. Agreed.

8. Grants from SCOTS Regimental Association. When the Col of the Regt spoke to SCOTS COs he outlined the availability of grants from the SCOTS Regimental Association. Both 2 and 4 SCOTS applied for grants for a TV system (2 SCOTS) and WRVS facilities (4 SCOTS). Both were agreed subject to details of what other sources had been approached. Maj Gen Loudon (Rep Col 2 SCOTS), who now runs the Edinburgh Military Tattoo, made the point that he is also prepared to consider requests from SCOTS bns (which should be submitted via Maj (Retd) Jamie Erskine who is SO2 Protocol at HQ 2 Div) from Tattoo funds.

9. Colours Parade. Plan is for presentation of Colours to all SCOTS bns to take place in 2011, possibly during Royal Week in Edinburgh. (Late June / early July). 4 SCOTS on Op Tour!

10. Journals. The SCOTS journal is to be an annual publication with equal space for each bn. Articles by 4 SCOTS were singled out as being unacceptably thin! The value of antecedent regimental mags was re-stated. Articles by 4 SCOTS and our Regtl Museums are welcomed in both The SCOTS Journal and our Highlander Newsletter. Same article is acceptable as readership is different.

11. Officers' Wedding Present. All agreed that the regiment needs a wedding present. Options were divided over what it should be, ranging from a picture frame to statuette. More options will be offered. Transition arrangements between those who are paying into the current present schemes across the various battalions to be worked out. All serving and retired offrs (a handful) from the Highlanders who paid into The Highlanders Offrs Wedding Present Fund have been instructed to cancel their DD's.

12. WOs' and Sgt' Mess Leaving Presents. The RSMs have worked out a statuette in 3 grades linked to the length of service in the Mess.

13. Certificate of Service. A certificate of Service has already been produced by RHQ for those leaving.

14. Regtl Sport. Discussion about centres of excellence on the back of RSB (1SCOTS) success at Army Rugby Champions and A&SH (5SCOTS) success as Army Boxing Champions. It was agreed that it would be counter productive to 'stack' certain Battalions with sportsmen but that where possible the winning ways should be maintained. Additional Regtl funding was not ruled out.

15. RHQ will publicise the 7SCOTS Highland Games 2010 and will be encouraging strong regtl participation.

16. The Col of Regt was pleased with the 'Homecoming Parades' that he had attended for 1, 2 and 5 SCOTS and asked that it continued.

17. The next Command Plot had been issued. It has been necessary for Operational reasons for some CO's to extend in post. This means that in the case of 1 and 4 SCOTS that the next CO has yet to be named officially.

2 SCOTS - Lt Col DSG Graham

3 SCOTS - Lt Col EA Fenton

5 SCOTS - Lt Col AWA Griffith MBE

6 SCOTS - Lt Col CE Platt

7 SCOTS - Lt Col EC the Viscount Chelsea

Support Wpn School - Lt Col MP Hay

2 Regt ATC Pirbright - Lt Col TAS Hill MBE

Sp Bn HQ ARRC - Lt Col DNM Mack

AUOTC - Lt Col MR Wardner MERCIAN

Tayforth UOTC - Lt Col SD Morgan RE

18. 4SCOTS Ops. Bn is due on Herrick 14 with 3 Bde (Mar-Oct 2011). To meet MOD commitments Bn will be re-roled as a Lt Role Bn. This process will begin soon and last until after the Tour.

19. Col of the Regt had very much enjoyed his Museum Visits and thanked all involved.

20. Col of the Regt very pleased with his annual meeting with the Commanding Officers, where 'real' business is covered.

21. Regtl Dinners. There was discussion about holding one large Regtl Dinner based on the Highland / Lowland Bde Club.

This idea was not supported and it was agreed that Antecedent Dinners would continue. To that end the next Highlanders Officers Dinner will take place at The New Club, Edinburgh on Friday December 18th. Black Tie and Medals.

22. The issues surrounding Copyright were discussed. It was agreed that the Regiment and antecedents should always ensure that 'commissioned regimental' items should be signed off, so 'we' had ownership of them. (Example's; Portraits, Capbadges etc).