



Annual Report 2021/2022



Ferguslie Park
Housing Association



Tannahill Centre

About this Report

This is our annual report which we produce every year to report on our performance. This report focuses on the financial performance of the Association and its subsidiary The Tannahill Centre, along with highlighting achievements made during the financial year 1 April 2021 to 31 March 2022

In addition, some of the results shown in the report are taken from our annual return on the charter (ARC). This is a report that we must provide to the Scottish Housing Regulator (SHR) every year and the Scottish Social Housing Charter sets out the outcomes and standards of services, that we, as your landlord should meet.

Our ARC return for the year 2021/22 is available on the SHR website <https://www.housingregulator.gov.scot/>

To find out more about the role of the SHR you can visit their website or:

Call: **0141 242 5642**

Email: shr@shr.gov.scot

Or write to them at:

Scottish Housing Regulator
Buchanan House
58 Port Dundas Road
Glasgow
G4 0HF

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Ferguslie Park Housing Association

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Registered Housing Association
No. HAL99.

Registered Friendly Society
No. 2282R (S)

Ferguslie Park Housing
Association is a Registered Charity.
Charity No. SCO34893.

Chairperson's Report

This year was another challenging but productive year for FPHA and despite the challenges that COVID-19 continued to have for the Association we were still able to invest in our properties and to support our tenants and community. Following the end of the final lockdown on 31 January 2022, staff began operating the new hybrid way of working from both the office and home to provide tenants with a full service.

The Association continued to formally monitor Business Plan targets and an Independent Tenants' Satisfaction Survey was completed in September 2021. Although the results of the survey indicated a slight reduction in satisfaction levels in relation to service delivery, this was in areas where performance was heavily impacted by COVID-19 restrictions and availability of contractors and materials. It is positive to note that the survey did highlight an increase in the level of trust that tenants have in the Association rising from 91% in 2018 to 95%.

We continued to work through our business plan which has now entered its final year ensuring that the association's tenants, community and people are at the heart of it. By working in partnership with local community groups we will continue to provide help targeted in the right way.

The highlights of the year include the following:

- Launch of our MyHome web-based digital tenant service which allows tenants 24hr access to their tenancy information, to make payments, report repairs and look at their rent accounts amongst other things.
- Across our stock we have completed and replaced 150 new kitchens, 27 new boilers, 14 new bathrooms and 16 window replacements We have also carried out 490 Electrical Installation Inspections and installed 59 Smoke and Heat detectors.
- We were the community anchor who distributed over £320,000 in initial Covid funding and a further £243,000 of Scottish Governments Community Recovery fund to local groups and neighbouring third sector organisations.
- On behalf of FLAIR, FPHA launched a "FLAIR for Life small grant programme" to distribute £30,000 received from Engage Renfrewshire across residents associations and community groups delivering activities that promotes good health and wellbeing within communities in Renfrewshire.
- Distributed 240 fuel vouchers to tenants in need.
- Delighted that our Housing Assistant, Alastair Burke won the Chartered Institute of Housing's Bob Allan Young Achievers in Housing Award in November 2021.

The Association looks forward with confidence to building on its achievements in 2022/23 as it moves into the last year of its 3-year Business Plan. It expects to:

- Continue the training and learning plans for Board and staff;
- Invest in home improvements;

Focus on its strategic priorities of:

- affordability to tackle poverty and financial health in the community
- early action programmes to respond quickly and effectively to situations
- strategic asset management to ensure it manages, protects, improves and develops its homes
- procurement and contract management ensuring it purchases quality services and achieves value for money
- wider role by being much more than just a landlord
- connectivity through building strong links within and out-with the community
- governance and business improvements by continuing to strengthen and develop the organisation and its people
- growing the organisation by identifying sites in the area for possible future developments.

The Association will do all it can to ensure that homes remain affordable to tenants whilst remaining viable over what will be a very challenging year for our customers financially. Opportunities to bring in any assistance for tenants will continue to be sought and advice given to help tenants.

I offer my grateful thanks to the Staff and the Board for all their hard work, support and enthusiasm over the last year and would also like to take this opportunity to thank tenants and the local community for their patience whilst services were impacted by Covid. Tenant and community involvement is really important to ensure we provide what is needed in the area and I would like to encourage tenants to engage when asked.

FPHA will continue to rise to the challenges ahead and with teamwork and dedication. Both Staff and the Board will continue through the turbulent year ahead to support our tenants in any way we can.

Ian Williams, Chairperson



Working together to support Renfrewshire recovery

FLAIR – the Federation of Local Housing Associations in Renfrewshire and East Renfrewshire secured £243,000 from the Scottish Government to support communities bounce back from the COVID-19 pandemic.

Led by Ferguslie Park Housing Association, FLAIR members worked alongside Renfrewshire Council, Engage Renfrewshire and eleven local third sector organisations to develop a programme of activities to reduce the financial and social impacts people in Renfrewshire experienced as the country moved out of lockdown.

This funding delivered a wide range of outcomes for Renfrewshire:

- **75** community engagement events were held across Renfrewshire
- These events were attended by **3,463** people
- **35** new services and activities were established that addressed issues that arose as a result of the COVID-19 pandemic
- **4,373** people accessed services that addressed food poverty in a dignified way
- **477** people who were shielding regularly accessed services that addressed isolation and loneliness
- **732** people accessed advice and information as a means of preventing debt, homelessness and/or joblessness

- **£767,756** additional welfare benefits income secured for Renfrewshire residents

- **54** parents accessed groupwork and peer support on a regular basis

- **211** young people accessed services that built their skills, knowledge and confidence

- **206** people volunteered their time as a means of building their skills, knowledge and confidence

- **5** new jobs were created

- **1,657** passenger journeys were provided to those who were unable to travel independently

Renfrewshire's Community Pantries

Active Communities, RAMH and the Star Project received £18,450 each towards the establishment of Community Pantries. As well as providing dignified access to affordable food, pantries provide volunteering, employment and other personal development opportunities within local communities. These pantries are now operational in Johnstone, Paisley and Shortroods.

Financial Inclusion

The pandemic resulted in people losing their jobs, reduced income from work or experiencing increased living costs. Bridgewater, Linstone and Paisley

Housing Associations shared £42,140 to provide additional advice, employability and financial support to local people impacted by the changes brought about by the COVID-19 pandemic.

Create Paisley

The youth arts charity received £6,000 to work in partnership with Active Communities and Linstone Housing Association to deliver a range of community arts and volunteering opportunities for young people from Johnstone and Linwood, increasing their skills, knowledge and confidence whilst developing plans for a dedicated youth space.

Ferguslie Seniors

The group run by older people from Ferguslie Park received funding to establish a lunch club, targeted at those who were most affected by isolation and loneliness during the COVID-19 lockdowns. Working in partnership with the Tannahill Centre, the group provide a home-made lunch as well as entertainment and opportunities to develop friendships.

Home Start Renfrewshire

Home Start Renfrewshire received over £20,000 to deliver additional group work support for parents and children who have been unable to socialise or access peer support during the pandemic. As well as covering the cost of additional staff time, funding also enabled the organisation to furnish their new Paisley base.

Linwood Community Development Trust

The Trust received £7,500 to deliver employability support to those who were long term unemployed as a result of the pandemic, or those who were at risk of losing their job as a result of the pandemic. Support provided ranged from CV writing and interview skills support through to certified training required by employers.

Renfrewshire Community Transport

A pilot project delivered in partnership with the Renfrewshire Community Transport Steering Group and Community Transport Glasgow provided the evidence needed to secure future funding whilst providing a range of volunteer and training opportunities whilst also increasing essential access to those experiencing isolation and loneliness.

Tannahill Centre Youth Club

Funding enabled the re-establishment of a youth service for young people in Ferguslie Park operating two nights per week and delivered in partnership with five other partners. Run as a youth club, it enabled young people to become more involved in their community through volunteering, accessing other services and developing their own skills and knowledge.

As we navigated our way through the pandemic, the welfare rights team continued to deliver services to customers whilst facing the on-going restrictions. Some office appointments were necessary and we accommodated these as much as possible whilst dealing with others by telephone.

Some relevant figures as follows:

382 Benefit Health Checks

452 Cases/Enquiries

92 New Claims
(83 successful)

23 Reconsiderations/
Reviews/Appeals
(21 successful)

The team brought in a total of £99,567 for tenants/families by way of weekly entitlements and lump sums.

Further to the above, additional payments amounting to £637,157 is expected to be paid by 'on-going' benefit entitlement in the 52 weeks following the date of entitlement.

Planned Maintenance

Across our stock we have completed installation of 150 new kitchens, 27 new boilers and 14 new bathrooms.

We have also carried out 490 Electrical Installation Inspections, upgraded 59 Smoke and Heat Detector systems and completed structural repair works and window replacements in 16 properties.



Homes and rents

At 31 March 2022 Ferguslie Park Housing Association owned **802** homes.
The total rent due to us for the year was **£3,607,874**.

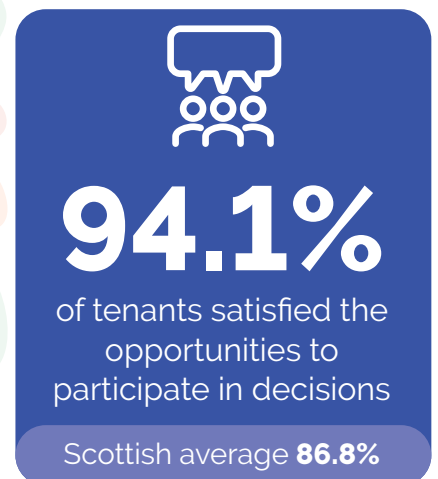
We increased the weekly rent on average by **3.5%** from the previous year.

Average weekly rents

Size of home	Number Owned	Ferguslie Park HA	Scottish Average
1 Apartment	0	–	£75.95
2 Apartment	178	£76.30	£81.32
3 Apartment	305	£84.60	£84.18
4 Apartment	231	£91.29	£91.48
5 Apartment	88	£101.41	£100.74

Tenant Satisfaction

Of the tenants who responded to this landlord's most recent satisfaction survey:



Value for Money





Quality and Maintenance of Homes



87.8%

of our homes met the Scottish Housing Quality Standard

Scottish average **74.6%**



1.4 hours

is the average time we took to complete emergency repairs

Scottish average **4.2 hours**



4.9 days

is the average time we took to complete non-emergency repairs

Scottish average **8.97 days**



93.7%

of reactive repairs completed 'right first time'

Scottish average **88.3%**



85.9%

of tenants who had repairs or maintenance carried out were satisfied with the service

Scottish average **88.0%**

Neighbourhood

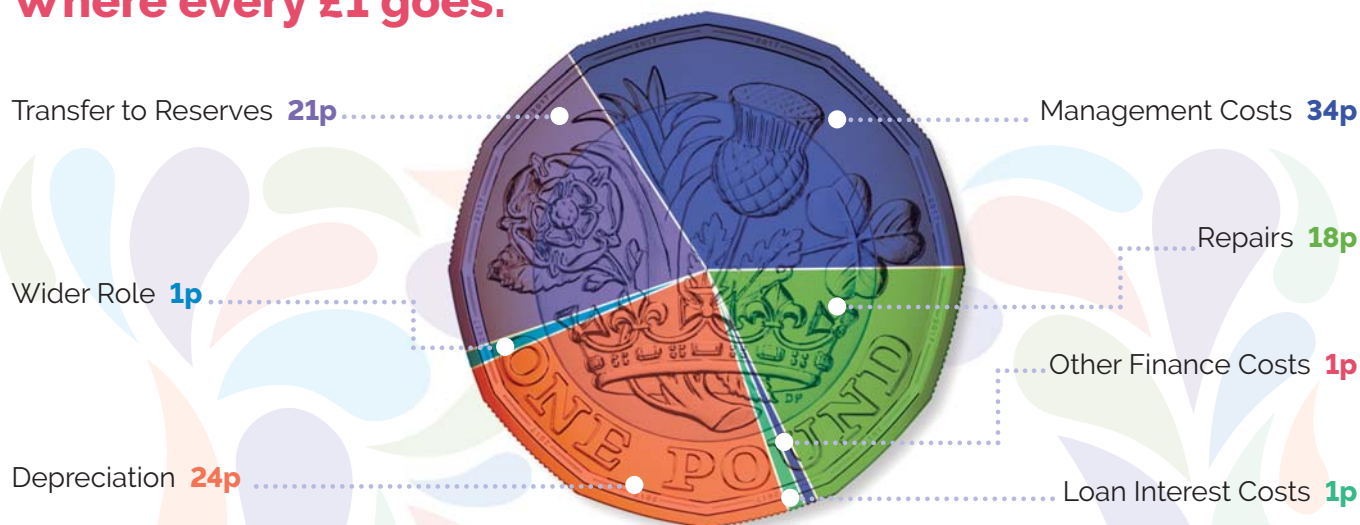


100%

of anti-social behaviour cases were resolved within local targets

Scottish average **94.7%**

Where every £1 goes:



Statement of Financial Position

as at 31st March 2022

	2022	2021
Non-Current Assets		
Housing Properties – Depreciated Costs	27,528,390	27,884,362
Other Tangible Assets	47,453	40,016
Investments	100	100
	27,575,943	27,924,478
Current Assets		
Receivables	231,362	120,519
Investments	–	390,295
Cash and cash equivalents	3,332,164	2,635,592
	3,563,526	3,146,406
Creditors: Due within one year	(555,209)	(545,914)
Net Current Assets	3,008,317	2,600,492
Total Assets less Current Liabilities	30,584,260	30,524,970
Creditors: Due in more than one year	(1,816,838)	(1,984,413)
Pensions and other provisions for Liabilities and Charges:		
Scottish Housing Association Pension Scheme	(15,000)	(585,000)
Deferred Income		
Social Housing Grants	(13,127,996)	(13,715,660)
NET ASSETS	15,624,426	14,239,897
Equity		
Share Capital	86	84
Revenue Reserves	15,639,340	14,824,813
Pension Reserves	(15,000)	(585,000)
	15,624,426	14,239,897

Housing Services

My Home

Throughout the financial year we continued to develop our online tenants' portal 'My Home' to make it easier for tenants to manage their tenancy.

As well as being able to check their rent account, make a rent payment (via the Allpay website link) and update household information, a link to the Universal Credit login page was added. We promoted the portal through our newsletters and social media and, for ease of use, created instruction videos.

My Home can be accessed through a computer, laptop, tablet or smartphone where internet is available.

Rents & Benchmarking

In December 2021, we ran a consultation exercise on the annual rent rise. A response rate of 22.5% was achieved by staff who consulted tenants by telephone, social media plus a detailed leaflet and letter issued to all of our tenants.

Our Governing Body agreed a rent rise of 3.5% for 2022/23 after being given assurance the business could sustain these figures whilst keeping rents as fair as possible.

Home and rents	Ferguslie Park Housing Association	Bridgewater Housing Association	Linstone Housing Association	Paisley Housing Association	Williamsburgh Housing Association
Total number of homes 2021/2022	802	846	1572	1292	1639
Total number of 1 apartments 2021/2022	0	2	41	13	7
Average weekly rent for 1 apartments 2021/2022	N/A	£51.16	£57.93	£65.76	£58.19
Total number of 2 apartments 2021/2022	178	242	382	432	789
Average weekly rent for 2 apartments 2021/2022	£76.30	£90.88	£74.67	£86.30	£70.51
Total number of 3 apartments 2021/2022	305	356	625	577	562
Average weekly rent for 3 apartments 2021/2022	£84.60	£95.21	£84.89	£91.96	£79.55
Total number of 4 apartments 2021/2022	231	151	480	248	249
Average weekly rent for 4 apartments 2021/2022	£91.29	£99.00	£90.82	£99.58	£88.84
Total number of 5 apartments 2021/2022	88	95	44	22	32
Average weekly rent for 5 apartments 2021/2022	£101.41	£109.15	£107.89	£110.51	£101.14

The New Tannahill Centre

COVID-19 Response

Ferguslie was still in some form of lockdown during the first few months of the financial year, therefore staff and volunteers continued to deliver services in and around the community.

Spring Break Survival packs

Blended learning became a new term we all became familiar with as pupils returned to limited teaching in school, restrictions were still in place that meant children would be stuck at home during their Easter holidays. Our popular kits made a one-off return in spring, with chocolate eggs donated by the National Trust for Scotland.



Tanny on Tour

Unable to invite significant numbers of people into the Tannahill Centre, we took our services on tour around Ferguslie Park during the month of May, popping up in parks, cul-de-sacs and spare ground every Saturday morning and afternoon with activities including crafts, bingo, darts and picnic lunches.

The Big Blether

We also used the Tanny on Tour as an opportunity to speak to local people about the activities and services they would like in the building once it opened up again to the public. As there had been a number of consultation processes taking place before and during the pandemic, we decided that the consultation should be informal and discussion based.

We spoke to over 100 people, and this is what they told us they wanted:

- A return to normal
- More activities for the whole community
- Greater opportunities to access information and support
- More opportunities to shop locally

We specifically asked the community their thoughts on the future design of the building, they told us:

- The current building was tired and unwelcoming
- A need for more seating areas and casual meeting spaces
- A lack of promotion and wayfinding
- There was a need for more space and a greater variety of space



Showcasing Ferguslie Park

Much of the work undertaken by the Tannahill Centre and its partners during the COVID-19 pandemic has been highlighted as a model of good practice. This includes reports by Audit Scotland on the role of charities and volunteers, PB Scotland on our work to support local groups via the Ferguslie Good Ideas Fund, meeting the Minister for Community Wealth Building and as finalist for a number of awards including Inspiring Renfrewshire and the ROCCOs.

Open for business!

The year has been one of dramatic changes for the Tannahill Centre, opening and closing to the public in-line with COVID-19 guidance. Our initial re-opening in August 2021 was almost scuppered by flash flooding which resulted in the Tannahill Centre's roof caving in. Luckily, since then, the Tannahill Centre has remained open in some form to the public.

We also welcomed a number of new groups and organisations into the building to deliver services and activities to local people. This induces:

- **Ferguslie Seniors Lunch Club**, providing older people from Ferguslie a home cooked meal and entertainment twice a week.
- **Baby Massage and Baby Play** delivered and run by Early Years Scotland.
- **New Beginnings Support Group** delivering confidence building and personal development workshops for women.
- **No Substitute for Life Men's Group** now meet in the Tannahill Centre every fortnight, having been set up online during lockdown.
- **The Community Market** is now located in the former Art Store, and open weekly for local people
- **Satori Karate Classes** provide affordable fitness, self-defence and confidence building through karate on a weekly basis.

These groups are also joined by our regular groups such as Cameron School of Dance, Prize Bingo Nights, the Drop-in Group, Bochia, Youth Clubs, SWIFT Group, Wee Diamonds and the Sunshine Club.



Goodbye to good food

We had to make the difficult decision to close the community café, following a significant drop in sales due to fewer customers and rising costs. However, we do want to thank the community café staff and congratulate the many trainees who have gone on to secure jobs elsewhere in the catering industry.

The New Tannahill Centre

Ferguslie Park Good Ideas Fund

The Tannahill Centre distribute £25,000 every March, funding local people's ideas that benefit their community. Managed by a steering group made up of local people who set the criteria and priorities of the fund, 13 activities have taken place this year that have supported the local community recover from the COVID-19 pandemic.

- Pals of the Privies used funding to complete the construction of their new park
- Streets from across Ferguslie used funds to run socially distanced family activities throughout the year
- Darkwood Crew's Bingo Bus made a return
- Forever Young ran an afternoon tea for the residents of Darkwood Court
- Glenvale FC ran free football activities for children and young people
- Own Yer Bike ran their second 'Cycle Roon the Scheme'
- Young people from Ferguslie ran their first ever Wellbeing Festival
- Barochan Green Team brought a local green space back to life



In March this year, the local community selected seven projects that will receive funding of £25,000 over the next year, in addition to local people setting the themes, a decision-making event was held, with local people voting on the projects that receive funding.

Group	Activity	Votes Received	Amount Awarded
Cameron Dance Classes	Outdoor summer dance classes Uniforms for pupils that haven't got a set yet.	62	£1,498
Pals of the Privies	Fun fayre held in the park	93	£5000
Ferguslie Seniors	Transport membership and hire for 30 weeks. ICT Tutor · Pampering session · Theatre trip	84	£3,320
Own Yer Bike	40 adult bike repairs. Kids club snacks for 50 weeks. Towards cycle round the scheme event, food, bouncy castle hire, DJ & other activities.	67	£4000
Barrochan Green Team	Frog life pond materials and plants, family fun day, Christmas Santa grotto, Allotments, fruit plants, gardening equipment & materials.	55	£732
Community Drop In	Yearly Room Hire, weekly refreshments/group meal/pool/ darts equipment & other activities. Mini bus hire and 3 or more trips.	76	£4,300
Candren clean up	Fun day: Inflatable, food cost, face painter. Gardening tools.	66	£1,150

Supporting Community Groups

We describe the Tannahill Centre as an 'anchor organisation' – a well-established local organisation that shares its experience, contacts, knowledge with other smaller groups and volunteers so they can take action to improve their community.

Highlighted below is some of the work we have undertaken this year that demonstrates our commitment and role as an anchor organisation.

No Substitute for Life Men's Group

Established during lockdown as a Facebook group set up to support men during lockdown, the volunteer-led group has gone on to swell to over 197 Facebook users and 46 members participating in a range of activities that promote good physical and emotional wellbeing, whilst also supporting those who attend to develop stronger networks of support through the creation and strengthening of relationships with friends and neighbours.



Tannahill Events Team

Established by a group of local women, the team work together to run events and activities aimed at bringing the community together following the COVID-19 pandemic. This is made up of a mixture of fundraising activities for adults and free activities for children. During the year the group have run a number of successful events.

Ferguslie Seniors

Whilst running in various forms, for several decades, the COVID-19 pandemic was a real catalyst for the group re-establishing themselves as a lunch club and support group for older people. With support from the Tannahill Centre and its kitchen, a group of seniors have established a twice weekly lunch club and are running a wide range of other activities that reduce isolation and loneliness in older people.

Renfrewshire Community Transport

Disrupted by the COVID-19 pandemic, the Tannahill Centre and other groups across Renfrewshire are working with Community Transport Glasgow to pilot the provision of community transport in Renfrewshire. One of Community Transport Glasgow's surplus buses from its fleet is currently located in Ferguslie Park with local groups and organisations able to hire it out. As a result, we hope to demonstrate there is a demand for such a service in Renfrewshire and attract funding to purchase a new electric vehicle.

The New Tannahill Centre

Volunteering at the Tannahill Centre

Volunteers are at the heart of everything we do here at the Tannahill Centre, and it has been another year of supporting local people build and contribute their skill, knowledge and confidence towards Ferguslie.

Funding success

The National Lottery Community Fund awarded the Tannahill Centre

£100,000 over three years to continue supporting volunteers. The funding will cover the salary cost of our Volunteer Co-ordinator, Bobbie McCabe.



Ferguslie Volunteers graduate at last!

Congratulations to the volunteers who graduated from the University of Glasgow Activate course. Their course was initially postponed at the start of the COVID-19 pandemic and restarted late last year. Activate provides people who are or would like to get more involved in their community with the opportunity to develop their knowledge and confidence of working in their community. Some also go on to join the Bachelor in Community Learning and Development course, including Activate Participant Terry McTernan!

Volunteer Celebration Event

The COVID-19 pandemic prevented the Tannahill Centre and its partners coming together to say thank you and acknowledge the work of volunteers.

Finally we had a celebration event in October where we thanked our amazing volunteers and presented the awards that local groups had been awarded from local and national organisations.



Young Volunteers

After a successful pilot delivered in partnership with YoMo Glasgow, the Tannahill Centre secured £60,000 from Young Start to employ a Youth Development Worker, supporting young people volunteer in their own community.

To date, they have run a Mental Health Awareness Event, supported Barochan Green Team design a pond to attract new species and have contributed to several of the Tannahill Centre's community events.

Ferguslie Youth Voice

In addition to this, we've worked closely with Youth Services to support young people establish Ferguslie Youth Voice – or as the young people have named it – The Feegie Crew. As well as feeding into local decision-making processes, such as the Celebrating Renfrewshire Fund, members of Ferguslie Youth Voice have also participated in national consultation events facilitated by Youth Scotland.



An extra special thank you

We need to say an extra special thank you to David Cameron, Ferguslie's community photographer who records so much within the community. We'd like to thank him for the use of his pictures in this report.

Our Finance

The New Tannahill Centre

Statement of Financial Activities including Income & Expenditure Account
For the year ended 31 March 2022

Current financial year	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Total 2021
Income and endowments from:				
Donations	–	–	–	–
Income from charitable activities	457,625	296,055	753,680	769,121
Investment income	–	–	–	34
Miscellaneous income	–	–	–	480
Total Income	457,625	296,055	753,680	769,635
Expenditure on:				
Charitable activities	365,719	308,988	674,707	587,108
Net Income/(expenditure)	91,906	(12,933)	78,973	182,527
Fund balances at 1 April 2021	303,994	193,656	497,650	315,123
Fund balances at 31 March 2022	395,900	180,723	576,623	497,650

All income and expenditure derive from continuing activities.

The financial statements have been audited by Chiene & Tait, Chartered Accountants Advisers and the Auditor has found the financial statements to be free from material misstatement.

Our People as at 8 September 2022

FPHA Management Board

Ian Williams, *Chairperson*
Howard Dales, *Vice Chair*
Helen Glassford
Laurie Kefalas
Louise McNicol
Jim Strang
Andrew Wilson
Tracey Johnstone
Aidan McGrogan

The Tannahill Centre Executive Committee

Helen Glassford
Jim Strang
Paul Cardona

Ferguslie Park Housing Association

The Tannahill Centre
76 Blackstoun Road
Paisley PA3 1NT
Tel: **0141 887 4053**
Email: **admin@fpha.org.uk**
Website: **www.fpha.org.uk**

Registered Scottish Charity No. SC034893
Registered Housing Association No. HAL99.
Registered Friendly Society No. 2282R (S)

The Tannahill Centre

The Tannahill Centre
76 Blackstoun Road
Paisley PA3 1NT
Tel: **0141 280 8801**
Email: **tannahillcentre@fpha.org.uk**
Website: **www.tannahillcentre.org.uk**

Registered Company No: SC297320
Registered Charity No: SCO41487

FPHA Staff Team

Senior Management Team

Catrina Miller, *Group Chief Executive*
Ivor McCauley, *Head of Operations*
Cindy McNeill, *Finance & Corporate Services Manager*
Greg Richardson, *Housing Services Manager*
Catherine Aiton, *Property Services Manager*
Gavin Johnston, *Property Asset Manager*

Housing Services Team

Katy Girling, *Housing Services Officer*
Vikki Phelps, *Housing Services Officer*
Margaret Ronaldson, *Assistant Housing Services Officer*
Alastair Burke, *Housing Services Assistant*

Welfare Rights Team

Robert Findlay, *Welfare Rights Officer*
Ian Davidson, *Welfare Rights Assistant*

Property Services Team

Gavin McFarlane, *Property Services Officer*
Gordon Smart, *Property Services Officer*
Christine Hay, *Home Improvements Assistant*
Suzanne Davidson, *Home Improvements Assistant*
Laura Gorman, *Property Services Assistant*

Finance & Corporate Services Team

Sandra Campbell, *Finance Officer*
Kirsty Greig, *Finance Assistant*
Teresa Gallagher, *Governance & Corporate Services Coordinator*

Tannahill Staff Team

Jamie Mallan, *Business Transformation Manager*
Paul Irwin, *Development Officer*
Bobbie McCabe, *Volunteer Coordinator*
Gordon Larkin, *Community Development Officer*
Russell Smith, *Temporary Estates and Facilities Co-ordinator*
Rose Hanson, *Cook*
Rankin Lawther, *Temporary Trainee Facilities Officer*
Dougie Carr, *Temporary Trainee Facilities Officer*
Christopher Johnstone, *Temporary Senior Facilities Officer*
John McGregor, *Facilities Officer*
Terry McTernan, *Temporary Community Development Worker*
Laura McAuley, *Temporary Youth Development Worker*