

Countryside Management Annual Report: March 2002 - February 2003

1. CONSERVATION			
1.1 Survey and Monitoring			
Obj No	Strategic Objective	Target	Ranger Report
1.1.1	Develop GIS within ROs	Establish GIS within 4 Regional offices	Mapinfo has been installed in all Regional Offices and staff training is on-going. The pilot GIS continues at MAR with GIS upgraded to version 7
1.1.2	Ensure all countryside properties have Phase 1 surveys, and key Biodiversity Action species identified	Produce ecological database, initially for all rangered countryside properties.	Phase 1 habitat surveys have been completed at CUZ and FYC and started on GOF
1.1.3	Monitor key habitats and species	Monitoring to be identified in Ranger Work Plans	<p>A wide range of surveys and monitoring programmes has been carried out and has included:</p> <p>Heather Condition Monitoring: GOF, BEL, GRM, WEA Species rich grassland: WEK, STA and HOB Rare alpine pioneer communities and sedges: BEN Webs counts: CUZ, THR, ROC, GLE, BRO, FYC, LEH, STA Butterfly Transects: BEN, CUZ, CRI, LIT, ROC, BRO, DRU and NEH Raptors: BEN, CUZ, BEL, FAG, GRM AND STA Ravens: BEL, BEN, TOR and GRM where there were 2 successful pairs Annual deer count: BEN, GOF, WEA, KIT, TOR Breeding Waders: THR and MAR Water Voles: BEN and WEA Seabirds: STA, MUI and STK Black-throated diver: INE and KIT Black grouse: BEL and MAR Bats: CUZ, LEH, CRT, MAR, KIT, BAL, THR, DRU, CRA, CAF, HOB, INV and NEH Red Squirrels: CUZ and MAR Rothamsted Trap: CUZ, MAR, GLE, BRO and NEH Reptile Monitoring: CRI Beached bird survey: STA Grey Seal Counts: STA and STK Soay Sheep: STK Constant effort site ringing: STA Common bird census: STA and elsewhere Invertebrates: CAF pond and CUZ Lichens: FYC Goose counts: BAL Badgers: BAL, KIT and WEA Upland bird survey: TOR and GRM</p>

			Woodland Regeneration: BEL, BEN, GOF and WEA Bogs: GOF Heronry: CRT Fungi: CRT, DRU and CAF Rhododendron: BRO Grouse fence mortality: GOF, MAR and BEL
1.1.4	Monitor key cultural heritage features	No target	An Historic Survey of Ossian's Hall. Monitoring of site condition at Tail Burn Fort (GRM) and Moat of Mark (ROC). Archaeological survey of TOR. Archaeological buildings survey at BEL
1.1.5	Monitor Conservation Agreements	No Target	No comment
1.1.6	Record Sites and Monuments	Complete pilot in West Region	At Culzean Bronze-age cairn at Kennelmount and caves below the castle scheduled as Ancient Monuments by Historic Scotland. Old Faskally Cottage was scheduled as a Listed Building
1.1.7	Survey H & D Landscapes	Agree programme between advisers	The tendering has been completed for the Historic Landscape Survey at CRA. Fixed point photography has been carried out at THR and ROC
1.2 Policy Development			
1.2.1	Agree Internal Policy	Complete 1st draft of Enjoyment & Education Principles	Staff seminar was held to kick-off the development of the Principles that will be completed during 2003
		Draft Nature Conservation Strategy and present to CNCC	Staff 1st draft has been produced and presented to CNCC
1.2.2	Contribute to Scottish Parliament and External Policy	Advocate full planning powers for the Cairngorm National Park	The Trust was a powerful voice in the campaign to advocate full planning powers - unfortunately this was unsuccessful though the campaigning continues, also in relation to the boundary being extended to cover Highland Perthshire
		Input to parliamentary development of the Land Reform Bill	The Trust has been heavily involved, including through Scottish Environment Link, in the shaping of the Land Reform Act and is now actively involved in the development of the Scottish Outdoor Access Code
		Input to policy development on Country Parks and Landscape	Meetings have been held with SNH pilot NSA strategy staff and much work has been carried out in an attempt to develop the community ranger post in Galloway
		Produce selection criteria to decide which issues to respond to, via Management Board and Specialists	Paper prepared by Policy and Planning Adviser to establish staff working group
1.3 Property Statements			
1.3.1	Produce property statements for all properties	Produce guidelines for the property statement process, including the evaluation of property significance	This has been completed by the Management Planning Team
		Complete the second tranche of 8 property statements	The 3 Aberdeenshire property statements have been completed as have those for GRM and THR. BRO is being finalised. BEN is still in preparation as is CUZ which will also include the development of a more detailed Conservation Plan
		Agree with the 4 regions how to develop property and staff work plans from property statements	This agreed with Conservation Managers

		Ensure the 6 existing NNR "management plans" remain current	STK has now been completed and BEN is close to completion. MAR, STA, TOR and COR have current property statements. Since writing the target Staffa has been declared and is programmed for the development of a property statement over the next 2 years
		Introduce Wild Land as an attribute into 3 statements: St Abb's Head, Grey Mare's Tail and St Kilda	This has happened in all 3 cases
1.4 Practical Property Management			
1.4.1	Manage paths sustainably	Complete upland path audit	The upland path audit programme has been completed for all of the Trust's mountainous properties: TOR, KIT, FAG, WEA, MAR, GOF, BEN, BEL, GRM and the Loch Kernsary Path (INE)
		Secure HLF bid and 75% of match funding	All funding has now been secured with the HLF bid being successful at stage 2 just beyond the year end
		Deliver 6 months SVQ II training course.	This was completed during the year
		Deliver 2 level III/IV path management short courses	This was completed during the year
		Complete the level III manual	This was completed at the end of the year and has been published by SNH
		Secure partnership funding for next years path training programme	Both elements of the European Social Fund were secured towards the year end
		Deliver Year 1 path and track work on Mar Lodge Estate	Both aspects of the work were completed to programme
		Establish maintenance project on Goatfell	Funding was secured for this post and a part-time footpath maintenance ranger employed from the beginning of January. A seasonal footpath ranger was also employed from April to December on BEL 210m of the Tarmachan path at BEN was improved by volunteers. A 3-week contract of footpath improvements was carried out on the summit ridge of BEL
1.4.2	Maintain key habitats and species in favourable conservation status	Continue grazing management and habitat restoration projects at upland properties: Mar Lodge Estate, Torridon, Kintail/West Affric, Glencoe, Ben Lawers, Ben Lomond, Goatfell and Grey Mare's Tail - progress to be reported in property annual reports	All of these projects are on-going and include the stag cull targets being achieved at GLE, MAR, GOF, BEL, TOR and KIT. Once again the hind cull has been hampered by the mild open winter but most targets have been virtually achieved. Fences have been marked to reduce bird-strikes on GOF and BEL; over 2km of enclosure fencing have been marked using recycled tree tubes at BEL and there have been no new bird strikes as yet. Grazing management continues for conservation benefit at STA and in the castle parks at BRO
		Lead 3 Species Action Plans and contribute to Biodiversity Action - see property work plans and annual reports	The 3 SAPs have continued to be led at BEN, including a major contribution to the Montane Scrub Action Group. Ranger services have been involved in a range of biodiversity action across Scotland including: drafting the Habitat Action Plan for Maritime Cliffs and Slopes at STA, attending the Coastal Marine LBAP Group at STA, leading on the Swift and Hirundine Survey for the LBAP in Highland Perthshire, leading on Barn Owl Surveys in Tayside, attending the Skye and Lochalsh Steering Group, the Upland Sub-group in Tayside, the Stirling Biodiversity Forum, the Tayside Biodiversity Partnership, the Ayrshire BAP, the East Lothian BAP, the Public Awareness and Habitats and Species Sub-groups in Aberdeenshire and the Red Squirrel LBAP. The Partnership Against Wildlife Crime was launched at both WEK and at the HER
		Implement Gardens For Life project via Head Gardeners Conference and at X properties	This was launched at the Head Gardeners' Conference and has been rolled out to a number of non-rangered garden properties

		Maintain existing invasive control programmes, eg rhododendrons at Brodick	Rhododendron control: INE, BEL, CUZ, DRU, CRT, BRO (2 hectares), BAL, TOR, INV and BUC Japanese Knotweed control: COR, FYC and INV Bracken Control: North Perthshire Properties (NOP), TOR, KIT, BEN, INE, DRU and BEL Giant Hogweed: HOB and NEH Ragwort and Gorse: WEK and LEH Sycamore and beech control: KIL, THR and BUC
		Maintain existing woodland management schemes as per WGS plans	WGS work continues at some 10 properties. Tree nurseries are managed at BEL, BEN and GLE. Maintenance work including fence repair and beating-up continues at CUZ/Dunure, BEN, BRO and GOF. Gales affected the north east of Scotland at the start of the year with 1000 trees blown down in Spring. This has led to a major tree re-planting exercise at CAF. Further pine planting has taken place at CUZ. 3 exclosures have been created at CRT. Pine weevil problems within the exclosures at Tarmachan in the THRIP project have led staff to pioneer weevil tree guards - the results are awaited
			Pond improvement has taken place at the Sergeant's pond (HOB), and at the Swinston pond (CUZ) A new waterlily mowing regime has been introduced to the Swan pond (CUZ) Dune management continues with 80% stabilisation at CUZ Nest box schemes continue to be operated at THR, KIL, INV, MAL, NEH and CUZ
1.4.3	Ensure sustainable practice on Trust estate through partnership with farm managers, tenants and crofters	Ensure all new grazing licences and tenancies incorporate conservation principles	Farm tenant liaison has been developed at BEN, BEL, BRO and DRU. A new grazing licence has been agreed at ROC. The annual graziers meeting was well attended at BEN. The farm lease has been renegotiated at INE to benefit conservation
		Identify and develop RSS and natural Care opportunities with tenants and crofters	A whole farm plan drafted for Achnagart in KIT.
1.4.4	Conserve key landscapes and archaeological features	Initiate Ben Lawers Historic Landscape Project	This was launched during the year with 6 weeks of successful Thistle Camps carrying out survey and excavation of post-medieval farmsteads and a prehistoric hut circle Archaeological projects have been carried out on Stanley Hill and Ossian's Hall at the North Perthshire Properties. The path has been rerouted off the Tail Burn Fort at GRM
2. ENJOYMENT AND EDUCATION			
2.1 Education and Interpretation			
2.1.1	Agree and deliver educational priorities	Develop 2 new links with Tertiary Sector	This work is on-going with Oatridge Agricultural College students carrying out 2 projects at HOB and NEH
		Lead c1200 educational groups	1022 groups made up of 16769 pupils have been led by rangers
		Lead c450 guided walks	453 guided walks attracted 6173 customers
		Deliver c150 talks	125 talks were delivered during the period
		Run 6 Young Naturalists Clubs	8 Young Naturalist Clubs have been run during the year including the establishment of a new club at NEH. A club for older children continues to be run at CUZ as does the Gardening and Wildlife club. In total 10 clubs have run 133 events during the year
2.1.2	Plan, deliver and maintain interpretation projects	Agree 2 year forward programme of Property Interpretation Plans	

		Agree 2 year plan of Interpretation	
		Open Clachan, Glencoe	Successfully opened and has attracted close to 200,000 visitors during the year
			Visitor centres continue to be operated at TOR, BEN, CUZ (where 3 seasonal AV programmes were produced), THR, GRM, KIT (Morvich), STA and BRO CCTV wildlife viewing facilities have been provided at a number of properties. CUZ has featured c birds, swift nests and a breeding colony of pipistrelle bats. KIL has had bird nest box and feeding station (including red squirrel), GRM for nesting peregrines and BRO for swallows nests. The system at STA had technical problems and did not operate
			Interpretative panels: a new interpretative panel has been installed at Croy Shore, CUZ
			Leaflets: a variety of leaflets have been produced at properties, including a new nature trail booklet produced for BEN and a leaflet for the new trail at BEL. Wildlife Garden: these have been maintained at CRT, BRO and CUZ Maize Maze: this was established in conjunction with our tenant farmer at CUZ A new nature hut was opened at PIT
2.2 Property Management for Visitors (on site)			
2.2.1	Develop and implement Visitor Management "best practice" principles with others	Be an active partner within SNH led project on sustainable visitor management	The Head of Countryside Management and the South Regional Countryside Manager have been part of the project team
		Pilot the SVMS at St Abb's Head	Both STA and MAR have been heavily involved in the pilot programme. At STA staff are helping SNH with the NNR Visitor Survey and developing proposals for community consultations and the requirements for impact monitoring. At MAR staff are piloting wider visitor consultation. Staff are using Luibeg in the summer months to increase visitor contact
		Implement the Visitor Facilities Improvement Scheme Phase II at Grey Mare's Tail	This has been carried out and the facilities opened in Spring 2003
		Produce Culzean Visitor Management Plan	This was being developed as part of the development programme for the "Top 12" properties; development had to be put on hold due to the intervention of Historic Scotland. A Conservation Plan is now being developed for the whole property which will inform any future development
		Introduce Contribute and Conserve car parking at Grey Mare's Tail, St Abb's Head, Crathes and Castle Fraser	CaC has been introduced at NEH, INE, BEN and STA during the season. The STA machine, operable from September, has been bringing in approximately £230 per month during the winter months. Pay and display machines are in operation at HER, KIL, CRT and CAF
		Accumulate monthly visitor figures for the 8 mountain properties, and other open space properties	Visitor counters continue to be in operation at most mountainous properties and at a number of lowland ones. Visitor figures vary from around 40,000 at STA, 21,000 on GOF, 20,000 on lower BEN counter, 7,000 on Tarmachan (BEN), 207,000 at CUZ (up 11%) and a major drop in visitor numbers at STK with only 1,464 visitors stepping ashore. They arrive either through the 150 ships landing or 96 helicopter trips.
			At DOG the path network has been reopened following major upgrading and a 2 year closure
			At BRO the Cnocan Gorge Trail has been reopened with the completion of a 12m bridge

			<p>The Archaeology Trail has been developed and opened at BEL. A new trail has also been developed at INE</p> <p>The Port Carrick Beach at CUZ is the only west coast beach featured in the Marine Conservation Society's "Good Beach Guide"</p> <p>A project group met to review the future of the BEN Visitor Centre owing to its continuing financial impact on the General Fund</p>
2.2.2	Comply with Disability Discrimination Act	Carry out stage 1 access audit for all rangered properties, to be completed by October 2002	<p>Various audits have been carried out during the year: a building audit has taken place at BEN, the audit has been completed in Dumfries & Galloway and also NEH, recommendations have been taken from the Cairngorm Partnership Access Survey to improve all ability access to the Linn of Dee and Linn of Quoich car parks at MAR, the facilities and path network at CRT have been reviewed by the Deeside Disability Action Group and the Fieldfare Trust, and the Fieldfare Trust have also carried out an audit of the lochside walk at FYC.</p> <p>All ability path improvements have taken place at HOB, NEH and INE, whilst two new electric buggies have been provided at CUZ</p>
2.3 Access Opportunities (off or connecting sites)			
2.3.1	Contribute effectively to the introduction of the new access legislation	Pilot the establishment of effective working links with LA Access Officers, to ensure close synergy between CPNs and Trust properties, in Glencoe	<p>There has been a lot of activity in this area. Liaison has included:</p> <p>The Airth Community Footpath Network at PIT</p> <p>The Dumfries & Galloway Local Access Forum</p> <p>The Banchory Paths Association</p> <p>Regular meetings with the Aberdeenshire and Angus Access Officer</p> <p>South Lanarkshire Council Access Forum</p> <p>Completion of the footpath link in to the village of Glencoe from the Clachan Centre</p> <p>Liaison with the Arran Coastal Way Group which includes a link route up GOF</p>
		Contribute to the work of the Arran Access Trust	Kate Sampson continues to be a Director of the Trust
2.4 Volunteers			
2.4.1	Offer opportunities for people to get actively involved in property conservation and presentation	<p><i>Maintain current level of short term volunteer activity c15 FTEs, through:</i></p> <p><i>a) CV Groups: manage 4 groups</i></p> <p><i>b) Thistle Camps: manage 36 camps</i></p> <p><i>c) Trailblazers: offer 4 as part of the Thistle Camp programme</i></p> <p><i>d) Corporate Challenge: lead 3 projects</i></p>	<p>The 4 groups have carried out 94 projects on 43 properties</p> <p>44 weeks of work in 37 camps has produced the equivalent of 10FTEs of work</p> <p>4 of the above Thistle Camps have been Trailblazers</p> <p>8 Challenges were led in 2002</p> <p>Volunteer ranger services were launched in Dumfries & Galloway and at NEH. In the former some volunteers have contributed 268 hours of work, whilst at NEH around 14 volunteers have carried out 270 hours of work</p> <p>The Friends of Ben Lomond Group now numbers 12 very active folk who meet every second weekend</p> <p>Long term volunteers have contributed the equivalent of 4 FTEs of work through the year</p>

3. PROMOTING AND INFLUENCING			
3.1 Working in Partnership			
3.1.1	Work in partnership with SNH	Attend 3 Concordat Liaison Meetings per annum	These have been attended
		Hold twice yearly meetings with SNH Area staff	These have been held across Scotland
3.1.2	Contribute to partnership progs	Be an active partner of SVMS (see 2.2.1)	See 2.2.1
		Be an active partner of NNR NAAG	Head of Countryside Management continues to represent the Trust on the steering group
		Be a member of the Countryside Training Network	Head of Countryside Management continues to represent the Trust on the steering group
		Contribute to the South of Scotland Nature Based Tourism Initiative	Countryside Manager (South) and Senior Ranger (D&G) have been actively involved
		Prepare plans for Urban Wildlife Project in Duddingston	This project has been dropped
		Contribute to the work of the emerging National Parks	Work here has included: Loch Lomond & the Trossachs National Park: staff have contributed to various steering groups; the staff are involved closely with the Ben Lomond National Memorial Park; staff led the Footpath Skills Training on the recent Cobbler Challenge Cairngorms: staff have participated in various consultation meetings; staff continue to be actively involved in the Cairngorm Ranger Group, the Cairngorm Footpath Task Force and the Cairngorm Partnership for Education for Sustainable Development Group
		Identify opportunities to work with LBAPs, Record Centres and local naturalists groups	See 1.4.2
		Develop active role in Dumfries and Galloway NSA project	The proposal for a community ranger in the Galloway NSA did not receive leader plus funding so it may be that this post will have to be established purely on a seasonal basis though further efforts are being made to overturn the previous funding decision
			Close liaison continues with Historic Scotland, eg at GRM and ROC The UK/US Conservation Exchange was co-hosted at MAR Partnership work has included with the Loch Torridon Initiative to develop an interpretative trail from Applecross through Torridon and on to Red Point, with the TOR Visitor Centre as a focal information point
3.1.3	Develop good working links with others	Develop and maintain links with Local Authority departments and ranger services	Contact with Local Authority departments and ranger services has been widespread and has included at STA with regard to environmental education and the development of the Berwickshire Coastal Path, co-ordinating access and education in North Perthshire, co-ordinating events and guided walks with the Dumfries & Galloway Council Ranger Service, hosting the Dumfries & Galloway's Rangers and Wardens Conference at THR on 27 November with 46 attending, various meetings with Highland Council and relevant SNH staff, INE hosted the Wester Ross Ranger/countryside Forum meeting, input to the SCRA Training Programme in Aberdeenshire and links with the various ranger services within the Lothians, Buccleuch Estate, Hopetoun House and Historic Scotland
		Involve local NTS Members' Centres in countryside work	On-going

			Other organisations with whom staff have worked closely over the year have included: Colvend & Morvich Community Councils, Dalbeattie Forest Community Partnership, Friends of Moffat Water, Borders Forest Trust, Wester Ross Fisheries Trust, Gairloch Conservation Unit, the Deer Groups at Affric, South Ross, North Arran, West Rannoch and Aberfoyle, the Fisheries Trust at KIT, Forest Enterprise Environmental Panels, Local Tourist Information Centres, Central Scotland and Tayside Raptor Study Groups, Environmental Action Killin and a number of regional environmental education fora
3.2 Working with Communities			
3.2.1	Develop and maintain effective relations with local communities	Ensure all Ranger Work Plans include tasks to develop community relations	Monitor via work plans
		Liaise with Crathes community re woodland management	On-going
		Develop proposals for community participation re St Abb's and Eyemouth VMR	This is being developed as a contract as part of SVMS
		Contribute to the work of Mountain Rescue Teams at Ben Lawers, Mar Lodge, Torridon, Kintail and Glencoe	This has been on-going though not at BEN
			A Community Open Day & Evening has been held in GLE.
			A local community steering group has been formed in STA with regard to possible development of a Heritage & Countryside Information Centre.
			A Community Futures Meeting for the Buchanan Area, near BEL, has been attended.
	Liaison with the community over the Crofter Forestry Scheme has taken place at TOR		
	A community newsletter is also proposed for TOR - the community newsletter is already well received at BAL.		
	Rangers have contributed to the Killin Primary School playground development group		
3.3 Raising NTS Profile			
3.3.1	Develop a national profile in Countryside Management	Lead in standard setting for upland path management and track removal; contribute to the Upland Path Advisory Group	This is being successfully pursued through Scotland's Mountain Heritage. Head of Countryside Management & Footpath Project Manager contribute meaningfully to UPAG, including the workshop for decision makers
		Identify other areas to develop leading edge reputation, eg woodland and scrub restoration, grazing management, environment education and visitor management	The THRIP project aims to be a demonstration project as will the broader BEN Historic Landscape Project. The Visitor Management Projects at GRM and STA should contribute significantly to our experience in this area
3.3.2	Raise public awareness through events & media	Deliver interpretive and education events (see 2.1)	See 2.1
		Attend Scottish Wildlife and Countryside Fair	The Trust, once again, played a leading role in the planning, development and delivery of this year's Fair. Visitor numbers seemed to have plateaued around 9,000 - 10,000. This has led to a review of the future of the Fair and it has been concluded that now is the time to discontinue the event and start considering alternative ideas
		Contribute c20 articles internally and externally	A range of articles has been produced both nationally and locally. These include national articles in the Saturday Herald on CV activity and upland path work. A major press visit to STK provoked a range of articles in the national press including the "Puffin" being nominated as 'Pub of the Week' in the Sunday Mirror!

			At the local level monthly Nature Notes are produced for the Arran Banner while there has been regular exposure in local papers, eg Ayrshire Post, West Highland Free Press, The Leopard, The Scot and the Durris & Drumoak Newsletter. The North Perthshire properties contributed 56 articles through local and national outlets during the year!
		Participate in c10 national conferences	On-going
		Appear monthly on radio/television	Television appearances have included BBC and STV as well as Gaelic and Norwegian TV outlets over STK, 'Bill Oddie Goes Wild' at STK and various seashore safaris at STA reaching a number of commercial outlets on both sides of the border. Radio coverage has been equally intense ranging from 'Good Morning Scotland' regarding the launch of Loch Lomond and Trossach National Park through to running Nature News Weekly and giving other interviews on Radio Heartland and a guest appearance on Radio Kerry which was linked into 12 local radio stations throughout the UK
		Develop other promotional and interpretative media, eg website	Website development has included specific sites being developed for the Glasgow CVs, the Ben Lawers Historic Landscape Project, STA VMR and input to Walkingwild.com and SOC Ayrshire Branch Website. Girvan Academy has been designing a property site for CUZ. An aqua-scan CD Rom for school use as well as a new film have been prepared for the St Abbs and Eyemouth Voluntary Marine Reserve
		Ranger Services to produce PR Strategy in Annual Work Plans	Regional Marketing Managers were recently appointed - on-going
		Deliver Events	The Ranger Services contribute to a number of events both at Trust properties and beyond the 'property wall'. These include, for instance, 8 events at CUZ, the Totem Pole Project and the Enchanted Forest at HER, and a number of Treefest and Garden for Life Projects at a range of properties. Other events include Lochalsh Environment Day, Scottish Geology Week, World Ocean Day, Braemar Gala Week, Arran Show, Shiel Gala, Brodick Highland Games, Argyll Environment Fair, Cobbler Conservation Challenge, Dirt Detectives at BEL, Clanscape in the Loch Lomond and Trossachs National Park, Forest in the City (Aberdeen), Edinburgh Treefest, Hopetoun Summer Fair and Vogrie Countryside Fair. 3 open days were held at MAR and attracted 1000 visitors.
4. ORGANISATION AND RESOURCES			
4.1 Delivering Countryside Management			
4.1.1	Plan & monitor work	Monitor implementation via national annual report	Report was produced by May
		Draft Year 2 programme and agree with SNH	The 2 year Operational Plan and Capital Programme has been drafted and agreed with SNH
		Write ranger interim reports; use to train rangers in new work planning and recording structure	Completed
		Write ranger annual work plans for 2003-04 and agree with SNH Area staff	Completed to deadline
4.2 Employ and Develop Staff			
4.2.1	Resource ranger service adequately	Maintain sufficient staffing levels at Ben Lawers to deliver key habitat and species programme (see 1.4.2)	Staffing levels have been retained

		Maintain St Abbs VMR post to deliver partnership project	Post has been continued
		Advertise Mull and Inverewe permanent posts	INE job description and workplan completed and lodged at SNH Area Office for comment. Mull ranger post job description drafted and the post has already been advertised though unsuccessfully at the time of writing. In the interim considerable work has been achieved: the Iona Liaison Group has been revived and is now chaired and secretariat provided by the Trust; a new tenant has been appointed to Maol farm on Iona under a limited partnership; a draft RSS scheme has been prepared and agreed and will be submitted for March 2003 the new tenancy is designed to meet the RSS scheme and has been offered at a significant reduction in rent. The farm is already being managed in an environmentally sensitive way. On Staffa pre-seasonal liaison is planned with the boatmen to ensure better practice and a leaflet is planned for 2003
4.2.2	Invest in countryside staff	Develop team work of the Regional Countryside Management Teams through at least 2 events/meetings per annum	Meetings have been held regionally both in summer and winter
		Provide induction for seasonal rangers at the property and via national event	The seasonal ranger induction was held successfully at the Dolphin House, CUZ. Inductions also took place at the property level
		Implement annual performance review for all permanent staff	This was completed during the winter months
		Ensure staff achieve 60% of personal development and training targets	There has been considerable training throughout the year. Completion of training has varied between 50% - 75% in most ranger services
		Hold NTS Countryside Conference	Completed
			Summer Mountain Leadership Training has been provided for a number of upland staff - these include seasonals at INE, GOF and WEA
			Customer Care Training has been provided for all permanent and seasonal staff
			The STAs ranger service now line manages the Voluntary Marine Reserve. Funding has been secured to offer a 2 year fixed term contract for this post for the 2 years ahead
4.3 Finances			
4.3.1	Contribute to Income generation	Manage Concordat/CM National Grant, ensuring compliance with grant conditions	On-going
		Achieve income targets, eg for membership and Sole trading	There has been a marked increase in membership recruitment at countryside properties. Diligent pushing of Sole Trading at Ben Lomond has raised £1,300 in direct donations on the hill
		Pilot Contribute and Conserve car park charging at 4 countryside properties	See 2.2.1
		Work with the Travel Trade Department on cruises, and bus tours in Glencoe	Countryside staff contributed to both the two week and one week Trust cruise both of which were fully booked and financially, as well as other ways, highly successful. 3 Travel Trade groups were hosted at GLE; GLE ranger also hosted the visits from the Trust's cruise
4.3.2	Contribute to sound financial management	Where appropriate, plan, manage and monitor revenue and project budgets to agreed standards	On-going

4.4 Health & Safety			
4.4.1	Manage all activity in compliance with statutory and Trust H & S Policies	Produce first draft of visitor in the countryside safety principles, for consideration by H & S Committee	These were drafted by the out-going Health & Safety Officer
		Ensure Risk Assessments are current and adequate	Property staff update these on a continual basis
		Comply with all AALA and Childrens Act requirements	Training for all in-coming seasonal staff continues as noted above
		Investigate Disclosure System as defined by the Rehabilitation of Offenders Act	Education staff are pursuing this
		Report reportable incidents	On-going
4.5 Research			
4.5.1	Contribute to and undertake research	Complete review of NTS research needs and practices, and consider findings	Final reported is awaited
		Meantime continue existing research	2 PhD students have been continuing their research at BEN: one on genetics of willow scrub regeneration and associated insect fauna, the other on heather regeneration. 1 PhD student has been working at STA on the interaction between visitors and seabirds. There continuous to be on-going research of the history of the Old Wood Drum. A 2 year study of dead wood density is being carried out at KIL

Paul Johnson

30-Apr-03

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