

Battery powered barge drives fleet towards greener future

Scottish Sea Farms has taken delivery of its first hybrid feed barge in an ongoing drive towards building a more sustainable fleet.

The Scale AQ 200-tonne barge, now in operation at Lismore West, has been designed to improve energy efficiency while also reducing environmental emissions.

It is part of a major upgrade at the farm, which has been fitted with new larger pens, new nets and new moorings, increasing its consent from 1,130 to 1,925 tonnes.

The steel feed barge, built in Poland, combines a fully recyclable 150kW lithium-ion hybrid battery system with a diesel engine powered generator, and is expected to rely on battery power 50 to 70 per cent of the time, including during feeding.

Scottish Sea Farms also recently acquired its first hybrid workboat, the Laurence Knight, and both this and the new barge mark the company's commitment to greener solutions.

Regional Director for the Mainland Innes Weir said the barge represented a significant step forward in terms of cutting waste and saving costs.

'With a hybrid system, the generator can be run at peak efficiency, producing a great deal more kilowatts of energy per litre of fuel.

'And by running a generator more efficiently but not as often, because

you're relying on the batteries to supply 50 to 70 per cent of the power, you reduce wear and tear on the engine and so make savings on maintenance and servicing.'

Fuel savings are estimated at between 20 and 45 per cent, with generator maintenance costs around 75 per cent lower over three years.

The hybrid system switches automatically between batteries and generator, once programmed, and can be managed remotely and monitored in real-time.

'If we're using, say, 50kW or less then we'll run on hybrid power and if we're using more than 50kW we'll run on the generator,' Weir explained.

'The generator can recharge the batteries and use its power to run systems. The batteries, once sufficiently charged, are big enough to run the feeding system and then the generator will switch off.

'As you go through the day, you'll find the generator will be on for some of the time and then it will be batteries, and as the batteries discharge, the generator will come back on while the batteries are recharged.'

Farm Manager at Lismore West Alasdair MacAulay said day-to-day operations

would become much easier, with all the barge functions, including the batteries (87 in total), fuel pumps and feeding system, controlled online.

'All we have to do is go on our tablets to keep account of how much feed is in the silos and how much we're using. We've also got cameras downstairs so if there are any issues we can see them from upstairs, and there's an overhead camera on the barge that can oversee all the pens.

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‘Even if we can’t get out to the farm, we can ensure the feed pipes are connected properly and haven’t been damaged by bad weather, so it’s a win for health and safety too.’

With the battery capacity large enough to run underwater lights throughout the night, as well as other low wattage functions, there will be no demand for an overnight generator, reducing noise as well as the barge’s carbon footprint.

Other benefits include an onboard crane, which means not having to wait for a boat to move equipment around; and the bilge pumps are fitted with sensors to pump water automatically, a further safety feature.

Engineering Manager Craig Cameron said the lay-out of the barge has made the best use of the available space.

‘Rather than one big battery pack, three battery cabinets have been installed discreetly so you’d barely notice they are there,’ he said. ‘This will make it easier to retrofit existing barges with the technology.’

‘Looking ahead, the more of these systems we have, the less maintenance and the less downtime there will be. The last thing we want on the farm is the generator going down because then we can’t feed the fish. With the batteries, we should never be in a situation without power.’

‘It’s also great for the team to learn new skills and work with such cutting-edge initiatives. We’ve come a long way from when I was first involved in the sector; this is the future.’



Alasdair MacAulay, Farm Manager, Lismore West

‘I see more opportunity ahead than ever’



Scottish Sea Farms
Managing Director
Jim Gallagher

Managing Director Jim Gallagher outlines what’s been happening during the first 100 days since Scottish Sea Farms’ acquisition of Grieg Seafood Hjaltdland UK completed.

Q: What’s so significant about ‘the first 100 days’ approach?

A: Two things. One, it focuses minds on the priorities: namely, getting to know one another in terms of who currently does what, where and with what results. Two, by taking time to do the groundwork and ask questions, it’s also a critical period for laying the foundations for long-term success.

Q: As part of this process, you and several members of the team have made frequent visits to Shetland. Have these been useful?

A: Very. It was hugely important to me that we meet as many people as possible, across the whole business, to introduce Scottish Sea Farms and give everyone an opportunity to ask any questions they might have.

We visited the hatchery at Girlsta, went out onto farms, toured the feeding hub, talked with the processing team, and met with the wider support teams. It’s the single best way to get a good understanding of things: what’s working, what each team thinks could work better, and how we might bring together the best of both operations to shape an even stronger Shetland region.

Q: What have been the main discussion points?

A: A key theme across marine was whether we were planning to mix up farm teams, the answer being no – we value the local knowledge of each team and want to protect that.

Within processing the focus was on job security, and we were quick to explain that, based on current and forecast volumes, we could be facing a shortage of processing staff – not an excess.

Q: And in freshwater?

A: We have been able to reassure the Shetland freshwater team that we plan to invest significantly in this area – from smolt quality and water quality to overall output – with a ‘deep dive’ scoping exercise well underway.

It’s just one of the benefits of having owners who are knowledgeable in the sector and long-term oriented.

Q: So, still seeing real opportunity ahead?

A: The price agreed for Grieg Seafood Hjaltdland UK speaks volumes about our belief in the scale of the opportunity, and following the conversations so far, I see more opportunity ahead than ever.

There’s a lot of hard work to be done, a lot of teamwork and commitment required, but I’m confident we’ll deliver strong profitability on our investment.

Q: Realistically, there will be challenges too. What’s likely to be the biggest ahead?

A: The same for any livestock farmer – biology. As marine conditions continue to change, so too we’re constantly having to adapt and strengthen our resources in order to deliver optimal biology.

Also key will be integrating Scottish Sea Farms’ culture and ethos of accountability, respect and always striving to do the very best we can by our fish, our people and our communities.

Having a blended organisational structure will be instrumental to this and we hope to announce that new structure over the coming weeks.

Fish health in focus

Team effort achieved high survival despite challenges, says Head of Fish Health Ralph Bickerdike as he reviews 2021 and looks ahead to 2022.

'Increased investment in fish health and welfare, and a focus on preventative measures, helped Scottish Sea Farms achieve an annual average survival rate of 90% last year - 2% down on 2020 but a strong overall performance in what was a challenging year.

'2021 started well with high survival (96%) through to June, with improved smolt quality being a major contributor. Our ongoing investment in our Barcaldine and Knock Hatcheries continued to pay dividends in terms of giving our fish the very best start.

'Over the same six months, we also recorded our lowest ever sea lice levels, the result of attentive marine husbandry and a strategy to treat individual pens and reduce the need for whole farm treatments.

'Then came Q3, bringing challenges to our 2020 generation, following the mild winter of 2020/21, and an increased plankton productivity.

'August proved particularly tough - not only for us but the Scottish sector at large - with an extended period of low dissolved oxygen coinciding with a need to treat for AGD, resulting in increased mortality at a number of individual farms.

Seal predation put fish welfare under further pressure at some farms, exacerbated by the banning of acoustic deterrent devices and last resort seal shootings under licence.

'Despite significant investment in stronger, more rigid netting systems, some seals persisted beyond all preventative measures, resulting not only in direct fish mortalities but loss of appetite and increased risk of disease amongst many more.

'Applying the lessons learned, 2022 will see a number of additional mitigation measures introduced, including weekly gill swab PCR tests to help detect the rise of AGD in June/July and avoid treatment during high-risk periods, along with routine welfare scoring to demonstrate our salmon are 'living a good life' and enable a quick response to any emerging issues.

'As for deploying new technologies, underwater cameras have already enabled remote monitoring of fish behaviour. The ongoing roll-out of environmental monitoring systems to every farm will add to this, with 24-hour logging of dissolved oxygen and temperature highlighting any potentially harmful changes, and new aeration

systems helping reduce the impact of lower oxygen.

'We're also trialling new technology to capture images of individual fish and gain a better overview of potential changes in their welfare, as well as partnering SAMS and SAIC on a project to forecast algal blooms using our daily phytoplankton counts as an early warning system.

'Where threats are identified, the expansion of the fleet with new vessels, including the Kallista Helen and Laurence Knight, means we can respond more swiftly - resources that will be further strengthened by the acquisition of Grieg Seafood Hjaltland UK.'



Head of Fish Health Ralph Bickerdike

New recruit a 'real asset' to vet team



Alison Brough

Recruiting a vet who ticks all the regulatory boxes post-Brexit and has experience with fish isn't without its challenges.

For one thing, vets working in the UK must be members of the Royal College of Veterinary Surgeons (RCVS) to be allowed to prescribe medicines but EU

trained vets are no longer automatically accredited.

For another, professionals from further afield, such as Chile or Canada, would have to sit an exam covering all species, which tends to deter candidates with years of specialist expertise.

So, when Scottish Sea Farms was looking for a new vet, the fish health team decided to extend the search to all areas of livestock practice.

'We got a lot of interest and some very good applicants,' said Head of Veterinary Services Ronnie Soutar.

'From these we selected Alison Brough, who has been working in farm animal practice. She brings experience of herd health planning and strategic veterinary

involvement that will make her a real asset.'

Brough, who graduated from Liverpool University in 2017 and has worked in south-west Scotland and on Islay, said she had never considered aquaculture until she saw the Scottish Sea Farms advert.

'It's such a new and innovative sector and when I spoke to people about it, they said it's a great time to be part of it, with so many changes happening.'

Brough, who started at the beginning of February, has already visited her first salmon farm, on Mull.

'I came away feeling very motivated and my aim now is to get out and meet everyone. It will be a steep learning curve but an exciting one.'

Salmon reaching the market despite new EU red tape

Changes to export health certificates (EHCs) mean that salmon and other goods being transported to the EU now require veterinary certification if destined for further processing as opposed to direct human consumption.

Under the new rules, which came into effect last month, stocks destined for the EU for further processing require a vet on farm to certify the health of fish stocks – a role usually fulfilled by fish health inspectors – via a Veterinary Animal Health Attestation (VAHA), bringing new pressures.

'Vets typically direct their time where it's needed most, rather than on routine visits,' explained Scottish Sea Farms Head of Veterinary Services Ronnie Soutar.

'Thanks to technology, much of this surveillance can now be done remotely, cutting travel time and enabling vets to attend to more animals.

'The new rules, to a degree, reverse this gain, requiring more in-person visits and increasing travel time. Not ideal in terms of sustainability or dealing with Covid-related issues.'

The changes don't stop there.

When stocks destined for the EU for further processing arrive at logistics hubs such as DFDS Larkhall, an Official Veterinarian (a vet who has completed further qualifications to certify salmon and other goods) must then check there is a VAHA in place before producing and signing the EHC.

But with the certification system for fish destined for direct human consumption remaining unchanged, the result can be doubling the number of EHCs on mixed loads.

To help, Foods Standards Scotland has allocated more resources to logistics hubs, while at company level Scottish Sea Farms has further automated its systems.

'DFDS now require so much more information from us that we're making



Photo courtesy of DFDS

every effort to ensure it's as quick and easy to access as possible,' said Supply Chain Controller Georgia Mitchell.

Logistics providers are also doing what they can to help. 'During the initial weeks of implementation, we saw slower turnaround times on vehicles,' said DFDS Logistics Manager Gavin Kelly, 'but as we become more accustomed to the new process, we are seeing this improve.

'We're also looking to continue using Food Competent Certifying Officers for salmon goods that don't require an Official Vet, further speeding up the process.'

As for the much-publicised Dover queues, they haven't had too much of an impact on reaching market, said Kelly.

'Around 60% of our vehicles still make Larkhall to Boulogne in under 12 hours, which is excellent in the current environment.'

Aquaculture trainees recognised in awards shortlist

Three sector trainees have made the shortlist of this year's Lantra Scotland's Awards for Land-based and Aquaculture Skills (the ALBAS).



Emily Underhill

Emily Underhill, Freshwater Fish Health Biologist for Scottish Sea Farms, Derek Ferguson, Assistant Farm Manager at Grieg Seafood Hjaltland UK (now Scottish Sea Farms), and Emmanuelle Rey from Dawnfresh Farming are all in the running for Aquaculture Learner of the Year.

Underhill, 27, a biology graduate who did a Modern Apprenticeship in Aquaculture with Shetland UHI, started her aquaculture career with Grieg in Shetland and now works with Scottish Sea Farms' freshwater teams at Barcaldine and Knock.

'The course provided a great foundation and taught me how the



Derek Ferguson

sector works, helping me to be better at my job,' she said. 'I have also been privileged to work with many talented people, first in Shetland and now at Barcaldine, where everyone is so knowledgeable.'

Ferguson, 33, completed a Technical Apprenticeship in Aquaculture Management at Shetland UHI in under a year instead of the normal two years, while working at Setterness.

'During the pandemic, when we were split into two teams, there were days when we would get an hour here and there and I spent that time on the coursework,' he said. 'Obviously, on the farm it's very hands-on and this was a good opportunity to learn about the



Emmanuelle Rey

other side of the business.

'I'm proud to make the shortlist and see my hard work and dedication recognised. I hope this will motivate people in a similar position.'

Rey, 43, who works in the hatchery at Dawnfresh, has completed a Modern Apprenticeship in Aquaculture, also through Shetland UHI.

The winners will be announced at a gala dinner and award ceremony on Thursday, March 3, at the Doubletree by Hilton Hotel Dunblane Hydro, hosted by land farmer and comedian Jim Smith.

Lantra Scotland is the sector skills council for land-based, aquaculture and environmental conservation industries.

Helping businesses build a better and brighter future

As Chief Executive of SAIC, the Sustainable (formerly Scottish) Aquaculture Innovation Centre, Heather Jones sees first-hand all that is new and pioneering in the salmon sector.

And after more than seven years at SAIC helping salmon farmers drive change, she is baffled by critics who say the status quo is not an option.

'When I talk to the sector and when I look at everything that SAIC has done, nobody thinks the status quo is where we're at,' she told The Source.

'We're constantly moving, constantly finding new ways to address biological or other challenges. We're using new technologies all the time - piloting, trialling and testing - and, as a sector, we're very open to exploring better ways to farm.'

SAIC, one of seven government funded innovation centres in Scotland, describes its mission as connecting businesses and academics to unlock 'sustainable growth through innovation and excellence'.

Jones has been at the helm since the beginning and instigated the centre's recent name change to reflect the sector's sustainability agenda.

'At SAIC, we are about increasing the economic impact and reducing the environmental footprint of Scottish aquaculture, and thus increasing the social licence,' she said.

'Not only is the Scottish government focused on the sustainability of the sector, but there is also a strong public appetite to see and hear more about the way in which producers provide a sustainable protein in a sustainable way.'

Jones has become one of the sector's leading advocates and regards it as part of her job to win over sceptics, including those who believe that farming in the oceans is wrong and all salmon production should be on land.

'That's a complete misunderstanding of what sustainable food production is. It can't be more sustainable than using the natural resources of the sea.'

But she is encouraged by what she sees as greater engagement by the Scottish government, with an expanded Marine Scotland, an ongoing regulatory review and active dialogue with the sector through channels such as the Farmed Fish Health Framework.

'One of the things SAIC has achieved is we've moved aquaculture from not being on the agenda at all, including

'We're constantly moving, constantly finding new ways to address biological or other challenges. We're using new technologies all the time - piloting, trialling and testing - and, as a sector, we're very open to exploring better ways to farm.'



Heather Jones. Photo courtesy of SAIC

with UK Research Council funding calls, to the Cabinet Office showing an interest.

'There is a greater recognition that salmon is not only the number one food export, but a nutritionally beneficial protein too.'

She is keen to enlist fellow enthusiasts, at every level, and she is passionate about the 'rising star Farm Manager who wants to change farm practices'.

'We want to bring forward the next generation of middle managers and future leaders. The growth of the sector is about allowing them to experiment and to have ideas and to be innovative.'

Sector news in-brief

New proposals to manage sea lice risks

SEPA (Scottish Environment Protection Agency) is consulting on sector proposals for regulating the interaction between sea lice from fish farms and wild salmon. The new spatially based risk assessment framework seeks to assess the risk to wild salmon post-smolts posed by any proposed new farms or increases to biomass at existing farms. Scotland's salmon farmers are carefully considering the draft proposals and will be responding in detail in March to help inform further development of the initiative.

Marine litter strategy consultation

The Scottish government has launched a consultation on an update to the Marine Litter Strategy which proposes a number of new priority actions. These include the development of a waste management scheme for aquaculture gear to align with the EU Single-Use Plastics Directive, and the adoption of a circular design with standardised materials for aquaculture nets and gear in order to make collection, dismantling and recycling easier. Consultation on the update runs until March 22. For more information visit www.gov.scot > consultation

Vets launch sustainable aquaculture group

Scottish Sea Farms Head of Veterinary Services Ronnie Soutar has been invited to join the British Veterinary Association (BVA) Sustainable Aquaculture Working Group. The group, chaired by Simon Doherty, aims to produce a Sustainable Animal Aquaculture policy and follows on from the BVA's Sustainable Animal Agriculture policy, developed in 2019. The first (virtual) meeting took place on January 24, involving representatives from a wide range of veterinary backgrounds. The group plans to produce a report in the autumn.

People on the move

Our regular look at who's on the move around the business.

There have been several recent promotions on Orkney, including two at Eday, where former Trainee Manager Jimmy Dakin steps into the shoes of long-serving Farm Manager Phil Boardman, who left late last year to travel the world.

At the same time, Ben Hicks has progressed from Husbandry to Senior Husbandry, after joining the team at Eday last October with 20 years' aquaculture experience.

Meanwhile, at Wyre, Kenny Sinclair has been promoted from Husbandry to Senior Husbandry. Sinclair joined Scottish Sea Farms 18 months ago from the oil and gas sector, bringing a mechanical background and problem-solving skills.

Staying on Orkney, Danny Daintith has moved on from his former Husbandry role at Wyre to become Engineering Logistics Coordinator, reporting to regional Engineering & Logistics Manager Steve Kolthammer and responsible for overseeing the ensiler operation.

In Shetland, Theo Simpson, formerly Husbandry, takes on a new Senior Husbandry role at Swarta Skerry, having first joined Scottish Sea Farms over four years ago from a freshwater background.

On the mainland, Andrew MacKinnon has advanced to Senior Husbandry at Lismore East, reporting to Farm Manager David MacMillan. MacKinnon joined Scottish Sea Farms five years ago and was mentored by David Duffy at Dunstaffnage, where he took on additional responsibilities in fish health and health and safety, roles he will carry out in his new position.



Jimmy Dakin



Ben Hicks



Kenny Sinclair



Danny Daintith



Andrew MacKinnon

'His personal determination to deliver was infectious'



Left to right: Pål Tangvik with Jim Gallagher and Noelia Rodriguez

A tribute to Scottish Sea Farms' former Freshwater Manager Pål Tangvik

For a man who, on first impressions, cut a quiet figure, Pål Tangvik was surprisingly well-known across Scottish Sea Farms – and not just because of his unmistakably Norwegian name.

Behind his reserved manner lay a wealth of knowledge of freshwater farming, amassed over 30 years, and an irrepensible urge to use and share that expertise to advance farmed fish welfare.

When tasked with overseeing the design and build of Scottish Sea Farms' RAS Hatchery at Barcaldine, he approached it with customary determination: relocating to Scotland, overhauling the company's freshwater operations and bringing the new hatchery into being.

Only when, six years later, he was confident the facility was fulfilling its potential, having delivered over 10m smolts at an average weight double that achieved via traditional methods, did he deem it time to return home where he went on to enjoy a year closer to family and friends prior to his untimely death in December 2021.

Professionally, Pål leaves an impressive legacy; his talent and passion woven into every inch of Barcaldine. Personally, his impact is every bit as significant, from his role as teacher, mentor and friend, to his characteristic and often highly entertaining 'Pål-isms':

'Not long after I started within freshwater, I messed up a task and saw Pål walking towards me. I blurted out what had happened and apologised, only for Pål to say encouragingly: 'Don't bring me problems, bring me solutions' – an approach I still use today.' **Carlota Castaneda-Cobo, Operations Manager, Barcaldine Hatchery**

'Before Barcaldine Hatchery was so much as a spade in the ground, Pål was based at South Shian, quickly becoming popular with the team – except around 3pm. That would be the time he would lift his head from his laptop and venture along to the canteen, which closed at 2pm. Many a time I had the task of asking our long-suffering cook for just one more – for Pål – please?' **Donald Buchanan, Head of Processing**

'As he did with everything, Pål threw himself into improving his English while in Scotland. The result was a unique blend of Norway and Scots culture, the highlight of which was Pål breaking into a broad Scots accent occasionally during meetings – 'Pål MacTangvik' – much to everyone's amusement.' **Jim Gallagher, Managing Director**

'Pål constantly made you smile, like the time we were at an awards ceremony and I commented: 'Look at you in your dickie bow!' 'What is this dickie bow?' he demanded to know, clearly struck by this unfamiliar British term.' **Tracy Bryant-Shaw, Head of HR**

'On first meeting Pål and hearing his vision, I thought to myself: 'This guy will get it done.' He was decisive and direct, yet approachable too, and his determination to deliver was infectious. He put his trust in me and the learning curve was hard and fast, but the opportunity was even greater, and for that I will be forever grateful.' **Duncan Savege, Senior Technician, Barcaldine Hatchery**

'I loved his deadpan delivery when saying something in jest: the serious expression, the few seconds wait... then the smile and tell-tale twinkle in the eye.' **Ewan Mackintosh, Head of Operations**

May the forces be with you as new job scheme is launched

Scottish Sea Farms has partnered with military recruitment specialist JobOppo to tap into a nationwide network of highly skilled ex-forces personnel.

For Head of HR Tracy Bryant-Shaw the opportunity was a 'no brainer'. 'As soon as I learned of the scheme it seemed like a good match for us,' she said. 'It helps widens the recruitment pool, reaching people we wouldn't otherwise have reached. Plus, every vacancy placed contributes to JobOppo's fund to support service families.'

With a forces family background herself, and several ex-military already on the current staff, Bryant-Shaw is confident of the benefits they bring to the world of salmon farming.

'Service people are really good, rounded individuals with first-class training in everything from first aid and driving to leadership, as well as more specific transferable skills. They're accustomed

to working in remote places and looking for improvements wherever they go – it's a mindset built into them.'

Scottish Sea Farms has no shortage of ex-services role models across its farming estate. Former RAF corporal Steve Kolthammer found his training in aeronautical engineering transferred well to his first civilian job in the oil and gas sector and current position as Engineering and Logistics Manager in Orkney.

'On top of the technical skills acquired, in the forces you work with people from different backgrounds so you have to learn to get on with everyone and adapt quickly.'

Also in Orkney, Danny Daintith, who spent 22 years in the Army, rising to staff sergeant before working for the Reserves, said salmon farming offered the job satisfaction and camaraderie he had enjoyed during his services career.

'My advice to veterans is to embrace the change, you'll be amazed at how equipped you are for any role.'

In Shetland, John Henderson said the most important lessons he learnt as a submariner were being a team player and developing a sense of pride in his work.

Now Farm Manager at Cliftsound, after starting as Senior Husbandry six years ago, he welcomed the different career paths offered by the company.

'There is a good command structure that supports you when needed but also enables you to think for yourself,' he said. 'I wish I had started my civvy life with Scottish Sea Farms even sooner.'

To learn more about Scottish Sea Farms' partnership with JobOppo, visit scottishseafarms.com > Careers > Diversity



Steve Kolthammer



Danny Daintith

Pilot aquaculture course rolled out to all regions

An aquaculture programme pilot for secondary school pupils in Argyll has proved so successful that Scottish Sea Farms plans to roll it out across all its farming regions.

The course, Into Aquaculture, aims to attract youngsters into salmon farming and was launched in 2021 in Tobermory High School on Mull.

Believed to be the first of its kind in Scotland, the initiative was designed in conjunction with Argyll College UHI for S5 and S6 pupils.

Now Scottish Sea Farms is in talks with two high schools in Oban and five in Orkney and Shetland, along with Orkney College, Shetland College and Developing the Young Workforce, to make the course more widely available.

'The trial has gone really well, with the first cohort of pupils very happy and engaged,' said Scottish Sea Farms



Scottish Sea Farms' Lead Trainer Chris Floyd with pupils from Tobermory High School

Head of HR Tracy Bryant-Shaw. 'Now we know it works, we can expand it to other high schools.'

'The course combines classroom teaching with practical elements, and this term we hope to include tours of our farms, hatchery and processing facilities.'

'We will also coach the students in soft skills such as interview technique, writing CVs and filling in job applications.'

Pupils who complete the course will gain NPA (National Progression Award) units, plus Royal Yachting Association power boat and first aid qualifications. And jobs will be waiting at Scottish Sea Farms for those who subsequently get through the interview process, said Bryant-Shaw.

The programme has been funded by Scottish Sea Farms and Skills Development Scotland, but it is hoped the Scottish government will now adopt it as one of its Foundation Apprenticeships.

'There are only 12 Foundation Apprenticeships, created to develop skills for the future, and we're lobbying for another one for aquaculture,' said Bryant-Shaw

'We want to make young people aware of the many opportunities in the sector. This course will hopefully help plug recruitment gaps and also enable school leavers to get jobs where they live.'



Photo: SJFA Under 12s, courtesy of Gordon Siegel Photography

Shetland teams score sponsorship double

Shetland's young footballers have gone from strength to strength in recent years, thanks in part to the support of local businesses including Scottish Sea Farms and Grieg Seafood Hjaltdland UK.

Going into 2022, the future looks just as bright with Scottish Sea Farms continuing its sponsorship of Shetland Junior Football Association (SJFA) and honouring the support previously offered by Grieg Seafood Hjaltdland UK to associate body, Shetland Development, which brings together the best players in each age group.

Scottish Sea Farms' grants for SJFA, which date back to 2018, amount to £4,500 for the 2022 season, money that will go towards hosting the annual Scottish Sea Farms winter football competition for under 10s to U18s – a highlight on the Shetland football calendar.

'These winter club festivals are only possible with the generous financial support of local businesses,' said Calum Sinclair, sponsorship committee member and coach for SJFA and former Scottish Sea Farms Health & Safety Coordinator in Shetland.

'Scottish Sea Farms' sponsorship gives the whole of Shetland the opportunity to participate in football from age eight to 18, allowing Shetland football to reach out to more people to encourage them to play.'

The support between Shetland's young footballers and fish farmers works both ways, with SJFA volunteers lending many hands to Scottish Sea Farms' participation in the Marine Conservation Society's Great British Beach Clean.

'The annual Beach Clean has generated a lot of excitement for all age groups and they will be out again this September,' said Sinclair.

The SJFA, which includes Shetland Girls, now has more than 900 members, and Shetland Development has around 190 youngsters. Each age group takes part in weekly training sessions to help develop individual players and teams, and the association currently has many talented young players who have received interest from professional clubs.

SJFA chairman and coach Mark Watt said the continued funding for Shetland Development, of £5,000, would go a long way towards raising the standard of the game in Shetland.

'SJFA Shetland Development is really progressing and the funding helps provide Shetland blue jackets and training equipment every year for away squad trips, as well as high quality coaching and development opportunities,' he said.

'Football brings together people from all over Shetland, not just the players but the parents and coaches too.'

Improving community access to company defibrillators

Residents and businesses located close to Scottish Sea Farms facilities now have a quick and easy way of checking whether there is a company owned, community accessible defibrillator near them, thanks to a new interactive map.



The map, which is available 24/7 at scottishseafarms.com, lists each of the company's community accessible defibrillators by farming region, along with details of where they are located and whether they are accessible around the clock or between working hours.

'In a few instances, the remote nature of our farms dictates that some defibrillators have to be located out at sea,' explained Health & Safety Manager Gerry McCormick. 'But wherever possible, we've made every effort to install our land-based devices outdoors so that local residents and visitors alike can access them, should they need to.'

'We have also registered each of these community accessible devices with The Circuit, the national defibrillator

network which provides a guide to where the machines can be found throughout the UK.

'This ensures that the defibrillators are visible to NHS ambulance services, enabling them to direct callers to their locations, in the event that they are the nearest device.'

With the company's recent acquisition of Grieg Seafood Hjaltdland UK, work is now underway to identify any additional defibrillators and register those, both on the interactive map and with The Circuit.

To check whether there's a Scottish Sea Farms defibrillator near you, visit scottishseafarms.com > [Community > Defibrillators near you](#)

