

Subject: FW: ATC Strike Communications

From: [redacted]
Sent: 20 May 2019 11:58
To: [redacted]
Subject: FW: ATC Strike Communications
Importance: High

[redacted]

Following our conversation last Friday, can you give me a call as I'll be editing the media statement as we discussed.

Give me a call on my mobile this morning when you are free.

Thanks

[redacted]
Head of Communications
Highlands and Islands Airports Limited

[redacted]

From: [reacted]
Sent: 17 May 2019 15:37
To: SMT <SMT@hial.co.uk>; [redacted]; Lorna Jack <LornaJack@lawscot.org.uk>; [redacted]
Cc: [redacted]
Subject: ATC Strike Communications

Good afternoon

I attach the update for staff and stakeholders that will be issued shortly. The following notice will also be published on the HIAL website, and dedicated info area, this afternoon:

Website Notice: ATCO Strike Action - Thursday 23 May 2019

We deeply regret the impact on our passengers and communities of this escalation of the pay dispute by Prospect members and would like to apologise for the inconvenience caused to our customers.

The following airports will close to air traffic from 00.01 to 24.00 on 23 May 2019:

Benbecula, Dundee, Inverness, Kirkwall, Stornoway and Sumburgh.

A local arrangement is in place for Wick John O'Groats Airport and it will remain open to air traffic on 23 May 2019. Our airports at Barra, Campbeltown, Islay and Tiree airports will also remain open.

Contingency arrangements are in place for emergency situations on 23 May.

HIAL operate well-established local on-call medical and other emergency processes and this will continue. Prospect have confirmed that where medical or other emergencies arise, cover will be provided.

I also attach our prepared statement below. **Note - This will be issued to media on Monday 20 May (pm).**

Best

[redacted]

Head of Communications

Highlands and Islands Airports Limited

[redacted]

Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019
Attachments: DISRUPTION LOG - ASOS - TRANSPORT SCOTLAND - week ending 19 May 2019.xls;
Flight Movements Delayed Count by Month - 2019.xlsx

From: [redacted]
Sent: 20 May 2019 12:01
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019

[redacted]

Don't worry about it. I'll go with what you've sent.

Thanks

[redacted]

From: [redacted]
Sent: 20 May 2019 11:25
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019

[redacted]

No, the overall delay stats don't do that as that would be a significant exercise and would not provide any valid stats as the root cause of a delay could be weather or a tech aircraft which is then exacerbated by the WTR. The like for like comparison provides a record of 'normal' operations v operations with the additional factor of the WTR. However, the weekly disruption log provides the delay stats for those flights where IA is a factor and includes the delay minutes, which are colour coded by block. What you appear to be asking for is a combination of both which will take me a bit of time to look at. I will go back over and see what I can do.

Regards

[redacted]

Director of Airport Operations
Highlands and Islands Airports Limited
☎ [redacted]

From: [redacted]
Sent: 20 May 2019 10:59
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019

[redacted]

Thanks for this. Can I just check, is this stripping out normal delays e.g. weather? As per my e-mail last week, I want to be able to include the following in our update to Mr Matheson.

Total number of flights - ??
Flights delayed by 15 Minutes or more - ??
% of flights delayed by 15 minutes or more - ??

[redacted]

From: [redacted]
Sent: 20 May 2019 10:51
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019

[redacted]

Please see attached the position as per last week. The tables show the picture by airport and I have also included a consolidated picture across all ATC units for the YTD and by comparison with Apr/May 2018. On an airport by airport basis SYY is the most affected as would be expected, but the overall picture shows that for the full month of Apr, on time performance is slightly better for 2019 v 2018 whilst May has started worse. The largest block remains the 15-29 mins block, with the most change coming in the 30-59 minute block, which would be in line with the SYY affect and the impact of 30 min closures.

I can update as we go forward.

Regards

[redacted]

Director of Airport Operations
Highlands and Islands Airports Limited
 [redacted]

From: [redacted]
Sent: 20 May 2019 10:00
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019

[redacted]

Thanks. How are you getting on with the % figures on the number of flights that have been delayed by 15 minutes or more we had exchanges about last week?

Thanks

[redacted]

From: [redacted]
Sent: 20 May 2019 09:38

To: [redacted]
Cc: Inglis Lyon <|Lyon@hial.co.uk>; [redacted]
Subject: Disruption Log - ASOS - Transport Scotland - week ending 19 May 2019

[redacted]

Please see attached.

Regards

[redacted]

**Director of Airport Operations
Highlands and Islands Airports Limited**

 [redacted]

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Subject: FW: ATC Strike Communications
Attachments: ATC - Stakeholder update - 20190517 - Final.docx; Strike response - media statement - 20 May 2019.docx; ATC - Staff update - 20190517 - final.docx

From: [redacted]
Sent: 17 May 2019 15:37
To: SMT <SMT@hial.co.uk>; [redacted]; Lorna Jack <LornaJack@lawscot.org.uk>; [redacted]
Cc: [redacted]
Subject: ATC Strike Communications

Good afternoon

I attach the update for staff and stakeholders that will be issued shortly. The following notice will also be published on the HIAL website, and dedicated info area, this afternoon:

Website Notice: ATCO Strike Action - Thursday 23 May 2019

We deeply regret the impact on our passengers and communities of this escalation of the pay dispute by Prospect members and would like to apologise for the inconvenience caused to our customers.

The following airports will close to air traffic from 00.01 to 24.00 on 23 May 2019:

Benbecula, Dundee, Inverness, Kirkwall, Stornoway and Sumburgh.

A local arrangement is in place for Wick John O'Groats Airport and it will remain open to air traffic on 23 May 2019. Our airports at Barra, Campbeltown, Islay and Tiree airports will also remain open.

Contingency arrangements are in place for emergency situations on 23 May.

HIAL operate well-established local on-call medical and other emergency processes and this will continue. Prospect have confirmed that where medical or other emergencies arise, cover will be provided.

I also attach our prepared statement below. **Note - This will be issued to media on Monday 20 May (pm).**

Best
[redacted]

[redacted]
Head of Communications
Highlands and Islands Airports Limited

[redacted]

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17th May 2019

Good Afternoon

HIAL - Air Traffic Control Dispute

Following my letter on Friday 10 May, I write again to confirm that the following airports will be closed to air traffic on from 00:01 to 24:00 on Thursday 23 May 2019.

Benbecula
Dundee
Inverness
Kirkwall
Stornoway
Sumburgh

Following a local arrangement, Wick John O'Groats airport will remain open to air traffic on 23 May 2019.

Barra, Campbeltown, Islay and Tiree airports remain unaffected by the industrial action.

I want to reassure you that contingency arrangements are in place for emergency situations on 23 May. HIAL operate well-established local on-call medical emergency processes and this will continue. Prospect have confirmed that where medical or other emergencies arise, cover will be provided.

We continue to work closely with our airlines to minimise any disruption to passengers immediately preceding and following the strike day. We are urging passengers to check with their airlines for flight details on these days.

I deeply regret the impact on our passengers and communities of this escalation of the pay dispute by Prospect members.

The union is fully aware of the Scottish Government pay policy and that HIAL is bound by that policy with little room for manoeuvre. Prospect were aware of this prior to submitting their claim for at least 10 per cent.

We believe HIAL air traffic controllers are well remunerated and have already accepted a pay increase backdated to April 2018.

Last Friday, Prospect again associated pay differentials between our staff and controllers working in Edinburgh, Glasgow and London. Given the traffic levels and type of air traffic control practiced we believe this comparison to be misleading.

Furthermore, the evidence from the analysis of air traffic controller pay at non-HIAL airports jointly undertaken by HIAL and Prospect did not support a double-digit wage award.

We remain committed to resolving this dispute and are disappointed that efforts to provide possible solutions have been rejected by Prospect. Their claim remains a double-digit wage increase of at least 10 per cent.

We continue to encourage Prospect to work with us to reach a solution by moderating their claim.

Yours sincerely



Inglis Lyon
Managing Director

For release – Monday 20 May

HIAL – ATCO strike May 23 Media statement and briefing document

HIAL managing director Inglis Lyon said: “We deeply regret this escalation of the pay dispute by Prospect members and apologise for the inconvenience that this has caused our customers.

“Throughout this process, HIAL has been fully committed to resolving this dispute. We are disappointed that our efforts to provide possible solutions have been rejected by Prospect and their claim has not altered and remains a wage increase of at least 10 per cent.

“The union is fully aware of the Scottish Government pay policy that HIAL is bound by, and was prior to submitting their claim. We believe HIAL air traffic controllers are well remunerated and have already accepted a pay increase backdated to April 2018.

“From the outset the union has repeatedly cited pay differentials between our staff and controllers working in Edinburgh, Glasgow and London. Air traffic movements make this comparison misleading and unrealistic.

“Furthermore, the evidence from the analysis of air traffic controller pay at non-HIAL airports jointly undertaken by HIAL and Prospect did not support a double-digit wage award.

“Quite simply, we cannot offer a double-digit pay increase, where there is no evidence to support it.

“I urge the union to consider the best interests of all their HIAL members, our communities and those with a stake in the long-term future of air services in the Highlands and Islands and moderate their claim to help us jointly resolve matters.

“We have worked closely with our airlines to mitigate the effects of strike action and I wish to thank them and all our staff who have worked extremely hard to implement contingency measures.”

Notes to editors:

- As a government sponsored agency, HIAL must follow the Scottish Government pay policy. Last year HIAL awarded up to three per cent which was awarded to all HIAL staff. HIAL cannot implement pay awards more than that directed by government policy.
- Average salaries for Air Traffic Control Officers (ATCO) - Inverness: £73,000; Other HIAL airports: £58,000. The difference for Inverness ATCOs relates to the fact that Inverness controllers require additional ratings on their licence (Radar) and in turn they attract a higher salary.
- A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay warranting a double digit pay increase. Turnover levels are low and a recent recruitment exercise resulted in over 100 applications for positions all over the H&I
- The comparison of salaries produced in the joint analysis is included in the table below and was taken from publicly available and recruitment information at that time. Links to current details from Prestwick and NATS also included:

<https://www.glasgowprestwick.com/wp-content/uploads/2018/12/GPA-Salary-Spine-April-2018-to-March-2019.pdf>

<https://www.nats.aero/careers/trainee-air-traffic-controllers/benefits/>

Airport	Basic Pay	Unsocial Premiums	Hours	Total Pay
HIAL Data				
Inverness*	£73,303	included		£73,306
All other HIAL airports (average)*	£47,628	£10,296		£57,940
NATS (website)	£37k - £41k	£6,500		
NATS (Aberdeen)	£40k - £76k (11 point scale with progression by annual increment)	Unable to obtain absolute clarification		£76,000
Prestwick Airport	£30k - £67k	included		£30,000 - £67,000
Guernsey	£52k	£6404		£58k
Prospect Data				
Liverpool	£53k - £68k			£53k - £68k
Birmingham	£57k - £87	included		£57k - £87
Edinburgh	£35k - £85k			£35k - £85k
Standstead (NATS – 3)	£56k - £79k	included		£56k - £79k
Prestwick Centre (NATS – 4)	£56k - £107k			£56k - £107k
Heathrow (NATS - 5)	£58k - £107k			£56k - £107k

- HIAL provides generous terms and conditions for HIAL staff, including an increase in employer pension contributions from April 2018. This increase is the equivalent of between an additional £2,600 and £3,800 per annum on an air traffic controller's basic salary, depending on grade.
- The union continues to insist on a double-digit wage increase that greatly exceeds government pay policy. Evidence provided in the analysis of air traffic controller pay at non-HIAL airports that Prospect jointly undertook with HIAL does not support a double-digit pay award. The analysis reveals HIAL staff have a remuneration package that equals – and in some cases, exceeds – what other air traffic control staff receive at other UK airports.
- Prospect has cited pay parity with ATCOs at other airports, including Glasgow, Edinburgh and London. The table below shows comparative aircraft flight movements for the UK's major airports (including those serving London) and all Scottish airports. (Figures published: <https://www.caa.co.uk/Data-and-analysis/UK-aviation-market/Airports/Datasets/UK-Airport-data/Airport-data-2018/>)

CAA Published data for 2018	
Airport	Aircraft Movements
HEATHROW	477604
GATWICK	283919
STANSTED	201614
LUTON	136511
EDINBURGH	130016
GLASGOW	97157
ABERDEEN	91279
LONDON CITY	80854
DUNDEE (HIAL)	39965
INVERNESS (HIAL)	29690
PRESTWICK	24904
SUMBURGH (HIAL)	16628
KIRKWALL (HIAL)	14771
STORNOWAY (HIAL)	10570
WICK JOHN O GROATS (HIAL)	4058
BENBECULA (HIAL)	3650
ISLAY (HIAL) *	2751
CAMPBELTOWN (HIAL) *	1887
TIREE (HIAL) *	1855
BARRA (HIAL) *	1439

*These HIAL operated airports are not involved in the current industrial action by Prospect.

HIAL - Air Traffic Control Dispute

Following my update last Friday, 10 May, I again confirm that the following airports will be closed to air traffic on from 00:01 to 24:00 on Thursday 23 May 2019.

- Benbecula
- Dundee
- Inverness
- Kirkwall
- Stornoway
- Sumburgh

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We are working closely with our airlines to minimise any disruption to passengers immediately preceding and following the strike day. Passengers have been advised to check with their airlines for flight details on these days.

I deeply regret the impact on our passengers and communities due to this escalation of the pay dispute by Prospect members.

The union is fully aware of the Scottish Government pay policy and that HIAL is bound by the policy with little room for manoeuvre and was aware prior to submitting the claim.

We believe our air traffic controllers are well remunerated and have already accepted a pay increase backdated to April 2018.

Last Friday, Prospect again associated pay differentials between our staff and controllers working in Edinburgh, Glasgow and London. Given the different levels of traffic and other matters including the type of control practiced we believe this comparison to be misleading.

Furthermore, the evidence from the analysis of air traffic controller pay at non-HIAL airports jointly undertaken by HIAL and Prospect did not support a double-digit wage award. Our staff turnover remains low and our last recruitment exercise generated over one hundred applications.

We remain committed to resolving this dispute and are disappointed that efforts to provide possible solutions have been rejected by Prospect. Their claim remains a double-digit wage increase.

We continue to encourage Prospect to work with us and moderate their claim to help reach a joint solution to this dispute.

Subject:

FW: ATC Strike - Emergency flights

From: [redacted]

Sent: 17 May 2019 08:49

To: 'Inglis Lyon' <ILyon@hial.co.uk>

Cc: [redacted]

Subject: ATC Strike - Emergency flights

Inglis

Our Health Resilience colleagues have taken an interest in the strike on 23 May in terms of the impact on patient travel. I've confirmed to them that the industrial action exempts medical extensions and emergency flights. The Prospect press release on 5 March says "Prospect will also seek to agree a protocol with HIAL to ensure cover for emergency incidents during the period of the strike." Is there a written document for this? If so, please could you send it to me so I can forward it to Health.

Thanks

[redacted]

[redacted]

Aviation Policy

Transport Scotland

Area 2D (N)

Victoria Quay

Edinburgh

EH6 6QQ

[redacted]



**TRANSPORT
SCOTLAND**
CÒMHDHAIL ALBA

An agency of  The Scottish Government

Subject:

FW: Disruption Log - ASOS - Transport Scotland - HIAL - Week ending 12 May 2019

From: [redacted]

Sent: 13 May 2019 09:54

To: [redacted]; Inglis Lyon <ILyon@hial.co.uk>; [redacted]

Subject: Disruption Log - ASOS - Transport Scotland - HIAL - Week ending 12 May 2019

[redacted]

Please see attached, a quiet week last week. There will be disruption this week with SYD closures today and tomorrow, Loganair have cancelled 6 x flights to and from SYD for today/tomorrow.

Best regards

[redacted]

**Director of Airport Operations
Highlands and Islands Airports Limited**

 [redacted]

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Subject: FW: HIAL IA / Action Short of a Strike

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 10 May 2019 11:56
To: [redacted]
Cc: [redacted]
Subject: FW: HIAL IA / Action Short of a Strike

[redacted], we should get five minutes later today

Inglis

From: [redacted]
Sent: 10 May 2019 11:15
To: Inglis Lyon <ILyon@hial.co.uk>
Cc: Lorna Jack <LJack@hial.co.uk>; [redacted]
Subject: HIAL IA / Action Short of a Strike

Dear Inglis

Further to my e-mail last week, we remain extremely concerned by the impact of the Action Short of a Strike on Loganair's operations.

[redacted under section 30(b)(ii)]

Kind regards

[redacted]
Managing Director
[redacted]
Web: <http://www.loganair.co.uk>



Loganair Limited, Cirrus Building, 9 Marchburn Drive, Glasgow Airport, Paisley, PA3 2SJ
Registration Number: 170072 Scotland

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Subject: FW: Prospect - notice of industrial action

From: [redacted]
Sent: 09 May 2019 12:03
To: 'Inglis Lyon' <ILyon@hial.co.uk>
Subject: RE: Prospect - notice of industrial action

Am I reading this right? Is it just a single one day strike on 23 May?

Also, please can you call me when you get a sec. I've got some feedback for you from the Islands Transport Forum.

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 09 May 2019 11:36
To: Lorna Jack <lornajack@lawscot.org.uk>; [redacted]; SMT <SMT@hial.co.uk>
Subject: Fwd: Prospect - notice of industrial action

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From: [redacted]
Sent: Thursday, May 9, 2019 10:30:18 AM
To: Inglis Lyon; [redacted]
Cc: [redacted]
Subject: Prospect - notice of industrial action

Hello Inglis

Letter attached from [redacted].

We would be grateful if you could confirm receipt.

Many thanks

[redacted]

[redacted], Executive Assistant

Prospect - Edinburgh

Suite G1, Cairncross House, 25 Union Street, Edinburgh, EH1 3LR

T: [redacted]

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Mr Inglis Lyon
Managing Director
Highlands and Islands Airports Ltd
Inverness Airport
Inverness
IV2 7JB

9 May 2019

Dear Inglis

NOTICE OF INDUSTRIAL ACTION

Further to my email of 1 March 2019, which provided the result of the ballot, and of 5 March announcing the initial industrial action, I am writing to give further notice of industrial action.

The General Secretary has now authorised further industrial action. The action will involve strike action which will be taken on 23 May and will be discontinuous. There will also be action short of a strike which will be continuous action and will continue as previously notified.

Whereas Prospect does not hold fully up-to-date and accurate information about the categories and workplaces of all members, we are able to provide the following information about the members who will be called upon to take industrial action.

Categories of workers:

Air Traffic Control Officer (Atco)	39
Deputy Senior Air Traffic Control Officer	4
Senior Air Traffic Control Officer (SATCO)	5
Trainee / Student Air Traffic Control Officer	4

./.

Workplaces:

<i>Benbecula Airport</i>	<i>6</i>
<i>Dundee Airport</i>	<i>6</i>
<i>Inverness Airport</i>	<i>15</i>
<i>Kirkwall Airport</i>	<i>7</i>
<i>Stornoway Airport</i>	<i>7</i>
<i>Sumburgh Airport</i>	<i>8</i>
<i>Wick Aerodrome</i>	<i>3</i>

The total number of employees concerned is 52.

The information set out above is as accurate as possible in the light of the information in the possession of Prospect at the date the notice is given.

This notice has been compiled on the basis of all the membership information Prospect holds centrally on our membership system for members within your organisation, which has been checked and updated for the purposes of the statutory notification.

This notice is given for the purposes of section 234A of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended.

Yours sincerely

[Redacted Signature]

[Redacted Name]

Negotiations Officer

Subject:

FW: Disruption Log - ASOS - Transport Scotland - HIAL

From: [redacted]

Sent: 07 May 2019 11:55

To: [redacted]

Subject: RE: Disruption Log - ASOS - Transport Scotland - HIAL

Thanks.

From: [redacted]

Sent: 07 May 2019 11:39

To: [redacted]

Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]

Subject: RE: Disruption Log - ASOS - Transport Scotland - HIAL

[redacted]


Apologies, re the Sumburgh flight, this was recorded in the Loganair stats as 'flight not required by charterer'. i.e. it was a non-scheduled oil charter and so I don't have any numbers for that.

Viz the SYY/GLA on the 28 April the passenger numbers were 46 and I have updated the sheet accordingly.

Regards

[redacted]

**Director of Airport Operations
Highlands and Islands Airports Limited**

 [redacted]

From: [redacted]

Sent: 07 May 2019 11:12

To: [redacted]

Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]

Subject: RE: Disruption Log - ASOS - Transport Scotland - HIAL

[redacted]

Do you have the passenger figures for the two flights from the previous week – Sumburgh to Aberdeen on 26 April and Stornoway to Glasgow on 28 April?

Thanks

[redacted]

From: [redacted]
Sent: 07 May 2019 09:31
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: Disruption Log - ASOS - Transport Scotland - HIAL

[redacted]

Disruption log attached.

Best regards

[redacted]
Director of Airport Operations
Highlands and Islands Airports Limited
 [redacted]

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Subject: FW: ATC Industrial Action

From: [redacted]
Sent: 07 May 2019 07:27
To: [redacted]
Subject: ATC Industrial Action

[redacted]

I hope you are well. Please could you send me the ATC industrial action impact update as soon as you can so I can do the weekly update for Mr Matheson.

Thanks

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

[redacted]



**TRANSPORT
SCOTLAND**
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Subject: FW: HIAL Industrial Action

From: [redacted]
Sent: 30 April 2019 14:34
To: 'Inglis Lyon' <ILyon@hial.co.uk>; [redacted]
Subject: RE: HIAL Industrial Action

Inglis

Thanks for sight of this. [redacted under section 30(b)(ii)]

Thanks

[redacted]

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 30 April 2019 14:18
To: [redacted]
Subject: FW: HIAL Industrial Action

For information – knowing [redacted] it will be, or a version thereof, winging its way to MM.

Inglis

From: Inglis Lyon
Sent: 30 April 2019 13:15
To: [redacted]
Cc: [redacted]; Lorna Jack <LJack@hial.co.uk>
Subject: RE: HIAL Industrial Action

[redacted] thanks, I'd called earlier and when you get a minute pick up the phone it would be helpful

Thanks

Inglis

From: [redacted]
Sent: 30 April 2019 13:09
To: Inglis Lyon <ILyon@hial.co.uk>
Cc: [redacted]; Lorna Jack <LJack@hial.co.uk>
Subject: HIAL Industrial Action

Dear Inglis,

I am sure that [redacted] will have updated you following yesterday's meeting in Inverness between the HIAL and Loganair management teams.

[redacted under sections 30(b)(ii) and 33(1)(b)]

Yours sincerely,

[redacted]

Managing Director

[redacted]

Web: <http://www.loganair.co.uk>



Loganair Limited, Cirrus Building, 9 Marchburn Drive, Glasgow Airport, Paisley, PA3 2SJ

Registration Number: 170072 Scotland

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Safety Spotlight – Don't do the wrong thing for the right reasons.

Subject: FW: ATC Industrial Action

From: [redacted]
Sent: 30 April 2019 13:47
To: [redacted]
Subject: RE: ATC Industrial Action

Thanks.

From: [redacted]
Sent: 30 April 2019 12:12
To: [redacted]
Subject: RE: ATC Industrial Action

[redacted]

Apologies for the delay, please see attached. There is pax nos gap for SYR which I will hopefully fill when I get the info.

Regards

[redacted]
Director of Airport Operations
Highlands and Islands Airports Limited
☎ [redacted]

From: [redacted]
Sent: 30 April 2019 09:34
To: [redacted]
Subject: ATC Industrial Action
Importance: High

[redacted]

Do you have the weekly update on the impact of the ATC industrial action?

Thanks

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh

EH6 6QQ

[redacted]



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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadaichte a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dàil. Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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Subject: FW: ATC industrial action update

From: [redacted]
Sent: 23 April 2019 09:02
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: ATC industrial action update

Inglis

Are you ok to send the spreadsheet this morning so I can do the weekly update to Cab Sec?

Thanks

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

[redacted]



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SCOTLAND
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Subject:

FW: DISRUPTION LOG - ASOS - TRANSPORT SCOTLAND - HIAL

From: [redacted]

Sent: 15 April 2019 15:39

To: [redacted]

Subject: RE: DISRUPTION LOG - ASOS - TRANSPORT SCOTLAND - HIAL

Thanks.

From: [redacted]

Sent: 15 April 2019 14:41

To: [redacted]

Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]

Subject: DISRUPTION LOG - ASOS - TRANSPORT SCOTLAND - HIAL

Importance: High

[redacted]

Please see attached the HIAL 'Action Short of Strike' disruption log.

Please let me know if you have any changes you would like to make to the presentation of the stats.

Best regards

[redacted]

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Subject: FW: ATC Industrial Action Return

Importance: High

From: [redacted]
Sent: 15 April 2019 12:45
To: [redacted]
Subject: RE: ATC Industrial Action Return
Importance: High

[redacted]

Grateful if could get this as soon as you can.

Thanks

[redacted]

From: [redacted]
Sent: 15 April 2019 09:32
To: [redacted]
Subject: RE: ATC Industrial Action Return

[redacted]

Yes, I have the sheet, I will update following this morning's Ops call.

Regards

[redacted]
Director of Airport Operations
Highlands and Islands Airports Limited
 [redacted]

From: [redacted]
Sent: 15 April 2019 08:44
To: [redacted]
Subject: ATC Industrial Action Return

[redacted]

In Inglis' absence will one of you be sending the weekly spreadsheet showing the impact of the ATC industrial action? I need to put an update to the Cabinet Secretary this afternoon.

Thanks

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

[redacted]



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Subject: FW: Draft of letter to [redacted]

Attachment redacted under section 30(b)(ii)

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 11 April 2019 12:13
To: [redacted]; Lorna Jack (LornaJack@lawscot.org.uk) <LornaJack@lawscot.org.uk>
Subject: FW: Draft of letter to [redacted]

Just what I needed, I'm speaking with them at 1430

Inglis

From: [redacted]
Sent: 11 April 2019 11:36
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: Draft of letter to [redacted]

One for discussion! Agreed & accepted by key internal stakeholders here but mindful that this is firmly in HIAL's IR territory, I need to ensure that there are no likely unintended consequences that you're best placed to see coming.

Best regards
[redacted]

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Subject: FW: Private & Confidential - ATC Pay Dispute Update

From: [redacted]
Sent: 11 April 2019 11:31
To: [redacted]
Cc: [redacted]; Inglis Lyon <ILyon@hial.co.uk>
Subject: RE: Private & Confidential - ATC Pay Dispute Update

[redacted],

[redacted under section 30(b)(ii)]

Regards
[redacted]

From: [redacted]
Sent: 11 April 2019 10:59
To: [redacted]; Lorna Jack <LJack@hial.co.uk>; [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: RE: Private & Confidential - ATC Pay Dispute Update

[redacted]

[redacted under section 30(b)(ii)]

Thanks
[redacted]

[redacted]
Head of Aviation

[redacted]



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Subject: FW: Private & Confidential - ATC Pay Dispute Update

Attachment redacted under section 30(b)(ii)

From: [redacted]
Sent: 11 April 2019 10:20
To: Lorna Jack <LJack@hial.co.uk>; [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: Private & Confidential - ATC Pay Dispute Update

For information and in the absence of Shelly please find below an update on the ATCO Pay Dispute.

I am sharing this e-mail with you to provide an update on discussions that were held with Prospect and ACAS on Tuesday 9th April.

- Prospect have agreed to postpone the strike action in return for further talks aimed at identifying potential funding to release money for a pay rise. That potential funding source relates to a review of the HIAL Pension Scheme. The e-mail below sets out the request I have made to our pension administrators for further work to be undertaken.
- Attached is a briefing Paper prepared by our Director of HR seeking formal endorsement from the Board for the proposal to progress a review of the pension scheme.

[redacted under section 30(b)(ii)]

Thanks

Inglis

[redacted]
Director of Human Resources
Highlands and Islands Airports
Head office
Inverness Airport
Inverness
IV2 7JB

[redacted]

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Subject: FW: HPS P&C

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 10 April 2019 16:47
To: [redacted]
Cc: [redacted]
Subject: HPS P&C

[redacted] thanks for your time earlier.

By way of background,

HIAL have been in discussions with Prospect for nearly 12 months in an attempt to reach an amicable solution to a pay dispute. For a variety of reasons we have been unable to reach agreement and we are left with the trade union continuing to ask for 10% and HIAL being unable to fund the request, morally, fiscally or practically given that we are a public sector organisation.

During yesterday's discussions at ACAS we have raised the potential to pay the staff a material increase to their basic wage whilst at the same time removing them from the HPS and instead placing them in the Peoples Pension DC scheme. The trade union would like us to consider the matter further before we meet with them on the 24th of April, hence the note.

[redacted under section 30(b)(ii)]

Thanks

Inglis

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Subject:

FW: DISRUPTION LOG - ASOS - TRANSPORT SCOTLAND.xls

From: Inglis Lyon <ILyon@hial.co.uk>**Sent:** 08 April 2019 10:58**To:** {redacted}**Cc:** [redacted]**Subject:** DISRUPTION LOG - ASOS - TRANSPORT SCOTLAND.xls

[redacted], copy of the report for last week.

From same, you'll see nil disruptions until the 7th

Inglis

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Subject:

FW: HIAL ATC Dispute - Orkney

From: [redacted]

Sent: 05 April 2019 10:54

To: [redacted]

Cc: Inglis Lyon <ILyon@hial.co.uk>; lornajack@lawscot.org.uk; [redacted]

Subject: RE: HIAL ATC Dispute - Orkney

[redacted]

Thanks. I'll let you all know what the letter says once we get it and we can agree a response.

[redacted]

From: [redacted]

Sent: 05 April 2019 10:46

To: [redacted]

Cc: Inglis Lyon <ILyon@hial.co.uk>; lornajack@lawscot.org.uk; [redacted]

Subject: RE: HIAL ATC Dispute - Orkney

Good Morning [redacted]

Please see attached our mail merge list for everyone these updates have been going to along with each update themselves.

The Orkney ones at the bottom (Orkney Local Emergency Consultation Group) were requested by David Berston to be added to the list on Tues 02.04.19, I believe he has passed on all the updates to date and they will now receive anymore going forward. [redacted] will be confirming their names in due course, I have redacted the email addresses.

Kind regards

[redacted]

PA Support

Highlands and Islands Airports Limited / Head Office, Inverness Airport, Inverness IV2 7JB

[redacted] / w. www.hial.co.uk

	Company	Title	Forename	Surname
MP's	Argyll and Bute	MP	(redacted)	(redacted)
	Caithness, Sutherland and Easter Ross	MP		
	Dundee East	MP		
	Dundee West	MP		
	Inverness, Nairn, Badenoch and Strathspey	MP		
	Moray	MP		
	Na h-Eileanan Siar	MP		
	Ross, Skye & Lochaber	MP		
MSP's	Shetland and Orkney	MSP		
	Caithness, Sutherland and Easter Ross	MSP		
	Dundee City East	MSP		
	Dundee City West	MSP		
	Inverness & Nairn	MSP		
	Moray	MSP		
	Na h-Eileanan Siar	MSP		
	Orkney	MSP		
	Skye, Lochaber and Badenoch	MSP		
	Shetland	MSP		
	REGIONAL Highlands and Islands	MSP		
	REGIONAL Highlands and Islands	MSP		
	REGIONAL Highlands and Islands	MSP		
	REGIONAL Highlands and Islands	MSP		
	REGIONAL Highlands and Islands	MSP		
	REGIONAL Highlands and Islands	MSP		
	REGIONAL N.E. Scotland	MSP		
	REGIONAL N.E. Scotland	MSP		
Council Leaders	Orkney Islands Council	Councillor Leader		
	Shetland Island Council	Councillor Leader		
	Highland Council	Councillor Leader		
	Comhairle nan Eilean Siar (CH)	Councillor Leader		
	Argyll & Bute Council	Councillor Leader		
	Dundee City Council	Councillor Leader		
	Moray Council	Councillor Leader		
Council CEO's	Orkney Islands Council	Chief Exec		
	Shetland Island Council	Chief Exec		
	Highland Council	Chief Exec		
	Comhairle nan Eilean Siar (CH)	Chief Exec		
	Argyll & Bute Council	Chief Exec		
	Dundee City Council	Chief Exec		
	Moray Council	Chief Exec		
Transport Groups	Shetland Environment & Transport Committee	Chair		
	Transport Faber Funding Consultative Group	Chair		
	Caithness Transport Forum	Chair		
	Western Isles Transport & Infrastructure Committee	Chair		
	Three Transport Forum	Chair		
Other	HITRANS	Director		
	TACTRANS	Projects Manager		
	ZETRANS	Head of Transport		
	HIE	CEO		
	VISIT SCOTLAND	CEO		
C.o.C	Inverness Chamber of Commerce	CEO		
	Lochaber Chamber of Commerce	CEO		
	Caithness Chamber of Commerce	Chair		
NHS	NHS - Highland	CEO		
	NHS - Highland	Chief officer - Highland		
	NHS - Highland	Head of Service		
	NHS - Highland	Head of Service		
	NHS - Highland	Head of Service		
	NHS Shetland	Chief Executive		
	NHS Shetland	Patient Travel Manager		
	NHS Orkney	Chief Executive		
	NHS Orkney	Chair		
	NHS Orkney	Patient Travel Manager		
Dundee Concessions	NHS Western Isles	Chief Executive		
	NHS Western Isles	Chair		
	NHS Western Isles	Head of Finance (Patient service)		
Kirkwall Concessions	Freeflight	Managing Director		
	Tongole Aviation	Managing Director		
Benbecula Concessions	Dobby's Café Kirkwall Airport	Owner		
	WR Tullcock Car Hire Kirkwall Airport	Company Director		
Wick Concessions	WR Tullcock Car Hire Kirkwall Airport	Sales Director		
	Car Hire Heilades	Owner / Director		
Inverness Concessions	Café Benbecula Airport	Sole Trader		
	Airport Café	Proprietor		
	Far North Aviation	Director		
	HMS host			
	Jail Dornoch			
	Europcar			
	Avis			
	WH Smith			
	Café Rapide			
	Essence of Harris			
	Aspire Lounge			
	The Whiskey Cellar			
Dalross Logistics Ltd	Station Manager			
Signature Flight Support				
Highland Aviation				
Stornoway Concessions	Airport Café	Concessionaire		
	Stornoway Car Hire	Owner		
Shetland Concessions	Highland Fuels	Managing Director		
	Star Rent a Car Sumburgh Airport	Managing Director		
Heli Operators	Café Velare	Managing Director		
	Bristows	Director UK & Turkmenistan Oil and Gas		
	Bristows			
	ERIC	Regional Director, Europe, Middle East, Africa		
Fixed Wing	Babcock	Director UK offshore		
	NHV			
Oil and Gas Industry	Loganair Charter Services			
	TAQA	Logistics Manager		
	TAQA	Air Operations Contract Holder		
	CNR	Senior Contracts Engineer		
	Enquest	Logistics & Facilities Manager		
Loganair	BP	Aviation team Lead, BP Exploration and Production		
	EasyJet	Managing Director		
UK Country Manager				

Sent via email to:

1st March 2019

Dear

Industrial Action by HIAL Air Traffic Control Officers

I write to confirm that the trade union Prospect has notified HIAL of its intention to hold strike action, which will impact our Air Traffic Services. The action follows a ballot where staff voted overwhelmingly in favour of strike action.

The industrial action will affect the following airports: Inverness, Sumburgh, Kirkwall, Wick John O'Groats, Stornoway, Benbecula and Dundee.

As soon as Prospect inform us of the dates on which it intends to take industrial action, we will, of course, make you aware. Prospect has indicated the action could take place on days between 1 April and 31 August 2019.

The dispute involves a claim from the trade union for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards. More recently, Prospect believes air traffic controllers in the Highlands and Islands and Dundee should have parity with controllers at London airports including Heathrow and Gatwick.

A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay less than those found at comparator airports.

We do not believe comparisons with staff in London control towers are germane, because the volume of traffic experienced, type of air traffic control practiced and cost of living in the South East of England are not comparable with HIAL airports.

As a government sponsored agency, HIAL must follow the Scottish Government pay policy. Last year HIAL awarded up to three per cent, plus incremental progression, or a one per cent non-consolidated payment to those on the maximum of their grade, to all HIAL staff. HIAL cannot implement pay awards more than that directed by government

HIAL has offered to engage with the trade union on the development of a recruitment and retention allowance. Thus far, the union has chosen not to engage and we have urged Prospect to re-engage in the hope of reaching a mutually agreeable solution.

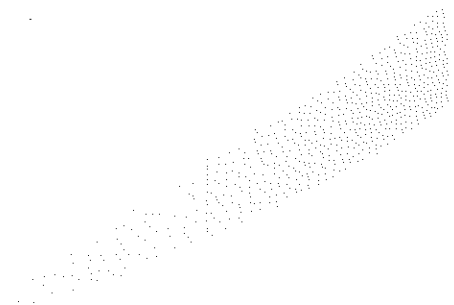
In the event that strike action cannot be avoided, the airports mentioned above will close for the period of the strike and we will work closely with our airline customers to minimise the impact before and after any action.

Please accept our sincerest apologies for the undoubted inconvenience this will cause and we will keep you updated on our efforts to resolve the dispute.

Yours Sincerely



Inglis Lyon
Managing Director





Highlands and Islands
Airports Limited
Puir-adhair na Gàidhealtachd
is nan Eilean Earranta

Head Office, Inverness Airport, Inverness IV2 7JB
Telephone: (01667) 464212
Email: ilyon@hial.co.uk

Sent via email to:

5th March 2019

Dear

Industrial Action by HIAL Air Traffic Control Officers

Further to my letter of 1 March 2019 advising you of the outcome of the ATC ballot for industrial action, I have now received notification from Prospect of the following:

- A work to rule will be implemented from 1 April to 31 August 2019
- A 24 hour strike will take place on Friday 26 April 2019

Prospect has notified a work to rule includes: instruction to work to rosters, refusal of non-medical extensions, an overtime ban and withdrawal of goodwill.

We continue to engage with Prospect in a bid to resolve this dispute and are scheduled to meet on Friday 8 March to continue discussions. Meantime, we have drafted an initial Q&A and will forward this on for your information.

Throughout this period, we will continue to work closely with our airline operators to minimise the impact of the industrial action.

Once again, please accept our apologies for the inconvenience this will cause and I will write again with an update once we have met with Prospect Union.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Inglis Lyon', written in a cursive style.

Inglis Lyon
Managing Director

local access
global outlook

Sent via email to:

7th March 2019

Dear

ATC Industrial action

Further to my letters of 1st and 5th March advising you of the outcome of the ATC ballot for industrial action, I write to invite you to a briefing in room TG.20/21 at the Parliament Building on Tuesday 12th March between 5.30pm and 6.30pm.

We will be meeting with Prospect Union tomorrow, Friday 8th March to discuss the industrial action and explore possible solutions in a bid to resolve the dispute. I would welcome the opportunity to meet in person to provide an update, appraise you of our contingency arrangements and answer any questions you may have.

Andrea Sillars, HIAL's Director of Human Resources will accompany me and I do hope you can join us.

Please RSVP to Shelly and I look forward to seeing you then. In the meantime, I will of course keep you updated of any developments.

Yours sincerely



Inglis Lyon
Managing Director

15th March 2019

Dear

Industrial Action by HIAL Air Traffic Control Officers

Further to the update provided on the 8 March I can confirm that the company met again with representatives from Prospect today, 15 March, to discuss the ATC pay dispute. A further meeting will take place on Thursday 21 March. Both parties agreed to undertake further work on options that may avert the industrial action.

HIAL continue to engage with Prospect Union in a bid to resolve the Air Traffic Control Officer's pay dispute. We have received a number of questions of the impact of the industrial action, and in the event that industrial action cannot be avoided, we have developed information in the form of FAQs, please see a link below to the HIAL website where these have been posted.

[Link to HIAL website FAQs](#)

Please note that a new dedicated page has been created on the HIAL website and whilst we will continue to provide direct updates on any significant developments, we would advise that you check the page regularly for any interim information.

[Link to ATC dispute page on HIAL Website](#)

Yours sincerely



Inglis Lyon
Managing Director

21st March 2019

Dear

HIAL Air Traffic Control Dispute

I write to provide you with an update on the discussions with the trade union Prospect, following our talks today, Thursday 21st March 2019.

Unfortunately, our discussions did not resolve the issue and we are progressing our contingency plans based on a work to rule with effect from 1st April and the strike action planned for 26th April.

HIAL again tabled a discussion on a possible retention allowance for Air Traffic Control Officers. However, Prospect have indicated that this would not be their members preferred option and they do not believe it would address their underlying pay issues.

As it stands, the claim from the trade union remains a minimum of a double-digit increase from April 1st 2018.

A report compiled jointly between HIAL and Prospect on Air Traffic Controller pay at non-HIAL airports found no evidence of a significant pay differential with other comparable airports.

The pay dispute has arisen despite increases of between two and three per cent awarded to all HIAL staff as part of the 2018/19 pay settlement. Also in 2018/19, the generous terms and conditions for HIAL staff were enhanced with an increase in employer pension contributions. This increase provides an equivalent of an additional £2,600 - £3,800 per annum on the basic salary for air traffic controllers.

At this point, and despite significant increases to the ATCO benefits package in 18/19 it has not been possible to reach an agreement with the trade union on their pay dispute.

Therefore, HIAL and Prospect have agreed to refer the matter to ACAS.

We will of course keep you updated.

Yours sincerely



Inglis Lyon
Managing Director

local access
global outlook

27th March 2019

Dear

HIAL Air Traffic Control Dispute

Further to my last update last Thursday, 21 March, I wanted to advise that we have scheduled a meeting with Prospect and the Advisory, Conciliation and Arbitration Service (ACAS) on 9 April 2019.

As this date falls after 1 April 2019, the work to rule by Air Traffic Control Officers (ATCO) due to start on that day will come into effect. We anticipate there will be some disruption as a result of the work to rule and apologise in advance for the inconvenience this may cause. We continue to work closely with our airlines to mitigate disruption wherever possible.

You will be aware that ATCOs are undertaking the industrial action to support their claim for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards.

The evidence provided in the analysis of air traffic controller pay at non-HIAL airports that Prospect jointly undertook with HIAL did not support a double-digit wage award.

HIAL remain committed to working with Prospect and ACAS to find a mutually agreeable solution to resolve the matter.

However, to allow you to plan, we are progressing on the assumption that the strike action will go ahead and that the following airports will close to air traffic for the 24-hour period on 26 April 2019:

- Benbecula
- Dundee
- Inverness
- Kirkwall
- Stornoway
- Sumburgh
- Wick

I will of course, provide you with an update following the meeting with ACAS. Meantime, we will continue to post information on our website: <https://www.hial.co.uk/hial-group/air-traffic-control-dispute/>

Yours sincerely



Inglis Lyon
Managing Director

local access
global outlook

Notes for Information:

- Prospect Union balloted ATCOs to undertake industrial action to support their claim for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards.
- Prospect have confirmed that industrial action will consist of:
 - A work to rule, implemented from 1 April to 31 August 2019
 - A 24 hour strike on Friday 26 April 2019
- Prospect has notified a work to rule includes: instruction to 'work to rosters', 'refusal of non-medical extensions', 'an overtime ban' and 'withdrawal of goodwill'.
- As a government sponsored agency, HIAL must follow the Scottish Government pay policy. HIAL cannot implement pay awards more than that directed by government policy.
- Average salaries for Air Traffic Control Officers (ATCO) - Inverness: £73,000; Other HIAL airports: £58,000. The difference for Inverness ATCOs relates to the fact that Inverness controllers require additional ratings on their licence (Radar) and in turn, they attract a higher salary.
- A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay warranting a double-digit pay increase.
- The pay dispute has arisen despite increases of between two and three per cent awarded to all HIAL staff as part of the 2018/19 pay settlement. Also in 2018/19, the generous terms and conditions for HIAL staff were enhanced with an increase in employer pension contributions. This increase provides an equivalent of an additional £2,600 - £3,800 per annum on the basic salary for air traffic controllers.

Good Afternoon

Following my communication on 27 March (below), I write to advise that we have been able to implement a local arrangement for Wick John O'Groats Airport and the airport will be open on Friday 26 April.

Please be advised that passengers should continue to check with their airline for flight information on that day.

Many thanks

Inglis



27th March 2019

Dear

HIAL Air Traffic Control Dispute

Further to my last update last Thursday, 21 March, I wanted to advise that we have scheduled a meeting with Prospect and the Advisory, Conciliation and Arbitration Service (ACAS) on 9 April 2019.

As this date falls after 1 April 2019, the work to rule by Air Traffic Control Officers (ATCO) due to start on that day will come into effect. We anticipate there will be some disruption as a result of the work to rule and apologise in advance for the inconvenience this may cause. We continue to work closely with our airlines to mitigate disruption wherever possible.

You will be aware that ATCOs are undertaking the industrial action to support their claim for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards.

The evidence provided in the analysis of air traffic controller pay at non-HIAL airports that Prospect jointly undertook with HIAL did not support a double-digit wage award.

HIAL remain committed to working with Prospect and ACAS to find a mutually agreeable solution to resolve the matter.

However, to allow you to plan, we are progressing on the assumption that the strike action will go ahead and that the following airports will close to air traffic for the 24-hour period on 26 April 2019:

- Benbecula
- Dundee

- Inverness
- Kirkwall
- Stornoway
- Sumburgh
- Wick

I will of course, provide you with an update following the meeting with ACAS. Meantime, we will continue to post information on our website: <https://www.hial.co.uk/hial-group/air-traffic-control-dispute/>

Yours sincerely



Inglis Lyon
Managing Director

Notes for information:

- Prospect Union balloted ATCOs to undertake industrial action to support their claim for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards.
- Prospect have confirmed that industrial action will consist of:
 - A work to rule, implemented from 1 April to 31 August 2019
 - A 24 hour strike on Friday 26 April 2019
- Prospect has notified a work to rule includes: instruction to 'work to rosters', 'refusal of non-medical extensions', 'an overtime ban' and 'withdrawal of goodwill'.
- As a government sponsored agency, HIAL must follow the Scottish Government pay policy. HIAL cannot implement pay awards more than that directed by government policy.
- Average salaries for Air Traffic Control Officers (ATCO) - Inverness: £73,000; Other HIAL airports: £58,000. The difference for Inverness ATCOs relates to the fact that Inverness controllers require additional ratings on their licence (Radar) and in turn, they attract a higher salary.
- A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay warranting a double-digit pay increase.
- The pay dispute has arisen despite increases of between two and three per cent awarded to all HIAL staff as part of the 2018/19 pay settlement. Also in 2018/19, the generous terms and conditions for HIAL staff were enhanced with an increase in employer pension contributions. This increase provides an equivalent of an additional £2,600 - £3,800 per annum on the basic salary for air traffic controllers.

Subject: FW: HIAL ATC Dispute - Orkney

From: [redacted]
Sent: 05 April 2019 09:01
To: [redacted]
Subject: RE: HIAL ATC Dispute - Orkney

Doh! I misread that.

From: [redacted]
Sent: 05 April 2019 08:54
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; lornajack@lawscot.org.uk; [redacted]
Subject: RE: HIAL ATC Dispute - Orkney

[redacted] – that will be detailed in the recipient list mentioned below.

[redacted]

From: [redacted]
Sent: 05 April 2019 08:51
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; lornajack@lawscot.org.uk; [redacted]
Subject: RE: HIAL ATC Dispute - Orkney

[redacted]

Thanks, but which specific individuals in Orkney have these been sent to.

[redacted]

From: [redacted]
Sent: 05 April 2019 08:42
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; lornajack@lawscot.org.uk; [redacted]
Subject: Re: HIAL ATC Dispute - Orkney

Hi [redacted]

All stakeholders in Orkney have received the same regular updates which have been shared with yourself and [redacted] each time.

You will have all, but I'll ask [redacted] to pull these together in one email for you along with the recipients for Orkney.

Best
[redacted]

Get Outlook for Android

From: [redacted]
Sent: Friday, April 5, 2019 6:24:01 AM
To: [redacted]
Cc: Inglis Lyon; LornaJack@lawscot.org.uk; [redacted]
Subject: HIAL ATC Dispute - Orkney

[redacted]

Please could you let me know who you've been writing to in Orkney about the ATC strike. In particular at the Council. While we don't have the letter yet we've been given a heads up that the Council is writing to Cab Sec about the impact the work to rule is having on Orkney.

Thanks

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

[redacted]

bc

An agency of a b c d e f g h i j k l m n o p q r s t u v w x y z

Subject: FW: Kirkwall work to rule closures

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 04 April 2019 08:37
To: [redacted]
Cc: Lorna Jack (LornaJack@lawscot.org.uk) <LornaJack@lawscot.org.uk>; [redacted]
Subject: FW: Kirkwall work to rule closures

We will provide the weekly update but wanted to provide advanced notice of the first impact of the WTR. Thus far the impact has been virtually zero and thus media coverage relatively low, this will change matters.

Ironically part of the issue arises because we are paying for and sending an ATCO to Aberdeen to resolve a medical and hence licensing issue.

Inglis

From: [redacted]
Sent: 04 April 2019 08:18
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>
Subject: FW: Kirkwall work to rule closures

Dear all

Please see below from Loganair, reference early closures at Kirkwall on 8th & 9th April.

Regards

[redacted]

[redacted]
Airport Manager
Highlands and Islands Airports Limited
Kirkwall Airport, Kirkwall KW15 1TH
[redacted]
www.hial.co.uk

From: [redacted]
Sent: 03 April 2019 17:31
To: [redacted]
Subject: RE: Kirkwall work to rule closures

Hi [redacted],

Disruption as per below –

Mon 08Apr
LM139 1755 INV/LSI 1855 op direct LSI
LM038 ABZ/KOI canx
LM399 EDI/KOI canx

Tue 09Apr
LM031 KOI/ABZ canx
LM390 KOI/EDI canx
LM139 1755 INV/LSI 1855 op direct LSI
LM038 ABZ/KOI canx
LM399 EDI/KOI canx

Wed 10Apr
LM031 KOI/ABZ canx
LM390 KOI/EDI canx

Regards,

[redacted]
Head of Operations Control
Loganair Limited
[redacted]



Loganair Limited
Registered Office: Lightyear Building, 9 Marchburn Drive, Glasgow Airport, Paisley, PA3 2SJ
Registration Number: 170072 Scotland

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Subject:

FW: ATC Industrial Action

From: [redacted]

Sent: 01 April 2019 11:31

To: 'Inglis Lyon' <ILyon@hial.co.uk>

Cc: [redacted]

Subject: ATC Industrial Action

Inglis

You'll be aware from the call last week that Mr Matheson wants weekly updates on the impact of the ATC industrial action. We plan to put these up on a Monday morning for the preceding week. The first one will be next Monday covering 1-7 April. Please could you provide us with a summary of the impact each Monday morning to facilitate this update. We don't need much. Just a breakdown by airport of the number of flights and passengers impacted each day. Something similar to what was done for Loganair / Flybe competition in 2017 would be great.

Thanks

[redacted]

[redacted]

Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

[redacted]



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Subject: FW: Briefing Note M Matheson Call 270319 V2
Attachments: Briefing Note M Matheson Call 270319.docx

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 27 March 2019 12:28
To: [redacted]
Cc: Lorna Jack (LornaJack@lawscot.org.uk) <LornaJack@lawscot.org.uk>
Subject: Briefing Note M Matheson Call 270319 V2

Updated to reflect emergency cover and an adjustment to the O/T figure

Inglis

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Briefing Note M Matheson Call 270319

1. The overtime and work to rule commences April 1st. All stakeholders including airlines, local authorities and health boards have been informed throughout and will receive a further update this coming Thursday.
2. The current Loganair network is approximately 80% reliable meaning that it is 20% unreliable, accordingly the work to rule will impact upon Loganair operations.
3. Following discussions with Loganair they have indicated that they will reschedule their operations to introduce additional fire breaks thus potentially improving reliability. However, the opportunity afforded is relatively small.
4. Larger airlines like BA, EasyJet and KLM are aware, deal with the issue of industrial disputes on the continent regularly and have thus far been relatively relaxed. They will work around with aircraft changes to help maintain reliability and operations within normal opening / closing times. However, disruption over the summer months is common place and the true extent of how they will manage has yet to be tested.
5. We spend circa £30k per month on recoverable over time, spent on extensions, and other operational issues. These monies are paid across all functions with the lions share going to the Airport Fire Service.
6. The day of strike action is scheduled for April 26th and our customers and stakeholders will be informed today that the affected airports will close and that they should plan accordingly. They will also be told that we are meeting with ACAS but that they should plan for closure.
7. All other staff will report for duty on the 26th.
8. We meet with ACAS on the 9th of April and whilst keen to reach a resolution have no flexibility around pay policy and only limited around a retention allowance.
9. For their part, the trade unions continue to stress a desire for a significant increase in basic pay ie double digit or RPI plus, until we have caught up with market rates. They will consider a retention allowance and their initial figure was £750k over three years for the 55 staff affected. They have subsequently revisited this and arrived at a figure of circa 8% to be paid annually thus negating any benefit traditionally gained under a retention allowance.
10. The report jointly submitted to the Scottish Government on behalf of Prospect and HIAL did not provide any evidence of market failure when it came to rates and our own recruitment and retention figures do not highlight any issues.
11. We have reissued our conditions of use and in the event of strike action, force majeure applies. The same applies for concessionaires who will lose revenue for the day in question.
12. Airline customers have thus far been asked to contact their airlines in the event of queries and we will continue to provide that advice. Providing two weeks notice has been given by the airline, E261 is unlikely to apply, providing alternatives have been offered and potentially refunds. That said, each case will be dealt with on its merits.
13. The action is not attracting wider support from either the ATC fraternity or colleagues from within HIAL. The latter watching with interest given that any movements in pay policy will likely follow through for negotiations this year.
14. Provision has been made for emergency service cover including call outs and SAS hospital movements

Subject:

FW: ATC dispute - update for staff, stakeholders and media

From: [redacted]

Sent: 21 March 2019 16:15

To: [redacted]

Cc: Lorna Jack <LornaJack@lawscot.org.uk>; [redacted]; Inglis Lyon <ILyon@hial.co.uk>

Subject: ATC dispute - update for staff, stakeholders and media

[redacted]

See below media line following meeting today along with update for staff and stakeholders FYI. All issued just after 4pm (timing agreed with Prospect)

Best

[redacted]

"HIAL met with representatives from Prospect in Inverness earlier today, Thursday 21 March 2019, to discuss the ongoing pay dispute.

"HIAL again tabled discussion on a possible retention allowance for Air Traffic Control Officers. However, Prospect have indicated that this would not be their members' preferred option and they do not believe it would address their underlying pay issues.

"As it stands the claim from the trade union remains a minimum of a double digit increase effective from April 1st 2018.

"A report compiled jointly between HIAL and Prospect on air traffic controller pay at non-HIAL airports found no evidence of a significant pay differential with other comparable airports.

"At this point, it has not been possible to reach an agreement with the trade union on their pay dispute. Therefore, HIAL and Prospect have agreed to refer the matter to ACAS in a bid to resolve the matter."

Notes to Editors:

- *As a government sponsored agency, HIAL must follow the Scottish Government pay policy. HIAL cannot implement pay awards more than that directed by government policy.*
- *Average salaries for Air Traffic Control Officers (ATCO) - Inverness: £73,000; Other HIAL airports: £58,000. The difference for Inverness ATCOs relates to the fact that Inverness controllers require additional ratings on their licence (Radar) and in turn they attract a higher salary.*
- *A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay warranting a double digit pay increase.*
- *The pay dispute has arisen despite increases of between two and three per cent awarded to all HIAL staff as part of the 2018/19 pay settlement. Also in 2018/19, the generous terms and conditions for HIAL staff were enhanced with an increase in employer pension contributions. This increase provides an equivalent of an additional £2,600 - £3,800 per annum on the basic salary for air traffic controllers.*

[redacted]

Head of Communications

Highlands and Islands Airports Limited

[redacted]

Subject: FW: ATC

From: [redacted]
Sent: 21 March 2019 13:42
To: [redacted]
Cc: 'Inglis Lyon' <|Lyon@hial.co.uk>; [redacted]
Subject: RE: ATC

All

Please can you remove the reference to the First Minister in anything you put out. It was the Cabinet Secretary for Transport, Infrastructure and Connectivity and the Cabinet Secretary for Finance, Economy and Fair Work who made the decision in relation to the retention allowance. The First Minister just stated the position.

Thanks

[redacted]

From: [redacted]
Sent: 21 March 2019 12:30
To: [redacted]
Cc: Inglis Lyon <|Lyon@hial.co.uk>
Subject: RE: ATC

[redacted]

I will send you a more formal update soon as we are just out of the meeting with Prospect. However I wanted to give you a brief update on the content of the e-mail below and the specific text I've highlighted.

At the meeting on 15 March a number of options were put forward by Prospect and one of the actions following from the meeting was for Prospect to clarify which particular options discussed was their formal position.

At todays meeting Prospect advised that following discussions with their representatives their formal position was to request a Retention Allowance of 8% per annum and asked that the company disregard the previous informal discussions on an allowance based on a pot of £250,000 per annum divided across the ATCO group of staff.

Regards
[redacted]

From: [redacted]
Sent: 21 March 2019 09:39
To: [redacted]
Cc: Inglis Lyon <|Lyon@hial.co.uk>; [redacted]
Subject: RE: ATC

Good morning [redacted]

I've included the information and a form or words to assist with your response in addition to the information Andrea has already provided you. We'll send an update following the meeting with Prospect today should there be any change.

Give [redacted] or myself a shout if you need anything further.

In relation to the link to pay of ATCOs in the Highlands, Islands and Dundee to that of their London counterparts, I understand this was raised by Prospect, with a quote provided by [redacted], Negotiations Officer, being widely covered in the media in February.

ATCOs have planned the industrial action to support their claim for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards. This is in addition to the pay increase of between two and three per cent that was awarded to all HIAL staff as part of the 2018/19 pay settlement. The generous terms and conditions for HIAL staff were also enhanced in 2018/19 with an increase in employer pension contributions from 22% to 27.4% from April 2018, which is the equivalent of between an additional £2,600 and £3,800 per annum on the basic salary for air traffic controllers.

Following endorsement from the First Minister, HIAL offered to engage with the trade union on the development of a retention allowance. The initial feedback I have received from the meeting held in Inverness on Friday 15 March indicated that Prospect would be looking for a retention allowance of £250,000 per annum for the current financial year and the following two financial years. This would equate to £3/4 million for 55 staff over the three-year period.

The evidence provided in the analysis of air traffic controller pay at non-HIAL airports that Prospect jointly undertook with HIAL did not support a double digit wage award and I would encourage Prospect to re-engage with HIAL and look to a more realistic solution in a bid to resolve this pay dispute.

Best
[redacted]

[redacted]
Head of Communications
Highlands and Islands Airports Limited

[redacted]

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 19 March 2019 11:57
To: [redacted]
Subject: FW: ATC

From: [redacted]
Sent: 19 March 2019 11:56
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: ATC

Inglis

No rush now on the ATC stuff we talked about. Mr Matheson is going to respond. If I could get something by the end of the week that would be helpful.

Thanks

[redacted]

[redacted]
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Subject: FW: Additional ATCO pay information

From: [redacted]
Sent: 19 March 2019 14:44
To: [redacted]
Cc: [redacted]
Subject: Additional ATCO pay information

[redacted],

As discussed earlier:

- Average salaries for Air Traffic Control Officers (ATCO) - Inverness: £73,000; Other HIAL airports: £58,000. The difference for Inverness ATCOs relates to the fact that Inverness controllers require additional ratings on their licence (Radar) and in turn they attract a higher salary.

This is the info we have put in notes to Editors re the pay dispute. For consistency it would be good to use the salary information as it may end up in the public domain.

In addition this is the most up to date info on pensions:

The generous terms and conditions for HIAL staff were also enhanced in 2018/19 with an increase in employer pension contributions from 22% to 27.4% from 1 April 2018 which is the equivalent of between an additional £2,600 and £3,800 per annum on the basic salary for ATCOs.

If you need any additional information please let me know.
[redacted]

[redacted]
Director of Human Resources
Highlands and Islands Airports
Head office
Inverness Airport
Inverness
IV2 7JB

[redacted]

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Subject: FW: ACTO Industrial Action

From: [redacted]
Sent: 13 March 2019 13:14
To: [redacted]
Cc: 'Inglis Lyon' <ILyon@hial.co.uk>; [redacted]
Subject: RE: ACTO Industrial Action

[redacted]

Thanks and happy to talk tomorrow. We're not getting into signing off individual bits as we go along though.

[redacted]

From: [redacted]
Sent: 13 March 2019 13:08
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>
Subject: ACTO Industrial Action

[redacted],

I believe Inglis has updated you on the meeting we had last week with Prospect to look at mitigating the industrial action from ATCOs.

We made some tentative progress around the possibility of a recruitment and retention allowance and have a further meeting scheduled for this Friday 15th.

At the meeting Prospect stated the following as captured in the meeting notes:

When the meeting reconvened [redacted] stated Prospect would be willing to discuss R&R on the following conditions:

- The level of payment would need to be sizable
- The payment could not be linked to the ATMS project
- That Prospect could not countenance cuts in other areas within HIAL being used to fund the R&R
- That further discussions would be needed on the conditions and longevity of the allowance

Prospect advised they would be looking for a sum of approximately £250,000 being made available annually to make any R&R attractive to members.

I have had a further exchange of e-mails with [redacted] today. This was as a result of me asking whether or not he had any specific suggestions he wanted to discuss on Friday. He has responded stating: Until we have clarity on the points I raised in the meeting on a R&R allowance then I have no further points I would want to raise. We need to get these point sorted before we move onto the detail. To reiterate the point I made at the meeting we need some assurance that the Minister/Scottish Government will not simply dismiss any future proposal out of hand before we enter into detailed discussions.

To date we have responded to say that the Minister has encouraged further discussion on a recruitment and retention allowance as per previous correspondence and that the First Minister also made reference to it at FMQs but the real issue they have is around funding.

I am raising this with to for two reasons:

- 1) I can be clear at Friday's meeting that I have raised the Prospect question with you
- 2) To receive any feedback from you on how/where funding for any proposal may be achieved.

The union are sighted on our budget situation and the current gap in funding. They are aware of the situation as part of the context setting for discussions on the 19/20 pay award and understand that there are no free reserves within the budget to pay any recruitment and retention allowance.

I'm in interviews this afternoon but will be in the office tomorrow morning if you want to talk this through.

Regards

[redacted]

[redacted]

Director of Human Resources
Highlands and Islands Airports
Head office
Inverness Airport
Inverness
IV2 7JB

[redacted]

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Subject: FW: Meeting with Mr Matheson

From: [redacted]
Sent: 13 March 2019 10:49
To: 'Lorna Jack' <LornaJack@lawscot.org.uk>; Inglis Lyon (ILyon@hial.co.uk) <ILyon@hial.co.uk>
Subject: Meeting with Mr Matheson

Lorna/Inglis

Extract from TS Directors' regular catch up with Mr Matheson yesterday. His office will be in touch with Shelly to set something up. I suspect before end March might be ambitious but we'll see...

HIAL – Meeting with Chair and CEO on ATC Strike mitigation and approaches (as well as a general catch up). The Cab Sec was clear this should take place **before the end of March**. He is not looking to cut across previous messages or direct anything on this but wants to understand what they are doing to mitigate impacts and risks. Grateful if Aviation colleagues can take forward.

[redacted]
Head of Aviation

[redacted]



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Subject: FW: ATC FMQs

From: [redacted]
Sent: 07 March 2019 12:45
To: Inglis Lyon <ILyon@hial.co.uk>; Lorna Jack (LornaJack@lawscot.org.uk) <LornaJack@lawscot.org.uk>
Cc: [redacted]
Subject: ATC FMQs

Inglis / Lorna

As expected Tavish Scott raised the ATC strike at FMQs. The First Minister stuck to our lines and no further actions.

Thanks

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

[redacted]



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Subject: FW: ATC

From: [redacted]
Sent: 06 March 2019 11:48
To: 'Inglis Lyon' <ILyon@hial.co.uk>
Subject: RE: ATC

Thanks. We were expecting it to come up and have provided briefing.

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 06 March 2019 11:46
To: [redacted]
Cc: [redacted]
Subject: ATC

From the Shetland News Facebook page, it looks like Tavish will raise it at FM'qs

Earlier Northern Isles MSPs Liam McArthur and Tavish Scott urged transport secretary Michael Matheson to “do everything possible to bring both sides together in a bid to avoid this damaging industrial action taking place”.

A letter from Orkney MSP McArthur says: “The potential disruption ... any such action is likely to have on lifeline services to/from Orkney and other airports affected would be significant”.

Scott will seek to raise these concerns with the First Minister later this week

Subject: FW: ATC Industrial action - comms
Attachments: ATC Action - QAs 20190305.docx; Update - ATC Action Stakeholders - 20190305.docx; Update - ATC Action Staff - 20190305.docx

From: [redacted]
Sent: 05 March 2019 17:36
To: [redacted]
Cc: [redacted]
Subject: ATC Industrial action - comms

Good evening,

I'm sure you've had a very busy day too. You'll be aware of this already, but I've pulled together our comms today in one email for your info.

Updates provided to stakeholders and staff (attached)

Statement provided following media enquiries below:

Managing Director Inglis Lyon, said: "We are disappointed by the proposed action and the likely impact on the Highlands and Islands and will meet with Prospect on Friday, March 8, to explore potential solutions.

"However, Prospect is pursuing an increase in basic pay of at least 10% and have recently sought parity with London airports, this is beyond what we can offer as we are government owned and must adhere to the Scottish Government's pay policy.

"We are working closely with our airline operators to minimise the disruption of industrial action and apologise in advance for the inconvenience this may cause."

Notice posted on our website:

UPDATE - AIR TRAFFIC CONTROL INDUSTRIAL ACTION

HIAL has today (5 March 2019) received notification from the Prospect union of the following:

- ***A work to rule will be implemented from 1 April to 31 August 2019***
- ***A 24 hour strike will take place on Friday 26 April 2019***

Managing Director Inglis Lyon, said: "We are disappointed by the proposed action and the likely impact on the Highlands and Islands. We will meet with Prospect on Friday, 8 March, to explore potential solutions.

"However, Prospect is pursuing an increase in basic pay of at least 10% and has recently sought parity with London airports which is beyond what HIAL can offer as we are government owned and must adhere to the Scottish Government's pay policy.

"We are working closely with our airline operators to minimise the disruption of industrial action and apologise in advance for the inconvenience this may cause."

Best

[redacted]

[redacted]
Head of Communications
Highlands and Islands Airports Limited

[redacted]

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Q. What does working to rosters mean?

A. During normal operations, airports within the HIAL group will routinely extend beyond published operating times and our staff are paid to work over their rostered hours in order to accommodate scheduled flights that are delayed.

During the period of action, air traffic services will only be provided during published opening hours for each airport.

Published opening hours are published on www.hial.co.uk

There will be potential disruption for any scheduled aircraft that is delayed beyond airport opening times. During the period of action, you should check with your airline for updates.

Q. What is a 'non-medical extension'?

A. This is a request to open the airport beyond normal published operating times for anything other than a medical emergency.

Q. What will happen in the event of a medical emergency?

A. For medical emergencies within communities, airports within the HIAL group operate a well-established on-call medical emergency procedure and this will continue.

For clarity, the Trade Unions have reassured us that where medical emergencies arise, they will be covered.

Q. The Unions have indicated there will be an 'overtime ban'. What does that mean?

A. Normally, where staff are required to work beyond their roster they are paid at an overtime rate, for example, to cover staff absence and extension to opening times. During the period of action, air traffic controllers will refuse to work any overtime.

Where there are unforeseen staff absences during normal opening hours, they may lead to airport closures.

We will monitor this situation on a day by day basis and ensure updates are provided to all who may be impacted.

Q. What will be the impact of 'withdrawal of goodwill'?

A. It is difficult to make an assessment of the additional impact of the withdrawal of goodwill. We anticipate the major impact of action short of a strike will be felt most acutely as a result of the work to roster and the overtime ban.

Dear

Industrial Action by HIAL Air Traffic Control Officers

Further to my letter of 1 March 2019 advising you of the outcome of the ATC ballot for industrial action, I have now received notification from Prospect of the following:

- A work to rule will be implemented from 1 April to 31 August 2019
- A 24 hour strike will take place on Friday 26 April 2019

Prospect has notified a work to rule includes: instruction to work to rosters, refusal of non-medical extensions, an overtime ban and withdrawal of goodwill.

We continue to engage with Prospect in a bid to resolve this dispute and are scheduled to meet on Friday 8 March to continue discussion and understand the detailed implications for our airports. Meantime, we have drafted an initial Q&A and have enclosed this for your information.

Throughout this period, we will continue to work closely with our airline operators to minimise the impact of the industrial action.

Once again, please accept our apologies for the inconvenience this will cause and I will write again with an update once we have met with Prospect Union.

Good Afternoon Everyone

Further to my email on Friday 1 March, I have now received notification from Prospect of the following:

- A work to rule will be implemented from 1 April to 31 August 2019
- A 24 hour strike will take place on Friday 26 April 2019

Prospect has notified a work to rule includes: instruction to work to rosters, refusal of non-medical extensions, an overtime ban and withdrawal of goodwill.

We continue to engage with Prospect in a bid to resolve this dispute and are scheduled to meet on Friday 8 March to continue discussions. Meantime, we have drafted an initial Q&A and have enclosed this for your information.

Throughout this period, we will continue to work closely with our airline operators to minimise the impact of the industrial action.

A briefing document for managers will be produced and you should address any questions to your line manager in the first instance. We will be posting public messaging on our website and social media channels which will be updated regularly.

I will write again with an update once we have met with Prospect Union.

Inglis

Subject: FW: Notice of industrial action

From: [redacted]

Sent: 05 March 2019 13:18

To: 'Lorna Jack' <LornaJack@lawscot.org.uk>; [redacted]; Inglis Lyon (ILyon@hial.co.uk) <ILyon@hial.co.uk>

Subject: FW: Notice of industrial action

Presumably the overtime ban etc will impact on other staff who currently enjoy overtime as a result of opening hours extensions etc.... Presumably Prospect have taken that into account....

[redacted]

[redacted]
Head of Aviation

[redacted]



An agency of  The Scottish Government

From: Lorna Jack <LornaJack@lawscot.org.uk>

Sent: 05 March 2019 11:36

To: 'Inglis Lyon' <ILyon@hial.co.uk>; [redacted]

Cc: [redacted]

Subject: RE: Notice of industrial action

Thanks Inglis.

I know the Cab Sec will be discussing the impact of this on the communities we serve at cabinet this week. We need to do all we can to minimise inconvenience and so should discuss with carriers (Loganair/KLM/BA/Easyjet) what will be on offer for PAX disrupted. For example [redacted] was asking me today whether Loganair might extend their normal deal for weather disruption. The other groups we need to think about are O&G charters (use of Scatsta?). It's important we stay on top of the Comms message with as much helpful info for those disrupted by this as poss.

We'll also have to work out the impact of extended action short of strike. I guess extensions are a particular concern there.

Keep me posted on progress.

Lorna

From: Inglis Lyon [<mailto:ILyon@hial.co.uk>]
Sent: 05 March 2019 11:00
To: Lorna Jack; gary.cox@transport.gov.scot
Cc: [redacted]
Subject: FW: Notice of industrial action

Info only

Inglis

From: [redacted]
Sent: 05 March 2019 09:45
To: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Cc: [redacted]
Subject: Notice of industrial action

Letter attached from [redacted].

We would be grateful if you could confirm receipt.

Many thanks

[redacted]

[redacted], Executive Assistant

Prospect - Edinburgh

Suite G1, Cairncross House, 25 Union Street, Edinburgh, EH1 3LR

[redacted]

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Mr Inglis Lyon
Managing Director
Highlands and Islands Airports Ltd
Inverness Airport
Inverness
IV2 7JB

5 March 2019

Dear Inglis

NOTICE OF INDUSTRIAL ACTION

Further to my email of the 1st of March, which provided the result of the ballot, I am writing to give notice of industrial action.

The General Secretary has now authorised industrial action. The action will involve strike action which will be taken on 26th April and will be discontinuous. There will also be action short of a strike which will be continuous action and will start on 1st April, this will include: instruction to work to rosters; refusal of non-medical extensions; an overtime ban; and withdrawal of good will.

Whereas Prospect does not hold fully up-to-date and accurate information about the categories and workplaces of all members, we are able to provide the following information about the members who will be called upon to take industrial action.

Categories of workers:

Air Traffic Control Officer (Atco)	37
Deputy Senior Air Traffic Control Officer	4
Senior Air Traffic Control Officer (SATCO)	5
Trainee / Student Air Traffic Control Officer	4

Workplaces:

<i>Benbecula Airport</i>	<i>6</i>
<i>Dundee Airport</i>	<i>6</i>
<i>Inverness Airport</i>	<i>14</i>

<i>Kirkwall Airport</i>	<i>7</i>
<i>Stornoway Airport</i>	<i>6</i>
<i>Sumburgh Airport</i>	<i>8</i>
<i>Wick Aerodrome</i>	<i>3</i>

The total number of employees concerned is 50.

The information set out above is as accurate as possible in the light of the information in the possession of Prospect at the date the notice is given.

This notice has been compiled on the basis of all the membership information Prospect holds centrally on our membership system for members within your organisation, which has been checked and updated for the purposes of the statutory notification.

This notice is given for the purposes of section 234A of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended.

Yours sincerely

[REDACTED]

[REDACTED]

Negotiations Officer

Subject: FW: Outcome of Ballot
Attachments: Industrial Action by ATC - Strike Action - FINAL.docx; Industrial Action by ATC - Staff Update - Strike Action - FINAL.docx; Prospect Industrial Action - Managers Briefing.docx

Importance: High

From: [redacted]
Sent: 01 March 2019 14:14
To: [redacted]
Subject: Outcome of Ballot
Importance: High

Both

Attached email for our staff, letter for our stakeholders and managers' briefing which includes our media statement and Q&As for your info.

Best
[redacted]

[redacted]
Head of Communications
Highlands and Islands Airports Limited

[redacted]

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Sent via email to:

1st March 2019

Dear

Industrial Action by HIAL Air Traffic Control Officers

I write to confirm that the trade union Prospect has notified HIAL of its intention to hold strike action, which will impact our Air Traffic Services. The action follows a ballot where staff voted overwhelmingly in favour of strike action.

The industrial action will affect the following airports: Inverness, Sumburgh, Kirkwall, Wick John O'Groats, Stornoway, Benbecula and Dundee.

As soon as Prospect inform us of the dates on which it intends to take industrial action, we will, of course, make you aware. Prospect has indicated the action could take place on days between 1 April and 31 August 2019.

The dispute involves a claim from the trade union for a double-digit wage increase in 2018/19 or a long-term commitment to above inflation pay awards. More recently, Prospect believes air traffic controllers in the Highlands and Islands and Dundee should have parity with controllers at London airports including Heathrow and Gatwick.

A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay less than those found at comparator airports.

We do not believe comparisons with staff in London control towers are germane, because the volume of traffic experienced, type of air traffic control practiced and cost of living in the South East of England are not comparable with HIAL airports.

As a government sponsored agency, HIAL must follow the Scottish Government pay policy. Last year HIAL awarded up to three per cent, plus incremental progression, or a one per cent non-consolidated payment to those on the maximum of their grade, to all HIAL staff. HIAL cannot implement pay awards more than that directed by government

HIAL has offered to engage with the trade union on the development of a recruitment and retention allowance. Thus far the union has chosen not to engage and we have urged Prospect to re-engage in the hope of reaching a mutually agreeable solution.

In the event that strike action cannot be avoided, the airports mentioned above will close for the period of the strike and we will work closely with our airline customers to minimise the impact before and after any action.

Please accept our sincerest apologies for the undoubted inconvenience this will cause and we will keep you updated on our efforts to resolve the dispute.

Yours Sincerely



Inglis Lyon
Managing Director

Staff Update - Industrial Action by HIAL Air Traffic Control Officers

Prospect has notified HIAL of its intention to hold strike action, which will impact our Air Traffic Services. The action follows a ballot where ATC staff voted overwhelmingly for strike action.

The industrial action will affect the following airports: Inverness, Sumburgh, Kirkwall, Wick John O'Groats, Stornoway, Benbecula and Dundee.

As soon as Prospect informs us of the dates on which it intends to take industrial action, we will, of course, make you aware and keep you updated. Prospect has indicated strikes could take place on days between 1 April and 31 August 2019.

As you are aware, the dispute involves a claim from the trade union for a double-digit wage increase, or a long-term commitment to above inflation pay awards. More recently, Prospect believes air traffic controllers in the Highlands and Islands and Dundee should have parity with controllers at London airports including Heathrow and Gatwick.

A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, could find no evidence of HIAL staff rates of pay less than those found at comparator airports.

We do not believe comparisons with staff in London control towers are germane, because the volume of traffic experienced, type of air traffic control practiced and cost of living in the South East of England are not comparable with HIAL airports.

HIAL must follow the Scottish Government pay policy and cannot implement pay awards more than that directed by government.

HIAL has offered to engage with the trade union on the development of a recruitment and retention allowance. Thus far the union has chosen not to engage and we have urged Prospect to re-engage in the hope of reaching a mutually agreeable solution.

In the event that strike action cannot be avoided, the affected airports will close for the period of the strike and we will work closely with our airline customers to minimise the impact before and after any action.

We will keep you updated on our efforts to resolve the dispute.

Inglis Lyon
Managing Director

PROSPECT INDUSTRIAL ACTION – MANAGERS’ BRIEFING

1 March 2019

Media statement

We are disappointed Air Traffic Control (ATC) colleagues have chosen to take industrial action that is likely to have a significant impact on passengers and the communities we serve in the Highlands and Islands.

The Prospect union has sought a double-digit pay award. As a government sponsored agency, HIAL must follow the Scottish Government pay policy. We cannot implement pay awards more than that directed by government.

HIAL made a pay award offer to all staff which was accepted following an overall ballot of trade union members and paid to all staff at the end of September 2018. This was backdated to 1 April 2018 and saw colleagues receive increases of up to three per cent in line with Scottish Government Pay Remit Guidelines.

Prospect ATC members rejected the pay settlement, but nonetheless received the increase.

We are open to holding further talks with Prospect on a recruitment and retention allowance for Air Traffic Control staff that would further bolster an attractive remuneration package that already includes excellent pension benefits and holiday entitlements.

Q&A

Why are Prospect union / HIAL air traffic controllers in dispute?

The trade union are claiming a double-digit wage increase for HIAL air traffic control officers. More recently, Prospect have sought to align air traffic controllers in the Highlands and Islands and Dundee with controllers at London airports including Heathrow and Gatwick.

A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, confirms the rates of pay enjoyed by HIAL staff compare equitably with those found at comparator airports.

Throughout the period of the ballot HIAL has been willing to meet with Prospect to discuss the Ministers recommendation to further consider a recruitment and retention allowance. Prospect has chosen not to take up this offer.

Should HIAL ATCs get the same wages as London ATCs?

We do not believe comparisons with staff in London control towers are germane, because the volume of traffic experienced, type of air traffic control practiced and cost of living in the South East of England are not comparable with HIAL airports.

In December 2018, published CAA figures showed 98,823 aircraft movements at London airports (Gatwick, Heathrow, London City, Luton, Southend, Stansted).

In the same period, there were 8,414 aircraft movements at HIAL airports (Benbecula, Dundee, Inverness, Kirkwall, Stornoway, Sumburgh, Wick John O Groats).

What impact will there be if industrial action goes ahead?

As soon as Prospect inform us of the dates on which it intends to take industrial action we will make the public aware. Prospect has indicated the action could take place on days between 1 April and 31 August 2019.

In the event that strike action cannot be avoided, the airports affected will close to all flights excepting emergency flights for the period of the strike. we will work closely with passengers and our airline customers to minimise the impact before and after any action.

Which airports are affected?

The industrial action would affect the following airports: Inverness, Sumburgh, Kirkwall, Wick John O’Groats, Stornoway, Benbecula and Dundee.

What are air traffic controllers currently paid?

A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, confirms the rates of pay enjoyed by HIAL staff compare equitably with those found at comparator airports.

The table below shows the typical salary of an air traffic controller with HIAL.

Airport	Basic Pay	Unsocial Hours Premiums	Total Pay
HIAL Data			
Inverness	£73,303	included	£73,306
All other HIAL airports (average)	£47,628	£10,296	£57,940

NB – this is an average and does vary location to location.

The difference in total pay between Inverness and the others relates to the fact that Inverness controllers require additional ratings on their licence (Radar) and in turn they attract a higher salary.

HIAL has in place a set of terms and conditions that are broadly aligned with all public bodies within Scotland. These include:

- An annual leave entitlement of up to 33.5 days
- Eight Public Holidays
- A 35-hour working week
- A generous sick pay scheme of six months full and six months half pay
- A defined benefits pension scheme.
- In 2018 all staff received an annual pay increase in line with all public sector bodies covered by the Scottish Government Pay Remit.

What is the mechanism for determining pay awards within HIAL?

HIAL is wholly owned by Scottish Government and is subject to a Pay Remit set by Scottish Government.

HIAL cannot negotiate a pay settlement for ATC staff that goes beyond Scottish Government Public Sector Pay Policy. Any pay settlement for 2019-20 must be in line with the Public Sector Pay Policy.

We cannot unilaterally agree a pay remit with prospect that breaches the terms of the Pay Remit.

We cannot agree a recruitment and retention allowance for ATCOs without the approval of Scottish Ministers.

HIAL is currently undertaking a Job Evaluation project to implement a revised pay and grading structure. This is being progressed with involvement from the trade unions and a Reward Strategy has been agreed.

Any new pay and grading structure developed by HIAL will require approval by Scottish Government.

Are further talks with Prospect planned?

HIAL has offered to engage with the trade union on the development of a recruitment and retention allowance. Thus far the union has chosen not to engage and we have urged Prospect to re-engage in the hope of reaching a mutually agreeable solution.

Is this dispute linked to HIAL's air traffic management programme?

Prospect has made clear that this dispute relates to pay and is not linked to the air traffic management project has not been part of the negotiation process.

Subject: FW: Report of voting
Attachments: L0652_1_HIGHLANDS & ISLANDS AIRPORT LTD.pdf

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 01 March 2019 13:15
To: Lorna Jack (LornaJack@lawscot.org.uk) <LornaJack@lawscot.org.uk>; [redacted]
Cc: [redacted]
Subject: FW: Report of voting

An overwhelming vote for strike action.

Comms to stakeholders etc going out shortly

Inglis

From: [redacted]
Sent: 01 March 2019 13:11
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: FW: Report of voting

From: [redacted]
Sent: 01 March 2019 13:06
To: [redacted]
Cc: [redacted]
Subject: FW: Report of voting

[redacted]

Please see the ballot result. This will be conveyed to members shortly.

The reps will be meeting on Monday afternoon to consider next steps.

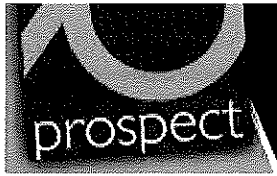
Can you please confirm receipt.

[redacted], Negotiations Officer
Prospect Scotland

Prospect, Suite G1, Cairncross House, 25 union street, Edinburgh, EH1 3LR

[redacted]

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01 March 2019

INDUSTRIAL ACTION BALLOT – PROSPECT

TRADE DISPUTE WITH HIGHLANDS & ISLANDS AIRPORT LIMITED

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **noon on Friday, 01 March 2019**, is as follows:-

Number of individuals who were entitled to vote in the ballot	49
Number of votes cast in the ballot	42
Votes cast in the ballot as a % of individuals who were entitled to vote	85.7%

Question: Are you prepared to take part in strike action?

Number of spoilt or otherwise invalid voting papers returned	0
--	----------

Result of Voting

Yes	37	88.1%
No	5	11.9%

"Yes" votes as a % of individuals who were entitled to vote	75.5%
---	--------------

We are satisfied:

a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot

b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,

c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Electoral Reform Services
Independent Scrutineer

01 March 2019

INDUSTRIAL ACTION BALLOT - PROSPECT

TRADE DISPUTE WITH HIGHLANDS & ISLANDS AIRPORT LIMITED

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **noon on Friday, 01 March 2019**, is as follows:-

Number of individuals who were entitled to vote in the ballot	49
Number of votes cast in the ballot	42
Votes cast in the ballot as a % of individuals who were entitled to vote	85.7%

Question: Are you prepared to take part in industrial action short of a strike?

Number of spoilt or otherwise invalid voting papers returned	0
--	----------

Result of Voting

Yes	38	90.5%
No	4	9.5%

"Yes" votes as a % of individuals who were entitled to vote	77.6%
---	--------------

We are satisfied:

a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot

b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,

c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Electoral Reform Services
Independent Scrutineer

Subject: FW: Document1 (002) PA
Attachments: Document1 (002) PA.docx

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 26 February 2019 13:11
To: [redacted]; Lorna Jack (LornaJack@lawscot.org.uk) <LornaJack@lawscot.org.uk>
Cc: [redacted]
Subject: Document1 (002) PA

I have attached a proposed letter to stakeholders to issue this coming Friday in the likely event that the ATC staff vote for strike action. The letter will go to local authorities, airlines, MP's and MSP's and other businesses based on the airfield.

If they vote for action short of a strike action then the structure of the letter remains the same but with a different level of impact highlighted.

We'll finalise our media lines this coming Thursday.

Thanks

Inglis

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Dear XX

Industrial Action by HIAL Air Traffic Control Officers

I write to confirm that the trade union Prospect has notified HIAL of its intention to hold strike action which will impact our Air Traffic Services. The action follows a ballot where XX staff voted for strike action and XX voted for action short of a strike.

The industrial action would affect the following airports: Inverness, Sumburgh, Kirkwall, Wick John O'Groats, Stornoway, Benbecula and Dundee.

As soon as Prospect makes us aware of the dates on which it intends to take industrial action, we will, of course, make you aware. Prospect has indicated strikes could take place on days between April 1 and August 31, 2019.

The dispute involves a claim from the trade union for a double-digit wage increase, or XX. More recently, Prospect believes air traffic controllers in the Highlands and Islands and Dundee should have parity with controllers at London airports including Heathrow and Gatwick.

A recently completed analysis of air traffic controller pay at non-HIAL airports, jointly undertaken with Prospect, confirms the rates of pay enjoyed by HIAL staff compare equitably with those found at comparator airports.

We do not believe comparisons with staff in London control towers are germane, because the volume of traffic experienced, type of air traffic control practiced and cost of living in the South East of England are not comparable with HIAL airports.

As a government sponsored agency, HIAL must follow the Scottish Government pay policy and last year awarded XX to HIAL ATC staff. HIAL cannot implement pay awards more than that directed by government.

In line with the original pay claim submitted by the trade union, and at the union's instigation, HIAL has offered to engage with the trade union on the development of a recruitment and retention bonus. Thus far the union has chosen not to engage and we have urged Prospect to reengage in the hope of reaching a mutually agreeable solution.

In the event that strike action cannot be avoided, the airport at XX will close for the period of the strike and we will work closely with our airline customers to minimise the impact before and after any action.

Please accept our sincerest apologies for the undoubted inconvenience this will cause and we will keep you updated on our efforts to resolve the dispute.

etc

Subject: FW: ATC Pay Dispute

From: [redacted]
Sent: 21 February 2019 17:45
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: Re: ATC Pay Dispute

Thanks for the update. Copying to [redacted] and [redacted] for information.

Sent from my BlackBerry 10 smartphone.

From: [redacted]
Sent: Thursday, 21 February 2019 17:33
To: [redacted]
Cc: Inglis Lyon
Subject: ATC Pay Dispute

[redacted],

I wanted to update you on the most recent correspondence with Prospect over the pay dispute.

Prospect have written to their members today saying:

Today Prospect's request for a meeting with the Cabinet Secretary for Finance, Economy and Fair Work, Derek Mackay MSP, to try and resolve the dispute has been declined. This is extremely disappointing as any resolution to this dispute will require funding beyond what HIAL currently have been allocated.

Ministers have repeatedly refused to engage with the issue of air traffic pay in a serious manner. Members need to show their displeasure with this approach by giving the union a strong mandate for action.

I have spoken to [redacted] to clarify his position on whether or not he wishes to have ongoing discussions whilst the ballot is still out to vote and his response is below for information:

If the company believe that there are meaningful talks* to be had which can be funded and might meet members expectations then we would of course consider that. However I do not believe based on the letters from Mr Matheson that you are a position to do so.

*In relation to 'meaningful talks' Prospect have confirmed they do not want to discuss a recruitment and retention allowance at this time. Their focus is very clearly on an increase to basic pay.

[redacted] has confirmed that the ballot result will be announced on Friday 1st shortly after it closes at 12 noon. Next week we will be working on our responses for each eventuality and in the absence of [redacted] our Head of Comms I will liaise with you on our proposed lines.

In the meantime if you have any queries please let me know.

Regards
[redacted]

[redacted]
Director of Human Resources

Highlands and Islands Airports
Head office
Inverness Airport
Inverness
IV2 7JB

[redacted]

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Subject: FW: ATC Pay

From: [redacted]
Sent: 04 February 2019 13:50
To: [redacted]
Cc: [redacted]
Subject: Re: ATC Pay

No problem [redacted] happy to look at rewording Note this is posted on our staff ntranet so may possibly shared externally.

Get back to me asap

Thanks [redacted]

Get [Outlook for Android](#)

From: [redacted]
Sent: Monday, February 4, 2019 1:14:05 PM
To: [redacted]
Cc: [redacted]
Subject: RE: ATC Pay

[redacted],

[redacted] is out the office today – can you wait until [redacted] or one of his team has approved this before issuing. [redacted under section 30(b)(ii)].

[redacted].

From: [redacted]
Sent: 04 February 2019 13:07
To: [redacted]
Cc: [redacted]
Subject: FW: ATC Pay

FYI. We will be posting the following info on our social media channels with a link to our news item on website following numerous queries checking our airports are open.

All HIAL airports are operating as normal pending the outcome of a ballot for industrial action by Air Traffic Control Staff. More information available on our website. (link to item below)

Website: [Air Traffic Control – Possible industrial action](#)

[redacted under section 30(b)(ii)]

Subject: FW: Formal notification of industrial action ballot.

From: [redacted]
Sent: 01 February 2019 14:51
To: [redacted]
Subject: FW: Formal notification of industrial action ballot.

Really?! Shouldn't the business case have made the total number of staff clear?

From: [redacted]
Sent: 01 February 2019 14:46
To: [redacted]
Subject: RE: Formal notification of industrial action ballot.

The ballot includes the supervisory roles too.

[redacted]

From: [redacted]
Sent: 01 February 2019 14:41
To: [redacted]
Cc: [redacted]
Subject: RE: Formal notification of industrial action ballot.

74%? The business case said there were 55 ATCOs. Wouldn't that make it 89%?

From: [redacted]
Sent: 01 February 2019 14:35
To: [redacted]
Subject: RE: Formal notification of industrial action ballot.

[redacted],

Until this point it was difficult for us to tell the number but those closer to ATCOs seemed to think it was a bit lower. However, this must be accurate for a statutory ballot.

This represents a 74% union membership.

[redacted]
From: [redacted]
Sent: 01 February 2019 10:19
To: [redacted]
Cc: [redacted]
Subject: FW: Formal notification of industrial action ballot.

[redacted]

Thanks for forwarding this on. The membership number seems high based on our previous conversations. What do you think?

Thanks

[redacted]

From: [redacted]
Sent: 01 February 2019 10:08
To: [redacted]
Subject: FW: Formal notification of industrial action ballot.

[redacted],

For information.

We will update staff and have a press statement prepared in event of enquiries.

[redacted]

From: [redacted]
Sent: 01 February 2019 09:43
To: Inglis Lyon <ILyon@hial.co.uk>
Cc: [redacted]
Subject: Formal notification of industrial action ballot.

Inglis

Please see attached formal notification of industrial action ballot.

Can you please confirm receipt of this email.

I will send a sample ballot to you next week at least three days prior to the commencement of the ballot.

[redacted], Negotiations Officer
Prospect Scotland

Prospect, Suite G1, Cairncross House, 25 union street, Edinburgh, EH1 3LR

[redacted]

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Mr Inglis Lyon
Managing Director
Highlands and Islands Airports Ltd
Inverness Airport
Inverness
IV2 7JB

1 February 2019

Dear Inglis

NOTICE OF INDUSTRIAL ACTION BALLOT

This letter is to give you notice that Prospect intends to hold a ballot for industrial action. The notice is provided as required by section 226A of the Trade Union and Labour Relations (Consolidation) Act 1992.

We expect the opening day of the ballot will be 11 February 2019.

Whereas Prospect does not hold fully up-to-date and accurate information about the categories and workplaces of all members, we are able to provide the following information about the members who will be entitled to vote in the ballot.

Categories of workers:

Senior Air Traffic Controllers (SATCO) 5
Deputy Senior Air Traffic Controllers (DSATCO) 4
Air Traffic Controllers (ATCO) 37
Student/Trainee Air Traffic Controller (S_ATCO) 3

Workplaces :

Benbecula Airport 6
Dundee Airport 6
Inverness Airport 14
Kirkwall Airport 6
Stornaway Airport 6
Sumburgh Airport 8
Wick Aerodrome 3

The total number of employees concerned is 49.

The information set out above is as accurate as possible in the light of the information in the possession of Prospect at the date the notice is given.

This notice has been compiled on the basis of all the membership information Prospect holds centrally on our membership system for members within your organisation, which has been checked and updated for the purpose of the statutory notification of this ballot.

A sample of the ballot paper we will be sending to members is will be forwarded shortly.

Yours sincerely

[REDACTED]

[REDACTED]

Negotiations Officer

Cc: Independent Scrutineer

Subject: FW: ATC Pay

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 31 January 2019 17:27
To: Lorna Jack <LornaJack@lawscot.org.uk>; [redacted]
Subject: Fwd: ATC Pay

Info

Inglis

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: [redacted]
Date: 31/01/2019 11:46 (GMT+00:00)
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>, [redacted]
Subject: RE: ATC Pay

[redacted]

Update on timetable.

Approval has been sought from the NEC but is unlikely to be confirmed until late today/early tomorrow so I'm not planning any releases imminently.

Will keep you updated.

[redacted]

From: [redacted]
Sent: 29 January 2019 17:35
To: [redacted]
Cc: Inglis Lyon; [redacted]
Subject: FW: ATC Pay

[redacted],

As discussed verbally.

Below is the formal response we received today to the joint paper we submitted.

It was helpful to have the discussion on the phone and as I understand it you intend to discuss the Prospect response with your manager and then to advise your reps confidentially of the SG position.

I will await feedback from you on the next steps but in the interim we will be preparing our own statement. This is likely to be along the lines that HIAL note the position taken by the Ministers and are open to holding further talks with Prospect on a recruitment and retention allowance for Air Traffic Control staff.

If for any reason you believe the response will leak /or you receive press enquires I would appreciate if you would let me know.

Regards
[redacted]

From: [redacted]
Sent: 29 January 2019 14:43
To: Inglis Lyon <ILyon@hial.co.uk>
Cc: [redacted]
Subject: ATC Pay

Dear Inglis

Thank you for your letter of 12 December 2018 about the ongoing pay dispute with Air Traffic Controllers relating to pay.

The Cabinet Secretary for Transport, Infrastructure and Connectivity and the Cabinet Secretary for Finance, Economy and Fair Work have now considered this issue. Ministers are not content for HIAL to negotiate a pay settlement for ATC staff that goes beyond Public Sector Pay Policy. HIAL has implemented a pay award for 2018-19 and that should not be reopened. Any pay settlement for 2019-20 must be in line with the Public Sector Pay Policy for 2019-20.

Ministers recognise that HIAL is facing a possible staff retention issue relating to the Air Traffic Management Strategy (ATMS) Programme. Ministers are content to authorise HIAL to develop a retention allowance as part of the ATMS Programme. This allowance is subject to approval by Scottish Government Pay Policy before implementation.

I'd be grateful if you could keep us informed as this issue progresses.

Yours sincerely

[redacted]

[redacted]
Aviation Policy
Transport Scotland

Area 2D (N)
Victoria Quay
Edinburgh
EH6 6QQ

Tel [redacted]

Subject: FW: ATC Pay Dispute

From: [redacted]
Sent: 25 January 2019 14:22
To: [redacted]
Subject: RE: ATC Pay Dispute

[redacted],

It is difficult to say – one benefit of a statutory ballot will be in flushing out the % of staff who are actually members of the union. We think it may not be as high as Prospect make it out to be but we cannot be sure.

[redacted under section 30(b)(ii)]

I would be hard pressed to make a call as I am still reasonably new and sometimes such issues have very deep seated roots.

Not sure this helps
[redacted]

From: [redacted]
Sent: 25 January 2019 14:09
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [redacted]
Subject: RE: ATC Pay Dispute

[redacted]

Setting aside the Union position, do you have any feel on the mood of staff themselves? Are they really willing to go on strike over this or are they thinking that the threat of it will get them what they want. [redacted under section 30(b)(ii)]

Thanks

[redacted]

From: [redacted]
Sent: 25 January 2019 13:46
To: [redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>
Subject: ATC Pay Dispute

[redacted],

Thank you for the update this morning.

In terms of the question you have asked about what will happen next with Prospect, the only indication I can give at the moment is that they have indicated previously (on a theoretical basis) that if the outcome does not meet their expectations then they would make application through their own internal channels to undertake a statutory ballot.

The informal ballot previously conducted was split into two part:

- Industrial action short of strike action
- Industrial action including strike action

We were advised that the ballot result was strongly in favour in both parts with only a slight reduction in those voting for the second option.

We have been open with all the trade unions, as part of the 19/20 pay discussions, on the financial position HIAL finds itself in and the budget deficit. So whilst the recruitment and retention allowance is a possible way forward the unions are well aware that we do not have the funding to develop an allowance that fall within the affordability category.

In addition when we were on the call [redacted under section 30(b)(ii)].

Once we have written confirmation following the discussions this morning we will arrange to meet with Prospect and advise them of the Ministers decision. Following that meeting I will be in a better position to give a more comprehensive and accurate assessment.

In the meantime I trust the above is helpful to inform your thinking.

Regards
Andrea

[redacted]
Director of Human Resources
Highlands and Islands Airports Limited
Head Office, Inverness Airport, Inverness IV2 7JB

[redacted]

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Subject: FW: ATC 3 year pay increases

From: [redacted]
Sent: 16 January 2019 12:12
To: [redacted]
Subject: FW: ATC 3 year pay increases

[redacted],

Below is the additional info you were looking for and, I think, the final piece of the jigsaw.

I have a detailed spreadsheet with all the data. I've not attached it as I have assumed you want the headline figure but if required I can send it on.

[redacted]

From: [redacted]
Sent: 15 January 2019 12:10
To: [redacted]
Cc: [redacted]
Subject: ATC 3 year pay increases

Hi [redacted],

Here are the ATC costs updated for the 19/20 pay award and it assumes the pay award will remain the same in 20/21.

The current year figure for Pay award cost has changed as the previous version did not include the NC payment. It thus increased it from £97,494 to £136,239.

Many thanks

[redacted]

[redacted]
Financial Controller
Highlands and Islands Airports Limited
Head Office, Inverness Airport, Inverness IV2 7JB

[redacted]
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Subject: FW: Additional Information

From: [redacted]
Sent: 11 January 2019 11:58
To: [redacted]
Subject: RE: Additional Information

[redacted]

Thanks for this.

Think we still need a figure for cost of Prospect claim in 19/20. We're saying £188k in 18/19 but still have a blank for 19/20

Thanks

[redacted]
Head of Aviation

[redacted]



**TRANSPORT
SCOTLAND**

An agency of  **The Scottish Government**

From: [redacted]
Sent: 11 January 2019 10:23
To: [redacted]
Subject: Fw: Additional Information
Importance: High

Did this get to you?

Sent from my BlackBerry 10 smartphone.

From: [redacted]

Sent: Friday, 11 January 2019 09:18

To: [redacted]

Subject: Additional Information

[redacted],

See below response from Finance – hopefully this is satisfactory to allow the paper to go forward.

Regards

[redacted]

The cost of the increase in the employers pension from 22% to 27.4% has been £848,169.34 (a 30.9% increase) in total, of which ATC staff account for £243,630.87 (a 31.5% increase).

It should be noted that we have not had 12 months at the higher rate so we have forecast the last 3 months to arrive at these figures, (just a pro-rata for the rest of the year)

[redacted]

Director of Human Resources

Highlands and Islands Airports Limited

Head Office, Inverness Airport, Inverness IV2 7JB

[redacted]

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Subject: FW: ATC Pay Dispute

From: [redacted]
Sent: 07 January 2019 14:50
To: [redacted]
Cc: [redacted]
Subject: Re: ATC Pay Dispute

[redacted]

We're still waiting on the pay information from you about pension costs etc. Grateful if you could chase whoever was going to provide that.

Thanks

[redacted]

Sent from my BlackBerry 10 smartphone.

From: [redacted]
Sent: Monday, 7 January 2019 13:43
To: [redacted]
Subject: ATC Pay Dispute

Happy New Year [redacted]

We have the first meeting with the trade unions this Wednesday to begin discussions on the 19/20 pay settlement. I anticipate that the outcome of the ATC pay dispute will colour how the unions choose to approach the discussions, particularly in relation to the fire service.

When we last spoke you said the ATC pay report would go to the Minister today so I was wondering what the likely time line would be for a decision on whether he is supportive of the proposal or not. I'm assuming that if he is supportive it would also require Ministerial approval through Finance?

Any indications you are able to provide would be helpful.
Regards
[redacted]

[redacted]
Director of Human Resources
Highlands and Islands Airports Limited
Head Office, Inverness Airport, Inverness IV2 7JB

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