
From: [Redacted]
Sent: 18 September 2019 11:05
To: [Redacted]
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

From: [Redacted]
Sent: 16 July 2019 13:29
To: [Redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redacted]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

Regards

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

From: [Redacted]
Sent: 08 July 2019 13:16
To: [Redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redacted]
Subject: Disruption Log - ASOS - Transport Scotland - week ending 7 Jul 2019

[Redacted]

I don't have passenger numbers for the Inter Isles flights, the max is 8 but not sure they would be full.

Regards

[Redacted]
**Director of Airport Operations
Highlands and Islands Airports Limited**


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From: [Redact]
Sent: 17 September 2019 17:03
To: [Redact]
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

From: [Redact]

Sent: 16 July 2019 17:11
To: [Redact]

Subject: Re: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

Sorry. I missed that.

Sent from my BlackBerry 10 smartphone.

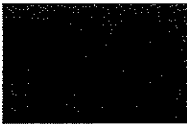
From: [Redact]

Sent: Tuesday, 16 July 2019 17:07
To: [Redact]

Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

[Redact]

They will be the Royal Mail flights. I have annotated as such in the end column e.g. below:

| | | | | | |
|------------|---|-------|-----|-----|----------|
| 09/07/2019 |  | LM779 | SYV | INV | 16:15:00 |
|------------|---|-------|-----|-----|----------|

I can make it more prominent going forward.

Regards

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

From: [Redact]

Sent: 16 July 2019 15:38
To: [Redact]

Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

[Redact]

Thanks for this. For the ones with missing passenger numbers, it would be helpful if these could be included in next week's return.

[Redact]

From: [Redact]

Sent: 16 July 2019 13:29

To: [Redact]

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

Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

Regards

[Redact]

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

[Redact]

From: [Redact]

Sent: 08 July 2019 13:16

To: [Redact]

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

Subject: Disruption Log - ASOS - Transport Scotland - week ending 7 Jul 2019

[Redact]

I don't have passenger numbers for the Inter Isles flights, the max is 8 but not sure they would be full.

Regards

[Redact]

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

 [Redact]

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From:
Sent: 18 September 2019 11:55
To:
Subject: FW: Prospect strike

From: : [Redacted]
Sent: 22 July 2019 08:25
To: Lorna Jack <LornaJack@lawscot.org.uk>; : [Redacted]
Cc: ILyon@hial.co.uk
Subject: Re: Prospect strike

Lorna

Thanks, but I think we're fine, and Mr Matheson will be back shortly in any case.

: [Redacted]
Sent from my BlackBerry 10 smartphone.

From: Lorna Jack
Sent: Sunday, 21 July 2019 22:33
To: : [Redacted]
Cc: ILyon@hial.co.uk
Subject: Re: Prospect strike

Thanks for letting us know : [Redacted]. Does he need any further briefing on the strike for his info?


On: 21 July 2019 21:50, " : [Redacted]> wrote:

: [Redacted]
Just to say Minister (Paul Wheelhouse who is deputising for Mr Matheson who is on leave) has declined a request to go on GMS tomorrow morning.

: [Redacted]
Head of Aviation



TRANSPORT
SCOTLAND

: [Redacted]
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From:
Sent: 18 September 2019 10:43
To:
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 21 Jul 2019

From: [Redact]
Sent: 22 July 2019 09:20
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: Disruption Log - ASOS - Transport Scotland - week ending 21 Jul 2019

[Redact]

As per previous this is the ASOS log and strike day stats for Sun/Mon/Tue can be provided separately.

Best regards

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

From: [Redact]
Sent: 16 July 2019 13:29
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 14 Jul 2019

Regards

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


From: [Redact]
Sent: 08 July 2019 13:16
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: Disruption Log - ASOS - Transport Scotland - week ending 7 Jul 2019

[Redact]

I don't have passenger numbers for the Inter Isles flights, the max is 8 but not sure they would be full.

Regards

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

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From: [Redact]
Sent: 17 September 2019 17:06
To: [Redact]
Subject: FW: Revised Pay remit for the new HIAL proposal

From: [Redact]
Sent: 23 July 2019 12:44
To: [Redact]
Subject: RE: Revised Pay remit for the new HIAL proposal

[Redact]

Pay Policy are drafting a submission to go to Remuneration Group to get their approval for your proposal. This will be done through correspondence rather than wait for one of the meetings. I've been trying to chase [Redact] this morning to see where we are with that but haven't been able to get hold of him.

Thanks

[Redact]

From: [Redact]
Sent: 23 July 2019 12:27
To: [Redact]

Subject: RE: Revised Pay remit for the new HIAL proposal

[Redact]

Just back today and ploughing through e-mails.

Wanted to check if there is any further update before I met Inglis?

Thanks
[Redact]

From:
Sent: 17 September 2019 17:07
To:
Subject: FW: ATC Pay

From: [Redact]
Sent: 23 July 2019 13:49
To: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: ATC Pay

All

I've just spoken to [Redact] and he intends to get us a draft of the submission to go to Remuneration Group by tomorrow at the latest.

Thanks

[Redact]
Aviation Policy
Transport Scotland

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

[Redact]



**TRANSPORT
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CÒMHDHAIL ALBA

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From:
Sent: 17 September 2019 17:11
To:
Subject: FW: HIAL 2019-20 Pay Proposals - Draft Submission to Remuneration Group

Paper redacted under 29(1)(a)

From:
Sent: 17 September 2019 17:09
To:
Subject: FW: HIAL 2019-20 Pay Proposals - Draft Submission to Remuneration Group

From: [Redact]
Sent: 24 July 2019 11:32
To: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Cc: [Redact]
Subject: RE: HIAL 2019-20 Pay Proposals - Draft Submission to Remuneration Group

[Redact]

Slight amendment attached. While it started as a recruitment and retention allowance, we have been clear since rejecting the business case in January that there is no recruitment issue and we're only talking about a retention allowance.

Thanks

[Redact]

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 24 July 2019 11:24
To: [Redact]
Subject: RE: HIAL 2019-20 Pay Proposals - Draft Submission to Remuneration Group

[Redact]

thanks and a couple of minor alterations

Inglis

From: [Redact]
Sent: 24 July 2019 11:11
To: Inglis Lyon <ILyon@hial.co.uk>
Cc:
Subject: HIAL 2019-20 Pay Proposals - Draft Submission to Remuneration Group
Importance: High

As discussed, I attach a draft submission for Remuneration Group's consideration in correspondence.

Before I put the submission to RG, I'd be grateful for your comments/amendments.

Grateful if responses could be copied to all recipients for information.

Regards

[Redact]

DG Scottish Exchequer
Budget & Sustainability Directorate
Public Spending Division
Pay & Severance
Finance Pay Policy Team

3C North, Victoria Quay, Edinburgh, EH6 6QQ

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: Finance Pay Policy on the global folder]
Link to the Scottish Government Public Sector Pay webpage: www.gov.scot/publicsectorpay

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From:
Sent: 17 September 2019 17:15
To:
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 28 Jul 2019

From: [Redact]
Sent: 31 July 2019 08:17
To: [Redact]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 28 Jul 2019

[Redact]

Please can you give me a call as soon as you can. I've got some questions about the spreadsheet.

Thanks

[Redact]
From: [Redact]
Sent: 30 July 2019 16:28
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>

Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 28 Jul 2019

[Redact]

Apologies, needed to add in some INV disruption over the weekend.

Regards

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

From: [Redact]
Sent: 30 July 2019 15:54
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>;
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 28 Jul 2019

[Redact]

Apologies, update coming shortly.

Regards

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

From: [Redact]
Sent: 30 July 2019 15:40
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 28 Jul 2019

[Redact]

Please see attached for last week.

Regards

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

From: [Redact]
Sent: 22 July 2019 09:20
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: Disruption Log - ASOS - Transport Scotland - week ending 21 Jul 2019

[Redact]

As per previous this is the ASOS log and strike day stats for Sun/Mon/Tue can be provided separately.

Best regards

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

From:
Sent: 17 September 2019 17:16
To:
Subject: FW: HIAL Pay 2019-20

From: [Redact]
Sent: 31 July 2019 13:21
To: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: HIAL Pay 2019-20

All

I've put the submission to Ministers marked as immediate. I'll let you know as soon as I get a response.

Thanks

Aviation Policy
Transport Scotland

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



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From:
Sent: 17 September 2019 17:18
To:
Subject: FW: Decision from Minister

From: [Redact]
Sent: 01 August 2019 13:39
To: [Redact]
Subject: RE: Decision from Minister

Please can you give me a call.

From: [Redact]
Sent: 01 August 2019 13:37
To: [Redact]
Subject: Decision from Minister
Importance: High

[Redact]

Apologies for this but any update on likely time scales for a decision on pay remit?

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

[Redact]

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From:
Sent: 17 September 2019 17:19
To:
Subject: FW: 2019-20 Pay Remit

From: [Redact]
Sent: 02 August 2019 13:29
To: [Redact]
Subject: RE: 2019-20 Pay Remit

Any word on their ballot for the post 31 August period?

From: [Redact]
Sent: 02 August 2019 13:28
To: >
Subject: RE: 2019-20 Pay Remit

Many thanks

We are meeting with them on Tuesday.

From: [Redact]
Sent: 02 August 2019 13:15
To: Inglis Lyon <ILyon@hial.co.uk>
Cc:
Subject: 2019-20 Pay Remit
Importance: High

All

Ministers have approved the 2019-20 pay remit proposal. I'll do a formal notification but we're good to go.

Thanks

Aviation Policy
Transport Scotland

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



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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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From:
Sent: 17 September 2019 17:20
To:
Subject: r-w: 2019-20 Pay Remit

From: [Redact]
Sent: 02 August 2019 14:46
To: lLyon@hial.co.uk
cc: [Redact]
Subject: 2019-20 Pay Remit

Inglis

The Cabinet Secretary for Transport, Infrastructure and Connectivity and the Cabinet Secretary for Finance, Economy and Fair Work have considered your revised 2019-20 pay remit proposal to:

- restore the underpin to £750 for staff earning less than £25,000;
- make a basic award of 3 per cent for all staff earning up to £80,000; and
- make a 0.5 per cent non-consolidated payment to staff on the maxima.

Ministers are content with this proposal and for you to negotiate a settlement with your recognised trade unions based upon it.

I'd be grateful if you could keep us informed as negotiations progress and that you ensure that the standard settlement proformas are completed and submitted to Scottish Government Finance Pay Policy once a settlement is reached.

Thanks

Aviation Policy
Transport Scotland

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



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From:
Sent: 18 September 2019 11:27
To:
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 04 Aug 2019

From: Redacted]
Sent: 05 August 2019 17:09
To: Redacted]>
Cc: Inglis Lyon <[Lyon@hial.co.uk]; Redacted]>
Subject: Disruption Log - ASOS - Transport Scotland - week ending 04 Aug 2019

Redacted]

Please see attached for last week.

Regards

Redacted]
Director of Airport Operations
Highlands and Islands Airports Limited


From:
Sent: 17 September 2019 17:21
To:
Subject: FW: HIAL Pay Remit 2019-20

[Redact]
Sent: 06 August 2019 13:34
To: llyon@hial.co.uk
Cc: [Redact]
Subject: HIAL Pay Remit 2019-20

Inglis

I've discussed Prospect's counter proposal with Finance Pay Policy. Provided that the counter proposal costs up to or below HIAL's revised offer for which we've received Ministerial approval, we don't consider it necessary for further approval to be sought.

I'll need to provide an update to Ministers on your discussions with Prospect so if you could let me know what the plan is after you've gone back to Prospect I'd be grateful.

Thanks

Aviation Policy
Transport Scotland

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



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From:
Sent: 17 September 2019 17:22
To:
Subject: FW: ATC Offer

[Redact]
Sent: 08 August 2019 14:48
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: RE: ATC Offer

Try my mobile after 16:00 – [Redact]

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 08 August 2019 14:44
To: [Redact]
Subject: RE: ATC Offer

Give you a call later to discuss

Inglis

From: [Redact]
Sent: 08 August 2019 14:37
To: Inglis Lyon <ILyon@hial.co.uk>
Cc: [Redact]
Subject: ATC Offer

Inglis

I mentioned earlier in the week that we had letters from Uisdean Robertson and Alasdair Allan about the ATC industrial action and that I intended for the responses to be along the lines of the Council leaders one. Mr Matheson would like us to spell out in the responses what has been offered to the ATC staff. What can we say on this? Should we just include the offer on Monday i.e. 3% for all, £2k retention allowance and making it pensionable or should we refer to the subsequent counter offer from Prospect and any response HIAL has made to that?

Thanks

[Redact]
Aviation Policy
Transport Scotland

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



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From:
Sent: 18 September 2019 11:00
To:
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 11 Aug 2019

From: [Redacted]
Sent: 13 August 2019 11:47
To: [Redacted]
Cc: Inglis Lyon <Ilyon@hial.co.uk>; [Redacted]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 11 Aug 2019

[Redacted]

Please see attached.

There is no firm indication from KLM that the KLM flight on Friday evening was cancelled as a result of WTR. However, it has been included as the delay in AMS would have led to the flight missing the 2230 close time. As with the previous week the impact of the WTR has switched to INV with any disruption down south in the main airlines leading to the night stoppers struggling to get in. The airlines' network ops appear to be prioritising INV with extensions requested and refused and then nightstopping a/c arriving within operating hours. [Redacted 30(b)(ii)]

Regards

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


From:
Sent: 17 September 2019 17:23
To:
Subject: FW: lines

[Redact]
ent: 15 August 2019 11:34
To: [Redact]
Subject: lines

It is disappointing that negotiations between HIAL and Prospect have not led to a resolution to this dispute. Prospect have rejected a number of offers to resolve the dispute, despite HIAL being very clear that they have to work within Public Sector Pay Policy.

There has been no movement from Prospect in negotiations. The information they collated did not illustrate any significant market disparity, nor did it draw attention to any other issues which would justify a departure from Public Sector Pay Policy.

We continue to encourage both Prospect and HIAL to work towards a resolution to the pay dispute, which is clearly not in the interest of passengers, business and the airlines operating these routes.

Aviation Policy
Transport Scotland

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



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From:
Sent: 17 September 2019 17:24
To:
Subject: FW: ATC Letters

Importance: High

[Redact]
Sent: 15 August 2019 11:59
To: Inglis Lyon <ILyon@hial.co.uk>
Cc: [Redact]
Subject: ATC Letters
Importance: High

Inglis

As discussed, please find attached a draft response to Uisdean Robertson which I've drafted in line with what Mr Matheson requested yesterday.. I've also got outstanding responses due for Alasdair Allan MSP and Douglas Ross MP.

Grateful for a response by 14:00 today. If I don't hear from you I'll go with what I have.

Thanks



F20190021468.doc

Aviation Policy
Transport Scotland

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



TRANSPORT
SCOTLAND
CÒMHDHAIL ALBA

An agency of  The Scottish Government

Cabinet Secretary for Transport, Infrastructure and
Connectivity
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Our ref: 2019/0021468
August 2019

Thank you for your e-mail of 19 July 2019 about the industrial action by Air Traffic Controllers (ATCs) at Highlands and Islands Airports Limited (HIAL).

I am aware of the impact that the industrial action is having on the affected airports. I do not underestimate the affect this is having on local communities and I can assure you that I, my officials and the HIAL management team are doing all that we can to try and bring an end to this industrial action.

It is disappointing that the negotiations between HIAL and Prospect, including the three meetings at ACAS, have not led to a resolution to this dispute to date. As you may be aware, HIAL has made a new offer that Prospect is currently balloting its members on. This includes a pensionable retention allowance of £2,000 per year over three years. In addition, HIAL has improved its 2019-20 pay offer for all staff to include a 3% pay rise for all employees earning up to £80,000 as well as making use of the full £750 underpin permitted by Public Sector Pay Policy for lower paid staff. This is an improvement on their previous offer and, overall, represents a very good deal for staff, especially given the challenging financial situation.

I am also conscious of the potential longer term impacts of this industrial action. Many of the services throughout the Highlands and Islands are marginal in terms of profitability despite the significant sums the Scottish Government provides to support them through, for example, our subsidy of HIAL and funding of the Air Discount Scheme. It is vital that this dispute is resolved before permanent damage is done to the air network in the Highlands and Islands.

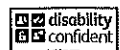
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It remains the case that no evidence has been presented by Prospect to support its argument that there is a significant disparity between HIAL ATCs and the wider market. Neither has evidence of any other issues that would warrant an exceptional award in excess of Public Sector Pay Policy been provided.

I would ask that you use whatever influence you have to encourage Prospect to accept the offer made by HIAL so that services across the region can return to normal.

MICHAEL MATHESON

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From: [Redact]
Sent: 17 September 2019 17:26
To: [Redact]
Subject: FW: Call with Cab Sec

[Redact]
Sent: 28 August 2019 13:50
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: RE: Call with Cab Sec

Sorry, so 17:30's fine then?

From: Inglis Lyon <ILyon@hial.co.uk>
Sent: 28 August 2019 13:43
To: [Redact]

Subject: RE: Call with Cab Sec

Could do it after 1500 – I'm at the Wick Transport Forum beforehand

Inglis

From: [Redact]
Sent: 28 August 2019 13:25
To: Inglis Lyon <ILyon@hial.co.uk>
Subject: Call with Cab Sec

Inglis

Could you do a call with Cab sec on 10 September at 17:30 to update him on the ATC ballot? My expectation is that we'd only do this if it's a no vote. If it's a yes then o don't think it's necessary.

Thanks

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From:
Sent: 18 September 2019 11:10
To:
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 19 Aug 2019

From: [Redacted]
Sent: 19 August 2019 16:02
To: [Redacted]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redacted]>
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 19 Aug 2019

[Redacted]

A quiet week last week. There were a number of extension requests and the majority were refused however the aircraft arrived in before closing or the request was accepted within ATCO working hours.

Regards

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

From:
Sent: 18 September 2019 10:38
To:
Subject: FW: Disruption Log - ASOS - Transport Scotland - week ending 25 Aug 2019

From: [Redact]
Sent: 26 August 2019 10:11
To: [Redact]
Cc: Inglis Lyon <ILyon@hial.co.uk>; [Redact]
Subject: RE: Disruption Log - ASOS - Transport Scotland - week ending 25 Aug 2019

[Redact]

Please see attached, another quiet week with one extension granted on Friday within rostered hours but which Loganair were unable to take advantage of due to the length of the delay on the tech aircraft.

Best regards

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