

**MINUTES OF THE HIGHLANDS & ISLANDS AIRPORTS LTD (“HIAL”) BOARD CALL
HELD ON 19th MARCH 2018 AT 11:00**

Present	Ms Lorna Jack	Chair
	Mr Inglis Lyon	Managing Director
	Ms Gillian Bruton	Finance Director
	Mr Jim McLaughlin	Non-Executive Director

In Attendance	Ms Andrea Sillars	Director of HR
	Mrs Shelly Donaldson	PA HIAL (Minutes)

Apologies

Mr Tim Whittome	Non-Executive Director
Mr David Savile	Non-Executive Director

Board Call commenced at 11:00

Ms Jack asked the Board members if they had any questions for Ms Sillars.

Mr McLaughlin noted that he did not have any questions.

Ms Jack asked about the Spot rate salaries and Ms Sillars confirmed that the staff within HIAL DAL and AMSL are appointed on a published scale. There are also some staff within HIAL that are on a personal contract.

Ms Jack asked when the board would next be updated on HR issues and Ms Sillars confirmed that it would be at the Stornoway Board Meeting in May.

Ms Bruton asked how HIAL benchmarked against other companies, Ms Sillars noted that HIAL is in a relatively good position and is of the opinion that HIAL will not attract spotlight.

Ms Jack queried the narrative and Ms Sillars noted that this is a separate exercise but that HIAL would publish all three companies at the same time.

Mr McLaughlin asked about the Equal pay issues, Ms Sillars noted that this information would be in another paper and that there would be some issues, but that these were at present, unknown.

It was noted to copy in HIAL’s PR company to prepare for the press.

Board Decision:

The board approved the outcome of the gender pay gap reporting and the narrative to accompany the data. Ms Sillars informed that it would be published at the end of the week.

The call completed at 11:15am
