

**MINUTES OF THE HIGHLANDS & ISLANDS AIRPORTS LTD (“HIAL”) BOARD CALL
HELD AT VARIOUS LOCATIONS ON FRIDAY 4TH OCTOBER 2019 AT 12:30**

Board Attendees: (LJ) Lorna Jack (Chair)
(IL) Inglis Lyon (Managing Director)
(GB) Gillian Bruton (Director of Finance)
(DS) David Savile (Non-Executive Director)
(TW) Tim Whittome (Non-Executive Director)
(JM) Jim McLaughlin (Non-Executive Director)

In Attendance: (AS) Andrea Sillars (Director of HR)
(DSu) Denise Sutherland (Head of Communications)
(GC) Gary Cox (Transport Scotland, Head of Aviation)
(MB) Michael Bratcher (Transport Scotland)
(SD) Shelly Donaldson (HIAL Personal Assistant – Minutes)
(RM) Ross McAllister (Director of ATMS Programme)

The HIAL Board call commenced at 12:31

Apologies

There were no apologies.

HIAL ATC Dispute discussion

LJ confirmed that everyone had received the paper from IL and asked about the relation to the prison officer settlement. IL advised that the controllers are now comparing their proposed settlement to teachers and prison officers and outlined the points within the paper.

(Redacted)

IL outlined the risks to HIAL and the communities HIAL serves if the dispute continued
(Redacted)

IL asked the Board to consider the recommendations within the paper.
(Redacted)

LJ asked for Board members views.
(Redacted)

GB asked for clarification of the offer and this was explained.
(Redacted)

The Board stressed that HIAL's message should be clear and confirm that this would be the final offer. There was concern that the dispute was jeopardising the business and the communities we serve.

(Redacted)

DS suggested explaining to the staff all the work undertaken to acquire the routes we currently have and the risk these routes now face if this dispute continues much longer.

DECISION:

1. The Board agreed for the MD and Director of HR to work with the flexibilities and provide a final offer to Prospect Union.
- 2. (Redacted)***
3. The MD and Head of Communications will review communications.

AOB

LJ informed the board that the ATM programme came onto the agenda at the STUC and asked about island impact assessments. MB advised that that part of the Islands act has not yet come into force. There is encouragement to do an island impact assessment but there is no formal legislation in place at present. ***(Redacted)***

It was agreed to monitor the situation, to keep in contact with local authorities and have communications ready.

The HIAL Board call concluded at 13:05.