

This is Schedule 21 referred to in the foregoing M8 M73 M74 Motorway Improvements Agreement between the Scottish Ministers and Scot Roads Partnership Project Ltd

**SCHEDULE 21
EMPLOYMENT & PENSIONS**

PART 2 Proposed Workforce

1. Proposed Workforce

- 1.1 The Proposed Workforce for the delivery of the O&M works is set out in Table A below and consists of 58 employees. Table A provides the employee details requested under Clause 31.7.1.
- 1.2 Table A contains the First Employee List compared against the Company's proposed workforce (refer column C). There are 54 employees contained within the First Employee list and the Company have mapped [REDACTED] against roles against their Proposed Workforce.
- 1.3 The Company has mapped our proposed workforce with the required skills (e.g. HGV Operative) to the First Employee List with generic job titles (Highways Maintenance Operative). These individuals may need retraining or if this is not possible they may become displaced.

2. Remuneration Costs

- 2.1 The Remuneration Costs for the Proposed Workforce is circa £[REDACTED] per month.

3. Reorganisation Costs

- 3.1 Table B contains a schedule of employees from the First Employee List that have not been identified against an applicable role in the Company's Proposed Workforce and it is envisaged these employees will be displaced in the TUPE process. There are a total of [REDACTED] employees identified as displaced from the First Employee List. The Reorganisation Costs allowed for the purposes of any reorganisation are £[REDACTED].

**Table A
Proposed Workforce**

TITLE (A)	Scottish Treasury's Employee No- References (C)	Salary Band (D)	Salary Benefit (E)	PENSION (F)	Pool Car / Van (G)	CAR / FUEL (H)	Hours (I)	Terms & Conditions (J)
1 Project/Network Manager								
2 Network Engineer								
3 Maintenance Engineer								
4 Traffic Scotland Representative								
5 Liaison Officer								
6 SERIS Co-ordinator								
7 Programmer								
8 Structures Engineer								
9 Highway Inspector M8								
10 Highway Inspector M73 M75								
11 Asset Manager								
12 Asset Engineer								
13 Quantity Surveyor								
14 Office Manager								
15 3rd Party Claims & Admin Support								
16 Admin Support								
17 Traffic Officer								
18 Works Supervisor								
19 Works Supervisor (LC)								
20 Works Supervisor								
21 Senior HSE/A Advisor								
22 Landscapers - Ganger								
23 Landscapers - Ganger								
24 Landscapers - Ganger								
25 Landscapers - Operative								
26 Landscapers Operative								
27 Landscapers - Operative								
28 HGV Operatives								
29 HGV Operatives								
30 HGV Operatives								
31 HGV Operatives								
32 HGV Operatives								
33 HGV Operatives								
34 ISU Operatives								
35 ISU Operatives								
36 Bridges Cyclic Operatives								
37 Bridges Cyclic Operatives								
38 Litter Operatives								
39 Litter Operatives								
40 Patching Ganger								
41 Patching Operatives								
42 TRISS Ops								
43 TRISS Ops								
44 TRISS Ops								
45 TRISS Ops								
46 Traffic Management Ganger								
47 Traffic Management Ganger								
48 Traffic Management Ganger								
49 Traffic Management HGV Driver								
50 Traffic Management HGV Driver								
51 Traffic Management HGV Driver								
52 Traffic Management Operatives								
53 Traffic Management Operatives								
54 Traffic Management Operatives								
55 Traffic Management Operatives								
56 Electricians								
57 Electricians								
58 Electricians' Mate								

[REDACTED]

Table B
Reorganisation Costs

Employee No	Employer (In c.Sub- Contractors)	Place of Work	Job Title	Gender	Date of Birth (dd/mm/yyyy)	Continuous service start date (dd/mm/yyyy)	Permanent Y/N	Hours	Redundancy Entitlement	Percentage of time spent on services (%)	Salary/Wages £	Car Allowance £	Pension Scheme (Y/N)
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[REDACTED]