

**BY EMAIL**

Rose Kelly  
Director of People & Learning  
NI Water  
Westland House  
Old Westland Road  
**BELFAST** BT14 6TE

Date as Email

Dear Rose,

I refer to the above and to the pay proposal/"framework" made directly to me and thereby bypassing NIPSA which had I indicated acceptance of without the benefit of Union advice and/or not understanding my contractual entitlements not to have same varied without my informed express consent i.e. to remain on my existing terms and conditions of employment – Option C.

I wish to confirm I have availed of the Unions advice and confirm I withdraw my consent to your binary option A or B as I do not agree to the proposal/"framework" and do not wish to engage at all with any process outside of the collective agreement process through NIPSA. Therefore, I do not wish to receive or be engaged with, by any means e.g. via e-mail, letter, video etc by NIW in respect to NIW pay proposal/"framework".

Finally, I have copied this e-mail to my Union Representative ([deborah.adeboye@niwater.com](mailto:deborah.adeboye@niwater.com)) and expressly reserve my individual position in respect to the legal remedies available to me/NIPSA from NIW bypassing NIPSA.

Yours sincerely