

[REDACTED]  
Information Management Unit  
IT Suite  
Westland House  
40 Old Westland Road  
Belfast  
BT14 6TE

Tel: 03457 440088

Email: imu@niwater.com

Your reference:

Our reference: NIW 2425545

Date: 3 March 2025

Dear [REDACTED]

*Environmental Information Regulations 2004*

Thank you for your email of 7 February 2025, in which you requested various pieces of information about NI Water's payroll structure.

As your queries fall under the definition of requests for environmental information, NI Water is replying under the disclosure provisions of the Environmental Information Regulations (EIR) 2004.

NI Water replies to each of your queries in turn as follows.

**1) What is the primary SIC 2007 code for your organisation's activities?**

- 36000 - Water collection, treatment and supply
- 37000 - Sewerage

(For your future reference, this information is usually available on Companies House's website.)

**2) How many workers are directly employed by your organisation?**

NI Water Limited has 1,506 (1,492 FTE), while the wider NI Water Group has 1,536 (1,521 FTE) as at 1 February 2025.

**3) How would you classify your organisation: Private, Public, or Voluntary?**

Public

**4) In which region is your workplace located?**

Northern Ireland

**5) Do you recognise any trade unions in your workplace? If so, please name them.**

Yes, NIPSA, Unite and GMB

**6) What was the date your latest pay settlement/agreement came into effect?**

1 April 2022 (All employees) and 1 April 2023 (Frontline and Senior Management completed only)

**7) What date will your next pay settlement/agreement begin?**

1 April 2023 (Non-Frontline) and 1 April 2024 (Frontline and Senior Management)

**8) In this latest settlement/agreement, what was the percentage pay increase for your lowest-paid employee?**

5% + £1,500 non-consolidated payment (effective 1 April 2023)

**9) In this latest settlement/agreement, what was the standard percentage pay increase?**

5% + £1,500 non-consolidated payment (Frontline and Senior Management completed only, effective 1 April 2023)

**10) What is the job title(s) and hourly rate of your lowest-paid employees?**

Apprentice £7.62 per hour

**11) Are you a living wage foundation Accredited Living Wage Employer?**

No.

You have the right to request that NI Water formally review this response within forty working days of the date of this letter. If you wish to do so, please email [imu@niwater.com](mailto:imu@niwater.com) or write to NI Water Information Management Unit, IT Suite, Westland House, 40 Old Westland Road, Belfast, BT14 6TE.

If, after such an internal review, you are still unhappy with the response, you have the right to appeal to the Information Commissioner at Wycliffe House, Water Lane, Wilmslow, CHESHIRE, SK9 5AF, who will undertake an independent review.

If you have any queries about this letter, please contact us. Please remember to quote the reference number above in any future communications.

Yours sincerely

Information Management Unit  
Northern Ireland Water