

Wear Industrial Estate
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Brian Nesbitt
11 Wingrove Tce
Springwell Village
Gateshead
Tyne and Wear
NE37 1LJ
20th January 2003

Dear Mr Nesbitt

Thank you for your letter of 16th January asking for clarification on a number of points, below is that clarification.

1.

We have investigated your position as it relates to sick pay, and have identified an error on our part, for which we apologise. You are owed three weeks of Company sick pay, which will be paid this week. Please note that this exhausts your entitlement for Company sick pay, which are detailed in your terms and conditions of employment that are attached to this letter.

2.

The Company Doctor has an advisory position within the Company, which relates to matters of a medical nature associated with the people and the processes of the factory. It is the management of the Company that determines any action that may arise from any advice received, and that action will be subject to the due process as outlined in individuals terms and conditions of their contract and Union agreements with the Company.

Your position currently is that you are absent due to sickness, and as an employee of Dunlop Tyres Ltd will, until that situation change, be treated as such.

Should you have any other queries feel free to contact us again.

Yours faithfully
John Goatman

Personnel Manager
Dunlop Tyres Ltd

