allowed to hold and use people's (Members') names and addresses*as well as phone numbers and email addresses*, you as Reps are restricted in how you can use that data. The law is VERY strict and by not complying with it you as individuals can be prosecuted. The fines and possible imprisonment are high so please note the following:

The Act covers all forms of data from Personal Computers to tapes and disks and ALSO covers anything that is held in for example paper format including labels etc. The only people allowed to even VIEW the data are the Regional Rep and Local Rep themselves. The Regional Rep can hold the data of their region and the Local Rep can only hold the data for their local area. You as Reps are NOT allowed to let ANYBODY else even see the data. We all know that for example some individuals let volunteers assist with envelope stuffing but I must warn you that this is against the law and you as individuals can be prosecuted.

*You may find on your database that there are individuals that are "missing". This is actually not the case. Everybody is entitled to have their details precluded from distribution to Regional and Local Reps plus some of our marketing partners. *

*Should you receive any complaint about the way MAG has used personal data, please refer the complainant to Central Office who will put the in contact with MAG's Data Protection Officer. *

A local Rep can only request the data through their Regional Rep or if you do not have a Regional Rep please contact our Network Communications Officer who will pass your request on to ***ourselves at*** Central Office.

MAG (UK) has the ultimate responsibility for ensuring that we all comply with the Data Protection Act, so if at any time either now or in the future you need help, assistance or are unsure what you can or can not do please do not hesitate to contact the office.

Tel: 01926 844064
Email: central-office@mag-uk.org
Regional and Local Reps - missing MORF's

CUMBRIA REGION:
Paul Turner - Regional Rep
John Marsden - Furness Rep
Anne Crayston - Whitehaven Rep

EAST ANGLIA REGION:
Selina Lavender - Regional Rep (Just Expired in February) Mick Clarke - West Norfolk Rep

EASTERN REGION:
Stephen Loft - Towcester MAG Rep
John Donaldson - RAD MAG Rep
Dave Hammond - Peterborough Rep

EAST MIDLANDS:
Juliet MacVe - Regional Rep

HERTS & ESSEX:
Simon Mouncey - Regional Rep
Jim Juby - Colchester Rep
(Linda Farrugia - Hemel Rep, will need a new MORF by the end of this month).

LINCOLNSHIRE:
Brian Moon - Lincoln Rep

NORTH EAST REGION:
Chris Muncaster - Durham Rep

Tony Cox - Regional Rep
Jimmy Torrence - Manchester Rep
Phil McGladdery - Blackpool Rep
Kev Hind - Morecambe Rep
Bill Green - Red Rose Rep
Gordon Wheatcroft - Wirral & Chester Rep

NORTHERN IRELAND:
Steven O'Kane - Regional Rep

SCOTLAND:
Steve Wykes - Regional Rep
Aberdeenshire MAG
West Lothian MAG

SOUTHERN:
Tim Peregrine - Regional Rep
Keith Lovelock - Basingstoke Rep
Zoe - Portsmouth Rep
Fin Colson - Salisbury MAG
Jez Caesar - Southampton Rep
Jim Dyson - Winchester Rep

SOUTH WEST:
John Groves - Mid Devon Rep
Tony Lock - Taunton Rep
Pete Bourner - Plymouth Rep
Lee Harris - Bridgwater Rep
Chris David - Dorset Rep

THAMES VALLEY:
Jon Wilmer - Regional Rep
Malcolm Ayre - West Berkshire Rep
Windsor & District Rep

NORTH WALES:
Medwyn Parry - Aberystwyth Rep

SOUTH WALES:
Phil McFadden - Regional Rep
Gary Lloyd Coxhead - Carmarthen Rep - Believe he has stepped down??
Paul Francis - Pembroke Rep

WARWICKSHIRE:
John Belmonte - Regional Rep
Baz Price - Coventry Rep
Di Doyle - Rugby Rep

YORKSHIRE:
Barnsley MAG
East Yorks MAG
Huddersfield MAG
Dan Cooper - York Rep
David Garside - Colne Valley Rep
Oliver Rose - Sheffield Rep
Steve Travis - Wakefield Rep

_*Western Region and West Midlands have not been chased up:*__*

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*_WESTERN:
Bryan Chapman (Trace) - Regional Rep

Tim Derrick - Bristol Rep (Chased up in January) Robbie Harris - Forest of Dean Rep Den Powell - Gloucester Rep Mid Wilts MAG Not Avon MAG Weston & North Somerset MAG

WEST MIDLANDS:

Ruth Lewis - Burton on Trent
Mike - Evesham MAG

--
Louisa Smith
Deputy General Secretary
MAG (UK) - Motorcycle Action Group

Tel: 01926 844064
Fax: 01926 844065
louisa.smith@mag-uk.org
www.mag-uk.org

MAG (UK) Ltd is a company registered in England and Wales with company number 2681957

The registered offices are Oakslade, Station Road, Hatton, Warwickshire,
CV35 7LH.

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mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list

This e-mail has been scanned for all viruses by Claranet. The service is powered by MessageLabs. For more information on a proactive anti-virus service working around the clock, around the globe, visit:
http://www.claranet.co.uk

Subject:
Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From:
"Den Powell" <den.powell@mag-uk.org>
Date:
12/03/2013 13:15
To:
"Nich Brown" <nich.brown@mag-uk.org>, "mag-uk-nc-list@mag-uk.org" <mag-uk-nc-list@mag-uk.org>

Nich, really sorry I didn't know mine wasn't up to date. I will bring a photo with me when I visit central Thursday/Friday.

In relation to the Data Protection Act, it is quite clear the way the legislation is written and if the Board had asked for my knowledge in relation to this, a board of a company cannot override the way criminal legislation is written.

The Information Commissioner may choose not to prosecute individual members of staff, they can decide to just prosecute the board or the Chair of the Board, or everyone involved (I am aware of a number of prosecutions where all levels were prosecuted).

As I was not party to these discussions or decisions I am not willing to be the person who is prosecuted for something I knew nothing about. I am also not willing to allow our members of staff be opened up to the risk of prosecution. I hope the voting members of the NC agree with me on this.

I know that the Information Commissioner does not always choose to prosecute first time if at all (and can take some time to do so) but I do not think this give us the right, as an organisation to break the law. If that was the case just think what we could end up doing.

Den

Den Powell
MAG National Chair
Glos MAG Rep

Sent from my HTC

Subject:
Management
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
12/03/2013 13:25
To:
Paddy Tyson <paddy.tyson@mag-uk.org>, Louisa Smith <louisa.smith@mag-uk.org>, Sperling Julie <julie.sperling@mag-uk.org>, carol ferrari <carol.ferrari@mag-uk.org>
CC:
mag-uk-directors-list@mag-uk.org

I have been advised that, due to personal circumstances, Selina is no longer able to act as our first point of contact with the Board of Directors, or continue to take responsibility for HR issues.

There are a number of matters arising:

Further to the email below from Neil (on behalf of the Board of Directors), please _make sure that you are in Central Office on Monday next_ (18th March) when Neil and Pete will be visiting to discuss the running of the office and their future role in that respect. Please cancel ANY existing meetings you may have arranged - I can see that no one has booked any leave or TOIL for that day. It is very likely that Monday will be Julie's first day back and will contact her directly to discuss.

Please update you CV and let me have it so I can forward to Neil on Thursday. I will ask Neil if he can give me an indication of timings for their visit, including times for the individual interviews they wish to hold with staff.

Please note Neil's instructions below regarding his contactability.

Let me know if you have any queries.

Thanks

Nich

Subject:
Conversation with Neil
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
12/03/2013 13:42
To:
Nich Brown <nich.brown@mag-uk.org>

At about 3pm a call was put through to me from Neil.
Carol said he asked to speak to Nich, then Loiusa and then said put him through to me.
I thought this strange so asked, after pleasantries, how I could help.
The conversation, though not recorded went like this:

Where's Nich?
Belfast
Why?
DVLNI meeting.
Brief silence.
Why doesn't Carol know?
She knows where he is but not necessarily why he attends all meetings
The board says Nich in Belfast, but it is beside Louisa's desk and Carol is upstairs.
Where's Louisa?
Working from home.
That's what Carol said. Why?
I don't know the specifics but she's available by phone and email
So Gen Sec and Dep Gen Sec are out at same time?
Yes.
There was then a question put to me as a statement to which I had no need to reply so remained silent.
Do you think that's good managerial practise? (there followed some anecdote about Neils man-management skills)
I replied I was not employed as an office manager and couldn't comment.
Neil hung up

I went through to Carol to say that Nich was in Belfast, even though I was sure she was aware. She looked shaken, but said she'd already told Neil that, but didn't think she was required to know the contents of all meeting arrangements.
I informed her that he was meeting the DVLNI and that no, she was not expected to know the details.

--
Paddy Tyson

Subject:
Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From:
John Mitchell <magsoutheastregion@gmail.com>
Date:
12/03/2013 13:45
To:
Den Powell <den.powell@mag-uk.org>
CC:
Nich Brown <nich.brown@mag-uk.org>, "mag-uk-nc-list@mag-uk.org" <mag-uk-nc-list@mag-uk.org>

Actually, looking into this further, going to the link below, the DPA rules refer to ***marketing***.

http://www.ico.gov.uk/for_organisations/sector_guides/~/media/documents/library/Data_Protection/Practical_application/CHARITIES_AND_MARKETING_12_06.ashx

What - for example - Pete was doing when chasing up Standing Orders, wasn't marketing purposes, but informing the relevant members that their standing order for membership fees wasn't up to date. Something that could - and should - have been done by an administrator at the office.

Again, if a Regional Rep (or local rep) has the relevant details, they would surely - given a bit of common sense - only contact them if there was something relevant to their membership

If the rules - as have been interpreted here - were correct, also we'd have to remove email addresses as well. Electronic mail (email, text, voice, picture and video
messages)

"You cannot send unsolicited marketing by electronic mail without getting the individual's permission first.

However, you may be able to use the 'soft opt-in' measures for your commercial products and services (see our guidance on Electronic mail marketing:
http://www.ico.gov.uk/for_organisations/guidance_index/~/media/documents/library/Data_Protection/Practical_application/ELECTRONIC_MAIL_MARKETING_12_06.ashx).

I'm sorry Den, I don't agree with you on this one. We're not a commercial enterprise. We're a voluntary organisation that follows the same DPA rules as Charities.

John

Subject:
Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From:
Louisa Smith <louisa.smith@mag-uk.org>
Date:
12/03/2013 14:27
To:
John Mitchell <magsoutheastregion@gmail.com>
CC:
'"MAGNC"' <mag-uk-nc-list@mag-uk.org>

Dear John,

I will respond to each query as I read down your email.

With regards to the Standing Order Memberships, all Members that pay by Standing Order had already been written to advising them of the outstanding payment.
This was something that the Administration team could have and should have done and we did. Pete volunteered to undertake the task of telephoning Members and if he hadn't it would have been done by the Administration team, as it could, but this job was taken off our hands.

'Something relevant to their membership' is a term that will mean different things to different people. In the office we would use this contact information for example to advise if a payment had failed. A Regional or Local Rep wouldn't be involved in this type of administrative contact. One Regional/Local rep may feel it is vital to telephone Members to increase attendance to an important meeting, whereas another may feel it is vital to let the Member know there is an Easter Egg run taking place. This is open to interpretation.

With regards to email addresses, Members have long had the choice to opt in and out of receiving electronic contact. If you have a Member with no email address it is because they either don't have one, or they have opted out of being contacted in this way.

I hope that this helps to clarify the points you have raised.

Kind regards,
Louisa.

--
Louisa Smith
Deputy General Secretary
MAG (UK) - Motorcycle Action Group

Tel: 01926 844064
Fax: 01926 844065
louisa.smith@mag-uk.org
www.mag-uk.org

Subject:
[mag-uk-nc-list] Data Protection
From:
"Neil F Liversidge" <mag@wrpfs.com>
Date:
12/03/2013 14:30
To:
<mag-uk-nc-list@mag-uk.org>, "'MAG Directors ONLY'"
<mag-uk-directors-list@mag-uk.org>

Conversation with the very helpful Trevor Craig of the Information Commissioner's Office, 14.22hrs, 12 March 2013.

What we are doing re' the sharing of information is completely legal.

Everyone's time has been wasted today by unqualified supposed experts who have not bothered to find out the facts.

With kind regards,

Yours sincerely

neil

Neil F Liversidge, Director, MAG UK Ltd

MAG Member 23660

mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list

Subject: RE: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 12/03/2013 16:09
To: "'Nich Brown'" <nich.brown@mag-uk.org>

Nich

As with all questions asked of government agencies, the answer one gets depends on how the question is framed. I shall deal with the ICO. You shall not.

You shall not in future copy Board / Staff discussions to the NC list or any other third parties outside the Board. The National Chair is not on the Board.

I am perfectly well aware, as is the rest of the Board, that when you hear something from the Board that you do not like, you think you can shop around for allies to weigh in on your behalf and turn it around. That option is no longer available, and actually it never was. You got away with it through previous weak management now no longer in charge.

We can get along Nich, if you want to. It starts with you trying to help us achieve what we want to achieve instead of trying to obstruct, delay and frustrate our every action.

That which we want to achieve - a strong, well-financed viable MAG - should be to your personal benefit more than anybody's given that you are our highest paid employee.

But if you don't want to get along, we can cope with that also.

I shall see you next Monday. This discussion is closed.

NFL

-----Original Message-----
From: mag-uk-directors-list-bounces@mag-uk.org
[mailto:mag-uk-directors-list-bounces@mag-uk.org] On Behalf Of Nich Brown
Sent: 12 March 2013 16:31
To: mag-uk-directors-list@mag-uk.org
Subject: [mag-uk-directors-list] CONFIDENTIAL:

Neil has advised me that the Board have now deputised Pete and him to look after the management and HR issues regarding Central Office staff.

I have circulated the email to staff as requested and spoken to each individually.

Up to now I have tried to resolve the issues surrounding Neil's attitude toward staff and Pete's expressed lack of trust through the designated Board members dealing with HR issues, both of whom have spoken candidly to each member of staff in confidence and have tried to find a way to reconcile the concerns of both sides. The majority of staff have expressed their dismay at the Board's latest decision.

One member of staff insists on having legal representation at the time of their interview.
Another has voiced concern over keeping their job if they say how they feel and what their experience of dealing with Neil has been.
A majority of the staff are considering their position as they believe the individuals concerned have regularly displayed prejudice and lack of fairness in their past dealings with staff.

It is of course for the Board to decide who represents them in dealings with the staff, in the circumstances I can only object and advise the Board that this has raised a number of concerns among staff based on past behaviour and attitudes displayed toward members of staff.

Nich

mag-uk-directors-list mailing list
mag-uk-directors-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-directors-list

From: Neil F Liversidge [mag@wrpfs.com]
Sent: 12 March 2013 16:58
To: 'Nich Brown'
Cc: 'Pete Walker'; 'Pete Davison'; 'pat.van.aalst@mag-uk.org'; 'Tony Cox'; 'selinaandpete@sandp.orangehome.co.uk'; 'EdinburghMAG@aol.com'
Subject: RE: [mag-uk-directors-list] CONFIDENTIAL:

Nich

Anyone who wishes to waste money on lawyers is welcome to do so at any time they see fit. However this is not a disciplinary meeting and lawyers have no rights of audience. The member of staff concerned should conduct any such discussions outside the office and outside working hours at his or her own expense.

If ever we do have a disciplinary meeting - which hopefully shall not be necessary - then all due legal rights may be exercised. Lawyers do not concern me in the slightest.

We shall approach our discussions with an open mind and all concerned shall be treated ith the utmost fairness. It is a pity, it seems from your below, that we cannot pect a reciprocal attitude.

NFL

Subject:
NC Email List / Next Monday's Meeting
From:
"Neil Liversidge Laptop" <neil2@wrpfs.com>
Date:
12/03/2013 22:34
To:
"'Nich Brown'" <nich.brown@mag-uk.org>
CC:
<selinaandpete@sandp.orangehome.co.uk>, "'Pete Walker'" <maphq@maphq.karoo.co.uk>, "'Pat van Aalst FMAAT'" <pat.van.aalst@mag-uk.org>, "'Tony Cox'" <tony.cox@mag-uk.org>, "'Pete Davison'" <veece1@gmail.com>, <edinburghmag@aol.com>

Dear Nich

1. Please remove Louisa from the NC Email List with immediate effect. If anything requires Louisa's input she will be asked to give it via yourself.
2. Please make all staff aware that if anyone is absent due to illness on Monday, they will be required to attend for the meeting at my office in Castleford immediately on their return to work. I am taking a day out of my business on Monday, which is an expensive matter for me, and I shall not allow my time to be wasted.

With kind regards,

Yours sincerely

neil

Subject: Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 12/03/2013 14:50
To: "'John Mitchell'" <magsoutheastregion@gmail.com>, "'Peter Walker'" <pwalker@maphq.karoo.co.uk>
CC:"'MAG NC List'" <mag-uk-nc-list@mag-uk.org>, "'MAG Directors only'" <mag-uk-directors-list@mag-uk.org>

As below, except that once Trevor of the ICO ascertained that MAG has a single constitution common to all members, who pay their subs to a central entity, he confirmed that there are no restrictions on the internal sharing of information. We can use for notifying membership expiry/renewal due, meetings, events, new launches - anything 'internal'.

(My previous email refers.)

I knew this anyway, but I've had to waste my time 'proving' it because some people seem more concerned to find ways NOT to do things than TO do them.

NFL

Subject: Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From: John Mitchell <magsoutheastregion@gmail.com>
Date: 12/03/2013 14:34
To: Peter Walker <pwalker@maphq.karoo.co.uk>
CC: MAG NC List <mag-uk-nc-list@mag-uk.org>

Hi all,

I've just had quite an interesting conversation with the ICO on the subject. I was on the phone for twelve minutes with their advisor. I would have taped the conversation if my damned i-Phone mic was working properly and I had the person's permission of course.

This is the jist of the matter:

There is no problem giving the members' details to the regional reps, *including
phone numbers* if they're not used for marketing purposes.

What is defined as marketing is a very fine line of course.

Email can be used for advising of an AGM, etc. but 'not necessarily' advising of a new meeting that is happening - as that ***can*** be seen as marketing, even though that event is part of the organisation. Obviously, we can't email or phone the members to say that a certain rally is happening.

All the best,

John

Subject: Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From: "Den Powell" <den.powell@mag-uk.org>
Date: 12/03/2013 14:51
To: "John Mitchell" <magsoutheastregion@gmail.com>, "Pete Walker" <pwalker@maphq.karoo.co.uk>
CC: mag-uk-nc-list@mag-uk.org <mag-uk-nc-list@mag-uk.org>

Hi John

Yes, Neil just let us know he had a similar conversation as well

Sorry Neil, apologies for the last paragraph in relation to if I had known about your conversation, for some reason I thought today was 13 March. But on the flipside I don't think our discussions were wasted time if we only just learnt that.

Neil/John - did either of you get this in writing. If not Nich, could you email the information commisioners office so that we have it in writing so this is not an issue in future.

The reason I ask this is it is not my reading of it so if we've got it from the horses mouth so to speak, we can move from this and get on with MAG stuff

Den

Den Powell
MAG National Chair
Glos MAG Rep

Sent from my HTC

Subject: Re: [mag-uk-nc-list] Regional member lists and Data Protection Policy and missing MORF's
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 12/03/2013 15:13
To: "'Den Powell'" <den.powell@mag-uk.org>, "'John Mitchell'" <magsoutheastregion@gmail.com>, "'Pete Walker'" <pwalker@maphq.karoo.co.uk>
CC: mag-uk-nc-list@mag-uk.org

Den, we've moved on.

Nich, do not write to the ICO, that is an instruction from your managers, the Board. I will handle any necessary ICO contact.

NFL

Subject: CONFIDENTIAL:
From: Nich Brown <nich.brown@mag-uk.org>
Date: 12/03/2013 16:31
To: mag-uk-directors-list@mag-uk.org
CC: Den Powell <den.powell@mag-uk.org>

Neil has advised me that the Board have now deputised Pete and him to look after the management and HR issues regarding Central Office staff.

I have circulated the email to staff as requested and spoken to each individually.

Up to now I have tried to resolve the issues surrounding Neil's attitude toward staff and Pete's expressed lack of trust through the designated Board members dealing with HR issues, both of whom have spoken candidly to each member of staff in confidence and have tried to find a way to reconcile the concerns of both sides. The majority of staff have expressed their dismay at the Board's latest decision.

One member of staff insists on having legal representation at the time of their interview.
Another has voiced concern over keeping their job if they say how they feel and what their experience of dealing with Neil has been.
A majority of the staff are considering their position as they believe the individuals concerned have regularly displayed prejudice and lack of fairness in their past dealings with staff.

It is of course for the Board to decide who represents them in dealings with the staff, in the circumstances I can only object and advise the Board that this has raised a number of concerns among staff based on past behaviour and attitudes displayed toward members of staff.

Nich

Subject: RE: [mag-uk-directors-list] CONFIDENTIAL:
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 12/03/2013 16:57
To: "'Nich Brown'" <nich.brown@mag-uk.org>
CC: "'Pete Walker'" <pwalker@maphq.karoo.co.uk>, "'Pete Davison'" <veece1@gmail.com>, <pat.van.aalst@mag-uk.org>, "'Tony Cox'" <tony.cox@mag-uk.org>, <selinaandpete@sandp.orangehome.co.uk>, "'EdinburghMAG@aol.com'" <edinburghmag@aol.com>

Nich

Anyone who wishes to waste money on lawyers is welcome to do so at any time they see fit. However this is not a disciplinary meeting and lawyers have no rights of audience. The member of staff concerned should conduct any such discussions outside the office and outside working hours at his or her own expense.

If ever we do have a disciplinary meeting - which hopefully shall not be necessary - then all due legal rights may be exercised. Lawyers do not concern me in the slightest.

We shall approach our discussions with an open mind and all concerned shall

be treated with the utmost fairness. It is a pity, it seems from your below, that we cannot expect a reciprocal attitude.

NFL

20130313.0349

Neil F Liversidge

From: Neil F Liversidge [mag@wrpfs.com]

Sent: 13 March 2013 03:49

To: 'Pete Walker'; 'Pete Davison'; 'pat.van.aalst@mag-uk.org'; 'selinaandpete@sandp.orangehome.co.uk'; 'Tony Cox'; 'EdinburghMAG@aol.com'

Subject: Defusing the next bomb

Yes this really is me; no I've not set a timer to send emails in the middle of the night to impress you, and no I don't really want to be here. I'd much rather be in bed. Problem is I wake up thinking about the work I've not done and then I can't sleep anyway so I might as well come in and do it. I've a lot of stuff to get through before the tax year end and it will cause me major problems if I don't finish it. And guess what? I'm further behind because I spent a lot of yesterday defusing the bombs Mr B was trying to plant.

I fully expect that the next thing - or maybe a few down the line - will be that we get a 'whistleblower' generated enquiry from the ICO, no doubt sent in by Nich or Louisa. It will of course go to Central who will announce it with maximum fanfare to the NC to try and panic folk, in disregard of the instruction not to involve the NC in management matters. When it happens I will deal with the ICO. I have absolutely no worries whatsoever about our DPA/ICO position for all the scaremongering.

This is how much I am not worried: If MAG gets an ICO fine I'll pay the first grand out of my own pocket - my promise. Don't broadcast this though; I'm not playing Mr Moneybags.

Thank you all for your steadfastness yesterday; it is appreciated.

As you'll see when you log in, I've given Nich the hard word about throwing sickies next Monday. I'm not trying to be unduly harsh but if I'd not done this I'm pretty sure me and Pete would turn up to find Nich and/or Louisa off 'sick'. Now as it is, they can play that game if they want, but if they do they're coming up here for 9am on their return to work.

Here's hoping for a better day.

Neil

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Subject:
Next Monday's Meeting
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
13/03/2013 14:21
To:
Neil Liversidge Laptop <neil2@wrpfs.com>
CC:
selinaandpete@sandp.orangehome.co.uk, 'Pete Walker' <maphq@maphq.karoo.co.uk>, 'Pat van Aalst FMAAT' <pat.van.aalst@mag-uk.org>, 'Tony Cox' <tony.cox@mag-uk.org>, 'Pete Davison' <veece1@gmail.com>, edinburghmag@aol.com

Dear Neil

I have spoken to Julie about her recovery after recent surgery, especially as Monday is her first day back at work. Julie expects to be present on Monday, subject to her consultant's orders at her next hospital appointment. I should know the outcome on Friday. Julie is fully expecting to be at work but I would ask that you be prepared to be flexible in the timing of your meeting with her and Carol.

Carol has an existing appointment at the dentist and would need to leave at4.15pm on Monday, from the running order you have supplied I doubt this will disrupt your plans but please let me know asap if Carol needs to postpone her appointment.

It would be useful to have an idea of timings for the interviews on Monday.

NIch

Subject:
[mag-uk-nc-list] NC List / Staff
From:
"Neil F Liversidge" <mag@wrpfs.com>
Date:
13/03/2013 17:05
To:
<mag-uk-nc-list@mag-uk.org>, "'MAG Directors only'"
<mag-uk-directors-list@mag-uk.org>

Your Board is trying to improve the way MAG works, as hopefully you have noticed in the last few days. Ian Mutch now has the list of club contacts he has been requesting for as long as I can remember and all RRs now have an almost complete membership list, something I promised I would make available as far back as last October. I have Northeast MAG to thank for making me aware of that problem and I apologise to you all for not being able to solve it sooner.

Decisions are being made on a sensible commercial basis. Our aim is to make MAG as effective as possible and avoid the waste of effort by volunteers and paid staff alike. Part of this is ensuring that they are able to concentrate on their jobs. We also want to alleviate needless stress where we can. To this end the Board, which is responsible for all staff matters, has decided that Louisa does not need to be on the NC list. Accordingly Nich has amended the list today.

If you need Louisa's input please email her directly <mailto:louisa.smith@mag-uk.org> <louisa.smith@mag-uk.org> and you will find her as helpful as she has always been, but hopefully less inundated, and therefore more able to assist even than she was previously.

With kind regards,

Yours sincerely

neil

Neil F Liversidge, Dip PFS

Managing Director

West Riding Personal Financial Solutions Ltd, Authorised and Regulated by the Financial Services Authority.

West Riding Personal Financial Solutions Ltd is Registered in England as Company Number 5142989.

Registered Office is at 17A Sagar Street, Castleford, West Yorkshire, WF10

Subject:
Brussels trip
From:
"Neil F Liversidge" <mag@wrpfs.com>
Date:
13/03/2013 18:33
To:
"'Nich Brown'" <nich.brown@mag-uk.org>

Hi Nich

The Board agrees you should go to Brussels Tuesday. This is what MAG is about - campaigning. There is no reason for you not to go.

You do not need, therefore, to wait for answers from the rest of the NC.

For clarification however, future questions/requests of this nature must be addressed to the Board. As with everything else I will personally make it a priority to get back to you. That's why, Nich, it's better not to waste my time like yesterday. If you respect my time more, I can help you more.

The Board's default answer in circumstances such as this will be 'yes' unless there is a good reason to the contrary. This way however, with the request directed to us, the Board and NC will not come into wasteful conflict and email to-ing and fro-ing will be minimised. Neither will there be any confusion as to the line of management, and this is obviously important. There is only one line of management: The staff up to you, you up to the Board, Board reporting to NC. It does not branch off from the staff or you to the NC, Rocky or anyone else.

This way Nich, you will get your 'Okay' much quicker. Better for all concerned - no?

With kind regards,

Yours sincerely

neil

Neil F Liversidge, Director, MAG UK Ltd

MAG Member 23660

----- Forwarded Message -----
From: rory wilson <roryjameswilson@yahoo.co.uk>
To: Phil McFadden <phil.mcfadden@mag-uk.org>
Sent: Wednesday, 13 March 2013, 22:07
Subject: Paddy

What's this I hear Phil, that Liversidge has a motion at AGC pressing for Paddy's post to be done away with. I've said for a long long time that NL has been intent on surrounding himself with his cronies in order to take charge once again. The reason I joined MAG was because I observed it modernising, and in that respect was on the NC when Paddy was voted to be employed. If NL takes charge and drags MAG back into the dark ages then I'm afraid I won't be associated with that, and will have to try the....dare I say it... BMF. Rory

20130313 . 1146

Neil F Liversidge

From: Neil F Liversidge [mag@wrpfs.com]
Sent: 13 March 2013 11:46
To: 'pat.van.aalst@mag-uk.org'
Cc: 'Pete Walker'; 'Pete Davison'; 'selinaandpete@sandp.orangehome.co.uk'; 'edinburghmag@aol.com'; 'Tony Cox'
Subject: RE: NC Email List / Next Monday's Meeting

Hi Pat

You points did not fall on deaf ears at all. I took them on board and found them helpful. However I would invite you to consider my email to Nich in the context of everything he did and said yesterday, not in isolation as you clearly have done.

Nich is desperate not to have that meeting. So is Louisa. As I said yesterday, he is like a bug on a hot plate, or a worm on a hook. He'll do or say anything to get off it. Why? Because he knows that both he and Louisa are way out of line. In any normal employment situation they would both have been fired multi-times over by now, you know it, so do I and so do they.

Next Monday is an expensive day off for me that I can ill afford. Had I not sent that email then I am 99% sure Louisa would have thrown a sickie and it's 50/50 Nich would have done the same. He is an experienced gamer of the Board. I refuse to allow Nich or Louisa to waste my time.

Indeed though, as you say, if somebody is sick, they are sick. In that event they will come up here for the meeting when well again. The difference is that they shall be paid for the day. I shall not be paid for next Monday or for any of the time of mine Nich wasted yesterday, or for what he shall doubtless waste in the future. If it comes to a meeting in Castleford I shall not be paid for that either, but at least that'll take up far less of my time than schlepping back down to Warks.

I would guess that my email to Nich last night pretty much guarantees a full house next Monday, which is what we should have, so we can sort things out.

We are playing fair Pat, but we are not playing against people who play fair, and it is naive in the extreme to think we are.

Every word I have written to Nich has been fair, calm and measured. He has not responded in kind; nothing like. He needs to start acting the age he is and like the professional he is supposed to be.

You can think what you like about me Pat, but the facts are that I have been managing people since I was 19 in all sorts of settings. I ran HLSA Leeds, Manchester & Nottingham offices from age 19 with 14 staff who were all older than me, ditto NIMCo when I was 22. At Strachans I ran 60 fitters, 30-odd office staff and 90-odd in the factory. KW 20-odd people in Leeds and 60-odd more in Chester, Birmingham and Edinburgh. People from all backgrounds and all walks of life, all ages, ethnic backgrounds, umpteen religions, both genders and a few unsure. I've seen it from the other side also as a shop steward. In all those years I've had to fire a few people but I've never once been taken to a tribunal. Why? Because they all knew they deserved it and had not a leg to stand on. Why did my employers put me in charge? Because I proved I could do the job mate, simple as that, and I always delivered results and I never dropped them in any employment tribunal shit. For 9 years I've run my own firm the same way. Not only do I have good relations with pretty much all my former colleagues, I also have good relations with most of my own former bosses. I still lunch a couple of times a year with my first boss, John Sayers of Nottm, who's in his 70s now. I played it straight upwards to my own bosses and straight down the line to the people I managed. I'm not one of Thatcher's breed of manager-arseholes who trod and shat on everyone below them, I've been fired for starting a union mate, and for standing up for workmates who got the shit end, so I know what it's like.

What I never had to do in any of those jobs was manage people under me while being sniped at by fellow managers on my own level or my own managers up the line. That only happens in the unreal world of MAG, and I've had it before when taking on the mucky unpleasant and dangerous jobs that other people knew needed doing, but had no intention of taking on the risk and aggravation themselves.

As I said last night, if you stay steady we can sort this thing. My ideal solution leaves Nich in place, well paid and happy, but helping us not hindering us. I would therefore urge you to give me the support I need - and I think deserve - to bring that about. I am not asking anyone else to put themselves in the firing line on this, but

I do think it's fair to ask that you do not snipe at me from behind me.

Kindest regards as always,

Neil

Neil, I assume my points fell on deaf ears as usual... This is not how to start a constructive meeting. If someone is ill then they're ill, period.

Pat van Aalst FMAAT
National Finance Officer
Motorcycle Action Group

www.mag-uk.org

From: Neil Liversidge Laptop
Sent: Tuesday, March 12, 2013 10:34 PM
To: 'Nich Brown'
Cc: selinaandpete@sandp.orangehome.co.uk ; 'Pete Walker' ; 'Pat van Aalst FMAAT' ; 'Tony Cox' ; 'Pete Davison' ; edinburghmag@aol.com
Subject: NC Email List / Next Monday's Meeting

<image001.jpg>
Dear Nich

1. Please remove Louisa from the NC Email List with immediate effect. If anything requires Louisa's input she will be asked to give it via yourself.
2. Please make all staff aware that if anyone is absent due to illness on Monday, they will be required to attend for the meeting at my office in Castleford immediately on their return to work. I am taking a day out of my business on Monday, which is an expensive matter for me, and I shall not allow my time to be wasted.

With kind regards,

Yours sincerely

Neil

Subject: RE: Management
From: "Neil F Liversidge" <neil@wrpfs.com>
Date: 13/03/2013 17:30
To: "'Louisa Smith'" <louisa.smith@mag-uk.org>
CC: "'Nich Brown'" <nich.brown@mag-uk.org>

Hi Nich

Problem is I am a day behind thanks to all the firefighting you had me doing yesterday, hence I was in here last night until 9pm and back in at 03.30. I am only in here tomorrow, and most of that is my BBC work. Friday I am in Grantham all day, so the agenda will now be done over the weekend, probably Saturday. I look forward to receiving the CVs etc.

NFL

-----Original Message-----
From: Nich Brown [mailto:nich.brown@mag-uk.org]
Sent: 13 March 2013 15:21
To: mag@wrpfs.com
Cc: 'Pete Walker'; 'Pete Davison'; pat.van.zalst@mag-uk.org; 'Tony Cox'; selinaandpete@sandp.orangehome.co.uk; 'EdinburghMAG@aol.com'
Subject: CONFIDENTIAL: Agenda for Monday

Dear Neil

I have noted your comments and would like to suggest that one way to demonstrate openness will be for you to provide an outline of what discussions you wish to have with each member of staff. This may dispel some of the concerns and ensure your time is well spent on Monday.

Nich

With kind regards,

Yours sincerely

Neil

Neil F Liversidge, Dip PFS

Subject: IMPORTANT: Message from Neil Liversidge re Monday's meeting
From: Nich Brown <nich.brown@mag-uk.org>
Date: 13/03/2013 13:41
To: MAG Staff Mailing List <mag-staff-list@mag-uk.org>,
mag-uk-directors-list@mag-uk.org

I have been asked to make all staff aware that if anyone is absent due to illness on Monday, they will be required to attend for the meeting at Neil's office in Castleford immediately on their return to work.

Nich

Subject: Re: [mag-uk-directors-list] IMPORTANT: Message from Neil Liversidge reMonday's meeting
From: Nich Brown <nich.brown@mag-uk.org>
Date: 13/03/2013 16:20
To: mag@wrpfs.com
CC: 'Pete Walker' <pwalker@maphq.karoo.co.uk>, pat.van.aalst@mag-uk.org, 'Pete Davison' <veece1@gmail.com>, '"EdinburghMAG@aol.com"' <edinburghmag@aol.com>, 'Tony Cox' <tony.cox@mag-uk.org>, selinaandpete@sandp.orangehome.co.uk

On 13/03/2013 15:16, Neil F Liversidge wrote:

Thanks for this confirmation Nich.

Can you please also confirm that Louisa has been taken off the NC list.

I had not as I was waiting for a response to my earlier request for clarification, but I have now done so.

Am I permitted to send the following to NC?
/
//Louisa is no longer on the NC list, please be sure to send or cc <louisa.smith@mag-uk.org> any message that requires her attention./

I have just spoken to Louisa but was not able to offer any explanation other than the instructions I have been given.

In the absence of an explanation I can only submit my objection.

Nich

Subject: RE: [mag-uk-directors-list] IMPORTANT: Message from Neil Liversidge reMonday's meeting
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 13/03/2013 16:21
To: "'Nich Brown'" <nich.brown@mag-uk.org>

Thanks Nich. I'll inform the NC list.

NFL

BRUSSELS

20130313.1721

Neil F Liversidge

From: Neil F Liversidge [mag@wrpfs.com]
Sent: 13 March 2013 17:21
Subject: Nich's Invitation to Super-MoT meeting 19 March

Hi all

Re' this, I believe he should go to Brussels Tuesday, so I am saying nothing.

However there is a point at stake here which is both practical and one of principle.

'Control' of staff by the NC equals no control at all. Which is why Nich likes it of course. He gets to do as he likes.

If we let his assume this he will a) Use it to give us the runaround and b) Use it to play the Board off against the NC.

It's better that we avoid pointless fights than having to fight and win them.

Therefore, I will be making clear to Nich is that he refers to the Board and ONLY the Board on stuff like this and that our default answer will be 'yes' unless there is a ason to the contrary.

Therefore he will be able to do such trips, he has nothing to whine about, but we don't end up in conflict with the NC.

Because you know and I know, he would just love that.

The point is, he does not decide who manages him. The Board manages him and all the staff, on behalf of the NC, period.

We're back to the bug on the hot plate scenario, as you have probably gathered.

I'm here until at least 8pm tonight if anybody needs a chat, mobile landline of Skype.

Regards

Neil

Tel 01977 808600; Fax 01977 667601; Mobile 07904 332531; Residence 0113 2869332.

On 13/03/2013 16:43, Nich Brown wrote:
> As this is a campaigns matter I'm judging it to be an NC decision.
>
> I've been invited to attend a meeting arranged by FEMA with MEPs
> involved in the negotiations about the Super-MoT in the European
> Parliament in Brussels on Tuesday.
>
> FEMA have been struggling for weeks to get this meeting, but the short
> notice means there is very little time to arrange meetings
> specifically with UK MEPs.
>
> This would mean travelling on Monday evening and staying overnight,
> returning on Tuesday evening. The total cost would be around £300 if
> today's prices hold-up and I would not be accruing time-off in-lieu.
>
> Please let me know asap.
>
> Nich
>
>
>
>
> mag-uk-mc-list mailing list

BRUSSELS

303

Subject: Re: [mag-uk-board-list] Management
From: Louisa Smith <louisa.smith@mag-uk.org>
Date: 13/03/2013 17:34
To: neil@wrpfs.com
CC: Board <mag-uk-board-list@mag-uk.org>

Dear Neil,

As directed in the email below, I would be grateful if you could advise at your earliest convenience the reason for the meeting that you have requested on Monday please?

I would also be grateful if you could advise any agenda for this meeting.

Many thanks & kind regards,
Louisa.

Subject: RE: Management
From: "Neil F Liversidge" <neil@wrpfs.com>
Date: 13/03/2013 17:30
To: "'Louisa Smith'" <louisa.smith@mag-uk.org>
CC: "'Nich Brown'" <nich.brown@mag-uk.org>

Hi Louisa

I felt sure that Nich would have updated you. However as he has apparently not done so, please find below his email to me and my reply explaining the situation.

In broad terms we will be discussing how Central can work more effectively, how the NC can get what it needs in the most efficacious way with minimal disruption to Central's working day routines etc. The most important part of next Monday's meeting however - and this is the bit of the agenda I have managed to complete - will naturally by item 1: 'Invitation to the individual member of staff to raise any matters of concern'. You will thus all 'have the floor' right at the start of your meeting and any matters you wish to raise will take precedence over ours. Part of the aim is that Pete and I have a learning experience.

I hope that you will find it an enjoyable and productive day.

Kindest regards

Neil

Subject:
RE: Next Monday's Meeting
From:
"Neil Liversidge Laptop" <neil2@wrpfs.com>
Date:
14/03/2013 22:36
To:
"'Nich Brown'" <nich.brown@mag-uk.org>
CC:
<selinaandpete@sandp.orangehome.co.uk>, "'Pete Walker'" <maphq@maphq.karoo.co.uk>, "'Pat van Aalst FMAAT'" <pat.van.aalst@mag-uk.org>, "'Tony Cox'" <tony.cox@mag-uk.org>, "'Pete Davison'" <veece1@gmail.com>, <edinburghmag@aol.com>

Totally flexible with that Nich, no problem at all.

Timetable: We'll be there for 9am latest. What time can we get in?

First of all I want to say a few words to all concerned just to set the scene. After that we're in with you for 9.15 say until I would guess 10am, maybe longer or shorter, depends how much you want to talk. We are coming to
listen Nich.

After you it's Louisa and we'll just work our way through. We can swap around some spots if we need to and if we have to have gaps we can. In between times we can have a look at systems and ways of working and see if there's anything we can see that might help you. Carol can keep her Dentist app as is

.

Hope this is clear and helpful

With kind regards,

Yours sincerely

neil

Neil F Liversidge, Dip PFS

Managing Director

West Riding Personal Financial Solutions Ltd, Authorised and Regulated by the Financial Services Authority.

West Riding Personal Financial Solutions Ltd is Registered in England as Company Number 5142989.

Registered Office is at 17A Sagar Street, Castleford, West Yorkshire, WF10 1AG.

Subject: RE: NC Email List / Next Monday's Meeting
From: "Neil Liversidge Laptop" <neil2@wrpfs.com>
Date: 14/03/2013 22:36
To: "'Nich Brown'" <nich.brown@mag-uk.org>
CC: <selinaandpete@sandp.orangehome.co.uk>, "'Pete Walker'" <maphq@maphq.karoo.co.uk>, "'Pat van Aalst FMAAT'" <pat.van.aalst@mag-uk.org>, "'Tony Cox'" <tony.cox@mag-uk.org>, "'Pete Davison'" <veece1@gmail.com>, <edinburghmag@aol.com>

Dear Nich

1. Please remove Louisa from the NC Email List with immediate effect. If anything requires Louisa's input she will be asked to give it via yourself.

Would you be agreeable to removing her right to post to the NC list so she can cover for me when I am not in the office?

No, sorry Nich, we do not want her spending her time watching the list all day every day. To put it bluntly she spends too much of her time looking for things to be upset about. When you are out it's a simple matter to set your account up on her machine as I do with my PA, and then deactivate the account when you're back in. Alternatively let her log into your machine. Also Nich, again being blunt, Louisa seems to have an inflated notion of her position. Why ever anyone would think it acceptable that Mutch, Founder, of MAG, 40-year Member and President, should have to justify himself to Louisa over club email contacts, is utterly beyond me. We are not having a situation where people feel they have to tiptoe around on eggshells because Louisa can make their lives harder if she takes a dislike to them. In all the firms I've worked in, Louisa would have been at least given a warning and probably fired for such behaviour. Reading her CV suggests to me that has probably happened more than once. She has a long history of short-stay jobs. In my experience that indicates a difficult employee who employers get rid of at the first opportunity. Sorry to say Nich, it fits everything I have seen from Louisa and plenty more have made precisely the same comments. This is not just my personal opinion, whatever you might think; rather it is, I have discovered, the very general overall opinion of many on the NC.

Notwithstanding the above, I am not writing her off. Our mission is to help Louisa grow into a valuable and happy employee. Part of that however involves her changing her attitude, and she must.

In any Louisa knows that I regard her access to the NC as essential. I think it is inevitable that she will ask why and reasonable to give her an honest answer, what reason would you like me to give her?

NC list discussion is 99% policy, commercial, marketing etc. She is administration. We want her 100% focused on admin and not distracted by the list.

You Nich are in the best position of all to help her, but you have to act as her manager, not her mate. You need to keep a proper separation. Better for you and your staff in the long run.

With kind regards,

Yours sincerely
neil

BY HAND

Denise Powell

National Chair

MAG(UK)

14th March 2013

STRICTLY CONFIDENTIAL:

Dear Den

During the course of this week, several members of staff have told me they have felt intimidated by the behaviour of Neil Liversidge and Pete Walker.

I have discussed similar concerns with you since Neil and Pete became directors of the company, and Selina more recently, but there have been further instances during the course of this week.

Paddy and another member of staff individually came to tell me they felt under pressure to undermine my position as General Secretary during phone calls from Neil on Monday. Both were willing to give written statements but one was not willing to include everything due to concern about its effect on their job at MAG.

Yesterday, Neil forwarded to Louisa a very detrimental email he wrote about me and Louisa feels completely undermined by Neil's order that I remove her from the NC list, which I regard as essential to her role as my deputy and which the Board very recently agreed was the case.

As you and all the Directors are aware, Louisa is recovering from cancer and such avoidable stress is not in the interests of her health, or the organisation. She feels that Neil's claim to be trying to relieve her stress by taking her off the list is cynical and insincere given the recent incident when Rocky visited Central Office prior to his meeting with Neil and Pete. In my judgement she is reasonable in her view.

As you and Selina are aware, my health has suffered over the last year and I have no doubt this is in part because of Neil's past behaviour both before and after he became a director.

Neil's comments about staff health have been very inflammatory.

I continue to decline to accept a draft memorandum from the Board which reflects some highly prejudicial claims made by Neil and Pete and which I believe to be grossly unjust toward Paddy Tyson in one particular, myself in another.

As you know, some weeks ago Pete was concerned at the possibility that Central Office staff had leaked a set of MAP accounts. I have since asked Pete to confirm that he is satisfied the staff played no part in leaking the MAP accounts, as you yourself found to be the case, but he has not done so.

I believe that in the Board discussion regarding redundancies, Neil and Pete were focussed on getting rid of Louisa and Paddy as individuals and that Neil has suggested replacing staff wholesale with a named individual.

Neil has notified me that he and Pete will visit Central Office on Monday and intend to conduct two-to-one interviews with those members of staff they have subjected to the behaviour described above. The two other members of staff are to be interviewed on a two-to-two basis. I have also been notified by Neil that the Board has deputised them to negotiate terms for Paddy's future employment by MAG.

On receiving the news, one member of staff requested to be able to bring legal representation, which Neil has refused on grounds that there will be no disciplinary content. Neither I nor the staff concerned have any faith in that statement.

All the staff are aware that discussing these matters with anyone outside the management structure, especially you, is now considered to be gross misconduct by the Board. However I cannot go to those current Directors who have been deputised to deal with staff issues as these are the very people causing concern. No other Directors have responded when I raised other concerns this week and few have shown me any interest before.

Until now I have tried to resolve the underlying issues with yourself and Selina as the HR directors previously designated by the Board, but that has not been successful. We do have a formal grievance procedure, but as you know its use has been avoided until now because it was hoped that mediation would provide an alternative.

Staff at the centre of these proceedings feel victimised by the very people appointed by the Board to oversee them.

Consequently I believe the organisation is at risk of damage unless this is settled impartially, fairly and correctly.

The only way forward that I can see would be for the NC needs to take charge of the situation, by setting-up an independent panel to settle these matters before AGC. In the meantime, I believe that Neil and Pete should have no further direct contact with members of Central Office staff and play no part in decision making about Central Office until this matter is resolved. For any matters that cannot be resolved before the Annual Group Conference there should be a strict embargo on any discussion at the meeting.

Sincerely

Nich Brown

General Secretary, MAG(UK)

Subject: Fwd: Non attendance at meeting
From: Nich Brown <nich.brown@mag-uk.org>
Date: 15/03/2013 10:43
To: mag@wrpfs.com, Pete Walker <pwalker@maphq.karoo.co.uk>, MAGNC <mag-uk-nc-list@mag-uk.org>

Posted on behalf of Louisa Smith...

Dear Nich,

Can you please pass the email below to Neil Liversidge, Pete Walker and the NC list.

Thank you,
Louisa.

Dear Neil & Pete,

I am writing with reference to a request for a meeting with me individually on Monday 18th March.

I personally feel very uncomfortable with meeting you both at this stage and because I feel personally intimidated, I will not be taking part in any meeting with the two of you.

I have elected a third party to act on my behalf, Mrs Denise Powell who as you are aware is National Chair of MAG UK. I would ask that you direct any further correspondence or communications for me to my representative. Mrs Powell can be contacted by email: den.powell@mag-uk.org

I have also been advised by a member of my medical team to not take part in this meeting as she believes that the intimidation and stress I am currently feeling is detrimental to my personal health.

I wasn't going to send this email to the NC Members, however as Neil has now publicly opened this for discussion on the list, I feel I have no choice but to include the NC.

Yours sincerely,
Louisa Smith.

--
Louisa Smith
Deputy General Secretary
MAG (UK) - Motorcycle Action Group

Tel: 01926 844064
Fax: 01926 844065
louisa.smith@mag-uk.org
www.mag-uk.org

20130315, 1047

Neil F Liversidge

From: mag-uk-nc-list-bounces@mag-uk.org on behalf of Paddy Tyson [paddy.tyson@mag-uk.org]
Sent: 15 March 2013 10:47
To: NC Mailing List
Subject: [mag-uk-nc-list] My meeting Neil and Pete on Monday 18th March

At this stage I feel intimidated and am not comfortable meeting Neil and Pete. As such I will not attend the meeting they have chosen to timetable for Monday 18th March.

Given that only last month an appointed member of the Board conducted a meeting with me to hear and address any concerns I may have as an employee, some of which concerned Neil and Pete, the timetabling of this meeting and the fact that I have been instructed to meet them on my own, enhances this sense of intimidation.

I am however, happy to appoint a third party in line with the legal advice I have received, who can negotiate on my behalf and would thus like any further correspondence on this subject to be through the currently elected Chairman of MAG (UK), Denise Powell.

Paddy Tyson
Campaigns Coordinator
Motorcycle Action Group
www.mag-uk.org
01926 844064
MAG (UK) Ltd is a company registered in England and Wales with company number 2681957

The registered offices are Oakslade, Station Road, Hatton, Warwickshire, CV35 7LH.

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mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list

310

Neil F Liversidge

From: Neil F Liversidge [mag@wrpfs.com]
Sent: 15 March 2013 10:56
To: 'Nich Brown'; 'MAGNC'; 'mag-uk-directors-list@mag-uk.org'
Subject: Louisa Smith - Meeting on Monday

Dear Nich

Re' the email below:

1. We have not made a request; we have issued a lawful instruction.
2. We deal direct with employees so long as we pay their salaries, not with intermediaries they may wish to appoint, and they cannot insist otherwise.
3. If medical advice as been given and is being cited as a reason for non attendance then we as the employer require it in writing.

Neil

-----Original Message-----
From: Nich Brown [mailto:nich.brown@mag-uk.org]
Sent: 15 March 2013 10:44
To: mag@wrpfs.com; Pete Walker; MAGNC
Subject: Fwd: Non attendance at meeting

Posted on behalf of Louisa Smith...

Dear Nich,

Can you please pass the email below to Neil Liversidge, Pete Walker and the NC list.

Thank you,
Louisa.

Dear Neil & Pete,

I am writing with reference to a request for a meeting with me individually on Monday 18th March.

I personally feel very uncomfortable with meeting you both at this stage and because I feel personally intimidated, I will not be taking part in any meeting with the two of you.

I have elected a third party to act on my behalf, Mrs Denise Powell who as you are aware is National Chair of MAG UK. I would ask that you direct any further correspondence or communications for me to my representative. Mrs Powell can be contacted by email: den.powell@mag-uk.org

I have also been advised by a member of my medical team to not take part in this meeting as she believes that the intimidation and stress I am currently feeling is detrimental to my personal health.

I wasn't going to send this email to the NC Members, however as Neil has now publicly opened this for discussion on the list, I feel I have no choice but to include the NC.

Yours sincerely,
Louisa Smith.

--

311

Subject: [mag-uk-nc-list] Today's Events
From: "Neil F Liversidge" <neil@wrpfs.com>
Date: 15/03/2013 11:13
To: "'MAGNC'" <mag-uk-nc-list@mag-uk.org>, <mag-uk-directors-list@mag-uk.org>

Obviously you all know what is going on. It is no surprise to me; I expected as much

From 1998 to 2002 I slogged away to regain control of the Farmyard Party for MAG with precious few people on my side. I stood in a room in Huddersfield with 40 or 50 people spewing hate at me and a few months later I took the same in Boroughbridge and in Newcastle.

At the time, the people screaming at me all thought I was wrong. Eventually they realised I was right, they had been conned and the old FYP management had ripped MAG off massively.

Ten years down the road most of those same people are my friends and a few are my clients.

It cost me the Chair, but it got the Farmyard Party back for MAG. For me - and for MAG - that was the most important thing.

Whatever this costs me now, I shall work on. I thank you for your forbearance.

With kind regards,

Yours sincerely

neil

Neil F Liversidge, Dip PFS

Managing Director

West Riding Personal Financial Solutions Ltd, Authorised and Regulated by the Financial Services Authority.

West Riding Personal Financial Solutions Ltd is Registered in England as Company Number 5142989.

Sent: 15 March 2013 11:56
To: neil@wrpfs.com
Cc: theroad@mag-uk.org
Subject: Dens email

Apologies for the lateness of this email. I have been in Central office all day and then my Glos MAG meeting this evening. I have also had to copy all the emails from a spreadsheet so if you see that I have missed an someone please ring or text me so that I can send it to them. (Third attempt to send.)

Please note I have only sent this email to the voting members of the National Committee. I would be grateful if this is kept confidential to only those who this email has been sent to.

Selina, Steve & Tony - I know this puts you in a difficult position, however I hope you understand why I have had to do this when you see the nature of it. My apologies for this but unfortunately we knew it may happen when wearing two hats.

I also appreciate that there are a number of members of the National Committee that this may put you in a difficult position especially Wayne as the RR for Yorkshire and apologise for that but this is a very serious matter that we have to address.

On Tuesday 12 March, it was brought to my attention that Neil Liversidge and Pete Walker were according to their email, appointed by the board to take over the responsibility for staffing issues at Central.

They informed Nich that members of staff were no longer allowed to speak to me in relation to staffing matters. Neil and Pete were to attend central to have 2-to-1 meetings with all staff and they would be discussing what they do, how the National Committee get information from the office and how this can be made more efficient and thus cause minimal disruption to the office. They did say that staff would be given the opportunity at the beginning of the meeting to raise any issues of concern.

Following this I had a telephone conversation with 2 members of staff who were very upset about this and very worried about losing their jobs.

If you have had the opportunity to look at your emails from Tuesday you will see this is when a significant amount of comments came out about me, resulting in Neils revelation that I am not the Chair of the Board. This was because I had asked the question on the Directors only list who had appointed Neil and Pete to undertake this role.

For background, before I became Chair, I was the Director of Employees and therefore have built up a working relationship with the staff to the extent that they feel they can approach me of they have any problems

There were many emails that you did not see between us and the Directors which in truth if I wished to take further I could.

I am currently on the Directors only and Board email lists and I have not seen any correspondence where the Directors have voted Neil and Pete into the position of Directors of Staffing.

I have to inform you that at the last Board meeting Paddy had requested via Selina that he be considered for changing over from an employee to a contractor being contracted for 60% of his current hours depending on need. The Board also decided that this should be kept confidential until the contract was in place. I was tasked to meet with Nich and draft a contract for this to be passed by the Board and then meet with Paddy and have it in place prior to AGC. I was told by Neil on Tuesday that he and Pete are now in charge of producing the contract as I am not a member of the Board I am not allowed to be involved in staffing issues.

As I am very concerned that what we require from Paddy as the National Committee may not be represented by Neil and Pete (as they are concerned with what they want as a Board) I felt you as the NC had to know this was happening. I therefore asked Paddy for his permission today. He agreed as long as I informed you all why he offered to do this. The two reasons were:

1. It will reduce the overall cost of staffing. This is one way to help with the deficit as the Board are unwilling to review the cost of publishing The Road;
2. He could not see himself being employed by the current Board due to their attitude towards campaigns and the way they operate.

Yesterday I received a phone call from Louisa who was extremely upset. She explained that she felt very intimidated at the prospect of having a meeting with Neil and Pete due to comments she is aware they have made about her. Louisa had therefore asked if she could have legal representation with her for the meeting. Neil has refused stating that as it is not a disciplinary meeting, she is not allowed to have anyone with her.

Today, when I visited Central Office I was presented a letter from Nich in relation to Neil and Pete being in charge of staffing issues. I have attached a scanned copy of the letter for you to see all the concerns. Please make sure you read the letter, but in brief the issues are:

1. Members of staff feel intimidated by the behaviour of Neil and Pete

2. Two members of staff have been put under pressure to undermine Nich's position as General Secretary,

3. Louisa forwarded a detrimental email about Nich from Neil

4. Louisa being removed from NC list. This increases pressure on Nich as he now has to constantly be scanning NC list for issues. This used to be Louisa's role to minimise the amount of time Nich had to spend dealing with emails. This shows a complete misunderstanding of Louisa's position as Deputy Gen Sec and she feels undermined by this action. Also Neil saying that he is doing this to relieve stress and using Louisa's cancer shows a complete lack of understanding for people suffering from cancer (similarly to when he used it to vote me out as a Director and ultimately as the Chair of the Board)

5. The effect of Neil's past behaviour on staffs health

6. Accusations from Pete Walker in relation to a member of staff leaking information in relation to MAP Accounts. I carried out a full investigation in this and found that there was no evidence to suggest that this occurred.

7. Neil focussing on Louisa and Paddy when discussing the possibility of redundancies

8. Meeting on Monday - staff have been informed it will be gross misconduct if they discuss staffing issues with anyone other than Neil or Pete. However, the problem with this is that the main problems are having are as a result of the actions of Neil and Pete.

9. Staff feel victimised by the people who are overseeing staffing issues

The only way forward they see is that the National Committee take charge of this situation and appoint an independent panel to settle these issues prior to AGC.

I must remind you that as voting members of the National Committee, you are sanctioned by the constitution to oversee the actions of the Board as per the clauses below:

Clause 6. viii. The Board shall be overseen by the MAG National Committee, which shall take care to ensure that the Board acts in the best interests of the members it represents.

Clause 7. vi L. To oversee the work of the Board of directors of MAG (UK) Ltd and to ensure that the Board conducts company affairs in accordance with English company law and the principles and interests of the Motorcycle Action Group.

Board members may cite the following clauses to mandate them to carry out these actions, however, please note that what staff do and how you manage staff are not statutory responsibilities or legal obligations:

Clause 6. xiv. The Board is empowered to act as it sees fit in all matters in which the Directors have statutory responsibilities.

Clause 7. ii. There shall be a National Committee of the group that shall be the governing authority of the group in political, administrative, disciplinary, organisational and other matters save those in which the Board of Directors has legal obligations and responsibilities.

I raised with the Directors that I am concerned with the meeting taking place on Monday as that is Julies first day back after being off following quite a major operation and I asked if it could be delayed for a few days to give her time to catch

up and settle back into her work. I was told that it was no longer my concern.

I have also been advised that should a member of staff phone in sick on Monday, Neil has told Nich that they must travel to Castleford (where Neil works) and explain the reason why.

I am also concerned of the attitude being used towards me as National Chair of MAG. A prime example of this is that when I commented on the recent email in relation to who decides if Nich goes to Brussels I received the following email from Neil off list copying Pete into it:

Den

Please butt out of this.

We are trying to sort out the staff problems which you ducked sorting. You were on the Board that let things slide, however much you might want to blame it all on Paul Turner. You moaned to us no end about Nich et al, about how he and Paddy and Louisa had tried to do you down, but you did absolutely nothing to help. Now we are sorting it suddenly you weigh in to make life more difficult for us.

Everything we are saying we are saying to Nich's face. Everything you said, you said behind his back. Then you followed through on none of it.

You are not on the Board now and frankly should not be on the Directors only list, so stop interfering in Board business. I have had no end of my time wasted this week by silly games and now you are wasting more of it. This is not about what campaigns we undertake, it is about who manages the staff. The answer to that is that THE BOARD manage the staff, not Rocky, not the NC, not anyone who Nich and Louisa drag in off the street, and certainly not you.

The Board has taken a decision to go with Nich's judgement on such meetings by default unless there is a good reason to the contrary. That is the end of the matter.

NFL

As a result of the issues affecting the staff Nich, Paddy and Louisa met with Citizens advice. Here is a statement Nich has sent me this evening:

We have taken advice and it is clear to me that members of staff should not be required to deal with Neil and Pete. I am particularly concerned about the intimidation felt by Louisa and Paddy in particular. There has been a clear and demonstrable impact on their health as well as mine and I believe that work has suffered as a result. At this stage I do not feel comfortable about meeting, or communicating directly, with either Neil or Pete and need to take stock of the situation

I am sorry for the length of this email. I could of included so much more that has happened to the staff and myself but this can be dealt with later.

We need to decide what we are going to do about Mondays meeting. I was going to ask that either the meeting be stopped by the Board and then an investigation be undertaken into the actions of Neil Liversidge and Pete Walker or that I be given a mandate from you to represent the NC in each meeting on Monday. However, the latter is now not an option. We MUST protect the staff and ensure that we do not allow any bullying or intimidation to take place. Please ONLY reply to this email by reply all, please DO NOT send to the NC list or anyone not sent the original from me.

Thank you for your time. My phone number is 07976988561 if you prefer to speak to me about this. We need to make a decision on how we are going to deal with this.

Den

Den Powell
MAG Chair
Glos MAG Rep

----- Original Message -----
From: Paddy Tyson
To: Paddy Tyson
Sent: Friday, March 15, 2013 1:46 PM
Subject: [mag-uk-activists-list] Good news Friday

Your responses from MEPs on the subject of the Super MoT are coming thick and fast and I'm very gratefu thanks.

It appears that the Conservatives are supportive of our concerns, which broadly mirror those of the British Government and the Council of Ministers.

Jacqueline Foster MEP is a full committee member of the **Transport and Tourism Committee** (TRAN) who are leading the EU Parliament on this subject and she has so far been the voice of reason, regarding the insubstantial body of evidence available and the excessive costs that would be incurred by both states and citizens, for very minimal benefits.

Jacqueline and the Conservative MEPs are members of the **ECR** (European Conservatives and Reformists) group, who number 53 and will be a useful group to have on side within the EU Parliament.

The better news is that the UK Green MEPs have responded in a reasonably supportive vein on the subject of the Super MoT. They are members of the larger (59 MEPs) **Green/Free Alliance** group.
Keith Taylor MEP (S.East) is not a TRAN member, but your letters have piqued his interest in the subject such that he is planning to attend **the TRAN Committee meetings on Monday and Tuesday in Brussels, which will also be attended by MAG UK's Nich Brown.**

The Labour MEPs belong to the largest group (190) that we have access to as citizens of the UK; the Alliance of Socialists and Democrats (**S&D**).
The chairman of the TRAN committee is a member of this Labour group and his responses seem intent on ignoring the concerns of riders, repeating that the only riders who are concerned are those who live in countries without a current MoT, which is patently nonsense, or he wouldn't be receiving letters from constituents!

To date, the Liberal Democrats seem to be looking into the matter...

We will have bang up-to-date information from the horses mouth so to speak, when MAG's Nich Brown returns from observing the TRAN meeting next week.

On a local level, we have 4 new groups starting at the beginning of April as we continue to grow.
If you are near one of these, it would be great if you could pop along to the first evening meeting and support the members involved.

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Wednesday 3rd April Doncaster MAG at the Marr Lodge, Barnsley Rd, Doncaster, South Yorkshire DN5 7AX

Thursday 4th April Banbury MAG at the Duke of Wellington, Warwick Road, Banbury OX16 2AR (...because I've just moved to Banbury...)

Monday 8th April Exeter MAG at the The Kings PH, Cowick Street, Exeter EX4 1AA

Wednesday 10th April Hastings MAG at The Carlisle, 24 Pelham Crescent, Hastings, East Sussex TN34 1PE

If you live in the Hemel Hempstead area though, the **Hemel MAG** group have shifted venue, are coming out of their winter hibernation and reinvigorating group meetings at The Oddfellows Arms, London Road, Apsley, Hemel Hempstead HP3 9SP, 1st and 3rd Mondays.

Have a lovely weekend and thanks for the letters you've written.

--
Paddy Tyson
Campaigns Coordinator
Motorcycle Action Group
www.mag-uk.org
01926 844064
MAG (UK) Ltd is a company registered in England and Wales with company number 2681957

The registered offices are Oakslade, Station Road, Hatton, Warwickshire, CV35 7LH.

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mag-uk-activists-list mailing list
mag-uk-activists-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-activists-list

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20130315. 1412

Neil F Liversidge

From: mag-uk-directors-list-bounces@mag-uk.org on behalf of Neil F Liversidge [neil@wrpfs.com]
Sent: 15 March 2013 14:12
To: 'Nich Brown'
Cc: mag-uk-directors-list@mag-uk.org
Subject: [mag-uk-directors-list] Brussels
Attachments: ATT00108.txt

Nich

You will not leave for Brussels until you have met with Pete and I.

This is a lawful and reasonable instruction given by your appointed manager.

With kind regards,

Yours sincerely

Neil

Neil F Liversidge, Director, MAG UK Ltd
MAG Member 23660

Fare		Service	Features		Flight	
12551 176 176 GBP	b.light economy	Birmingham	06:25	08:50	Brussels	SN2050*
12551 176 176 GBP	b.light economy	Birmingham	09:40	11:55	Brussels	SN2038*
10251 153 153 GBP	b.light economy	Birmingham	12:15	14:35	Brussels	SN2040*
12551 176 176 GBP	b.light economy	Birmingham	15:40	17:50	Brussels	SN2046
12551 176 176 GBP	b.light economy	Birmingham	20:50	23:10	Brussels	SN2048*

* Fares displayed above include taxes and fees. Price details displayed below

Return flight: Brussels (BRU) to Birmingham (BHX)

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Subject: MAG Staff Meetings on Monday 18 March 2013
From: "Neil F Liversidge" <neil@wrpfs.com>
Date: 15/03/2013 15:20
To: <mag-uk-nc-list@mag-uk.org>, <mag-uk-directors-list@mag-uk.org>
CC: "'Nich Brown'" <nich.brown@mag-uk.org>, "'Louisa Smith'" <louisa.smith@mag-uk.org>, "'Paddy Tyson'" <paddy.tyson@mag-uk.org>, <carol.ferrari@mag-uk.org>, "'Julie Sperling'" <julie.sperling@mag-uk.org>

Dear Colleagues

Earlier today I asked Den Powell to do me the courtesy of sending me the email that she had sent to numerous others - though it turns out not all - on the NC.

She has not replied. However several other NC Members have sent me copies. I shall not name them but I do sincerely thank them for their fair courtesy, mindedness, support and good wishes.

I joined MAG in 1982, joined the NC in 1988 and became National Chairman in 1989. I served in that capacity until 2002 and continued as a Director until 2004. I then took a back seat from MAG nationally though I continued to support MAG by working at events and the like, and of course lobbying. I have 30 years unbroken membership and my passion for MAG is undimmed.

In October 2011 I attended the Yorkshire MAG AGM and was disturbed to find YMAG extremely unhappy with the performance of Central Office.

Many there present wished to cease funding the national organisation via the FYP and other Yorkshire events.

I persuaded YMAG to maintain its funding on the promise that I would take up the Board position to which YMAG had been invited to make a nomination. I helped keep our present staff employed.

I was duly nominated and after a lot of to--ing and fro-ing on email attended an 'interview' overnight at my own expense; a night in a hotel and a day's work lost.

During that interview Den Powell told the meeting that the most important thing in her life - much more important than her MAG involvement - was being accepted into some patch club for which she was prospecting. This was the preamble to her asking me how I felt about patch clubs, to which I replied that I was utterly neutral. So long as they did MAG no harm I had – and still have - nothing against any of them. She said that was a good thing because i would have "to deal with a full patch member (her) on a regular basis".

I tried to look impressed.

Den then asked me if I could work with the Board to which my answer was 'yes'.

I was then kept waiting the best part of two hours before being told I would not be co-opted, being first given the spurious reason that the Board had not the power to co-opt me. After I explained the constitution to Den (who is supposedly training as a lawyer) I was kept waiting another hour only to be told I would not be co-opted anyway.

It was clear to me that of all present, Den was the most antipathetic and

antagonistic towards me. I later learned from others serving on the NC at the time that she had made statements to the effect that I "was nothing special" that I "had not seen her in action" and that she "would crush me". I subsequently saw her in action at the Farmyard Party when she turned up on the gate and, being asked for her ticket, replied "Do you know who I am?" The gate marshal didn't know who she was and insisted on seeing her ticket anyway, much to her obvious chagrin.

I have seen Den 'in action' many times since and have been as unimpressed as my marshal colleague of the FYP. I understand that her patch club was also unimpressed and rejected her. Presumably at that point MAG was elevated to become the vehicle for her ambition to be top dog in something, at least.

After the December 2011 Board fiasco there then followed as period of four months during which my nomination for a Directorship was conveniently 'lost' by the office despite numerous people having seen it delivered in person in multiple copies. In the course of that time it was apparent to all that a campaign was being run against me by some staff members and their close associates, most notably Andrew 'Rocky' Pyatt. Despite that. I was elected.

Leon Mannings recently asked Pete and I to a meeting in London which I attended at The Groucho Club. He asked that neither Nich nor Paddy should be informed of that meeting. I still have his email. At that meeting Leon informed me that he had been approached by Nich and Paddy to join and campaign with them to prevent my election to the Board. He assured me however that he had refused saying he should not be involved in internal politics.

Leon now denies having told me this, so I do not expect his backing, but on my solemn oath, on the lives of my children, I swear this is the truth.

Since joining the Board I have treated the staff fairly. Had I not done so I could not have retained the support and trust of my Board colleagues and I doubt then that they would have appointed me, with Pete, to act for the Board in HR matters.

We were appointed because, quite frankly, the Board has been stonewalled by our most senior staff for the best part of a year.

This did not start with us. Before I even joined the Board, Den Powell was complaining about staff behaviour. She is therefore a hypocrite of the worst kind to make the statements she is now making. Nobody has complained more loudly or longer, or to more people, than she about Nich, Paddy and Louisa.

You are all mature, educated and experienced people. You just all know that you could not behave, in your employment, as you have seen MAG's staff behave throughout this week and today in particular. If you did you would not expect to have a job at the end of it.

It has been clear all along that Nich, Paddy and Louisa wish, in effect, to choose who is allowed to manage them. Such a concession is not a normal characteristic of the employer / employee relationship. When Den was in charge of HR, for all her huffing and puffing about "sorting out the staff" - her own very words, not mine - she did absolutely nothing of the sort. Selina for her part made valiant efforts and was conciliatory in the extreme. She got no co-operation however and was run ragged. Hence we were asked to take over.

Allegations have been made of intimidation. They are untrue. In my time as an employee there were times when I was on the carpet with the boss. I faced up to it. If I was due a reprimand I took it. Had I refused the meeting however I would have been terminated. Such is accepted employment practice.
As to all the 'stress' that is now been cited, a friend of mine who professionally chairs Employment Tribunals, tells me that 'stress' is the new bad back. She and her colleagues routinely give such claims short shrift. I've worked 18 hour days this week, running my business, seeking clients, managing staff and sorting out this lot. I am not exactly in the full bloom of youth either. Rather, I am pushing 50 and clinically overweight. How come then that I am not stressed?

Turning to Den's email - from which Pete, Ian Mutch, Selina, Veece myself and others were excluded, I shall deal with her points as below.

1. I am surprised that Den needed to be told she no longer Chaired the Board. She knows she is not a Director. The Board has not asked her to be Chairman ex officio. Perhaps she has not yet got to the part of her legal training where she will learn these basic facts.

2. Den says she has 'built up a working relationship' with the staff. If she has then it was a poor one judging by the comments she has made about them. It only showed any sign of improvement at the point where she ducked the issues and let them carry on as previously.

3. Den announced recently that she had asked Andy Meredith to add her back to the Directors Only list. The Board discussed this. In view of the fact that she had but a short time remaining in office, and that she had suffered ill health, I proposed we leave her on the list as an act of kindness so long as she behaved properly. My Board colleagues agreed with my proposal. It is a pity that our forbearance has not been reciprocated.

4. Re' Paddy's contract, Den is not an officer of the company and cannot legally contract for MAG. As above, Den has again perhaps not yet got to the part of her legal training where she will learn this basic fact.

5. We were asked on Monday night by the HR Director if we would be willing to speak to the staff. We agreed. The directors were asked for their approval, of the 7 directors, Five agreed to the meeting as proposed. One agreed that something should be done, but a different type of meeting, One did not reply. Democracy? YES!

6. Monday's meetings are not disciplinary meetings. The staff have been told the same. Repeatedly. Yet despite that fact they continue to mis-portray the facts. That is tantamount to calling Pete and I liars. We are not.

Den Powell is unfit to act for MAG in any capacity. For the best part of a year we have had to put up with her, despite the fact she is no good at either job, National Chair of MAG or Director of MAG (UK) Ltd. She professes legal expertise, yet when any legal point is at issue she is invariably wrong and evinces a complete lack of understanding. She has even proven herself incapable - repeatedly - of understanding MAG's own constitution. She is certainly no democrat and frankly she is a liar. I had hoped she could see out her term as National Chair and go gracefully. I now believe she should be dismissed forthwith. I could deal with the rest of her diatribe point by point but it is such drivel I really do not feel inclined to waste my time.

Next Monday is an expensive day off for me that I can ill afford at this

time of year, the run up to the tax year end. I was 99% sure Nich, Louisa and Paddy would try to duck the meeting somehow at the last minute, and they are still trying so to do. They are all experienced at gaming the Board.
Fine. Pete and I will meet with the two employees who do behave professionally, Julie and Carol. The rest will be required to attend a disciplinary meeting on Monday if they refuse the lawful request, which we have made, to attend a normal staff meeting.

I shall not be paid for next Monday or for any of the time of mine Nich has wasted this week, or for what he shall doubtless waste in the future if he is allowed to carry on as he does at present. We are playing fair, but we are not playing against people who play fair, and it is naive in the extreme to think we are. Every word I have written to Nich has been fair, calm and measured. He has not responded in kind; nothing like. He needs to start acting the age he is and like the professional he is supposed to be and not like a child who kicks and screams because he does not want to go to school.

You can think what you like about me, but the facts are that I have been managing people since I was 19 in all sorts of settings. I ran HSLA Leeds, Manchester & Nottingham offices from age 19 with 14 staff who were all older than me. I ran NIMCo when I was 22. At Strachans I ran 60 fitters, 30-odd office staff and 90-odd in the factory, not to mention a couple of dozen highly strung design staff. At KW I managed 20-odd people in Leeds and 60-odd more in Chester, Birmingham and Edinburgh. I have managed people from all backgrounds and all walks of life, all ages, ethnic backgrounds, umpteen religions, both genders and a few unsure. My own firm has five employees other than myself.

In all those years I've had to fire a few people but I've never once been taken to a tribunal. Why? Because they all knew they deserved it and had not a leg to stand on. Why did my employers put me in charge? Because I proved I could do the job, simple as that. I always delivered results and I never dropped them in a mess. I am a capable manager - and that is why Nich & Co don't want to deal with me. They want to pick their own pushover for a manager.

For 9 years I have run my own firm. Not only do I have good relations with pretty much all my former staff, I also have good relations with most of my own former bosses. I still lunch a couple of times a year with my first boss, John Sayers of Nottingham, who's in his 70s now. All my professional life I have played it straight upwards to my own bosses and straight down the line to the people I have managed. I am not one of Thatcher's breed of 1980s managers, who trod on everyone below them. I have also seen it from the other side also as a shop steward. I have been fired for starting a union branch, the Leeds branch of the Furniture, Timber & Allied Trades - and for standing up for workmates who were treated unfairly. I have run six court cases myself with no lawyers, in two cases against Barristers, and I won the lot. In the High Court I demolished a QC - ask Ian Mutch.

What I never had to do, in any of those jobs, was manage people under me while being sniped at by my fellow managers on my own level, or my own managers up the line. My bosses and colleagues were too smart and too professional to even think of such a thing. That kind of behaviour only happens in the unreal world of MAG. I have suffered it before when taking on the mucky, unpleasant and sometimes dangerous jobs that other people knew needed to be done, but had no intention of taking on themselves.

The behaviour of Nich, Paddy and Louisa today has been unprofessional, disgraceful and, so far as the citing of stress is concerned, downright

dishonest. They are obviously not too stressed to cause trouble. Considering all the years I have known Nich Brown and the high esteem in which I once held him I am utterly appalled and saddened that he should behave in this way.

Our position is very simple. On behalf of our Members we want the office to be run efficiently and for the staff to behave professionally.

We have consulted with ACAS and their advice is that we 100% within our rights. They profess themselves appalled at the behaviour of our employees.

On ACAS's advice, the staff are hereby informed - and you may all witness this - that they are required to attend on Monday at their normal place of employment on a working day during working hours for a staff meeting.

If any staff refuse they will be required to attend a disciplinary meeting the same day.

If any do not turn up for work on Monday normal procedures will be followed and they will be required to attend a meeting here in this office, with Pete and I, again on a normal working day, for which their travel expenses will be paid.

Den is not an officer of the company. If she attends on Monday she will be asked to leave the premises. If she refuses we shall call the police and ask them to remove her.

We shall do our duty. We realise many of you will find this stressful so we are not asking anyone else to put themselves in the firing line, but we do think it is fair to ask that you do not snipe at us from behind us.

Thankyou.

Yours faithfully

Neil F Liversidge

Subject:
[mag-uk-nc-list] meetings et al
From:
Ian Mutch <theroad@mag-uk.org>
Date:
15/03/2013 15:28
To:
MAGNC <mag-uk-nc-list@mag-uk.org>

I so want to pour some oil on the troubled water in which various fish are churning at this time and for clarification I think it is important that everyone understands that the meeting planned for Monday between Neil/Pete and the staff was decided by the board on a five out of seven majority. There is nothing procedurally odd or underhand about this.

Let's hope we can get this resolved. As my old friend Stuttering Eddie Smith
used t osay hollllllllld tight old boy.

Peppermint and liquorice tea for me. Jolly good meeting with RIDE editor Colin Overland here in Glastonbury yesterday. He's developed a very positive
view of MAG which I hope will do us good. RIDE is second only to Bike in terms of monthly sales I understand. OF course the ROAD will eclipse them all shortly which will then give us the advertising clout to see the magazine become profitable. Blimey did I just say that?

M r M

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mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list

Subject: Re: [mag-uk-nc-list] MAG Staff Meetings on Monday 18 March 2013
From: Ian Mutch <theroad@mag-uk.org>
Date: 15/03/2013 16:03
To: <neil@wrpfs.com>, <mag-uk-nc-list@mag-uk.org>,
<mag-uk-directors-list@mag-uk.org>
CC: carol.ferrari@mag-uk.org, "'Julie Sperling'" <julie.sperling@mag-uk.org>, "'Louisa Smith'" <louisa.smith@mag-uk.org>

As President I feel bound to say that this is all reads very fair to me. I had a chat with Pete earlier about the issue of the board authorising the meeting and it is not in question. There's an earlier email to that effect out there.

All this said I have great regard for Nich and Paddy. We've had our differences over The ROAD and I have felt got at and interfered with often but I have the hide of a Rhino and have done my best to meet the expectations that we all rightly have of our shop window.

I also always remember that I am paid and it's a huge privilege to work for a group that was formed out of an obsession to retaliate against officialdom and has now become for me, no less an obsession but a career also.

I don't doubt there is a lot of stress in the office but it goes with the territory of running a political pressure group. No-one is going to eat anyone.

I have dictatorially appointed myself as chief diplomat in this and wish to record my hope that we lose no-one from our paid staff. Obviously we have to see how membership and this summer's events go but I certainly don't want to see anyone go.

This is all fixable but nothing will be achieved by anyone dodging meetings. I am happy to attend as well if required.

If I'd been Neil's careers officer in school I would not have steered him toward the diplomatic core but he is utterly dedicated to MAG and much fairer in my estimation than many give him credit for. By the way the QC demolition was a priceless moment which we can share at a lighter time.

We will get over this and get on with fighting the hand wringing jobsworths and spoil sports who it is our responsibility to butcher as Sampson slew the Pharisees - no the Phillistines I just googled it to check before Neil corrects me, he has an irritating habit of being good on detail.

M

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mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list

Subject: Re: [mag-uk-nc-list] meetings et al
From: "Peter Walker" <pwalker@maphq.karoo.co.uk>
Date: 15/03/2013 16:28
To: "'Ian Mutch'" <theroad@mag-uk.org>, "'MAGNC'" <mag-uk-nc-list@mag-uk.org>
CC: UK Board Only List <mag-uk-directors-list@mag-uk.org>

Hi All

I have this afternoon been speaking direct to ACAS. I have given them an honest account of the MAG UK set up and the situation that has arisen with the staff refusal to meet the nominated members of the board. I can assure you the conversation was not weighted it was an honest reflection of the facts. Anything other would be wrong of me as a elected director of MAG UK Ltd and as this situation unfortunately might escalate it's pointless being
biased.

We as directors are within our rights as the employer to ask the staff to a meeting giving them a reasonable amount of notice. The meeting is during working hours and on the premises of MAG UK and again this is the correct procedure.

On accepting employment with MAG the staff have agreed to the hierarchy set up of directors being their employers and as such asking for a meeting with them is not untoward. As the meeting is not a disciplinary meeting the staff have no right to ask for representation and we if were to grant the wish for representation it would be the directors who decide who and the role that they play in the meeting. At no time are the staff entitled to representation by a third party and not be present. This just does not happen and will not happen, they must be present at all meetings.

A refusal of attending the planned meeting will make the meeting become a disciplinary meeting and non-attendance can be viewed as gross misconduct.

Any staff saying they can't attend the planned meeting on health grounds is open to the meeting becoming a disciplinary meeting. The only acceptable type of grounds for nonattendance would be physical, such as a locked back etc. and that would have to be backed up by a letter stating from a health care professional.

The staff will be asked on Monday morning if they are willing to meet us and if they refuse they will be informed that they are to attend a disciplinary
meeting.

The ACAS member was dismayed at this situation and when I read him the letters of refusal from the staff he was further dismayed that one was from a manager and he said he did not know of any company that would allow a manager to behave in this fashion.

Everything here is the honest truth and from the horse's mouth and as such I have confidence that Neil and I will hold the meetings on Monday in the fashion intended which is a staff role and reasonability meetings.

Regards

Pete Walker

Subject:
MAG(UK)Ltd company insurance renewal
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
15/03/2013 16:33
To:
mag-uk-directors-list@mag-uk.org

The advice we have been given is that Castlemead have been able to get the various insurers to hold last year's rates.

The prices may increase as the gross turnover was higher than the previous year.

I can provide details of the full-range of our different insurance policies if the board want to see them and/or arrange competitive quotes.

Louisa and I had our annual meeting with Castlemead, our insurance brokers, today.

This was simply a fact-finding and handshake exercise that allows them to put together a formal quote for the various insurances we need.

One of the questions we have to answer at this stage is whether we know of any potential claims against our insurance, for instance our Liability Policy which covers the company against claims wrongful acts, breach of statutory duty, liable/slander, professional errors/omissions, fraud, criminal or malicious acts committed by Directors, employees, elected officers.

This gives us £1,000,000 cover.

The cover appears to be very comprehensive, the only exclusion is in the case where the person(s) being claimed against have acted with reckless disregard, eg; if the assured knew their actions to be a breach of duty or committed in reckless disregard.

Nich

Subject:
Re: [mag-uk-nc-list] [mag-uk-directors-list] meetings et al
From:
Pete Davison <veece1@gmail.com>
Date:
15/03/2013 17:06
To:
Peter Walker <pwalker@maphq.karoo.co.uk>
CC:
MAGNC <mag-uk-nc-list@mag-uk.org>, UK Board Only List <mag-uk-directors-list@mag-uk.org>

All

I am appauled to hear that three members of our paid staff members are now planning not attendance to Mondays meetings. These are not disaplinary meetings, they have been clearly been made aware of this, so what is the issue? The fact they are refusing to attend now makes me think they must have something to hide, otherwise what are they afraid of?

In any company refusing this straight forward request would be classed as Gross Misconduct, which is can simply lead to dismissal, which ACAS has confirmed. Why would the staff put themselves in this position?

In my working experience this behaviour would never be tolerated by my employers, in fact I had an instance several years ago where by someone working for me refused to attend a team brief I'd called, once told of the repercussions he promptly changed his mind, not before making threats which lead to his suspension, oh & he no longer works for the company!! Surprise....

As far as I'm concerned the staff refusing to attend should be ashamed of themselves, as they are paid from funds raised by each & every MAG member, so simply they are wasting their money, if the general membership knew this it could have mammoth repercussions.

I have witnessed so many time wasting emails in the last few weeks, as far as I see it, it's just preventing MAG moving forward, we so need to improve & get more efficient.

Here's hoping our staff members see sense before Monday.

Regards

Veece

Subject:
Re: [mag-uk-nc-list] meetings et al
From:
selinaandpete@sandp.orangehome.co.uk
Date:
15/03/2013 21:00
To:
Peter Walker <pwalker@maphq.karoo.co.uk>, "'Ian Mutch'" <theroad@mag-uk.org>, "'MAGNC'" <mag-uk-nc-list@mag-uk.org>
CC:
UK Board Only List <mag-uk-directors-list@mag-uk.org>

I am not sure which message to respond to but this seems the most recent regarding Monday's meetings and every member of the NC and Board will see this.
I asked Pete & Neil for help with HR as although the Board tasked me at the December meeting to take on the HR role, I no longer felt able to do it after Monday (11th March 2013).
There have been things said and it was evident to me that the only way to address these was to bring the staff team and Neil together.
I will go into more detail but you have probably all had enough for today.
The 'situation' between the staff and Neil Liversidge has been brewing since Neil first made people aware that he intended to put in a manifesto for Director. This means for over 12 months things have festered, in fact closer to two years.
I have tried, I always believe there is middle ground, I always believe there is compromise.

I asked Neil Liversidge & Pete Walker to get involved because the only way to get the staff to believe that Neil was not 'out for them' was for them to hear it from him. I asked for the Board to approve my request, which they did. I had also written an email requesting that Louisa be removed from the NC list for the benefit of her health, this I never sent to Nich.

I am not bullied by Neil Liversidge, I do stand up to him. At the end of the day Neil is a man, another human being, although you might not realise that reading some correspondence. Yes he is forthright and not diplomatic.

I am happy that the Board have followed the correct procedure, I am greatly saddened that the staff have behaved in this way, and I can not believe how much energy and time is being wasted by untold amount of people that could have been prevented by open & honest discussion nearly two years ago.

Selina Lavender
Ordinary MAG member with an ordinary life that is being affected by my belief in MAG

----- Forwarded Message -----
From: Jon Wilmer <jonwilmer@hotmail.com>
To: Kevin Buchanan <kbwolf@btinternet.com>; Simon Cahill <simonccahill@aol.com>; Russel Cort <maxman1200@btinternet.com>; Jacalyn Lamb <jacalyn.lamb@sky.com>; "rep@readingmag.org.uk" <rep@readingmag.org.uk>
Sent: Friday, 15 March 2013, 21:02
Subject: Thames Valley MAG - URGENT

Private and Confidential.
To all Group Reps, Thames Valley Region.

Evening Folks,

I hope you are all well. Firstly my apologies for not being very active in keeping in contact recently. In my defence I have just moved house and in December there was a birthday party which got very messy. OK, at which I got very messy!

As a result, regional meetings have been rare as a very rare thing these past few months. A current situation in MAG UK prompts me want to arrange a meeting at your earliest convenience, please.

I am party to information which is confidential and out of respect to those involved and to myself, I do not intend to break that confidence. Matters have come to a head regarding certain members at MAG Central. I received a phone call late yesterday, followed by an email early this morning from Den Powell, our chair. It was circulated only to the voting members of the NC and not, as usual, the board. It was marked confidential and so I don't include it here either.

However, my response to Den, copied to the voting NC list, is mine and I can share it with whoever the f**k I like. It is copied below. Firstly though, another apology - to everyone that warned me about Neil Liversidge. I chose not to listen to tales of what had happened in the past, instead trusting to my own judgement and giving the guy a chance to prove himself. He has proved you all right and I was wrong.

My email is below. I hope it's fairly self-explanatory. Please do keep this issue confidential, at least until some kind of solution has been found to support our staff and save our organisation.

I'm going to suggest we get together this Sunday evening 6pm at the Lamb, Chalgrove (2 Mill Ln, Chalgrove, Oxfordshire OX44 7S), as it's the most central place I know to our region. Sorry it's short notice but I hope you will understand the urgency once you finish reading. Sunday evenings are often quiet so I am hoping people can make it.

Ride Safe and Free,
Jon

To: National Chair of MAG; Voting Members of the National Committee MAG.
All,

I have been working on this since this morning. In between times I have been doing some of the work I am paid to do. Kindly do me the courtesy of reading it thoroughly.

This is a very serious issue. Although the course of the day appears to have turned the focus away from those causing it and towards those questioning it. It hasn't lessened the gravity and I am not bamboozled by clever manipulation of words, insults or intimidation. It is not just this issue in isolation, either. There are a whole lot of related questions and related matters that we, as the governing body of MAG, must address.

I do feel that all Regional Reps owe it to our members to represent *their* best interests. This is their organisation. Not ours, nor Den's, Nich's or Neil's. With respect to [*******'s] reasons for not becoming involved with the discussion, I would ask them to reconsider. Although it may not be easy to balance, I would suggest that your role as RR take precedence.

I notice that first thing this morning at least one person had broken Den's request for confidentiality and gone running straight to Neil. Like the spotty kid in the playground trying to curry favour with the school bully. I'm not a bit surprised. I'm sure we all know who they are.

Except this isn't the school playground. We are talking about the future of the biggest riders' rights organisation in the country. Because, if we allow things to continue down their current road, I fear we are not destined not to reach our 41st birthday.

The National Committee.

I am going to repeat the appropriate clauses from the constitution. (Sorry if this is boring anyone already.) Please read them again, carefully. They make it very clear where the lines are drawn. I have added emphases, intended only to help focus on matters I feel are salient, with a brief note below each.

The Board
Clause 6. viii. The Board shall be overseen by the MAG National Committee, which shall take care to ensure that the Board acts *in the best interests of the members* it represents.
(I question whose interests the board are serving right now)

Clause 6. xiii. The National Committee vests its authority in the Board and empowers the Board to act on its behalf in all matters *arising* outside and between the scheduled regular National Committee meetings.
(The current issue has not "arisen", it has been instigated by the board)

Clause 6. xiv. The Board is empowered to act as it sees fit in all matters in which the Directors have *statutory* responsibilities.
(The board are only there to deal with the legal requirements of running a Limited Company.)

Clause 6. xix. The primary business of the Board is in relation to the running of the company and the commercial affairs of MAG (UK) Ltd and *not* in the generation or promotion of new policy, campaigns or wider organisational structure of which remains the preserve of the appropriate officers, NC and AGC.
(As above, anything not to do with running the company is outside the board's remit)

The National Committee
Clause 7. ii. There shall be a National Committee of the group that shall be the *governing authority* of the group in political, administrative, *disciplinary*, organisational and other matters save those in which the Board of Directors has legal obligations and responsibilities.
(All maters not to do with running the company fall to the NC. This includes disciplinary matters.)

Especially please note the last clause, 7.ii, listing the responsibilities of the NC. This is pretty inclusive, excepting only legal matters. This is reinforced in 6.xiv, that the board deal only with statutory (legal) matters. And again in 6.xix, that the board deal with running the company and not be involved in matters that are the remit of the NC. Notice also that it is the NC's responsibility to deal with disciplinary matters. i.e. If the staff refuse to meet with directors, it is not within the remit of the board to administer the disciplinary procedure.

Personally, I believe the board to have overstepped it's remit in a number of matters recently. A number of decisions have been made at board level which have not been ratified by the NC. We need to remember, and perhaps remind the board, that this is a member-led organisation. It is not led from the top, it is run by the membership, though the National Committee.

The Board.
The board are now taking action based on unratified decisions, which were not in their remit. This needs to stop and/or be stopped. I am sure someone will regard this as being obstructive - It's a good call when you have your own agenda which you wish to pursue unchallenged. I am not being obstructive, I do wish to ensure procedure is followed, that the decisions made and actions taken are the will of the membership and not just one or two individuals.

Yes, it will slow the process, more so if those with an agenda wish to be obstructive over the suggestion of following procedure. I do suggest we slow down, in order to do it right. As our esteemed President is wont to utter Mutchie's Maxim: "Gently Bentley". The alternative is to continue, full steam ahead and damn the torpedoes. Are we happy that we may lose shipmates on the way? The decision can always be ratified, or not, after the event, by which time the ratification will be academic as it will be a fait accompli. I suppose we can always arrange a nice burial at sea for those that didn't make it through. Not good enough! Any

leader that forces his men into a life or death situation without considering all options ought to be court-martialled

Central Office Staff.
I have never had a problem with any member of staff. They are all of them helpful, friendly, and hard working. Information is provided when requested, campaigns are followed up and any number of meetings arranged and attended. Louisa is an absolute diamond, her commitment, knowledge, hard work and good humour though it all, are indispensable. It's my opinion that the current problems have only arisen in the past year, after increasing pressure from certain board members. Neil has stated he is managing company resources. Our staff are MAG's greatest asset, they are not resources to be used or manipulated. I think we seriously undervalue them. I wouldn't want their job. Would you?

Den.
Here is one of those fait accompli situations. Yes, Den was removed from the board as the constitution allows. And this decision was ratified by the NC. We were led to believe this was for the sake of her health. I believe we were misled. While some members of the board also believed they were acting in Den's best interest, others saw an opportunity to remove, and replace, her while she was seriously ill and unable to defend herself. I think this was despicable behaviour but ambition knows no bounds. We were told that she would remain as chair. Although, only now, we are informed this didn't mean chair of the board. That only meant chair of the NC. I didn't realise the Chair of MAG sat in two separate seats. I guess this is down to "convenient interpretation", as and when required.

Neil.
Neil is a bully. Like a bully he is happy so long as he gets his own way. However, he will not endure anyone disagreeing with him. He will ride roughshod over anyone who gets in his way. I have spent the past year making excuses for his behaviour. I even professed to quite liking him at one point, certainly to respecting him. I didn't know anything of the ancient history, which I discounted. I was wrong and should have listened to the concerns of my members. His recent actions and attitudes have proved them right and lost him any respect he may have had from me. He is manipulative, egotistical and ambitious.

I believe the recent actions attributed to "the board" have been Neil acting unilaterally. With the resignation and replacement of Jono and the forced replacement of Den, he has engineered a cabal within the board. He can always rely on 4 out of the 7 votes. He can do what he wants with impunity. The "old boys club" will back him whatever. Whether through coercion, persuasion or intimidation doesn't matter. Neil gets what he wants. He plainly wanted Den out. You don't need a magnifying glass to read between the lines to see how much he dislikes Nich. I believe the current situation has been deliberately engineered to facilitate removal of Nich, because Nich stands up to him.

I wouldn't even be surprised to see a last minute withdrawal of Pete's nomination to the chair at the AGC and Neil, reluctantly, accept the position. That would be quite a reprise on the last AGC at Western, if my history is correct.

Well if this is where MAG is going, I want no part in it.

MAG is a member led organisation. That is the organisation I wish to serve. I have no wish to be part of "Neil's Motorcycle Group". I am sure he will be pleased to hear I would consider stepping down. That'll be another one, who stands up to him, removed.

I am sure Neil is reading this within 5 minutes of me sending it. (The old boys network, eh?) Good luck mate, I am sure MAG will do fine with you at the helm. I doubt you'll see me on board. In fact, you might find you're going to need a smaller boat.

Sincerely,
Jon Wilmer

Subject:
Notices of Formal Grievance
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
15/03/2013 21:57
To:
mag-uk-directors-list@mag-uk.org, Den Powell <den.powell@mag-uk.org>

Before they left the office today both Paddy and Louisa handed me notices of formal grievance in accordance with the grievance policy and after taking legal advice - they have also selected solicitors to act on their behalf. I have also taken legal advice, my notice of formal grievance will follow.

None of the staff involved wish any more than to stand-up for their rights, none has any intention of damaging MAG. By following the correct grievance procedure all parties should be able to feel confident that the matter will be dealt with reasonably and fairly.

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STRICTLY CONFIDENTIAL

I have spoken to several lawyers today. I have heard the same opinion from all regarding Louisa's position. The company has a duty of care to all its employees, both for their physical and mental well-being, and it would be unfair to make Louisa meet the two people she has named in her formal notice.
Louisa has a regular appointment with her psychologist, I understand that at her appointment this week she was told that the stress she feels about Neil and Pete is slowing-down her recovery.
Neil's demand that a medical note be obtained caused further concern as Louisa only heard about it late in the day and could not arrange for one from her doctor in time for Monday. I have told her that she must not be concerned, that she can produce it in reasonable time and that she will not be put in the position of having to meet Neil or Pete.
She was feeling physically sick at the prospect of the meeting which the Board has demanded she should attend on Monday.

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Nich

Subject: Re: [mag-uk-nc-list] meetings et al
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 15/03/2013 23:57
To: <east-midlands-region-rep@mag-uk.org>, <selinaandpete@sandp.orangehome.co.uk>
CC: "'MAGNC'" <mag-uk-nc-list@mag-uk.org>, "'UK Board Only List'" <mag-uk-directors-list@mag-uk.org>

Hello Juliet, and all

I'll just deal with the salient point Juliet, i.e. your allegations and assertions below in inverted commas:

'Whatever Neil's intention was, the fact that he has asked Nich to refrain from copying the NC in on various matters makes it appear that he's trying to hide things.'

I do not need to 'hide' anything Juliet. You allegation is baseless, thoughtless and hurtful. You are a professional person. In your working environment you do not get to choose your manager. Nobody does. The staff report to the Board. Except that when they don't like what they hear they go to the NC, Rocky, and anyone else daft enough to be fooled by them. It is not just me - NOBODY on the Board believes that The staff should be able to 'shop around' for alternative decision when faced with a Board decision they do not like. That is what they do however, and have done for a long time. Wise up.

'I know that there is not any legal requirement to let staff have representatives with them in non-disciplinary meetings, but as a gesture of goodwill to staff who have worked incredibly hard for MAG (regardless of any issues) I would like to request that this is allowed. Mr Mutch has already said he's happy to attend these meetings.'

=We have already agreed to have Ian Mutch attend. There is no sign of any good will from the staff though.

As to the 'incredibly hard' bit. Try ringing at 9am and see if you can catch Nich in work. We can't. And why do they have three times the admin staff I employ, yet are unable to do anything fast?

'Regarding Louisa being taken off the NC list - was she consulted on whether this would actually make her job easier'

Juliet, the fact is that Louisa spends too much of her time monitoring the NC list and looking for things to be upset about instead of doing her job.

You are operating with a very small amount of information Juliet. We have worked hard for a year and have a much broader view. Even so, how can you ignore all you have seen this week?

If you think I am wrong, try their tactics and games with your boss, but just make sure you have a new job to go to first.

Neil

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mag-uk-nc-list mailing list

20130315. 1639

Neil F Liversidge

From: mag-uk-board-list-bounces@mag-uk.org on behalf of Neil F Liversidge [mag@wrpfs.com]
Sent: 15 March 2013 10:39
To: 'Nich Brown'; neil@wrpfs.com; 'BOARD'; 'MAGNC'
Subject: Re: [mag-uk-board-list] Den Powell / Monday Meeting
Attachments: ATT00288.txt

Nich

Your behaviour amounts to insubordination.

Den is not an officer of the company.

Your allegations below are untrue and refuted.

You will attend the meeting on Monday as directed. That is a lawful instruction by your appointed manager.

With kind regards,

Yours sincerely

Neil

Neil F Liversidge, Director, MAG UK Ltd
MAG Member 23660

From: mag-uk-board-list-bounces@mag-uk.org [mailto:mag-uk-board-list-bounces@mag-uk.org] **On Behalf Of** Nich Brown
Sent: 15 March 2013 10:54
To: neil@wrpfs.com; BOARD; MAGNC
Subject: Re: [mag-uk-board-list] Den Powell / Monday Meeting

Dear Neil

Den has not issued me with any instructions.

I wrote to Den yesterday outlining my concerns about the intimidatory and bullying behaviour that I and other members of staff have been subjected to. I had hoped this could be resolved before this stage but the appointment of yourself and Pete to deal with the staff who feel intimidated by you means that I had no choice but to refer it to the National Chair, and NC who oversee the work of the Board.

As their line manager I am particularly concerned about the intimidation felt by Louisa and Paddy. There has been a clear and demonstrable impact on their health as well as mine and I believe that my work has suffered as a result.

For myself, at this stage I do not feel comfortable about meeting, or communicating directly, with either yourself or Pete and need to take stock of the situation.

Please forward all communication to the National Chair.

Nich

REQUIRED?

20130315.1039

1/2

On 15/03/2013 09:49, Neil F Liversidge wrote:

Nich

I understand Den is up to some silly games.

She is not an officer of the company and any instructions she has given you are to be disregarded.

We will meet Monday as planned.

With kind regards,

Yours sincerely

Neil

Neil F Liversidge, Dip PFS
Managing Director
West Riding Personal Financial Solutions Ltd, Authorised and Regulated by the Financial Services Authority.
West Riding Personal Financial Solutions Ltd is Registered in England as Company Number 5142989.
Registered Office is at 17A Sagar Street, Castleford, West Yorkshire, WF10 1AG.

Website at www.wrpfs.com

Tel 01977 808600; Fax 01977 667601; Mobile 07904 332531; Residence 0113 2869332.
As you can see, we aim *always* to be available for our clients.
Our Mission: *To Deliver Honest Advice in Plain English*
This e mail and the information it contains may be privileged and/or confidential. It is for the intended addressee(s) only. The unauthorised use, disclosure or copying of this e mail or any information it contains, is prohibited and could, in certain circumstances, be a criminal offence. If you are not the intended recipient or you do not wish to receive this type of email from us please notify neil@wrpfs.com immediately, and delete this message from your system

Subject: Den Powell / Monday Meeting
From: "Neil F Liversidge" <neil@wrpfs.com>
Date: 15/03/2013 09:49
To: "'Nich Brown'" <nich.brown@mag-uk.org>
CC: "'Pete Walker'" <pwalker@maphq.karoo.co.uk>, <selinaandpete@sandp.orangehome.co.uk>, "'Ian Mutch'" <theroad@mag-uk.org>, "'Pete Davison'" <veece1@gmail.com>, <pat.van.aalst@mag-uk.org>, "'Tony Cox'" <tony.cox@mag-uk.org>, <edinburghmag@aol.com>

Nich

I understand Den is up to some silly games.

She is not an officer of the company and any instructions she has given you are to be disregarded.

We will meet Monday as planned.

With kind regards,

Yours sincerely

neil

Neil F Liversidge, Dip PFS

Subject: Re: Den Powell / Monday Meeting
From: Nich Brown <nich.brown@mag-uk.org>
Date: 15/03/2013 10:53
To: neil@wrpfs.com, BOARD <mag-uk-board-list@mag-uk.org>, MAGNC <mag-uk-nc-list@mag-uk.org>

Dear Neil

Den has not issued me with any instructions.

I wrote to Den yesterday outlining my concerns about the intimidatory and bullying behaviour that I and other members of staff have been subjected to. I had hoped this could be resolved before this stage but the appointment of yourself and Pete to deal with the staff who feel intimidated by you means that I had no choice but to refer it to the National Chair, and NC who oversee the work of the Board.

As their line manager I am particularly concerned about the intimidation felt by Louisa and Paddy. There has been a clear and demonstrable impact on their health as well as mine and I believe that my work has suffered as a result.

For myself, at this stage I do not feel comfortable about meeting, or communicating directly, with either yourself or Pete and need to take stock of the situation.

Please forward all communication to the National Chair.

Nich

Subject:
RE: Louisa Smith pay anomaly
From:
"Neil F Liversidge" <mag@wrpfs.com>
Date:
15/03/2013 15:27
To:
"'Nich Brown'" <nich.brown@mag-uk.org>
CC:
<mag-uk-directors-list@mag-uk.org>

Thanks Nich and yes, please do add Pete and I to the list. No rush though. As it happens we have obtained all the information and advice we need from ACAS

I look forward to our meeting on Monday.

With kind regards,

Yours sincerely
Neil
Neil F Liversidge, Director, MAG UK Ltd
MAG Member 23660

Subject:
Re: Louisa Smith pay anomaly
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
15/03/2013 15:29
To:
mag@wrpfs.com
CC:
Den Powell <den.powell@mag-uk.org>

Dear Neil

our advice service is Chamber HR tel. 029 20349614. We have this service as members of Coventry Chamber of Commerce. We are registered as MAG(UK)Ltd, membership number 100107430. When you call them you should give my name and office telephone number (01926 844064) as they'll have a list of authorised people to give advice to (I can ask them to add you to the list if it would help in future). I have not sought advice from them on this matter to date so they will not have any information about the current issues.

I hope that is of assistance

Sincerely

Nich

By HAND

Louisa Smith
28 Lawson Avenue
Tiddington
Stratford upon Avon
Warwickshire
CV37 7BT

Friday 15th March 2013

Dear Nich,

It is with much regret that I am writing to inform you of my intention to raise a formal grievance in relation to the continued intimidating behaviour from two members of the Board of MAG UK, namely Neil Liversidge and Pete Walker.

I am not prepared to discuss any issues of my grievance with either of the individuals that I have named.

I would also like to highlight that the Board of MAG UK are responsible for the Health & Safety of all members of staff, which includes their mental wellbeing. Further to the email that I sent earlier today regarding my health, I do not feel that this has been taken at all seriously.

This has not been an easy decision for me to make as I am a Member of MAG first and a member of staff second. I have no wish whatsoever to bring this organisation into disrepute, I do feel however that I now have no other choice but to raise this grievance.

I will provide the information needed to support my grievance shortly.

Yours sincerely,

Louisa Smith.

Membership no: 127351

341

184, Warwick Road

Banbury

OX16 2AP

15/03/2013

Dear Nich

I appreciate entirely the efforts made as my line manager to address the issues of intimidation and bullying that I have been experiencing by members of the Board of MAG UK, but regret that I must now inform you of my intention to raise a formal grievance against two of the members of that Board, Neil Liversidge and Pete Walker.

Due to my raising this formal grievance I feel it is not appropriate to meet these individuals on Monday 18th March as they have demanded. I can not discuss any element of my grievance with either of these individuals, especially the changes to my working conditions which I had asked the Board to consider, partly in light of the behaviour experienced.

It is the responsibility of the Board to ensure my wellbeing as an employee, both mentally and physically, something which I feel has been neglected and led me to this course of action. As a longstanding and committed member of MAG UK this has not been an easy decision to make.

I shall provide the full details of my grievance in due course.

Yours sincerely

Paddy Tyson

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Subject: [mag-uk-nc-list] Reply to Juliette
From: "Neil F Liversidge" <mag@wrpfs.com>
Date: 16/03/2013 14:44
To: <east-midlands-region-rep@mag-uk.org>
CC: "'MAGNC'" <mag-uk-nc-list@mag-uk.org>, "'UK Board Only List'" <mag-uk-directors-list@mag-uk.org>

Hu Juliet

Thanks for this. I've chopped in my replies in blue below.

I personally haven't seen any evidence of staff 'shopping around'. I have seen what seem to me to be valid concerns of staff, and things that do concern the NC emailed to the NC list by staff.

This occurs when the staff seek to involve people in management decisions who are not part of the personnel management structure, e.g. the NC in general and Den in particular. In the past Rocky has been involved. Maybe we should just let them drag people in off the street?

We have already agreed to have Ian Mutch attend. There is no sign of any good will from the staff though.

I wasn't aware of that. Not sure if I've just missed it in one of the many emails or if it hasn't gone to the NC.

No problem. I think I mentioned this when answering an email from Phil if I recall correctly.

As to the 'incredibly hard' bit. Try ringing at 9am and see if you can catch Nich in work. We can't. And why do they have three times the admin staff I employ, yet are unable to do anything fast?

I'm generally at work at 9am so can't really ring MAG then.

We can only speak as we find Juliette.

However, when I've phoned at other times I've found all of the staff professional, friendly and helpful.

Re' Julie and Carol I would completely agree. Otherwise the response is variable. We require consistency.

I don't think your level of staffing can be compared to MAG's as it's an entirely different organisation.

It is entirely different, yes. Vastly more complex and with incredibly strict regulation. If we weren't efficient we'd be dead. If MAG doesn't become efficient, work it out for yourself.

You are operating with a very small amount of information Juliet.

My point exactly

But Juliette, as you know - and I pointed this out to Jon Wilmer as well yesterday - we have to be circumspect in public re' staff. We cannot, therefore, share everything that we would like to share.

And believe me, there is a very great deal that I would like to share.

Let's make no bones about it. There is a high likelihood in my mind and others that Nich Paddy and Louisa are planning to walk out and are preparing constructive dismissal claims. Fine. If they do that we will win at Tribunal. And yes, I do realise they will read this. let nobody be in any doubt whatsoever, we are not running scared. The law is 100% on our side. If it comes to it, there'll be a great deal of sharing at the tribunal.

It is now for our staff to convince, assure and guarantee that they will behave professionally in future. They have the opportunity to do that on Monday. If they choose to commit gross misconduct and do not avail themselves of the opportunity we are offering them, events will take their natural course. The right of management to manage was sorted out circa 1978 by Michael Edwardes as I recall.

Anyhow Juliette, thanks for taking the time to understand this. Here's to better times.

Regards

Neil

mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list

20130316.1556

Neil F Liversidge

From: selinaandpete@sandp.orangehome.co.uk
Sent: 16 March 2013 15:56
To: neil@wrpfs.com; pat.van.aalst@mag-uk.org; 'PETE Walker'; 'Pete Davison'; edinburghmag@aol.com; 'Tony Cox'
Subject: RE: Redefining Nich's Role

Hi Neil,
Yes there is a need to redefine Nich's role.
It was one of the main problems I had when I went to do his 'review', there was no job description for the role he was actually performing. I found this unbelievable as Den had supposedly already done a review.
I will forward an email Nich sent me with job descriptions to the 'MAG Directors' email address.
I will also send some of the other stuff that I never got round to sending after meeting the staff.
If you don't need it bin it.
Selina

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Message Received: Mar 16 2013, 02:56 PM
From: "Neil F Liversidge"
To: selinaandpete@sandp.orangehome.co.uk, pat.van.aalst@mag-uk.org, "'PETE Walker'" , "'Pete Davison'" , edinburghmag@aol.com, "'Tony Cox'"
Cc:
Subject: Redefining Nich's Role

I gauged that there was general agreement that we needed to do redefine Nich's role

We also have to recognise that the funding shortfall is not cured by MAG night.

My thoughts are that if he stays Nich should be redesignated as Policy Research Analyst, pay and conditions unchanged. He continues to go to Europe for things such as the Brussels job on Tuesday but he no longer represents MAG at FEMA. I can do FEMA. I founded it and it needs a kick up the arse.

Louisa I believe should be made redundant anyway on pure economic grounds. I do not believe we can afford or need an AGS. Her CV is pathetic and I would struggle to appoint a less suitable employee to the role.

Paddy, if he stays, goes on a contract as we agreed previously. Whether we offer him one depends on his demeanour. If there is no improvement he is either dismissed or made redundant depending on what is most expedient and how bad his conduct actually is on Monday.

Your thoughts would be appreciated please.

With kind regards,

Yours sincerely

Neil

Neil F Liversidge 20130716.1634

From: selinaandpete@sandp.orangehome.co.uk
Sent: 16 March 2013 16:34
To: Neil Liversidge
Cc: Pete Walker
Subject: FW: Re: URGENT Job Description
Attachments: General Secretary - 2008 Job Description.pdf; GS JD varied by Shared Roles at Central.pdf; General Secretary - 2013 draft Job Description.pdf

For some reason my email will only send to one email address in each box!
So it will appear that you are the only two receiving this which is not the case, all 6 Directors will get it as I'll send 3 messages.

You two are the only one's to get this part though:
I also need to point out something that will be no surprise to you but you might appreciate the heads up:
It was Nich, Den & my opinion that Paddy would walk at some point in the not too distant future if his offer to work on contract was not taken up by the Board. When I last spoke to Nich (a week ago Wednesday 6th March in the evening), I mentioned that Den had told me Paddy was planning to make a grand exit at the AGC but she'd talked to him & that was unlikely to happen now. Nich's response was that they had both been having a good moan. I have no evidence of this, it's hearsay, in the interest of openest I though I would let you know as I say 'I'm sure it's no surprise'.

Selina

==========
Message Received: Feb 11 2013, 05:03 PM
From: "Nich Brown"
To: selinaandpete@sandp.orangehome.co.uk
Cc:
Subject: Re: URGENT Job Description

HI Selina

here are the original (2008) JD, the first variation (when we lost our campaigns officer and were trying to agree on how to combine the GS and CM roles at the start of the economic downturn), I've also attached my thinking on a draft JD for my current role before tis weekend.

What I need to do is to agree on the CM now that Paddy is to be a contractor, and show how the Central Office roles will integrate in future.

I hope this helps

Nich

On 10/02/2013 20:26, selinaandpete@sandp.orangehome.co.uk wrote:
> URGENT
>
> Hi Nich,
>
> Can you forward me your job description before you finish for the day

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Subject:
Note on recent developments
From:
Leon Mannings <leon.drm@gmail.com>
Date:
17/03/2013 17:00
To:
Nich Brown MAG <nich.brown@mag-uk.org>, Paddy Tyson <paddy.tyson@mag-uk.org>

Hi Nich & Paddy,

I hope you are both OK, given the current situation.

As I hope you will have both guessed, and in case it may be useful, I thought I'd make it crystal clear that Neil's account to the NC of what I said to him regarding you two is wrong.

I have chosen not to get involved in a debate with him that might slide into a slanging match right now because I have seen where that approach ends up in the past, but that is not to be confused with any disinclination to stand up for what is right and makes most sense for MAG and the most professional and effective campaign/lobbying team that it currently has - and that we are part of.

For the record, I did not say that either of you approached me re a 'campaign against him', and I made this clear in this section of an email attached below - which was sent some time before the recent burst of criticisms and allegations were sent to all on NC.

And, as you both know, the purpose of my meeting with Neil was to discuss the prospects of my making a presentation to the board regarding the ongoing issue of my fee being stuck halfway to the figure we all agreed would be good value to all concerned and especially MAG. As it turned out, he was more interested in other matters.

I wouldn't be surprised in the current climate if your emails are being monitored and send this anyway as I think it important that you both have a chance to hear the truth about what was said from me first hand.

Once we get past Monday, I hope that some progress will have been made and that productive discussions about moving forwards can start between all concerned - and that focus can be sharpened on how we can all work to promote biking and rider's rights etc.

Best,

Leon.

Subject:
ACAS guidance shows why the meetings should not go ahead tomorrow
From:
Nich Brown <nich.brown@mag-uk.org>
Date:
17/03/2013 20:15
To:
mag-uk-directors-list@mag-uk.org, Ian Mutch <theroad@mag-uk.org>, Louisa Smith <louisa.smith@gmail.com>, Paddy Tyson <paddy.tyson@mag-uk.org>, Den Powell <den.powell@mag-uk.org>

In advance of tomorrow's planned meetings I would like to draw the attention of the Board and National Chair to the applicable ACAS guidance. As it appears the President may have been invited I have cc'd him. The guidance advocates transparency, so I have also cc'd members of staff who have raised grievances naming Neil and Pete.

In the section titled _*"How should employers respond to a complaint of bullying and/or harassment?" *_the following points explain why the staff involved should not be required to meet Neil and Pete tomorrow.

/"The investigation must be seen to be objective and independent/." Individuals who are the subject of grievances are not independent.
/
//"Take the complaint seriously... Employees do not normally make serious accusations unless they feel seriously aggrieved."/ Neil clearly does not take the complaint seriously and his statement that employees are planning to walk out and are preparing constructive dismissal claims is highly prejudiced. Conversely I am aware that Neil has been in contact with other individuals outside the management structure to gather evidence against staff involved in the grievance. As Neil has raised the issue of constructive dismissal, ACAS says:

/"Employers have a 'duty of care' for all their employees. If the mutual trust and confidence between employer and employee is broken -- for example, through bullying and harassment at work -- then an employee can resign and claim 'constructive dismissal' on the grounds of breach of contract."/ The behaviour being complained about fits this definition, but the staff are still here.

I have extracted the main points from the guidance (see below), the full ACAS guidance can be found at http://www.acas.org.uk/media/pdf/l/r/Bullying_and_harassment_employer_2010-accessible-version-July-2011.pdf

Nich

/Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient./

/Behaviour that is considered bullying by one person may be considered firm management by another.

Most people will agree on extreme cases of bullying and harassment but it is sometimes the 'grey' areas that cause most problems.

It is good practice for employers to give examples of what is unacceptable behaviour in their organisation and this may include://

//. spreading malicious rumours, or insulting someone (particularly on the grounds of age, race, sex, disability, sexual orientation and religion or belief)//
//. copying memos that are critical about someone to others who do not need to know//
//. ridiculing or demeaning someone -- picking on them or setting them up to fail//
//. exclusion or victimisation//
//. unfair treatment//
//. overbearing supervision or other misuse of power or position//
//. unwelcome sexual advances -- touching, standing too close, display of offensive materials, asking for sexual favours, making decisions on the basis of sexual advances being accepted or rejected//
//. making threats or comments about job security without foundation//
//. deliberately undermining a competent worker by overloading and constant criticism//
//. preventing individuals progressing by intentionally blocking promotion or training opportunities.//
//
//Bullying and harassment are not necessarily face to face, they may be by written communications, visual images (for example pictures of a sexual nature or embarrasing photographs of colleagues), electronic email (so called 'flame-mail'), phone, and automatic supervision methods -- such as computernotrecording of downtime from work, or recording of telephone conversations -- if these are not universally applied to all workers.//
//
//Bullying and harassment can often be hard to recognise -- they may not be obvious to others, and may be insidious. The recipient may think 'perhaps this is normal behaviour in this organisation'. They may be anxious that others will consider them weak, or not up to the job, if they find the actions of others intimidating. They may be accused of 'overreacting', and worry that they won't be believed if they do report incidents.//
//
//People being bullied or harassed may sometimes appear to overreact to something that seems relatively trivial but which may be the 'last straw' following a series of incidents. There is often fear of retribution if they do make a complaint. Colleagues may be reluctant to come forward as witnesses, as they too may fear the consequences for themselves. //
//
//They may be so relieved not to be the subject of the bully themselves that they collude with the bully as a way of avoiding attention.//
//
//Why do employers need to take action on bullying and harassment?//
//Bullying and harassment are not only unacceptable on moral grounds but may, if unchecked or badly handled, create serious problems for an organisation including://
//. poor morale and poor employee relations//
//. loss of respect for managers and supervisors//
//. poor performance//
//. lost productivity//
//. absence//
//. resignations//
//. damage to company reputation//
//. tribunal and other court cases and payment of unlimited compensation.//
//
//It is in every employer's interests to promote a safe, healthy and fair environment in which people can work. /

222 Windmill Road
Longford
Coventry
CV6 7BE

17th March 2013

Dear sirs

MAG(UK) Ltd owes a duty of care for the mental and physical wellbeing of its employees, also to safeguard their dignity at work and protect them from bullying.

Individuals within the management structure have been allowed to behave in a bullying manner toward me, and other members of staff I am responsible for. I believe my health, and that of other members of staff, has suffered.

I have attempted to resolve these issues with members of the Board over a period of time but to no avail. Therefore, and with great regret, I have no further option but to take out a formal grievance.

I will provide full detail in due course and look to my employer to ensure this grievance is handled fairly and impartially.

In this connection I repeat my objection to taking part in the meetings demanded by Neil Liversidge for Monday 18 March. As previously discussed, Neil's behaviour is at the centre of my concerns and I believe the Board has acted incorrectly by forcing these meetings under threat of disciplinary action.

Sincerely

Nich Brown
General Secretary
MAG membership number 62244

350

Subject:
[mag-uk-nc-list] Fwd: URGENT - Behaviour Not Becoming a Board Member
From:
Jon Wilmer <jonwilmer@hotmail.com>
Date:
18/03/2013 08:53
To:
MAG NC List <mag-uk-nc-list@mag-uk.org>

All,
I am instructed by the membership of the Thames Valley Region, as represented by the undersigned, to raise this issue immediately.
Sincerely,
Jon

To the board of directors, all officers, representatives and shareholders of The Motorcycle Action Group.

We the undersigned are deeply concerned about the behaviour of a certain MAG Board member. It is alleged that they are using intimidation and bullying techniques via verbal and email communications.
The person concerned is Neil Liversidge.

We are also concerned that this action could leave MAG open to prosecution and possible financial penalty via tribunal or other means. Such action could also bring MAG's reputation into disrepute and ultimately damage the Groups credibility to perform it's primary activity of protecting and fighting for riders rights.
We are calling for this to be fully investigated by persons independent of MAG UK Ltd or unknown to the persons in question. We also call for the immediate suspension of all duties and activities of the director named above, pending the results of said investigation.

We draw the attention of the entire board to fact that they are considered, under law, to be equally responsible for the behaviour of any individual director if that behaviour is known to them. We take this opportunity to bring to the attention of the board that such behaviour has been committed and call upon them to undertake their statutory duty in dealing with the matter swiftly and thoroughly.

We submit the attached sample email as evidence. We ask the board to judge for themselves that the unprompted and unfounded, ridiculing of Den Powell, her knowledge of legal issues, her potential for future employment and the derogatory and abusive tone, are deliberately intended to bully and belittle the recipient. That they find such behaviour, from a fellow director, totally unacceptable shall be evidenced by their swift and appropriate treatment of knowledge of this document. That other such documentary evidence is purported to exist should leave no doubt that their duty as directors shall only be properly fulfilled by though investigation of the allegations noted above.

We remind the board that Den Powell is the National chair of MAG, as elected by the membership. That all members are shareholders of the legal entity which is MAG UK Ltd. That the directors are answerable to

the shareholders. That Den Powell, in her role, represents the entire membership.

We request and require that this information be made available to all members immediately.

We call upon the board to do it's legal and moral duty forthwith.

We call upon all Officers, Representatives and Members of the Motorcycle Action Group to recognise the seriousness of this issue and join the call for action to be taken.

Signed by:

Jon Wilmer, Regional Rep - Thames Valley, Membership No: 125384
Russell Cort, Rep - Wycombe MAG, Membership No: 128420
Simon Cahill, Rep - West Oxon MAG, Membership No: 120187
Pete Seymour, Rep - Reading MAG, Membership No: 120193
Kevin Buchanan, Dep Rep - West Berkshire MAG, Membership No: 131384

----- Forwarded message -----
From: "Neil Liversidge Laptop" <neil2@wrpfs.com>
To: "'Den Powell'" <den.powell@mag-uk.org>
Subject: What kind of lawyer will you be?
Date: Sat, Mar 16, 2013 00:57
[i_safe.gif]
I'm curious as to what you plan to do Den, so please enlighten me.

Employment law?
Nooooooooooooooooooooooooo!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

Contract law? Somehow I don't think so!

If your understanding of MAG's constitution is anything to go by, and the M&A of MAG (UK) Ltd, I can't see it being corporate work.

Data protection is clearly a mystery to you and you're frightened of having to argue your case, so that cuts out all forms of advocacy!

So what will you do?

I suppose there's always will writing and conveyancing!

mag-uk-nc-list mailing list
mag-uk-nc-list@mag-uk.org
http://mailman.mag-uk.org/mailman/listinfo/mag-uk-nc-list