



25/4/2013

MAG UK Limited  
Oakslade  
Station Road  
Hatton  
Warks CV35 7LH

Dear Selina

As you were the Board representative previously assigned the role of HR, I am addressing this letter to you in the presumption that the Board will have taken notice of the findings of the independent investigation into my grievance, and specifically the recommendation that Neil Liversidge and Pete Walker no longer have any direct responsibility for staffing issues.

You will no doubt be aware that my grievance has been upheld and that there is substantial evidence to support my claim that the actions of Neil and Pete have amounted to persistent bullying and intimidation over at least the last 12 months.

As a result of their continued behaviour and the errant way in which my formal grievance and all earlier attempts to resolve the situation have been handled by the Board, I have lost all trust and confidence in MAG UK Limited.

I understand that both Directors in question are still in post despite employment guidelines that advise suspension in view of multiple accusations of wrong doing and while grievance investigations are on-going. Moreover, I understand that they have been permitted access to public communication channels in which they have continued to denigrate and indeed even defame me.

A request has been made for the return of my office access key-fob while I am on leave due to ill health, which is unprecedented and my communication on the issue remains unanswered. The organisation has demonstrated no interest and made no enquiry regarding my welfare even though my lack of fitness to work is directly related to my working conditions. Indeed the only contact from the Board has been to further admonish me and describe my collecting a wall-chart and personal diary as an act of misconduct, when the diary was located and presented to me by the acting General Secretary. Within a couple of days of my medical certificate being presented, my administrative rights to MAG's social media were removed, access to which is central to Campaigns.

Today I received my second communication from the Board, which contained nothing other than a further threat of disciplinary action should I not supply details of passwords and usernames for all systems and for the social media for which I had already been denied access! As campaigns manager I have never been party to information pertaining to office computer

network systems as the management are aware. The letter went on to state that the lack of this information was having a detrimental affect on the running of the organisation, the inference being that the absence of staff through illness and suspension was not a factor.

All of the above make it clear that the management of MAG UK Limited do not wish my return, and have no desire to protect my welfare, or proffer due diligence when examining my grievance, and my position as Campaigns Manager has therefore become untenable. I have no longer trust or confidence in the organisation's management and it is therefore with much regret that I must resign from my position with immediate effect.

Yours Sincerely

Paddy Tyson