



Mr N. Liversidge  
MAG(UK) Ltd  
Oakslade  
Hatton  
Warwickshire  
CV35 7LE

28<sup>th</sup> May 2013

### **Resignation from position of General Secretary**

Dear Mr. Liversidge

It has been an honour and a privilege to work for the members of the Motorcycle Action Group and its objectives.

However, I have finally lost all trust and confidence in the process employed by the board regarding the grievances that I and colleagues raised, and in the disciplinary process which followed my objections to your treatment of staff at Central Office. Never before in my professional career have I had to send a member of staff home or see another reduced to a panic attack, much less have two colleagues placed on sick-leave, following the actions of a director. I found your accusations that my colleagues had been 'downright dishonest' to be grossly unjust.

You then suspended me pending investigation in to my grievance against you and Mr. Walker (which is unusual, especially as you and were both left in position) as well as vague allegations of misconduct. In April of this year the board appointed an HR consultancy to conduct an independent investigation in to grievances that I and other members of staff had raised, concerning behaviour toward the staff by you and Mr Walker. On 22<sup>nd</sup> April, they upheld my claim saying that I had been *".... subjected to sustained and escalating incidents of bullying, intimidation and poor treatment by your employers, MAG(UK) Ltd."*; similar grievances by two of my colleagues were also upheld.

The independent investigator recommended that you and Mr. Walker should be removed from any future involvement in staffing matters, that all directors need training in employment law and that the internal governance of MAG requires change. You then terminated the contract with that HR company before any further hearings on matters of detail could be heard.

Since then you have failed to do anything to repair the damage done, or to prevent recurrences, or to communicate to the staff any proposals in that respect. As a result of this and other failings of the board, two of my colleagues have already felt forced to resign from their employment at MAG(UK) Ltd.

On 24<sup>th</sup> May you advised me for the first time that the Board has rejected the findings of the independent investigator and their recommendations. When I asked why you had not informed me of this earlier, and asked on what grounds you taken this decision, you were very evasive and eventually told me that you are under no obligation to do so. This effectively denies me the ability to appeal and is clearly unjustifiable.

Even though the grievance process has not yet been completed, you have held a disciplinary investigation against me. I have analysed the case against me and laid out a rebuttal to each of the charges. I regard these allegations as an attempt by you and other members of the board to divert attention from shortcomings that I have been trying to get you to address for more than a year, and which the independent investigator's recommendations and earlier advice received by the company would support.

There are several aspects of the disciplinary process that leave me with no confidence in the process, much less that I will be treated fairly.

You appointed a separate HR consultancy to handle the disciplinary investigation and I have co-operated with them. I asked for specific incidents of alleged misconduct to be disclosed to me before, during and after the investigatory meeting I attended at the end of April. On 21<sup>st</sup> May the investigator emailed me to say *"I did not provide further details of the incidents you have mentioned because it became apparent in the investigatory meeting that they occurred some time ago and were therefore not relevant to the immediate situation."* However, when I received the package of evidence you have brought against me on 22<sup>nd</sup> May it became clear that this is not the case.

I note that your covering letter to the disciplinary charges was dated 21<sup>st</sup> March and that two of the statements of evidence are dated April 2012. This could indicate you have been planning this action for some time, but I am more inclined to believe it is a simple case of ineptitude if only because the copy of the company's Disciplinary Policy and Procedures that you said you had enclosed was missing. I find this significant given your recent statements questioning my abilities.

It is my sincere belief that you and the board have mishandled both the grievance and disciplinary process and that you are working to an agenda which required the removal of loyal and hard-working staff and that there is no prospect of a fair process. The National Committee appears to have already decided not to take seriously its duty to oversee the work of the board and therefore my only remaining option is to resign immediately.

It is now ten weeks since I was suspended on full pay. To date I estimate that the losses faced by MAG due to loss of staff time through suspension and sick-leave, employment of solicitors and four different HR companies, travel expenses and so on must be in excess of £10,000.

As you know, the company's grievance and disciplinary process is intended to be an internal solution to resolving disputes with the staff. Had the board acted reasonably, I believe we could have avoided almost all of the cost to MAG's fighting fund and reputation.

Sincerely

Nich Brown