

Mr TYSON and others

Claimants

-v-

MAG UK Limited

Respondent

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WITNESS STATEMENT OF JONATHAN BROAD

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I, Jonathan Broad of [REDACTED] will say as follows:

1. I was a non-executive director for the Respondent for 4 months in 2012 from April to August. My previous experience ranged across the 3rd sector and I have been chairman of Devon and Cornwall Housing Group and a member of the National Housing Association. I was also appointed as chair of the Devon Patient and Public Involvement Forum for both the Primary Care Trust and Northern Devon Healthcare Trust. My current role is as a non-executive director and Chair of Devon Freewheelers EVS which is a blood bike charity supporting the South West region and responsible for the delivery of out-of-hour's emergency supplies to the NHS and 24/7 cover of the Southwest Transplant team's emergency supply needs.
2. During my time at the Respondent's Board, it was very clear that the organisation was poorly managed and that basic good governance was lacking. There was a negative attitude toward staff and many discussions directly regarding the claimants. I could not understand the difficulties and asked at Board meetings if staff had been required to have annual performance reviews and was told that whilst these had been done and that these had shown no issues, several Board members felt threatened by the staff insistence that they should be allowed to do their jobs without constant interference.
3. I asked what annual reviews Board members undertook of their own performance and was surprised to learn that members were not required to undertake any such review. Having proposed that the Board needed to understand its own strengths and weaknesses and suggested a review of board performance this was immediately met

with hostility and I knew that I was not going to be able to make recommendations that would improve the performance or governance structures of the Respondent.

4. To my knowledge all instruction of the Board toward staff was properly executed and all staff duties were performed to a high standard. I do not believe the Board had a full grasp of the duties being performed by staff and in one Board meeting I recommended that the board should make the general secretary an offer to become the company CEO because this was a much fairer description of the job that was being undertaken. As for Mr Tyson, his duties were varied and took him across the country promoting MAG in both the public and overtly political spheres and I believe strongly that he performed his duties to the best of his abilities especially considering the nature of the volunteer base of the Respondent.
5. My personal experience of the Respondent as an organisation and of its Board was extremely negative. The Board member election process of 2012 was shambolic and certain members of the Board over-stepped their remit and wanted to manage the day to day running of the business rather than look after the strategic aims of the organisation. The forceful personalities of some individuals could very easily be interpreted as aggressive behaviour especially when challenged from a knowledgeable source of good governance.
6. Shortly after leaving the Respondent's Board I was informed of the Board's decision to remove what was termed as "troublesome staff". I am unsurprised by the break down in staff and Board relationships and I would support the staff in their assertion that they were unfairly treated. Proper due diligence and process was not in my opinion followed and although I resigned from the Respondent before this became public, I was aware of the strength of personal feeling of some Directors toward the staff, in particular Mr Liversidge and Mr Walker.
7. I am no longer a member of the Respondent and whilst I support its aims and values, their delivery and the constitutional direction of the organisation appears to have been hijacked and become something of a friend's clique rather than a professional organisation based on good governance or indeed any base of third sector organisational accountability.

All the statements in this letter are to the best of my ability a true and accurate account of my time with MAG UK and all the opinions expressed are my own.

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**JONATHAN BROAD**

**DATE**