



The Directors
MAG(UK) Ltd
Oakslade
Hatton
Warks
CV35 7LH

26 April 2013

RE: Disciplinary Investigation

Dear sirs

I believe you require me to travel to Wakefield on Monday where a series of allegations are to be put to me as part of the disciplinary process begun on 18th March.

Despite several requests you have refused to confirm the details in writing, but I do now have confirmation of the date time and venue from the company hired to conduct the investigation.

I was not allowed to answer the allegations made against me by Mr Liversidge during the last disciplinary investigation meeting (18 March) and am looking forward to the opportunity to do so.

However, I am advised that this disciplinary process should not continue until after the current grievance process has been completed. I was notified of the meeting in Wakefield before receiving the letter explaining the outcome of my grievance. I was given less than 24-hours notice of the meeting, which was originally to take place on Thursday.

I am currently putting together an appeal against some of the findings in my ongoing grievance, so you will appreciate that the process cannot be concluded by Monday.

I have accepted the main finding of the independent investigator that I been subjected to sustained and escalating bullying, intimidation and poor treatment by my employers. This directly relates to the conduct of Neil Liversidge before, during and after a series of disciplinary investigation meetings.

As one of the findings was that Mr Liversidge should have no involvement in HR matters, I have to question the purpose of making me travel to Mr Liversidge's locality for this meeting and whether it is appropriate to go ahead with a firm that has been briefed by Mr Liversidge. The cost to MAG members of a second class train fare is over £100. It is the Board's decision on how to spend MAG's resources but I respectfully suggest that there are plenty of capable HR specialists nearer to Central Office.

I believe you are investigating the issues put to me by Mr Liversidge in the meeting on 18 March, under the broad description contained in your letter 20 March suspending me from work, ie; my alleged 'refusal to follow reasonable management instructions' and 'undermining of the management body'.

I have no detail other than the questions and allegations put to me by Mr. Liversidge at the meeting on 18 March, which I have summarised below using terminology put to me at the time (the meeting was recorded and transcribed verbatim).

It was put to me that I ...

'colluded' with staff 'to bring forward a revolt'

raised a grievance in an attempt to avoid the meeting on 18 March

obstructed the Board in its desire to release personal information about members who had specified they wanted their details to be withheld from regional organisers

was unreasonable to take instruction from the elected National Chairman

objected to instructions which I believed to be unlawful

involved people outside of the management structure in management of the staff

displayed 'dumb insolence' and 'rudeness' toward Mr. Liversidge during the meeting on 18 March

'point blank' refused to give a set of keys to the offices to a past National Chairman when he was in post (ie; sometime before April 2012)

tried to 'procure candidates' for election

undermined existing officers

undermined candidates for election

I have since been contacted by individuals that Mr Liversidge has approached in his search for further material to discredit me and so, I believe it would be in everyone's interest if I were told in advance of all the allegations and questions I currently face in advance so that I am able to provide full answers during the investigation.

If this is now to become a genuinely fair investigation I need to be able to answer any concerns fully and can only do so if I have fair warning of the issues in detail so that I can deal with them in the meeting.

Please let me know if you still require me to attend the disciplinary investigation meeting scheduled for Monday, and confirm what questions you require answers to, as soon as possible.

Sincerely

Nich Brown