

20130609.1841

**Neil F Liversidge**

**From:** Neil F Liversidge [neil@wrpfs.com]  
**Sent:** 09 June 2013 18:40  
**To:** 'Paul McKenzie'  
**Cc:** 'MAG Board'; 'MAGNC'  
**Subject:** Further Complaint to QDOS  
**Attachments:** Tyson's Interview With Qdos and NFL's Notes Thereon.pdf; Tyson's Allegations and NFL Answers Thereto.pdf; 20130609 Louisa Smith Statement to Qdos and NFL Notes Thereon.pdf; 20130415 Gail Puttock Admits She Has Never Done One Ofr These Before.pdf

Dear Mr McKenzie

WITHOUT PREJUDICE

Further to our previous complaint on 32 points there are now further matters that we wish to have considered. I am now dealing with this matter as Selina Lavender will confirm if you wish to contact her.

1. The advice given by Gail Puttock was skewed because she approached this matter from an angle looking at whether dismissal of Brown, Tyson and Smith would be justified. Her main consideration in this regard seems to be the cited cases of Strouthos, Nejjary and Burchell. The cases cited all involved actual dismissals by the employer, not claims for constructive dismissal by employees resigning. The citing of these cases is therefore a complete red herring; they are clearly inappropriate and irrelevant to the question of whether or not Brown at al had valid grievances for their treatment up to and including 15 March - the date which all other HR professionals and lawyers agree is the 'cut-off' date for matters to be considered in the evaluation of the grievances. Yet you have of course drawn in subsequent events.
2. Qdos was contracted to evaluate the grievances lodged by Brown, Tyson and Smith and to advise MAG (UK) Ltd as to the validity of the same. Qdos was not contracted to advise on whether MAG (UK) Ltd had grounds to discipline the employees concerned. Qdos appears however to have enlarged its frame of reference on its own initiative in a manner that it should not have.
3. As already stated, Mr Walker and I were not allowed to know the specific allegations made against us and we were therefore unable to mount any meaningful defence. Now that we are in possession of the statements made by Tyson and Smith we are able to refute the allegations made therein - please see the annotated statements enclosed. Had we seen them at the time we could have demolished them as we have now done. Had we been given the means to defend ourselves properly we cannot see how the grievances could reasonably have been upheld. It seems to us that Gail Puttock had little understanding of how this procedure should work and likewise any concept of natural justice. perhaps this was because she had never undertaken such a case before - see (5) below.
4. We note that Brown was also apparently accompanied by Gurman, a journalist, as was Tyson. Gurman being neither a workmate nor a trade union representative, kindly explain why you allowed this. Brown was not even claiming 'stress' as were the others - albeit falsely in their case.
5. We note that Ms Puttock states in an email to Toni Robinson - date uncertain but scan attached - that she has 'never done this before'. I think we were entitled to expect a higher level of

05/09/2013

707

expertise from your company in dealing with such an important matter. The staff should have been given an outcome - nothing more. You gave them the advice that should have been private to us. Our solicitors and other HR professionals are aghast at your actions. The same lack of care and attention permeates your entire handling of this matter. Throughout the reports names are wrong, dates are wrong, simple words are mis-spelled and the basis on which your advice has been given seems completely irrational.

We look forward to your proposals as to how your errors are to be rectified and the considerable harm you have caused made good. My name has been unjustly blackened by your actions as has Mr Walker's. We have both suffered significant and wrongful reputational harm and MAG's position has been seriously prejudiced.

We also look forward to receiving the full notes of Gail Puttock's meeting with Brown, which have thus far not been supplied.

Yours sincerely

**Neil F Liversidge Dip PFS**  
**DIRECTOR**

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

05/09/2013

708

----- Forwarded message -----

From: Neil F Liversidge <[neil@wrpfs.com](mailto:neil@wrpfs.com)>

Date: Thu, Jun 13, 2013 at 6:09 PM

Subject: Your Attached Letter

To: Nich Brown <[nichontheroad@googlemail.com](mailto:nichontheroad@googlemail.com)>

Re' your letter dated 28 May 2013 and the reference you make to my letter accidentally misdated 21 March 2013 instead of 21 May, that was, as stated, a simple case of misdating, of which fact I hold ample proof, as do MAG's solicitors. It is in any case obvious from the nature thereof.

I shall reply in due course to all the other points therein, but it is not a priority for me.

Yours sincerely

*Neil F Liversidge*

*Neil F Liversidge, Director, MAG UK Ltd*

*MAG Member 23660*

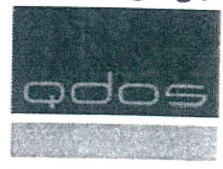
Tel 01977 808600; Fax 01977 667601; Mobile 07904 332531; Residence 0113 2869332

Office at West Riding Personal Financial Solutions Ltd, 17a Sagar Street, Castleford, WF10 1AG

709



20130613.0004



1

Qdos, Qdos Court, Rossendale Road, Earl Shilton, Leicestershire, LE9 7LY  
www.qdosconsulting.com

Mr N Liversidge  
Director  
M.A.G (UK) Limited  
17a Sagar Street  
Castleford  
West Yorkshire  
WF10 1AG

Our Ref: 374  
Date: 13th June 2013

Dear Mr Liversidge

**Re: Complaint About Qdos Consultancy Services**

Further to recent correspondence and conversations between M.A.G (UK) Limited and ourselves regarding the complaint raised about the consultancy services provided to M.A.G (UK) Limited throughout March and April 2013.

**Our Understanding of Your Concern**

In relation to the grievances raised by Mr Brown, Mr Tyson and Ms Smith dated 15<sup>th</sup> March 2013, it is clear that you are unhappy with regards to the process undertaken, the conclusion reached and the recommendations made by Qdos Consulting.

M.A.G (UK) Limited has raised collectively 37 points that you have asked Qdos to investigate as part of your complaint.

**Investigation**

We have reviewed all of the case notes available, listened to calls and spoken to key members of the Qdos team in order to fully understand the case and reach our conclusion.

**Our Findings**

The email sent by Ms S Lavender dated 20<sup>th</sup> May 2013 lists 32 points that we have considered and our findings are below:

1. Having reviewed the email and listened to the calls, both Mr Walker and you were made aware of the issues and the specific meetings that were being referred to by Ms Smith, Mr Brown and Mr Tyson. Both Mr Walker and you confirmed that you would be able to prepare a statement on the basis of the information that Ms Puttock had made you aware of;
2. We can not comment on another organisation's approach. We are however, more than satisfied that the process adopted throughout this procedure was both professional and objective and that M.A.G (UK) Limited was not in any way prejudiced;
3. Ms Puttock spoke to Mr Walker, Mr Van Aalst and yourself with regards to the notes and recordings, additionally, where appropriate, they were checked against any Company notes available;
4. Ms Puttock gave both you and Mr Walker extracts of the evidence presented, to which there was agreement. It was agreed that you were both able to prepare statements based on the information provided to you, however, we were not given authority to release any tape recordings or minutes prepared by your employees;



INVESTOR IN PEOPLE



Qdos Broker & Underwriting Services Limited is authorised and regulated by the Financial Services Authority

Qdos Consulting Limited (Registered in England No. 6013589) Qdos Broker & Underwriting Services Limited (Registered in England No. 6012716) Registered office as above.

710



1/2

5. Points 5, 6, 7, 8, and 9 we are of the view that these issues could be raised as a separate grievance and form part of an internal process to be raised by you and Mr Walker; these comments should have been raised at the time, or, if they were raised have already been taken into account as part of the investigation;
10. It is appreciated that your staff have a history of stress related illnesses, the fact that they feel well enough to carry out other activities, in law, does not mean that the illness is not founded and is a matter of medical opinion;
11. We have found no evidence that Ms Puttock has been anything but professional throughout her entire involvement with M.A.G (UK) Limited. Ms Puttock has been communicating throughout (and guided to an extent) by Mr Van Aalst who instructed us on behalf of the Company;
12. It is considered to be human resources best practice and to protect M.A.G. (UK) Limited to consider further information / evidence that could be interpreted as a grievance. It is important for our client to fully understand their employees concerns, to enable them to properly respond and take corrective action if necessary;
13. From the evidence available it is clear that the grievances raised by all three members of staff were legitimate grievances;
14. It is not unusual to have limited information regarding the specific instances of bullying and harassment in a written grievance. The investigation process was designed to draw out all of the information and specific instances along with any supporting evidence in order for an objective conclusion to be reached;
15. Please refer to point 13;
16. Please refer to point 13;
17. As our client, you instructed Qdos Consulting to hear the grievances raised by each member of staff, thereby accepting them as grievances;
18. ACAS guidance states that a disciplinary should be put on hold whilst hearing a grievance, particularly when the chair of the meeting is the subject of the bullying and harassment claims contained within the grievance;
19. Mr Brown, Ms Smith and Mr Tyson were all asked to return their key fobs and not to enter the premises. It has been mentioned that this is part of the standard rules and procedures, it is clear that this is not part of the standard rules as there is no reference to this action within the very comprehensive staff handbook in addition, in all instances where all three members of staff have been off sick previously, not once were they required to return their key fobs;
20. We are in agreement that Ms Smith's behaviour has in itself contributed to this situation. Indeed, the letter sent to Ms Smith by Ms Puttock on 18<sup>th</sup> April 2013, clearly points out that her actions in the past have been unacceptable and contributed to the situation that arose;
21. We are in agreement that Mr Brown should not have forwarded confidential information that was only available to him as a Line Manager to his team. This point was raised in Ms Puttock's letter to Mr Brown dated 22<sup>nd</sup> April 2013;
22. Please refer to point 5;
23. It is clear that all three team members were in discussion about their grievance, in fact, all three went to see the same Solicitor in order to obtain advice on how to take their issue forward, however, this does not impact on the outcome of their grievance;
24. Ms Puttock several times throughout the grievance has confirmed that all three members of staff were not allowing themselves to be managed, however, the recommendation for a change of management / director responsibility was suggested by Mr Van Aalst who requested Qdos Consulting to provide support by raising the issue within our recommendations;
25. Ms Puttock is extremely competent, we can find no evidence that Ms Puttock has done any wrongdoing when advising M.A.G (UK) Limited, indeed, Ms Puttock has gone out of her way in order to put M.A.G (UK) Limited in the best position possible in order to defend any claims levied to your organisation;
26. We can assure you that Ms Smith's illness has only been taken into account from the consideration of the Equality Act and how her illness would impact on any potential claim to an Employment Tribunal;
27. Please refer to point 5;
28. Please refer to point 24;

13

29. Please refer to point 24;
30. We refer to the letter sent you on 21<sup>st</sup> May 2013, which clearly points out that we are not the Underwriters for the policy that you have been accessing the services of Qdos through. We have however, investigated your complaint, and have found that you have been offered both commercial and best practice human resource advice in order to protect the interests of M.A.G (UK) Limited;
31. All three staff members arrived at the same time for their grievance meeting, requesting a collective meeting, which was denied. However, each one requested, under the Equality Act to be accompanied by Mr Gurman, which would be considered to be a reasonable adjustment under the meaning of the Act;
32. You may wish to raise your issue with Composite Legal Expenses, however, although individually we may have memberships of professional bodies, as a Company, we are not required to have such membership.

You have since raised additional points, in an email dated 09<sup>th</sup> June 2013, which are addressed as follows:

1. We are in no doubt that the issues raised by Ms Smith, Mr Tyson and Mr Brown were grievances that should have been heard, please refer to point 17 above;
2. The nature of conversation with Mr Van Aalst went into all aspects of employee relations relating to these three employees, and the advice was confirmed in writing as requested;
3. If Mr Walker or you are unhappy with the outcome of the grievance, then of course you are entitled to raise a grievance, however, this matter would be a matter for M.A.G (UK) to hear and conclude upon;
4. See point 31 above;
5. The email that you refer to is where Ms Puttock is referring to having no experience is referring to drafting a report for M.A.G (UK) Directors & Officers Policy, a report which typically Gail would not get involved in. Ms Puttock, as with all staff within the Consultancy and Advice Team at Qdos have numerous years experience in handling extremely complex employee relations situations;

We appreciate that you have requested full notes of the meeting with Mr Brown, a matter which we discussed with Mr Van Aalst, as from the outset Mr Brown did not wish for any information to be passed to M.A.G (UK) Limited. We gave Mr Van Aalst options on how to handle this situation namely;

- a) We could ask Mr Brown to release this information to M.A.G (UK) Limited, if he was not forthcoming, we would not be able to take it into account;
- b) To go through all of the information, taking out any specifics, which could be related to him personally (a task which would take a considerable amount of time and potentially still not protect the sensitive information);
- c) For Qdos to consider the information and make recommendations accordingly.

Mr Van Aalst, instructed Qdos to move forward using option c.

I have received additional correspondence in which you comment on interpretation of case law, we have considered all possible impacting case law and took this into account throughout our advice.

With regards to disclosure of our case file under data protection, those involved have requested such sensitive information not to be disclosed. All relevant information has been emailed to Ms Lavender in May 2013.



2030613.0001

14

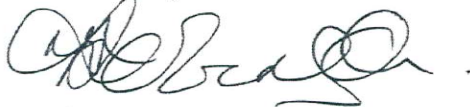
**Our Conclusion:**

We have concluded that Qdos have adopted a professional approach throughout all of its undertakings with M.A.G (UK) and its employees.

Qdos consulted with Mr Van Aalst, your representative and indeed, the person that instructed Qdos, throughout the entire process and he guided us on behalf of your organisation with regards to the outcome, findings and overall recommendations. At no point did Mr Van Aalst raise any concern that our process, findings, letters or intentions were inappropriate.

I have considered this case against the values that Qdos expect its staff to uphold and am satisfied that all of our staff have conducted themselves professionally throughout, despite the extremely challenging behaviour often presented to them. As we have responded to your complaint in full, we feel, it is not appropriate to hold a meeting to discuss this any further.

Yours sincerely



**Toni Robinson**  
**HR Consultancy Development & Delivery Manager**

cc: Amanda Branston, Complaints Registrar  
Julian Stringer, Director

713



**From:** Toni Sharp [mailto:toni@ehsolicitors.co.uk]  
**Sent:** 14 June 2013 13:45  
**To:** neil@wrpfs.com  
**Subject:** RE: Your Attached Letter

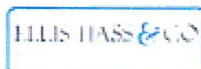
Mr liversidge

As previously mentioned, all correspondence in connection with Nich Brown and his employment should be sent to me and not my client. You are fully aware he is represented.

Your comment that my client's points are not a priority clearly reflects why this situation has arisen in the first place. I am sure that they will become a priority once proceedings have been issued. You will be given a full opportunity to comment on my client's letter when your organisation has to produce its ET3.

Kind Regards

**Toni Sharp**   
Associate Solicitor  
Ellis Hass & Co. Solicitors



378 Stratford Road  
Shirley Solihull  
B90 4AQ

DDI: 0121 745 0637  
Fax: 0121 745 0639

Ellis Hass & Co. Solicitors Ltd is Registered in England and Wales Company Number 6821853 and is a firm of Solicitors regulated by the Solicitors Regulation Authority.

**THIS EMAIL OR ANY ATTACHED FILES ARE CONFIDENTIAL AND MAY BE LEGALLY PRIVILEGED.**

If you are not the addressee, any disclosure, reproduction, copying, distribution, or other dissemination or use of this communication is strictly prohibited. If you have received this transmission in error please notify the sender immediately and then delete this email.

Email transmission cannot be guaranteed to be secure or error free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the contents of this message which arise as a result of email transmission. If verification is required, please request a hard copy version

714

**From:** Neil F Liversidge <neil@wrpfs.com>  
**Sent:** 14 June 2013 14:11  
**To:** Toni Sharp  
**Subject:** 14 June 2013 RE: Your Attached Letter 14:11

Your client hand delivered to MAG Central a letter personally addressed to me, hence he got a personal reply. Lawyers don't frighten or impress me, so don't delude yourself; you won't be the first I've had for breakfast. The last who came a cropper taking me on was a QC working for the DTI in a case at the High Court.

I shall relish the opportunity to face your client(s) in any tribunal in this land, so I suggest you cut the hot air and get on with it. If, however, your client(s) do intend trying for constructive dismissal, I have to conclude that they are very badly advised indeed. I hope they have deep pockets, because if they try to waste our time and money I can assure both you and them that we shall pursue our costs in full.

As I told Brown, I shall reply in full to his letter, but it is not a priority. I am currently occupied reviewing Tyson's - shall we say 'imaginative' - expense claims, and I find that a rather more enthralling activity by far. (They were of course approved by ... Brown!)

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](http://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***

**Neil F Liversidge is an elected Member of the Council of APFA - The Association of Professional Financial Advisors**

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](mailto:neil@wrpfs.com) immediately, and delete this message from your system.

715

20130618.2113

**From:** Pat van Aalst FMAAT [mailto:pat.van.aalst@mag-uk.org]

**Sent:** 18 June 2013 21:13

**To:** Neil Liversidge Laptop

**Subject:** Re: Qdos

Good evening Neil

That was my call.

Cheers

Pat van Aalst FMAAT  
National Finance Officer  
Motorcycle Action Group

[www.mag-uk.org](http://www.mag-uk.org)

**From:** Neil Liversidge Laptop

**Sent:** Monday, June 17, 2013 9:43 PM

**To:** 'Pat van Aalst FMAAT'

**Subject:** Qdos

Pat, just so I'm on firm ground with Qdos, did they advise that their 'findings' should be sent out to the staff without telling Pete and me, or was that a unilateral decision on your part? If Qdos please email me a copy of their advice.

I am not going to give you a hard time over this but I have damage to repair and I need to know the truth.

Thanks.

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.

716



24/6/13

14:04

Home | Reply | Delete | Archive | Junk | Sweep | Move to | Categories

NO. OVERLAND EXPLORE TOURS

Overland Editor (editor@overlandmag.com) Adc  
To: nick.gibson1001@hotmail.co.uk

Overla

This cont  
blocked f  
safety.

Folders

Inbox 118

Junk 1

Drafts

Sent

Deleted

New folder

Parts of this message have been blocked for your safety.  
Show content | I trust editor@overlandmag.com. Always  
show content.

Hi Nick

Thanks for getting in touch with Overland about our  
'Explore' tours.

Quick views

Documents

Flagged

Photos

New category

Overland Explore is not a tour company in its own right. We  
partner up with those who have experience and a good  
track record in the country that we are exploring.  
For South Africa, we are working with  
<http://www.kaapstadmat.com/> and I'm sure Alex Jackson  
will be able to answer any questions you may have.  
You can contact him through his site, where you will also  
see that he runs many other tours throughout the year.

Unfortunately we have sold out our South African tours  
although we are currently agreeing dates for 2015.

The next country we will be exploring is Nepal.

For Nepal, we are working with Peter Francon from  
<http://www.freespiritadventure.com/> who similarly has  
many years experience living and running tours in the  
Indian Sub-continent.

We work with our partners to create a tour which is specific  
for Overland, perhaps including more culture, or reducing  
overall mileage etc, thus tailoring the package and keeping  
it as competitively priced as possible. One of the ways we  
can do this is by block booking a tour, so that it is an  
experience enjoyed exclusively by Overland readers.

We are currently working on more destinations to 'Explore',

----- Original Message -----

**Subject:**BBA - soon to be BMA

**Date:**Tue, 25 Jun 2013 16:25:35 +0100

**From:**Jeff Stone <[jeffjstone@gmail.com](mailto:jeffjstone@gmail.com)>

**To:**Paddy Tyson <[paddy.tyson@mag-uk.org](mailto:paddy.tyson@mag-uk.org)>

20130625.1625

Hi Paddy,

Had a brief but good chat with Colin yesterday. I said I was pleased that the logo had changed to something more sophisticated, but again pointed out the 'biker' thing would work against him. He said (as he did to you) that the DfT used biker in much of their stuff but I said (as you did I think) that this was just handy shorthand for some messages and that in the main they used the term motorcyclist.

Anyway, he wasn't convinced so I wrote him quite a screed on the biker/motorcyclist terms last night and their relevant connotations and the good thing is, he's just written back to say he's now done some further sounding out and agrees - BMA it will be! Won't happen straightaway but now in hand. (He did say British Motorcycle Association, but I think he meant 'motorcyclists'. I've just dropped him a note to say BMA should represent the motorcyclist not the British motorcycle, but we'll see!).

So he is listening to us which is a good thing, who knows, might have legs at the end of the day!

Jeff

Jeff Stone  
258 Whitefields Road  
Solihull  
West Midlands  
B91 3PA

T: +44 (0)121 705 8784

M: +44(0)7802763094

E: [jeffjstone@gmail.com](mailto:jeffjstone@gmail.com)

Sent from my iPad

26/06/2013

718

## Neil F Liversidge

---

**From:** Neil F Liversidge [mag@wrpfs.com]  
**Sent:** 26 June 2013 21:58  
**To:** 'Neil Daniell'  
**Subject:** Comprehensive Report on the Staff Situation

Hi Neil,

Just a quick line to let you know I'm working on the full report into the staff situation. One thing did occur to me however which you might like to think about.

You stressed at the last NC that you wanted 'evidence'. Fine. A lot we can and will evidence from email traffic and statements of past and present directors, plus Ian Mutch's witnessing of their antics on the 18th. However the other side are also in possession of evidence we don't have, so why don't you ask them for it? I understand that you are friendly with them - that's an observation by the way, not a criticism - so they should presumably be receptive to an approach from you.

I am now in possession of the reports from Qdos who handled their 'grievance'. They will form part of my final report. Amongst other things these evidence that the dice were loaded against us with evidence adduced that we were denied the opportunity to see, hear or challenge. They also evidence the fact that whilst we out all our cards on the table, Nich pointedly refused to do likewise. They also show what calculating and pathological liars they are, Paddy bin particular. That we can prove.

Much has been made of the fact that they supposedly have recordings that incriminate Pete and I. Fine. We're ashamed of nothing we said or did. We've asked for copies but those have been denied us. We've offered them the facility of having the sound files made public so that members can judge for themselves - no response. Pretty amazing isn't it? We are supposed to have behaved so badly yet they resign without playing the one bit of evidence that could, according to them, have turned the whole situation around. If it's true then I'm pretty sure the NC - if not the Board - would have fired us. So why didn't they use it?

So Neil, why don't you just ask for a private session to hear the recordings for yourself? It's cool by us mate - we're not worried.

The recordings won't show Nich bursting in the room of course, demanding that we leave the premises, or how he hit the roof when we wouldn't use his ready-bugged room, or the fact that he and Paddy acted like big kids.

By now of course they've had plenty of time to doctor them, but even so, you might find them revealing. If, as I expect, Nich has some excuse as to why you can't hear them, you might find that fact more revealing still.

Regards

NFL



2013 0627 . 2355

2013 0627 . 2355

Neil F Liversidge

**From:** mag-uk-board-list-bounces@mag-uk.org on behalf of Pat van Aalst FMAAT  
[pat.van.aalst@mag-uk.org]  
**Sent:** 27 June 2013 23:55  
**To:** neil@wrpfs.com  
**Cc:** mag-uk-board-list@mag-uk.org  
**Subject:** Re: [mag-uk-board-list] Qdos Answer to Our Complaint - AnswersRequired From You  
Please Pat  
**Attachments:** ATT00060.txt

Good evening Neil

Point 24 is not written particularly well as it doesn't, as you already know, mean the removal of anyone as a director but the switch of responsibilities instead. What the point also doesn't clarify is that was intended as a defensive move in order to eliminate/mitigate the likelihood of a constructive dismissal claim. i.e. that the management of MAG had taken steps to safeguard the employees - prior to any resignations and therefore remove any grounds for complaint.

Again, I guarantee that there will be no communication from me in this evidence as I had no communication with Nich while suspended, aside from the chance meeting at a rally which was an extremely short conversation to agree not to discuss any business. The very fact that we were at the same rally was due to the lack of communication between us, so we were both unaware that the other was attending.

Option a) was unlikely to yield any results as it seemed clear that Nich didn't want to disclose anything. Option b) was likely to cost a substantial fee, measured in days not hours, and also to prolong the investigation and, consequently, delay the disciplinary. This left option c) to maintain confidentiality but give QDOS all of the information to carry out an impartial investigation, as well as keep us on track to complete it and allow us to begin the disciplinary procedure that you were pressing for.

Yes I believed that a disciplinary investigation was required, and that it shouldn't have been carried out by the Board. As a result none of us would have any influence over it's outcome. I, personally, wouldn't have anticipated it to result in any dismissals, but possibly a written reprimand as discussed at the April Board meeting.

I'll repeat what I've said before, I agree that action was required but don't agree that the path chosen was the correct one. I've been unhappy with the performance of staff reporting to me in past roles and have managed them out of the organisation with no risk of any claims, so I know it's achievable. That's one of the very reasons I've been pressing for goal setting and performance reviews of the employees, in order for us to communicate the standards required and deal with any short-comings accordingly, whilst rewarding those who excel.

Sorry for the slow response, I had a trip in an ambulance last Wednesday as Petrina was exhibiting stroke symptoms - which turned out to be a reaction to a new prescription. It was for four doses of two pills per day but she was told by the hospital consultant that, if she'd had one more than the three she'd taken, she would likely not have been taken to the hospital... She physically couldn't stand up for three days so it has set me back a bit - I took today off to try get back on top of

28/06/2013

720

/2

everything.

Cheers

Pat van Aalst FMAAT  
National Finance Officer  
Motorcycle Action Group

[www.mag-uk.org](http://www.mag-uk.org)

\*

**From:** Neil F Liversidge  
**Sent:** Wednesday, June 19, 2013 2:30 PM  
**To:** 'Pat van Aalst'  
**Cc:** [mag-uk-board-list@mag-uk.org](mailto:mag-uk-board-list@mag-uk.org)  
**Subject:** Qdos Answer to Our Complaint - Answers Required From You Please Pat

Dear Pat

I attach a scan of the above, indexed as 20130618.0900, and would welcome your comments.

Point 24 in particular does not read well. According to this you wanted rid of Pete and I, and you asked Qdos to do the dirty work. Why did you do this? You knew full well that nobody else on the Board could devote the necessary time to sorting out the problem at hand and you had made no effort to sort it in the preceding two years.

Qdos for their part seem to have adopted the stance of "He who pays the piper calls the tune." Hardly ethical in my view.

You will also see in the report (bottom half of page 3) that Nich did not wish any 'information' to be passed to us. If / when this information ever comes to light Pat, will it consist of internal Board emails and suchlike that you have leaked to him? I am not making a judgement, just asking a question.

In the same part of the letter you'll see Qdos refer to options a, b and c. Why did you choose c? If you had been the one accused would you have been happy with that? Did you ask anyone else on the Board or was it just your unilateral decision? In effect, we were being tried on the basis of 'evidence' which we had no opportunity to challenge. For all we know it could be wholly fabricated. No court would give any weight to 'evidence' adduced in such circumstances.

After Qdos delivered its 'verdict' of course Pat, you wanted to put Pete and I on an NC disciplinary. You couldn't wait to do it. Here's what you said -

721



20130719.2113

Neil F Liversidge

**From:** Pat van Aalst FMAAT [pat.van.aalst@mag-uk.org]  
**Sent:** 19 July 2013 21:13  
**To:** neil@wrpfs.com; 'Paul Turner'; 'Pete Walker'; 'veece'; 'selina'; 'steve wyckes'; 'tony cox'  
**Subject:** Re: More On Craig Whitney and his retainer payment  
**Attachments:** MAG (UK) Ltd Purchasing Authorisation Policy.pdf

The policy (attached) was designed to 'gross up' multiple payments and treat a commitment to a contract as a single payment. This was dodged by not signing a contract so either party could leave at any time without notice.

Cheers

Pat van Aalst FMAAT  
National Finance Officer  
Motorcycle Action Group

[www.mag-uk.org](http://www.mag-uk.org)

**From:** Neil F Liversidge  
**Sent:** Friday, July 19, 2013 11:46 AM  
**To:** 'Paul Turner'; 'Pete Walker'; 'veece'; 'selina'; 'steve wyckes'; 'Pat van Aalst'; 'tony cox'  
**Subject:** More On Craig Whitney and his retainer payment

Brown defended his decision to pay Whitney a monthly retainer on the grounds that the spend was within his permitted discretion.

My clear understanding was and is that discretion extended to one-off purchases, not to ongoing arrangements for repeat payments. Moreover we made it crystal clear that we were NOT employing anyone else, when they tried circumventing the Board's authority and approaching the NC direct with their 'offer' to give up their last payrise. Despite this Nb commenced the retainer completely without our knowledge.

Pat - as FD, can you please give us your take on this?

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 Conduct Authority.**

West Riding Personal Financial Solutions Ltd is Registered in England as Company Number 5142989. Our Registered Office is at 17A Sagar Street, Castleford, West Yorkshire, WF10 1AG.

Website: [www.wrpfs.com](http://www.wrpfs.com) Twitter: @WestRidingPFS

Tel 01977 808600; Fax 01977 667601; Mobile 07904 332531; Residence 0113 2869332. Skype Name: neil.f.liversidge

17/08/2013

722





/2

## Purchasing Authorisation Policy

The Board of MAG (UK) Ltd have agreed, on the 14<sup>th</sup> October 2011, to implement the following policy in respect of purchasing goods/services for MAG (UK) Ltd which is to be considered effective from the 1<sup>st</sup> December 2011.

Individual purchases or contracts will be internally authorised, based on the expected cost, in accordance with the table below:

Spend Amount	To £1,000.00	From £1,000.01 to £5,000.00	Above £5,000.00
Authority Requirement	One of Board member or General Secretary	Two of Board members or General Secretary	Board agreement by simple majority
Authority Timing	In arrears	In arrears	In advance

### Notes:

1. A contract should be valued at its committed amount, for example we pay £2,060 rent per month so if we signed for a 2yr lease then it would need authorising by the Board in advance as it would be valued at £49,440. However the invoices themselves wouldn't therefore need authorising individually as the whole contract would already have been approved. If, after the two years, we then reverted to a rolling contract then the individual invoices would then need authorisation.
2. Variations and additions to a contract would need authorising on the value of the entire contract.
3. No individual may authorise purchases requested or incurred by themselves.
4. The original document should be signed by the authoriser, except where note 5. Is more practical.
5. Email authorisation is acceptable, so long as the authoriser has been provided a copy of the document being authorised, and that the authorising email specifically refers to both the supplier name and the document number. A printed copy of the email should be attached to the invoice.
6. Purchases from related entities (including, but not limited to, MAG (UK) Ltd, MAG Foundation, Magic Action Promotions Ltd, Stormin' The Castle Ltd) are exempt from this policy.
7. Requesting suppliers send multiple invoices for a single purchase in order to circumvent this policy will not be tolerated. Monitoring shall be the responsibility of the finance department.
8. Purchases authorised in advance shall be considered authorised, so long as the invoice does not exceed the order authorised and the signed document is attached to the invoice.

723

**Neil F Liversidge**

---

**From:** Julie Sperling [julie.sperling@mag-uk.org]  
**Sent:** 06 August 2013 10:32  
**To:** neil@wrpfs.com  
**Subject:** Re: Sick leave - all staff  
**Attachments:** Sickness Record.xls

Hi Neil

I've attached the spreadsheet, it shows all kept records, I have just quickly had a look through the only one of the 3 that looks realistic, is Louisa's but it does not show in 2011 when she worked from home reduced hours the week after chemo and the following year the first 4 weeks in January she had radiotherapy everyday may be working for 1 to 3 hours and then leaving, she only recorded full day absences. Nich did not complete his own sick record every absence (sometimes no even knowing that he was off sick) and Paddy's has only been completed by me as I know he was off in 2012 with a suspected heart attack where he was admitted to Warwick hospital, I don't think he has ever followed this up with the further tests that they requested and I know he had a previous incidence before MAG employment but don't think anything was declared to us.

Kind regards

Julie

On 06/08/2013 10:17, Neil F Liversidge wrote:

Hi Julie

Could you please let me have a spreadsheet showing days taken sick for all staff, ideally since Nich was employed, but if not as far back as possible.

I'm not bothered about yours and Carol's at all but I am interested in any patterns concerning the departed if you get my drift!

No major rush - don't inconvenience yourself.

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 Conduct Authority.**

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

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

Website: [www.wrpfs.com](http://www.wrpfs.com) Twitter: @WestRidingPFS

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



**Staff Grievances and Disciplinary Proceedings - the Actions of Pat Van Aalst**

The following submission was made to the MAG (UK) Ltd Board meeting on Friday 9 August 2013 by Neil F Liversidge and Pete Walker. The points made therein were accepted unanimously by all the other five directors including Pat Van Aalst himself who admitted his actions as stated below, accepted the criticisms made and likewise accepted a formal censure by the Board.

---

We regret that we must ask the Board to formally censure Pat Van Aalst for his actions in relation to staff matter over the period March - April 2013.

In support of this we cite the following instances:

1. Mr Van Aalst's admission, and Qdos's confirmation, that he instructed Qdos specifically to find reasons to have NFL and PW replaced as the directors with responsibility for HR, and that he did so unilaterally despite the Board's democratically arrived at decision to charge them with that responsibility. Mr Van Aalst's instructions prompted Qdos to adopt a biased approach from the outset that was greatly prejudicial to MAG's interests.
2. Mr Van Aalst's admission that he instructed Qdos to accept at face value 'evidence' adduced by Nich Brown, the testing of which Nich Brown was not prepared to allow. This was wholly at odds with natural justice, and opened up the real risk that Qdos might reach conclusions on the basis of a complete fabrication. Once again Mr Van Aalst's actions were wholly unilateral and he embarked on his course without the knowledge or approval of the Board, giving the directors no opportunity whatsoever to voice any objection to the same.
3. Mr Van Aalst instructed Qdos to release to Brown Tyson and Smith its advice to the Board and denied the Board any say in the matter, releasing it without prior consultation. The Board was entitled to have Qdos's advice treated as private to the Board until it decided otherwise. Our lawyers declare it unheard of for such advice to be so disclosed.
4. Mr Van Aalst's assertion in his email of 20130425.01:23 that Directors Liversidge and Walker were not entitled to see the outcomes issued by Qdos. There was no legal basis for him denying Directors Liversidge and Walker sight of the findings; this was a move wholly designed to place them - and by extension MAG - at a disadvantage in dealing with the staff problem.



## Staff Grievances and Disciplinary Proceedings - the Actions of Pat Van Aalst

1/2

5. Mr Van Aalst wrongly instructed Nich Brown to send his appeal to him, instead of Qdos where it should have been sent, and then failed to pass it on to the Board. Mr Van Aalst says he accidentally forgot to pass it on. We find that assertion unbelievable. We believe it was another deliberate attempt to slow down and disrupt the disciplinary proceedings Brown was due to undergo, as indeed it did. The directors concerned, believing no appeal had been received, went on to organise a disciplinary hearing which then had to be abandoned in favour of an appeal hearing which Brown then decided not to attend. The net result of this was that Brown remained on MAG's payroll longer than he otherwise might and MAG's money was wasted on his salary and HR consultancy costs. Likewise Mr Van Aalst overpaid Tyson and Smith, paying them full discretionary sick pay, allegedly by mistake, when the Board had specifically instructed that only SSP should be paid.

We have repeatedly given Mr Van Aalst the benefit of the doubt but there is now no doubt in our minds that his actions were calculated to place MAG at the maximum disadvantage in the disciplinary process. In the period up to the meetings of 18 March 2013 during which time the Directors were working to resolve the staff problems constructively, Mr Van Aalst repeatedly sought to pretend that there was no problem with the running of MAG central office. When that fiction could no longer be maintained, and he was forced by the evidence to accept that problems *did* exist, he then acted as a brake on all practical efforts to resolve those problems.

We do not seek Mr Van Aalst's removal from office but we do require an apology and acknowledgement by him of the wrong that has been done to us as individuals and to the interests of MAG.

Neil F Liversidge & Peter Walker

Directors

9 August 2013

---

726

**From:** Neil F Liversidge <neil@wrpfs.com>  
**Sent:** 13 August 2013 07:21  
**To:** Toni Sharp  
**Subject:** 13 August 2013 Your Client Tyson 07:21

Dear Toni

Highlighted below is an extract copy of an email from a former police officer we engaged to investigate Tyson's allegations that Ian Mutch published salacious pictures of young girls; images Tyson refers to as 'perverted'. You can see the [outcome](#) of the investigation

All issues of the magazine have been checked from issue 25-Nov/Dec 2009 until issue 45 Mar/April 2013.

There are absolutely no images of any description that come anywhere close to being what Paddy described. This can be evidenced if required in the future.

Clearly Tyson is a vicious, malicious and unscrupulous liar who will stop at nothing to achieve his ends. Louisa Smith was copied into the email in which he made his comments and sadly for her she did not see fit to report or contradict the lies he was telling. On the contrary; it is clear that she was part of this hate-fest. Brown, for his part, is on record as saying he knew and approved of everything Tyson said and did.

It is clear that your clients conspired to commit a sustained and prolonged act of character assassination on Ian Mutch with a view to displacing him as MAG's publisher, thereby winning control of MAG's publishing budget with which to subsidise their own failing publishing venture. They have followed in the same vein with similar attempts at character assassination in relation to myself and others with whom they found themselves at odds.

We eagerly look forward to the Tribunal.

Have a nice day.

With kind regards,

Yours sincerely

*Neil F Liversidge*

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

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

Office at West Riding Personal Financial Solutions Ltd, 17a Sagar Street, Castleford, WF10 1AG

This e mail and the information it contains is privileged and confidential to the intended addressee(s) only. If you wish to copy it on to Local MAG Reps, Members or other persons, please check with me first.

727

**From:** Neil F Liversidge <neil@wrpfs.com>  
**Sent:** 14 August 2013 09:51  
**To:** Toni Sharp  
**Subject:** RE: Tyson

Hi Toni

I disagree. It shows Tyson to be a vicious and unscrupulous liar, and his credibility as a witness - or rather the lack of it - is highly relevant to the case. We will show the Tribunal that he is dishonest and has no credibility. We have ample material to that end and will be disclosing all of it so there can be no argument when we refer to it.

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 Conduct Authority.**  
West Riding Personal Financial Solutions Ltd is Registered in England as Company Number 5142989.  
Our Registered Office is at 17A Sagar Street, Castleford, West Yorkshire, WF10 1AG.

Website: [www.wrpfs.com](http://www.wrpfs.com) Twitter: @WestRidingPFS

Tel 01977 808600; Fax 01977 667601; Mobile 07904 332531; Residence 0113 2869332. Skype  
Name: neil.f.liversidge (Webcam available for video conferencing.)

**Our Mission: To Deliver Honest Advice in Plain English**

**Neil F Liversidge is an elected Member of the Council of APFA - The Association of Professional Financial Advisors**

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](mailto:neil@wrpfs.com) immediately, and delete this message from your system.

728



Neil F Liversidge

~~From: Rick Sherman [rick.sherman1966@gmail.com]  
Sent: 05 September 2013 12:03  
To: neil@wrpfs.com  
Subject: Fwd: Overland - Motorcycle Tours~~

## Forwarded conversation

Subject: **Re: Overland - Motorcycle Tours**

② From: **Overland Editor** <editor@overlandmag.com>  
Date: Tue, Aug 27, 2013 at 10:24 AM  
To: rick.sherman1966@gmail.com

Dear Mr Sherman

Thank you for getting in touch and for your query about *Overland Explore*.

<http://overlandmag.com/explore/>

I'd like to start, if I may, by explaining exactly who we are.

OVERLAND magazine is a 'coffee table' type publication which is produced three times a year. It aims to inspire and enthuse motorcyclists to get out there and discover some of the world for themselves. Think less a motorcycle magazine and more a National Geographic for bikers, but printed on quality heavyweight paper.

This quality doesn't transmit over the internet of course, but you can browse an early issue here to get some idea and feel free to pass the link on to club members.

<http://tinyurl.com/overland4>

Many riders dream of travelling for two years of course, but in reality can only spare two weeks. Requests from readers for help, advice or accompaniment on a short trip that may fit within their personal circumstance, led us to establish Overland Explore.

Our aim was to give a taste of life on the road in a two week package. This means lower daily mileages than many short motorcycle breaks and more exposure to local culture. Travelling shorter distances and experiencing more that a country has to offer also, we discovered, encourages wives and partners along, thus permitting/enabling the two week family vacation to be spent with the motorcycle.

Overland Explore does not however, pretend to be a tour operator. The staff at Overland only have experience of travelling alone, so we've chosen partners who have a track record of offering tours in certain parts of the world and have got them to agree to create new tours, using our experience of spending years on the road and their local knowledge and understanding of the motorcycle tour industry.

For South Africa for example, we work with Kaapstad Motorcycle Adventure Tours <http://www.kaapstadmat.com/> who have over 8 year's experience in the area.

05/09/2013

729

/2

In Nepal we work with <http://www.freespiritadventure.com/> and I have recently returned from Tibet where we were scoping a possible tour there, but have decided against it because the Chinese authorities are simply too unpredictable.

We are currently working with some other partners to develop tours in India and Vietnam as well.

We try to limit our tours to a maximum of 12 people to make them more enjoyable, easier to manage/ secure accommodation etc as we do not use large corporate accommodation, preferring family run, local establishments to maintain that connection with the country we are visiting.

I appreciate you say there might be 15 - 20 from your club who are interested, but I must be honest and say 15 would be the maximum in South Africa; 10 in Nepal given the nature of the riding conditions.

We are quite happy however to arrange a bespoke tour and block booking for your club, thus tailoring the accommodation standards and hours in the saddle, road surface etc.

I must point out however, that routes will be totally dependant on the time of year you wish to travel.

You mention Fall in your email. Is that the North American Fall?

If that's the case, that limits us to South Africa, (which will be experiencing Spring) but will still govern which part of the country you could explore. I am presuming that continual rain and fog would not be part of your plan.

I hope that this has answered some of your questions, but please feel free to browse our website, read the terms and conditions etc.

Yours sincerely

Paddy

① On 26 August 2013 06:02, Rick Sherman <[rick.sherman1966@gmail.com](mailto:rick.sherman1966@gmail.com)> wrote:

To: Editorial

From:

Rick Sherman

[rick.sherman1966@gmail.com](mailto:rick.sherman1966@gmail.com)

Message:

Dear Mr Tyson

I am the Secretary of a club in Los Angeles. Most of our members are what you might call RUBs - rich urban bikers - average age 45 - 50. A friend of mine in UK called the attention of one of our members to your magazine and tours and I have been deputized to find out more.

Can you tell me please how many tours you have done so far and where to? Is there anyone we could talk to who has been on a tour? As you

13

will understand, a lot of our members are lawyers and like to do due diligence on enterprizes before they commit funds. Also could we do a block booking? We would likely have 15 - 20 members interested depending on the time of year. Fall would be best for most of the guys but anytime would be good for me.

Thanks for your attention to this.

Sincerely

Rick Sherman

Sent from (ip address): 74.205.204.117 (74.205.204.117)  
Date/Time: August 26, 2013 5:02 am  
Coming from (referer): <http://overlandmag.com/contact/>  
Using (user agent): Mozilla/5.0 (compatible; MSIE 10.0; Windows NT 6.1; WOW64; Trident/6.0; EIE10;ENGBMSE)

--  
Paddy Tyson  
Editor  
**Overland Magazine** [www.overlandmag.com](http://www.overlandmag.com)  
advisor to the Ted Simon Foundation

3 -----  
From: **Rick Sherman** <[rick.sherman1966@gmail.com](mailto:rick.sherman1966@gmail.com)>  
Date: Wed, Aug 28, 2013 at 4:13 AM  
To: Overland Editor <[editor@overlandmag.com](mailto:editor@overlandmag.com)>

Dear Paddy

Yes I'm sorry, by 'Fall' I meant the season you call Autumn. The data you give is very helpful. When was Overland Explore established? A few of the guys are attorneys in Skadden's LA office and are sure to ask. Also for South Africa what cost are we looking at for an individual and how much for a block booking if we filled the trip? Some links for your partners would be good so I can DD them also. Also a couple of females may want to come. Can you accommodate?

Sincerely,

Rick

4 -----  
From: **Rick Sherman** <[rick.sherman1966@gmail.com](mailto:rick.sherman1966@gmail.com)>  
Date: Thu, Aug 29, 2013 at 6:16 PM  
To: [neil2@wrpfs.com](mailto:neil2@wrpfs.com)

Hi Neil

Here's what your friend Mr Tyson has to say!

05/09/2013

731



20130902, 0942

Neil F Liversidge

**From:** Julie Sperling [julie.sperling@mag-uk.org]  
**Sent:** 02 September 2013 09:42  
**To:** Neil F Liversidge  
**Subject:** Re: FW: Please forward to Julie and Paul

1

Hi Neil

When I first joined MAG Nich sat in the same office as Paddy, where the board table is now located, they were faced in the opposite direction. Paddy looked out at the fire door towards the landlords garages and Nich faced a window overlooking the water feature of the central courtyard. I am not sure of the exact date that Nich moved from that position to the office which was the meeting/board room located directly next to Paddy with the glass wall to his right (when seated at his desk). No reason was given for the move of locations. I think the move was either just before or just after the meeting with Selina. They now, both faced the same way. The internal blind of the glass wall was partly or fully closed between Paddy and Nich, the glass panel closest to the door to the office was usually open.

Hope this is what you are after.

Kind regards

Julie

On 25/08/2013 07:52, Peter Walker wrote:

FYI From the machine that is the Sausage

**From:** Neil F Liversidge [mailto:mag@wrpfs.com]  
**Sent:** 25 August 2013 00:19  
**To:** 'Peter Walker'  
**Subject:** Please forward to Julie and Paul

Hi Pete

As my old laptop blew up I don't have Julie and Paul's emails in my address book here on my new laptop yet. Could you please forward this to them?

Julie – as I recall when we talked at Central we learned that Nich didn't actually sit with Paddy but had his own office. Can you please just drop me an email confirming in your own words what their relative locations in the office were, and why? Your reply will be used in the Tribunal.

Paul – could you please photograph Paddy's workstation with your mobile and email me the photo. The photo also will be used in the Tribunal.

Thanks.

02/09/2013

732

20130902.1046

**Neil F Liversidge**

~~From: Peter Walker [pwalker@maphq.karoo.co.uk]  
Sent: 02 September 2013 10:46  
To: Neil L Mobile  
Subject: FW: FW: Brown etc~~

~~Bingo!~~

mail 3  
**From:** Julie Sperling [mailto:julie.sperling@mag-uk.org]  
**Sent:** 02 September 2013 10:20  
**To:** Peter Walker  
**Subject:** Re: FW: Brown etc

Hi Pete

Yes an unwritten/unspoken procedure, If Carol or I received a call for Nich and he was not in the office and we felt that it required a response urgently we would either ring or text him. It was not normal just to contact him due to calls received in the morning, we would take note and pass on upon arrival, but if he did call us to let us know his expected time of arrival, out of courtesy we would let him know that you or anyone else had called for him.

If Louisa was in the office the call would possibly be forwarded to her if we could not help. More often it was you phoning, you would then ask for me, I would answer any of your queries and then upon Nich's arrival would pass on your query and state what I had answered. I am aware that Louisa did not like the fact that you would contact me and not her, so out of courtesy as my line manager would mention this.

It was not for me to question my managers, I cannot state if Louisa contacted Nich to let him know.

Hope this helps.  
Kind regards

Julie

mail 2  
On 26/08/2013 13:31, Peter Walker wrote:

Hi Julie

Hope you are well and have enjoyed your bank holiday break. As you see from the email below from Neil I had issues with Nick not being in the office from 9am as per his contractual hours. On many occasions, and to be honest I can never remember a time when he was in the office when I rang between 9 and 10 am. I am sure he must have been at times, but never to my recollection was he ever there when I rang.

Could you tell us if there was a procedure for the occasions when someone rang who may be looked upon as someone who should be "pacified" by this was there an understanding that Nich should be rung or Louisa informed that certain people had rang. I ask this because the usual scenario would be that around 5 minutes after I had rang and asked for

02/09/2013

733

20130902. 1046

Nich and told he was away for whatever reason I would receive a call from him on his mobile asking what it was that I wanted.

If there was an understanding amongst the staff as to an unwritten or an unspoken understanding it would help enormously if you could give me in writing your interpretation of what you understood by it.

Regards

Pete Walker

Email 1

**From:** Neil F Liversidge (Laptop) [mailto:neil2@wrpfs.com]

**Sent:** 26 August 2013 00:18

**To:** 'Peter Walker'

**Subject:** Brown etc

Pete – can you ask Julie if she can clarify what went on in the mornings when he was never there to take your calls? Be good to have something in writing.

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 Conduct Authority.**

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

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

Website: [www.wrpfs.com](http://www.wrpfs.com) Twitter: @WestRidingPFS

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

Skype Name: neil.f.liversidge (Webcam available for video conferencing.)

**Our Mission: To Deliver Honest Advice in Plain English**

**Neil F Liversidge is an elected Member of the Council of APFA - The Association of Professional Financial Advisors**

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](mailto:neil@wrpfs.com) immediately, and delete this message from your system.

02/09/2013

734



On 14 September 2013 09:05, Neil F Liversidge <mag@wrpfs.com> wrote:

Dear Mr Phillips

I understand that you are the individual we briefly knew as 'Max' Phillips in 2012 when you sought election as MAG's Chairman. I refer to your email of 15 April 2013 to Paddy Tyson which contains a number of untruths.

You described yourself as a Barrister in your various contacts with MAG people in 2012. Subsequent to your visit to Yorkshire MAG I emailed you and asked when you had been Called to the Bar. You did not reply, you withdrew your nomination, and as I recall you threatened to sue anyone who discussed you or your status in any way.

Have you ever been Called to the Bar? Are you a Barrister? Or did you misrepresent yourself? Pretending to be a Barrister when you aren't probably carries some sort of sanction I would guess, but I am sure you and Toni Sharp will know the answer to that.

Given that you have provided the false testimony in your email, this will be an issue in the Tribunal. I've googled you and I can't find you listed anywhere as a Barrister, but I suppose you could be hiding your light under a bushel. So what's the truth Mr Phillips?

You can 'reply all' to this email and the NC will get your answer. I've copied in Toni Sharp by way of full disclosure.

I am waiting.

With kind regards,

Yours sincerely

**Neil F Liversidge**

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

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

Office at West Riding Personal Financial Solutions Ltd, 17a Sagar Street, Castleford, WF10 1AG

This e-mail and the information it contains is privileged and confidential to the intended addressee(s) only. If you wish to copy it on to Local MAG Reps, Members or other persons, please check with me first.

---

From: Andrew Phillips [mailto:andrewrphillips@gmail.com]

Sent: 14 September 2013 12:53

To: mag@wrpfs.com

Subject: Re: Your Email to Paddy Tyson

Dear Mr Liversidge,

Having checked the the addresses to which your email was sent, I am unable to see the address of Toni Sharp.

I would however suggest that all communication between ourselves, that is you and me, are handled through Ms Sharp.

With respect to slander or libel against me, it was, and remains my position, that should evidence of such come to my attention, I will bring actions against those responsible, seeking remedy to the maximum extent permitted under the law of England and Wales.

As to the rest of your email I refer you to the above.

Kind regards

Andrew Phillips

---

On 14 September 2013 12:55, Neil F Liversidge <mag@wrpfs.com> wrote:

Mr Phillips

Are you a Barrister? Have you been Called to the Bar?

With kind regards,

Yours sincerely

**Neil F Liversidge**

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

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

Office at West Riding Personal Financial Solutions Ltd, 17a Sagar Street, Castleford, WF10 1AG

This e-mail and the information it contains is privileged and confidential to the intended addressee[s] only. If you wish to copy it on to Local MAG Reps, Members or other persons, please check with me first.

735

**Neil F Liversidge**

**From:** Leon Mannings [leon.drm@gmail.com]  
**Sent:** 14 September 2013 18:45  
**To:** mag@wrpfs.com  
**Cc:** MAGNC; BOARD  
**Subject:** Re: Leon - your email to Brown and Tyson of 17 March 2013

Dear Neil,

First, and as I thought I had made clear and apologies if not, I do not believe any of the nonsense proposed by Brown and Tyson's lawyers about you falsifying evidence and am still ready and willing to do all I can to support your refutation of those claims – and that includes being a witness if needs be if asked to do so.

I would also suggest that there has been some genuine confusion over the words used and the meaning to be conveyed or drawn from them – much of which seems down to their lawyers' attempts to twist words in a vain attempt to defend them – and I apologise if any of that confusion was caused by me.

To be as clear as I can, I said to Brown and Tyson in my email, and to you in our meeting that I had not been approached by them regarding a "**Campaign against him (you)**".

What I also said to you was that the pair of them had approached me "to express their concern about potential changes in the Board's structure" and as far as I recall I also indicated to you that the changes they were concerned with included you.

Crucially for all concerned with this matter, I made it crystal clear to Brown and Tyson that I did not want to get involved in any aspect of internal politics – I just wanted to concentrate on doing my bit to deliver progress for MAG in changing policy for the benefit of bikers in the UK, and I still do.

I hope this helps put the record straight and if not that you will advise how else I may be able to help do so.

Yours sincerely,

Leon.

On 14 September 2013 10:11, Neil F Liversidge <mag@wrpfs.com> wrote:

Dear Leon

Please see attached. We both know your fourth paragraph beginning "for the record" is untrue. The fourth paragraph on the other hand is quite true; all you wanted to talk about was how you could get more money out of MAG.

16/09/2013

736

20130914. 1845

Page 2 of 2

1/2

I'll leave it up to you as to what you want to say to set the record straight. If you do say anything, say it here on the list and do not email me privately. Thanks to the lies you told previously I am now being accused of trying to falsify evidence re' my (TRUE) account of our meeting at The Groucho.

As regards your penultimate paragraph, where you speculate that we might be monitoring Brown and Tyson's emails, I think you are confusing our modus operandi with that of your friend Brown who monitored the directors' emails and covertly recorded the Board and his own staff. Nice to know though that you have such a high opinion of us. Not.

Just how many faces do you have Leon?

Yours sincerely

*Neil F Liversidge*

*Neil F Liversidge, Director, MAG UK Ltd*

*MAG Member 23660*

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

Office at West Riding Personal Financial Solutions Ltd, 17a Sagar Street, Castleford, WF10 1AG

This e mail and the information it contains is privileged and confidential to the intended addressee (s) only. If you wish to copy it on to Local MAG Reps, Members or other persons, please check with me first.

16/09/2013

737



MAX

**Neil F Liversidge**

**From:** Paul Turner [turwic@hotmail.com]  
**Sent:** 16 September 2013 14:00  
**To:** Neil F Liversidge  
**Subject:** "Max" Phillips

Neil

Apologies for this but something has just come to my memory after all these recent e mails about Max.

At the lobby day I think March 2012, not sure of exact date, but before AGC, I went as Chairman and met Max briefly, he was still going for Directorship and Chair at that point and I offered to speak and advise as and whenever needed.

One thing he did say that if the staff went for constructive dismissal then he would be willing to act on their behalf so it was after your declaration to stand as Director so I believe it was between Jan and April

I cant remember the exact date but if needs be I will be able to find it.

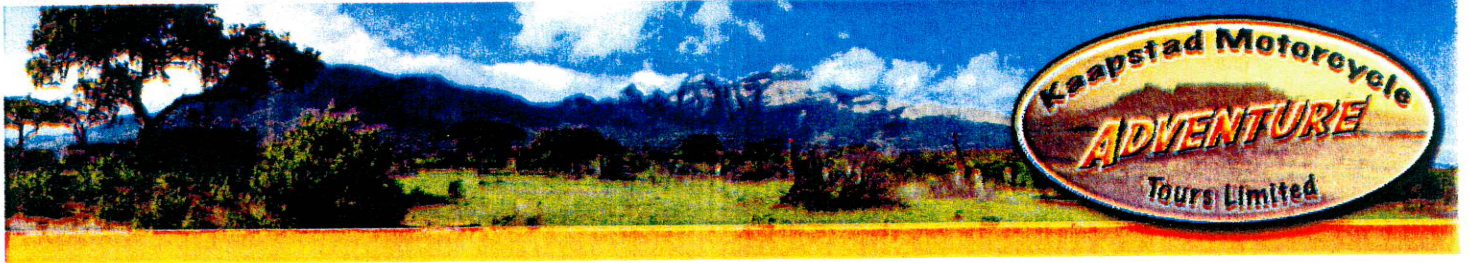
I can remember it clearly now because he was in his best suit sat next to or near Nich and had obviously been primed with a relevant question to ask.

Paul

16/09/2013

738

20121209.1628



- [Home](#)
- [About](#)
- [Testimonials](#)
- [Adventure Motorcycles](#)
- [Adventure Kit](#)
- [Tour Accommodation](#)
- [Travel Insurance](#)
- [Motorcycle Hire](#)
- [Get In Touch](#)
- [Terms and Conditions](#)
- [Tour South Africa](#)
- [South Africa Tour Dates](#)
- [Impala Tour](#)
- [Springbok Tour](#)
- [Kudu Tour](#)
- [Rooi Thunder Tour](#)
- [Rhino Tour](#)
- [Kaapstad Motorcycle Tours](#)
- [Overland Mag Explore Tour](#)
- [Book Your Tour](#)
- [Photos & Videos](#)
- [Over The Rainbow](#)
- [Get Inspired](#)
- [Partners & Links](#)



## Explore South Africa with Overland Magazine

I'm hugely excited about the Explore tour that we're running in partnership with our friends at Overland Magazine.

Overland Magazine is published by Paddy Tyson and Nich Brown, who will both be joining the tour which starts on 9th February 2014. So popular was this tour at its launch that it sold out in just ten days, but for those of you who would still like to join in we have just released a second tour starting on 23rd February 2014. There are just ten rider places available on the second tour and pillioners are welcome.

Find out more on the Overland Magazine Explore Tour page, which includes a link to the Overland site where you can book online.

This entry was posted on Sunday, December 9th, 2012 at 4:28 pm  
You can follow any responses to this entry through the RSS 2.0 feed  
Posted in [Touring South Africa](#)

9 MONTHS, 1 WEEK AGO

COMMENTS OFF

Search

### TESTIMONIALS

"Alex provided us with a once in a lifetime experience, a holiday adventure that we will look back on fondly for a long long time. Having been gently introduced to South Africa and its charms, we have already started daydreaming about our next tour with Kaapstad." (Mark and Malou Wesley)

### QUESTIONS? TALK TO ALEX...

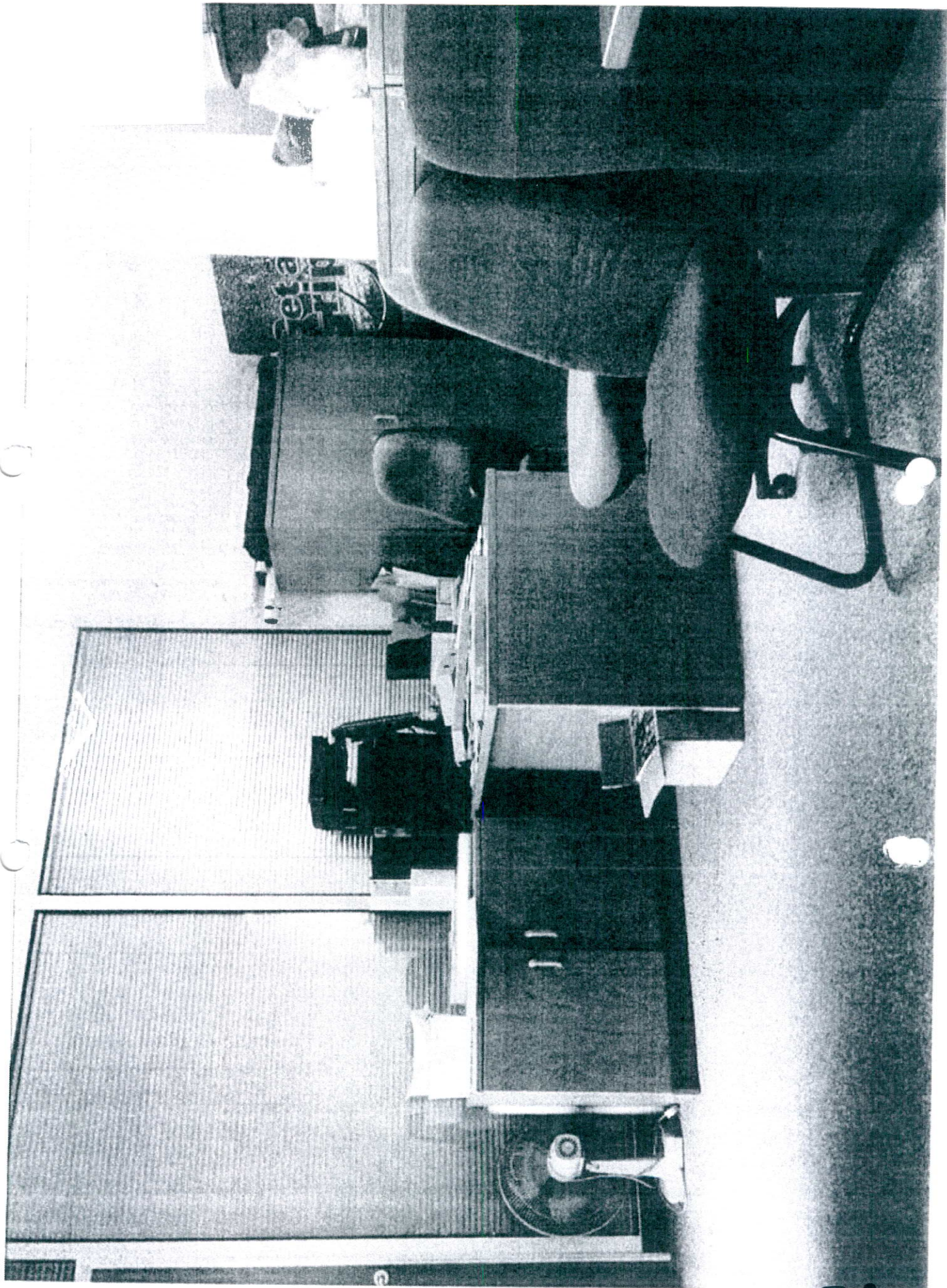
UK Office +44 (0) 1525 377520  
UK Mobile +44 (0) 7930 200798  
SA Mobile +27 (0) 76 631 3342

### OVER THE RAINBOW

- BMA Tallend Snow
- Southern Africa Trip LATEST
- Ride for Rhino's
- Savannah Miller - 'The man who NEVER wanted to be second'
- The Village That Died For England!

739



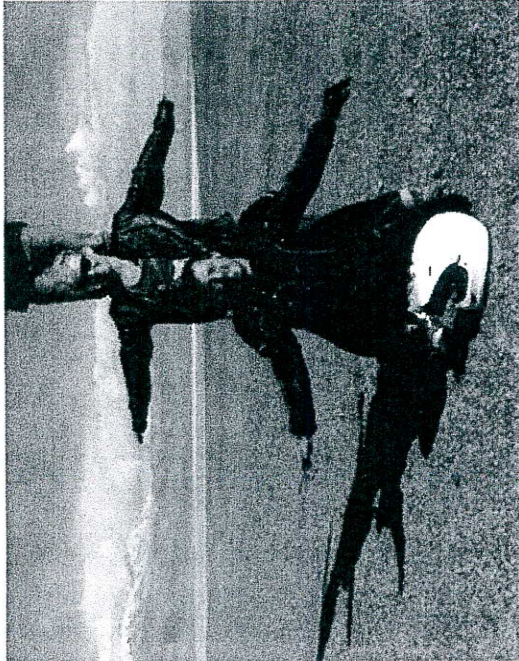


20130904 2005

047



Overland Magazine Timeline Now



comment · Share people like this.

Jolyon Lawson A triple graduation.... Topical!

about a year ago · Like

Write a comment...

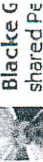
Promote

Admin Panel

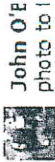
Create Page



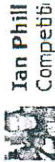
Jenny Cook



Blackie G shared Pe update.



John O'E photo to l



Ian Phill Competibi photo.



Leighh I shared Bil remove 9 beauty.



John O'E

1 3 2 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

David Feeney

This is the Scooter of Santiago Guillen and Antonio Vedan...

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

More Posts

Like



Overland Expo 6 friends also like this



Moteros-Viajeros 5 friends also like this



Aerostich / Riderwarehouse Catalog 6 friends also like this



Tracer adventure club 1 friend also likes this



Russ Malkin 1 friend also likes this

See all

Turn on ch... available

Search

741



had her bike stolen last week Thanks to fb user 'toOOEly'



MAG UK

This just came in from Alex Peace Brighton MAG Rep who spends a lot of time over in France and Belgium with his



MAG UK

MAG STATEMENT

In response to the rumours circulating regarding the employment of MAG Campaigns Manager Paddy



MAG UK

Watch out folks!! We're getting similar reports on the way to Hastings for Monday as well so take it easy!



MAG UK

One of the benefits of MAG membership is if your bike gets stolen a bulletin including a photo gets posted



MAG UK

My comment to "Bikesafe Cumbria about an article targetting riders over this weekend then their reply posted



MAG UK

This weekend Folks

742

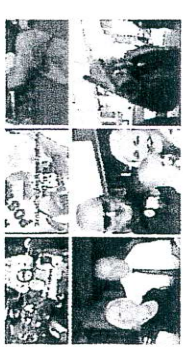




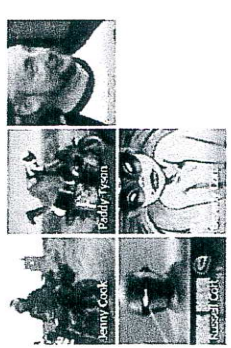


facebook

Andy 'Rocky' Pyatt Timeline Now



Friends



Groups



Ken Davies Andy likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...

Andy 'Rocky' Pyatt likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...

Peter Flavel The Q&A in me thinks is more political, greed & power.  
 Mark Flaherty remember it well fan.

Lord Isaac Hunt remember when was...  
 Ken Davies the young...  
 Mark Flaherty you can't...  
 Lord Isaac Hunt it was...  
 Phil McPadden I've...  
 Phil McPadden I've...  
 Phil McPadden I've...

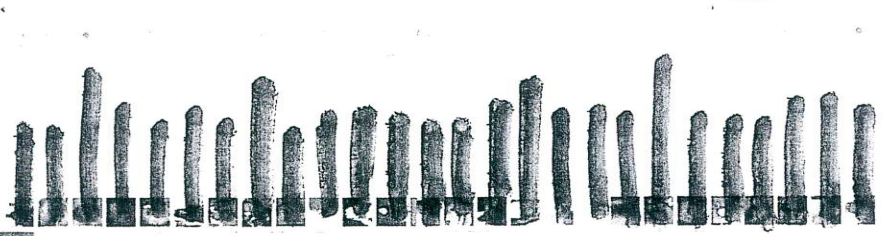
4. Add Friend

Ken Davies Andy likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...

Andy 'Rocky' Pyatt likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...  
 Andy 'Rocky' Pyatt likes this. It changed we had a...

Peter Flavel The Q&A in me thinks is more political, greed & power.  
 Mark Flaherty remember it well fan.

Lord Isaac Hunt remember when was...  
 Ken Davies the young...  
 Mark Flaherty you can't...  
 Lord Isaac Hunt it was...  
 Phil McPadden I've...  
 Phil McPadden I've...  
 Phil McPadden I've...



Sponsored by  
 Vegandfoods.co.uk

A vegan cheese alternative...  
 and melts like cheese

Get Free Kindle eBooks

Get the hottest, weight loss...  
 eBooks for free

Gibson Guitar

Use at Tesco

Use us for the latest...  
 offers, special offers and...  
 more!

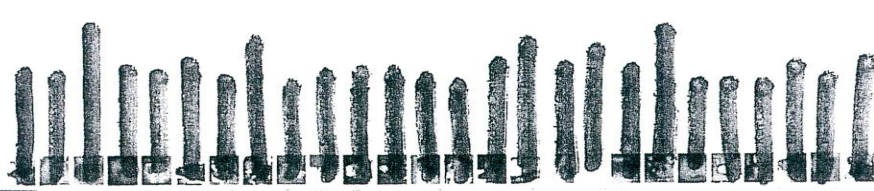
Now live! Bike Social

Now live! Bike Social...  
 for more!

744







4. Add Friend

John Newell we had my an... the map... they know a great group of people driven to live in a... at the steps... as a...

Ian Armstrong... put an effort in... the map... they know a great group of people driven to live in a... at the steps... as a...

Ant Pallett... for MAG... the bus workers again get... RIP MAG...

Linda Moonstone Farming... 431

Phil McFadden... and you do know I... ground... 431

Russell Court... that you... I want to believe... but I want to believe... 431

Frank Kerrington... the... 431

Phil McFadden... can't post here... so I've... this... 431

Phil Bayliss... the... 431

Phil Bayliss... the... 431

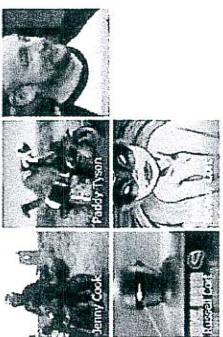
Phil McFadden... the... 431

Beverly Court... the... 431

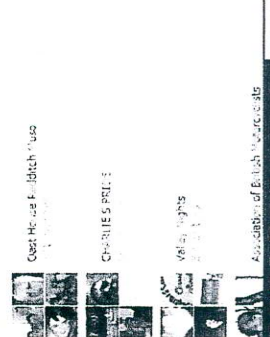
Andy Rocky Pyatt Timeline



Friends



Groups



Sponsored by PDD Motorcycle Developments



Hurry, limited time offer... You'll have to be quick...



Superhero on a Panigale... With this, perhaps is going...



The Big Scary 'C' Word... With 30-year-old Laura...



Blue Cross for pets... Please... but need...













Andy 'Rocky' Pyatt

May 3

So the NC of MAG have managed to engineer the removal of Paddy and Nich from MAG Central, the two people whom have helped drive us forward faster than anyone else in the history of the group. I suggest you all show your displeasure in what ever way you can. The most direct action is to cancel your membership! Maybe when they have lost enough members they might see sense and stop this regime of bully boy tactics.

Top of Form

Share

Russell Cort and 10 others like this.



Andy 'Rocky' Pyatt Also interesting to note that if you ring MAG HQ no one answers the phone anymore, maybe because we have no friggin staff left

May 3 at 2:17pm · 2



Russell Cort It's not entirely down to the NC its the directors and the NC are allowing themselves to be led by the nose. Unfortunately, the NC are the only ones who can put a stop to it.

May 3 at 2:27pm · 1



Andy 'Rocky' Pyatt like i said NC have let them go and too limp wristed to stand up to the northern bully boys

May 3 at 2:31pm · 1



Sandra Ali Its all way too political internally . . They should save their energies to fight the causes not each other !

May 3 at 3:26pm · 1

749





Peter Flavel My officer's cards will be returned in the post tomorrow.

May 3 at 5:14pm · 1



Russell Cort If the foot soldiers leave their will be no one left to fight. It only takes 100 names on a petition to call an EGM and a vote of No Confidence in the Board. Those 100 must be members, stay and fight. Long Live MAG.

May 3 at 5:24pm · 5



Nige Woodward So can someone inform me where the petition is please

May 3 at 5:28pm · 1



John Newell thats what happens when u give greedy people some power....

May 3 at 5:35pm · 1



Peter Flavel given or taken?

May 3 at 5:35pm · 1



John Newell ive had my arguments with the mag... they r now a greedy group of people driven to line thier own pockets.. at this stage the should be shund as a motorcycle group....

May 3 at 5:40pm · 1



Ian Armstrong well i put an effort in for a while, i joined mag to help make a difference the in fighting just wasnt worth my time i tried im not saying i was any good but i was brave enough to stand and be counted, since seen all the bullying emails and the way the staff were treated to the point they had appoint a solicitor to protect themselves!! i have since resigned my officer post and have not renewed my mag subscription, mag has or had the potential to keep and renew biking in

this country by bringing together the true elements of our two wheeled world but they just dont get it ie want joe public wants !!

May 3 at 7:06pm · 3



Ant Pallett De ja vue for MAG again. I quit the first time because of empire builders. The true workers again get sidelined. RIP MAG again. When will you learn.

May 3 at 9:12pm via mobile



Linda Moonstone Farrugia Guttled!

May 3 at 10:27pm via mobile · 1



Phil McFadden Rocky and friends, you may well find that you are the ones who have been led, and taken, as have many of us. You know me better than to call me crooked, and you also know I act the fool and sometimes am one, but I have a sharp ear to the ground, and yours is not the only raving I can hear.

Thursday at 11:01pm · 1



Russell Cort You may find this hard to believe but I want to be told I'm wrong and have that proven to me. Since I sent my email in making allegations bases on evidence shown to me no one has come and tried to explain why I'm wrong or shown me anything to counter my beliefs. I'm man enough to say I'm wrong if someone is man enough to try and explain to me why.

Thursday at 11:21pm · 3



Frank Kerrigan like nige woodward said where is the petition

Thursday at 11:37pm



Phil McFadden Neil can't post here, so I've copied his response: "Neil F Liversidge  
Russ - are you frightened of hearing the truth? The offer is on the table for you to find out what really goes on. Why don't you explain why you deliberately miscounted Pete Walker's vote at the

RF



MAG AGC 2012? Everybody saw it and then you ran around shouting 'corruption' when a recount was in the offing, because you knew you'd be caught out and exposed for the fraud that you are. Carry on with out pathetic little fan club. The real Riders Rights' activists are busy doing what matters. One day you'll realise what mugs you've been. You'd better make sure you have a stone ready to hide under."

Friday at 12:06am · 1



Phil Baylis the beginning of the end

Friday at 1:04am via mobile



Phil Baylis Do we still raise money for mag or is that it ?

Friday at 1:08am via mobile · 1



Phil McFadden Phil, you must do what you are comfortable with. MAG is still here, still doing what it set out to do, the best way the volunteers and elected officers can, with a few paid staff and still looking to try to resolve matters with those who want to work for it. MAG will try to find another lobbyist who can fill the space left by Pad. If you contribute, know that your work and the money you raise is not squandered, we waste none of it, and we work as hard as we can.

Friday at 3:50am · 1



Beverly Cort Well I know what I'll be doing now! That statement from Neil regarding a miscount is a libelous statement completely unfounded and untrue - where's his proof as with so many other accusations from him there is none. So my husband is now the victim of the same type of smear campaigns as directed at members of staff recently. I'm disgusted and no longer want anything to do with this corrupt organisation. I don't know how any of you can stay involved. FUCK MAG.

Friday at 7:52am



Russell Cort I did not deliberately miss count any vote and why, if you are so upset about your thoughts that I did, has it taken over a year to make that allegation?

Pete lost his vote fair and square and took it with good grace, like a man. You on the other hand were not happy so engineered things and eventually worked out that if Paul Turner stood down their was a place for Pete...mm doesn't that seem like you bending the rules to suit your own end?

752

Why would I need a stone to hide under are you threatening me Neil? In public...

I have said I would like to hear the truth and have asked for it several times and no one has given me the time of day! I'm not alone in wanting the truth I know others have asked but had no answer either...

I believe MAG was making real headway and the model MAG supports is the best way forward for riders rights. We were walking the corridors of power with the decision makers and being taken seriously. The campaigns worked, standing at the head of a crowd calling the Prime Minister a C@@k Sucking Wa#\$er wonk get us taken seriously...  
This is just my belief...

Friday at 7:53am



Beverly Cort Well you heard my belief. I'm out.

Friday at 7:54am



Russell Cort Neil can contact me directly if he wants, he does not need to do it on this forum..

Friday at 7:56am



Ian Armstrong im with you Beverly

Friday at 7:58am · 1



Beverly Cort Does he want me posting MY thoughts on our FB page with over 1,000 people on it ??

Friday at 8:01am



Russell Cort Please let's all be calm, if the people who don't agree are all picked off one by one, there will be no one to stand up and shout Foul, when it's time comes.

Friday at 8:05am · 1



753



Beverly Cort you can stay calm. However, I just don't understand how ANYONE can willingly be associated with this bullying, threatening tosser. By letting him threaten and intimidate members we are all complicate in this - I've never belonged to an organisation that would stand by and let this sort of thing go on - let alone a registered UK Company!!

Friday at 8:07am



Beverly Cort Complicate = complicit !!

Friday at 8:08am



Ian Armstrong what about emails???

Friday at 8:09am



Beverly Cort WHERE is the NC fighting for it's members and WHERE is Wycombe MAG's Political REp, Regional Rep and Vice Chair now!?

Friday at 8:10am



Phil McFadden I'm at least partly to blame here, Neil can't post on Rocky's page and his response was to my copy of something other people as well as Russ posted on the earlier link. Not saying those aren't Neil's words, but he was wound up by other libellous statements against him there. He has already said he'd like to meet up with Russ and Bev and clarify the issues, start again, but Jon may not have seen that email yet -things are moving quickly for all of us when we have other things to do, as well as our day jobs. Anyway, I'll stop stirring now :(

Friday at 8:18am



Beverly Cort Sorry Phil I've nothing to say to him. Russell will probably meet with him but I've better things to do with my time. He has Russell's number - Pete Walker has it.

Friday at 8:19am



754

Beverly Cort And does one 'libelous' in his opinion statement mean he threatens and libels other people. WE have witnesses to that vote last year and nothing underhand went on from our side.

Friday at 8:21am



Russell Cort I am a Local Rep and my contact details are easy for Neil to find, if he wanted to talk to me he could have contacted me directly, as do many other people.

Friday at 8:22am



Russell Cort It should never have gone this far, this could have been nipped in the bud if those who control communication had chosen to do so. I believe they chose to let it run and become public.

Friday at 1:22pm

Bottom of Form

---

755



facebook.com ... MAG UK (Motorcycle Actio..

MAG UK (Motorcycle Actio.. Timelining ~ Now

**Martin Bradley Nash** v.v.v Informative  
 2013 · 1 Like

**Chris McCarthy** not really, if Rich Bevan hasn't done anything criminal he's had some experience with MAG protocols, why can't they be aimed to the members and not at accidently?  
 2013 · 1 Like · 1 Comment

**Richard Penlthorpe** John, how long has Rich been suspended for?  
 2013 · 1 Like · 1 Comment

**John Mitchell** Cr-2 because legal matters are involved, we cannot speak further on that. As I said earlier, a further statement will be issued once we are in a position to talk about it.  
 2013 · 1 Like · 1 Comment

**Russell Cort** Does the board have the full support of the entire MG regulatory board statement and the actions of the Board? And if not, how many members of the board support the statement? I would write to any member of the MG who does not support the statement act on behalf of the membership and publicly object.  
 2013 · 1 Like · 1 Comment

**Hauveen Bradley Nash** Interestingly enough MAG got very quiet about the suspension of the members by the MG board. However it is plain to see by the carefully worded statement (which has no information within it for the MAG members) just why these rumours start in the first place. They have only themselves to blame.  
 2013 · 1 Like · 1 Comment

**Richard Penlthorpe** Thank you John, would it have been reasonable then to give a statement at the AGC?  
 2013 · 1 Like · 1 Comment

**Richard Vivian** We need a more thorough review of all our policies and procedures. The MG has a good reputation for good governance, management and operations. The Board must appoint a staffing sub-committee which is trained and skilled at human resources. We should not have outside consultancy - that is an admission of failure of good governance and training procedures for Directors and the CE. Staff relations are absolutely essential to ensuring a healthy, democratic organisation. Good luck.  
 2013 · 1 Like · 1 Comment

**Brian Bennett** Wasted words if these serve no purpose other than to inflame suspicion. The advice is for MAG to tell the truth or tell why it can't tell.  
 2013 · 1 Like · 1 Comment

**Peter Chisholm** Looks like there has already been follow-up which may call for independents having a look to see why the management has not been robust enough for effective management of daily, peak etc. I look forward to seeing updates from the Chair.  
 2013 · 1 Like · 1 Comment

**Clare Franklin** I am not a member of the membership, or a publicly objector, that assumes all the membership objects. Perhaps they all don't...  
 2013 · 1 Like · 1 Comment

**Sponsored**

**Home Style Baking Recipes**  
 Use our Facebook page for all your home style baking recipes.  
 See All

**Blue Cross for pets**  
 Puppies like Albert need your help. Find out more about the work of this charity here...  
 Like · 1 Like

**Sumid Motorbikes UK**  
 Get 55% Cashback When You Pick Up Your New Suzuki Blazer See The Full Model Range Offer  
 Like · 1 Like

**Clothing at Tesco**  
 Use us for the latest in trendy, practical dresses and bags.  
 Like · 1 Like

**EstSleepride**  
 EstSleepride.com is a motorcycle magazine for motorable riders. Enjoy the ride!  
 Like · 1 Like

10/27

756

