

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

Louisa Smith Find Friends Home 10:29

MAG UK (Motorcycle Actio... Timeline Now

Rob Dickman Who cares? MAG is waste of time...

Phil Goldrick Very brief, only dip in the paragraph. Push for a vote of no confidence in current Chairman and Board. Let's get these background bullies out and get back to the real purpose and essence of MAG.

Cam Hargreaves Same shit, different decade!!!

Robur Pontifine John, you're very right. In post 42 I voted for you. It's a shame that stuff has come right now but it needs to be done. I'm not a member, but I do understand what you're trying to do. It's a great job but his work is to be done. It's a great job but his work is to be done. It's a great job but his work is to be done.

Greene Scouse Moose Oh great when did we become the BPS... this is just the same old repeats live.

Chris Morgan Bad sh... chaps

Nigel Woodward The above statement gives no information at all! Get this issue resolved quickly, with a full statement of the sequence of events including who carried out the investigations. The membership needs to know exactly what has happened and full transparency is required. Will something be published in the next magazine?

Roger Ford What is the procedure for getting a petition to call for an emergency board meeting where all this can be sorted, what "crimes" have been committed?

Andy 'Reddy' Prett seems John has disappeared or maybe he is coping with others on what to do!

Russell Carl Boyer, according to the constitution a petition with 100 signatures of members is what is needed to call for an Emergency General Meeting. I would suggest this should be done electronically as long as everyone who signs it put their membership number so it could be verified that they were actually members with a valid interest in keeping MAG run by THE MEMBERS and FOR THE MEMBERS.

Jackie Francis Unfortunately this was inevitable. Not at all! Paddy have worked extremely hard for an organisation they feel passionately about, helping to build it to what it is today. However, certain people in Yorkshire MAG have taken it on themselves to orchestrate a campaign to oust them - ask Don Powell if she was approached to assist during her Chairmanship - I suggest that is one of the reasons she is no longer Chair, having offered to help the

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MAG UK (Motorcycle Actio... Now
Members with a view of interest in keeping MAG run BY THE MEMBERS and FOR THE MEMBERS.

Jakki Francis Unfortunately this was inevitable. Rich and Paddy have worked extremely hard for an organisation they feel passionately about, helping to build it to what it is today. However, certain people in 'official' MAG have taken it on themselves to orchestrate a campaign to oust them - ask Glen Powell if she was pitched to host during her Chairmanship - I suggest that is one of the reasons why she resigned. I hope I help the bullies. Very sad day for MAG and I wish Nick and Paddy well for the future.

James Duchworth I am pleased I never joined. This all sounds far to 1970s (non men for me....Don't you think the world has come on a bit....

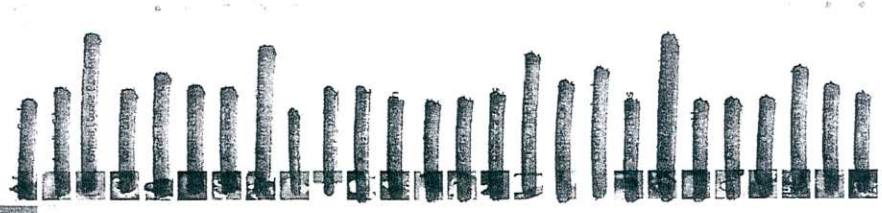
John Mitchell Rocky, not disappeared at all - just gets on with the riders' night business as in Jon Wilmer, the Vice Chair (who was in Brighton) and I were at the opening of the Brighton bus lane this morning with Brian Mc... and the various agencies involved in getting the trial open, and not hogging facebook all hours.

If you want to talk to me, PM me (either that, or email me). I'm not really interested in getting involved in a shagging match with you on Facebook, as in it won't improve the situation. I don't know you, being never met you, and only heard your name for the first time on the night of the February NC meeting - and only caught a glimpse of you at the meeting itself when you were later to Pete Walker for most of it.

Robert, the para you mentioned yesterday wasn't intended as a dig - Paddy himself mentioned it on his Facebook page. Simple as. I do find it quite sad though, that the way Paddy's resignation letter was released to the world through a few chosen contacts and sock puppets (fake FB members).

As I said before, once the facts are available for release, they will be. Also, I realise that a lot of people who are slagging off MAG on this thread, probably slagged off the bit a few months ago and are now sock members or neither. Slagging an organisation on Facebook, that you are a member of, isn't change how that organisation runs. Not really big or clever.

Russell is right about one thing, MAG should be (and is) run by its members for its members; however if you imagine 10,000 or so individuals trying to each say how MAG is run it would be a mess and nothing would get done. That's why there's a National Committee - which is made of members who have volunteered (who also have day jobs as well) to stick their heads above the parapet, listening to MAG on behalf of the membership. It does work two ways though - the regional reps are both the representative of their region's members to the NC, but are also representative of MAG's NC to its members. The members of a particular region might not always like the way the committee are trying to change things, why not put yourself forward for regional rep or national rep on your own terms, and then do something about it, instead of just shouting about it on a Social Media website?



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John Mitchell Laddy, not disappeared at all - still getting on with the riders' rights business, as in Jon Wimer, the Vice Chair (who was in Brighton) and I were at the opening of the Brighton bus lane trial this morning with Brighton MAG etc. The various agencies involved in getting the trial open, and not hitting facebook all hours...

If you want to talk to me, PM me (either that, or email me). I'm not really interested in getting involved in a slogging match with you on Facebook, as in it won't improve the situation. I don't know you, having never met you, and only heard your name for the first time on the night before the February AG meeting - and only caught a glimpse of you at the meeting itself when you were talking to Pete Walker for most of it.

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As I said before, once the facts are available for reference, they will be. Also, I notice that a lot of people who are signing off MAG on the release of the Board AG meeting are also signing off on Facebook, that you're not even a member of it. Change how that organisation is run. Not ready for that.

Russell is right about one thing. MAG should be (and is) run by its members for its members; however if you imagine 10,000 or so individuals trying to each say how they're run it would be a mess and nothing would get done. That's why there's a National Committee - which is made of members who have volunteered (who also have day jobs as well) to stick their heads above the parapet, steering MAG on behalf of the membership. It does work two ways though - the regional reps are both the representative of the region's members to the NC, but are also representative of MAG's NC to its members in a particular region might not always like how the NC do things. If you're a regional rep you can put yourself forward for a role - either as a regional rep or whatever, and then do something about it, instead of just shouting about it on a Social Media website.

Russell Cort: John Mitchell can you put your hand on your heart and say all members of the NC have total confidence in ALL members of the Board? Second can you also say ALL members of the NC were consulted about the extent of the release you put their names to? I have committed myself to the NC in 1986. Tomorrow, MAG must stand up to the fight. But are the NC staff members to the NC's questions I asked before the staff are now? The findings of the HR company are in will they be made public, and will they be acted on?

John Mitchell Russell, you sound like you're making a bee-line for certain personalities on the Board (no two guesses needed as to who you're referring to obviously) - and not the whole Board itself - which is a singular collective of members who were elected by the membership at various AG's (as in the proper legal way) to make the legal democratic decisions (one person does not hold sway) to keep

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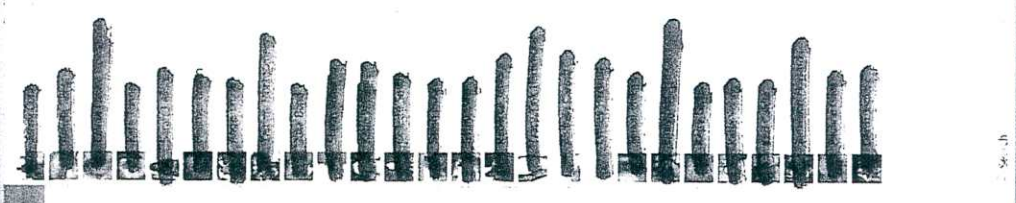
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accused to the questions I asked before the staff issues arose. Now the findings of the HR company are in and will they be satisfied on?

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It's a shame you weren't at AGC last month, I'd have loved to have spoken to you in person and you would have seen the debates/elections of three of the Directors at first hand (I understand and respect your reasons for not being there, of course). Also, you could have asked your questions to the Board/NG/MemberShip at large.

You say you're a committed member of MAG (as I am, often use I wouldn't have stuck my head above the parapet even higher to go for the role of Chairman), however, the cult (or opposite) of personality doesn't help anyone - especially not MAG. Can you put your hand on your heart and tell me if the questions you ask are your own and not your own put up to it by person or persons unknown who want to cause further despair?

You ask about the findings of the HR company. You would really only know that information from Paddy Tyson's resignation letter, which as far as we are concerned was sent to the office, scanned, and put into his personnel file - but not released to the world, whatever the person's motives for releasing it are, remain to be seen. That's not helping MAG from where I'm sat, all it's done is just washed Paddy's dirty linen in public, for all the world to see. Not really what I'd call having MAG's best interests at heart. After all, this is an issue that is one valid for its members who pay their membership fees each year, and not the general public.

The release was indeed sent to the NC before it went out.

With regards to so-called findings, the matter is still ongoing so cannot comment further.

Russell Cort All I want John, is the truth, I have made no attacks on anyone. But you didn't answer my question?

John Mitchell you didn't answer mine, I'm after the same thing as you at the end of the day. I've answered you the best way that I can. Not commenting further on the issue until it is resolved, or such time as I can answer your requests properly, so no matter who you send your enquiries to, they will get the same answer.

John Thompson John Mitchell - Then why not respond to my emails stating that I have had absolutely no response from you, not even an acknowledgment of receipt is that answering in the best way you can? Surely not so.

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Russell Cort When I heard about Paddy I, son's resignation I was surprised so sent him an email asking him what was going on? He replied and told me and also sent me a copy of his resignation letter. He said it to me so I have not shared it. He also stated that he had been "gated" as to whether he would be able to go on the bike as he had not had a full year of riding. I understand people I've been told it's time to choose sides? I choose the membership of MAG. I genuinely believe we both want what is best for MAG, we both need to be honest about what we believe that is. Please answer my questions.

Paul Roberts I appear to have travelled back in time 9 years his dummy out, everyone got to hear the details...

Paul Roberts By the way, there is nothing in the statement that breaches his rules. The statement clearly outlines that someone resigned and someone is suspended. It gives no specifics. For fucks sake boys and girls, grow up.

John Regan aye, bring back liver sausage, at least when he spot front of my house any minute...

Paul Skippin's Graham Makes me laugh how some people - who also is mentioned they weren't politically minded and therefore would not join MAG are now trying to run it. LMAO and how they can like "I appear to have travelled back in time 9 years", when they have only been a member for 3 years max. Just makes a complete joke out of the organisation. From a previous MAG member of 13 years and you wonder why I left!

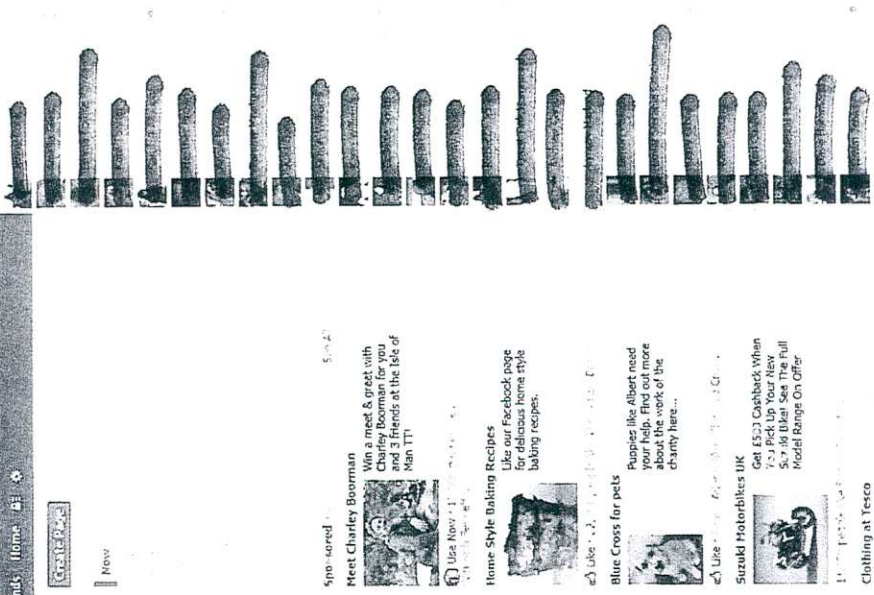
John Regan im expecting nearly myriffs de lecan to tear into the nose out of anything BC articles again

Paul Roberts I watched MAG meltdow publicly during the NFL year. I was floored and NE regional Treasurer. I left because I disagreed with the direction MAG took. That does not preclude me from an opinion on current matters nor time travel.

John Roche I don't know what has happened but I have known both Paddy and Nick for many years and consider them to be friends. I know how committed they have both been to the sport and am very concerned that whatever has been going on is likely to be a position. However, the way they are going about it is ready for riders rights that MAG has lost. Paddy and myriffs Nick as employees.

Stephen Hallett Now is the time to pull together, be those REF, must be laughing...

Jan Armstrong load of bollox I have emails sent to me in error



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very concerned that whatever has been going on has got to this position. Whatever the rights and wrongs, it is a tragedy for riders right? that MAG has lost Rocky and my loss Rich as simple as that.

Like · 32

Stephlem Hallett Now · If I have to pull together, for those NERs, it will be laughing...

Like · 32

Tan Armstrong I've of bollox I have emails sent to me in error showing the disharmony and in fighting you want me to post them on here if not stop being porxies

Like · 32

Andy 'Rocky' Pyatt John I have no desire to have a slanging match with anyone on here. I did send you 2 PM's on Friday and a further tonight. My only involvement with Mag from now on will be to give evidence in defence of 3 staff members if it comes to court for constructive dismissal cases and I for one am more concerned with their health and wealth at the moment than MAG's directors or NC whom I serve. I am happy to treat people this way. I have seen it at first hand and the stress and pressure placed upon them. It is unacceptable in any business or organisation to treat people like this and I know MAG will be a poorer place without the knowledge and enthusiasm that these people bring to it. I have nothing more to say on the matter and I only hope you are able to be the leader and man that you need to be in making sure that common sense and decency prevails, somehow I think I won't but am happy to be proven wrong, cheers.

Like · 32

John Mitchell Pi is didn't get through until now, as my FB page is set not to receive a them until either a friend request comes through or I contact you. I've since realised.

To everyone else, if you have questions you want answered, direct them to your regional reps. That is what they are there for.

Like · 32

Phil Mcadden Thanks for all thoughtful comments here, it's good to see the passion with which we defend our organisation, though we have to do so in a state of confusion due to incomplete information (yes, staff have a right to confidentiality, etc. that is why Central's statement is vague). Whatever is going on is between the paid staff and the unpaid elected Board of Directors, who also have a right to our support. Most of the Board is right now at the The Valley, working hard to ensure this organisation survives and can pay the legal bill which will follow this action, which as far as I am aware was not actually commenced by the Board. I hope that as John says, the information will be released soon, but I'm well aware that once this has become a legal situation information cannot be compromised.

I was saddened when you left the NC 'Rocky', though as seen here occurred naturally/probated to reactionary charity, I've used to benefit from your vigour, intelligence and wit. You left Rocky, so leave the rest of us to do what we can with this instead of heading from the sidelines.

I won't be reflecting this to answer further comments/inquiries for a good while. I've worked in my full time job all week, and spent many hours each evening working for MAG, and along with S. Wales volunteers, as John Trutch did yesterday, put in much of my day for MAG. I plan to spend the next couple of days with my wife, away from this, and if you're wishing to do in motorcycling's favour it'd be better to read on the same.

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better if you'd do the same. Like 16

Linda Moonstone Farrugia I think avoiding rally's would better affect the not paying your memberships Rural Cent call had questions unanswered

Linda Moonstone Farrugia Rejoice! reps are vnt fully advised I understand. Somehow I knew we would be in this state of affairs after last years AGC. The self ego and self importance shined through far more than the importance of MAGs main role.

The statement mentioned people by name and gives reason they are of work. Not good HR relations Paddy and Nick are so much more respected throughout the MAG world and political world it's a huge loss to MAG.

Well done for fucking it all up Like 2

Linda Moonstone Farrugia By the way where is the Electronic petition anyone knew how to do one my IT SKILLS are about as good as MAGs HR skills!

Andy Rocky Pyatt Also the statement is very sarcastic, the pressure has been mounting on the staff for months, would not have been acceptable in any other company.

Ian Armstrong why if the staff need any emails I have im happy to forward them Like 1

DI Goldfish Doyle I am disheartened & discouraged over whats gone on at central. It was Paddy Tyson & Andy Rocky Pyatt passion & enthusiasm that led me to join MAG & become a rep. Is Louisa now also on the staff? (please clarify) Were member informed of what was going on? Like 7

Kevin Lolley The only thing that is detrimental to MAG are all the people running the show and the complete bulks on MAGs facebook page which is a public forum. Until the results of all the allegations and legal proceedings are completed maybe people especially rep, need real representation or stood down. should stop airing MAGs dirty washing in public on any facebook page Like 6

MAG UK (Motorcycle Action Group) 3176

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

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

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MAG STATEMENT

In response to the rumours circulating regarding the employment of MAG Campaigns Manager Paddy Tyson and General Secretary Nich Brown, MAG says:

The National Committee of MAG has total confidence in all members of its board of directors and the investigations it has taken.

The board has sacked no one. Paddy Tyson has been signed off sick, however, he resigned from his post as Campaigns Manager last Friday; Nich Brown has been suspended from his duties pending further discussion of various issues.

For clarity – None of these issues relate to any financial or criminal activities, they relate only to MAG internal protocols.

The Board notes with some regret the resignation of Paddy Tyson but is pleased to note that his recovery enables him to take part in an ambitious motorcycle trip to Tibet (leaving tomorrow).

MAG's Board is taking measures to meet the short-term challenge of its reduced staff level and a further announcement will be made very soon.

Ends

John Mitchell

National Chairman

Motorcycle Action Group

MAG - Homepage

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Top of Form

12 Like · · Share

- o Spikey DaPikey, Richard Bradley, Rowan Blaxland and 8 others like this.



- o

Martin Bradley Nash very informative

31 hours ago · Like



- o

Craig McCarthy not really, if Nich Brown hasn't done anything criminal but had gone against MAG protocols, why can't they be aired to the members and voted accordingly?

3 hours ago · Like · 7



- o

Rotund Pontipine John, how long has Nich been suspended for " pending further discussion of various issues" ?

17 hours ago · Like · 1



- o

John Mitchell Craig because legal matters are involved, we cannot speak further on that. As I said earlier, a further statement will be released when we are in a position to talk about it.

Rotund since before AGC.

2 hours ago · Like · 1



- o

Russell Cort Does the board have the full support of the entire NC regarding this statement and the actions of the Board? And we're the NC consulted on the content of this statement before it was written? Any member of the NC who does not agree with this should act on behalf of the membership and publicly object.

3 hours ago · Like · 1



o

Maureen Bradley-Nash Interestingly enough MAG get very upset by what they term as unwarranted rumours by the Anti Mag faction. However it is plain to see by this carefully worded statement (which has no information within in it for the MAG member.) just why these rumours start in the first place. They have only themselves to blame.

3 hours ago · Like · 2



o

Rotund Pontipine Thanks John, would it have been reasonable then to give a statement at the AGC?

3 hours ago · Like · 1



o

Richard Vivian We need a root and branch review of all our policies and procedures. There must be a clear division between governance ,management and operations. The Board must appoint a staffing sub committee which is trained and skilled at human resources. We should not need outside consultants - 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.

3 hours ago · 1 Dislike · Like · 2



o

Ben Bennett Weasel words like those serve no purpose other than to inflame suspicion. My advice is for MAG to tell all or tell why it can't tell.

3 hours ago · Like · 1



o

Peter Chisholm Looks like there has already been failures which may call for independents having a look to see why line management has not been robust enough for effective management of staff, policies etc. I look forward to reading updates from the chair.

3 hours ago via mobile · Like · 1



o

Clare Franklin '...act on behalf of the membership and publicly object...' that assumes all the membership objects. Perhaps they all don't...

3 hours ago · Like · 3



Russell Cort I'm asking the regional reps to represent the views of their regional membership and make sure they relay the facts back to the membership, and if the membership don't agree take that back to the board. Something that has not been happening in my opinion.

2 hours ago · Like



Andy 'Rocky' Pyatt fuking bolloxs, i have seen and heard first hand from directors about their campaign to get rid of paddy and nich, they are unfit to run the organisation and have got rid of the two people who have driven us forward as a serious campaigning organisation taken seriously by ministers etc, what a bunch of nasty tossers!

2 hours ago · Like · 2



Russell Cort Expecting this thread to be removed by MAG UK at any minute.

2 hours ago · Like · 1



Stephen Bunn Even bigger reason not too continue membership,

2 hours ago · Like · 1



Andy 'Rocky' Pyatt fuck em, I for one am happy to be called in defence of the staff at an industrial tribunal and tell them all I heard at a recent meeting in a pub I was at on a friday before an NC meeting. I was left in no doubt there was a campaign to remove them. tossers

2 hours ago · Like · 4



769

Tracy Gee Shit... What happened to you lot... I emigrated 7 years ago and MAG was a great organisation then And now we have all this What a crying shame As it seems to me this is playing right into the opposition of our biking freedoms hands As arguing from within like this is the fastest way to desolve any clout with the powers that be ;(

2 hours ago via mobile · Like · 3



Andy 'Rocky' Pyatt eventually managed to get through, membership cancelled, suggest you lot do the same, maybe when they are starved of money they might see sense

2 hours ago · Like · 1



Rick Sutcliffe The statement says there are no financial or criminal activities, then John's reply to Craig says legal matters are involved, so which is it? This is very disturbing and unsettling when so many of us are on a big push for recruitment now that the 'biking season' is finally here. If we're going to invest time, money and energy into going out and spreading the word, we need to know we're not going to look like a bunch of clueless muppets or worse, complicit in something unsavoury, immoral or illegal.

2 hours ago via mobile · Like · 1



Stephen Bunn Mine's up soon can't be bothered to spend time pissing about leaving, this bunch of clowns. I was a member 30years ago and its still the same bollocks

2 hours ago · Like · 1



Paul Ayres Not happy!

about an hour ago · Like



Peter Chisholm Instead of 'suggesting' members leave, (I am capable of making my own mind up by the way) give the Chair time to respond as he said he would. (Politics eh).

about an hour ago · Like



o

Tony Young All the same shit as you read about bmf.
They both need members support and not criticising.
It's only a £ a week to belong to both so pay it and go ride your bike which is what we really want to do.

about an hour ago via mobile · Like · 1



o

Stephen Bunn Met chair last year lol hope nobody need mediation

about an hour ago · Like



o

Steve Brown Am really sorry to ear all of this .. Paddy and Nic have done an outstanding job ... much work to do and an internal war is not good news for MAG or us ... needs sorting pronto

51 minutes ago · Like



o

Stephen Bunn Met chair last year, ha that was a joke, wouldn't give these people the time of day let- alone think I was represented by them

20 minutes ago · Like



o

John Mitchell So where was that then Stephen?

17 minutes ago · Like



o

Stephen Bunn If you weren't there, shame

9 minutes ago · Like



o

Harsh DePiercer Jeez luoise!

771



Wycombe Motorcyclists Club Ltd

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Below is a release from MAG HQ.

it is with regret that I have to announce the resignation of Louisa Smith and Nich Brown from their employment with MAG UK Ltd.

The following statement has been released for immediate circulation:

On 12 March 2013 Neil Liversidge and Pete Walker were asked to take charge of all matters relating to MAG's salaried staff at MAG Central Office. This came at the end of a chain of events stretching over at least two years. During that time various other directors of MAG (UK) Ltd had endeavoured without success to encourage a more co-operative approach by Nich Brown, Paddy Tyson and Louisa Smith. Specific issues were identified in late 2012 as requiring resolution, and a resolution was subsequently attempted by other directors. The staff concerned were not receptive however, and as a result, as stated above, Mr Walker and Mr Liversidge were asked to take over the HR function.

Meetings were convened at MAG Central Office for 18 March 2013. There was no disciplinary aspect to those meetings and that was made plain from the time they were notified. Their purpose was simply to explain to the staff concerned what the organisation required from them in terms of working practices and also their attitude to work.

Despite this Messrs Brown, Tyson and Ms Smith involved lawyers and others not part of line management, in an effort to prevent the meetings taking place. Amongst other things they insisted that Mr Walker and Mr Liversidge should not meet them at all but should instead meet another person who is not a MAG employee. It is an established principle that employees do not have the right to refuse to meet with their employers during normal working hours at the normal place of work and do not have the right to appoint a 'deputy'. Likewise employees do not have the right to choose their own managers. These simple facts of employment life will be common knowledge to any and all MAG Members who are and/or have ever been employees and/or employers themselves. No doubt you will be as flabbergasted as we were at such an arrogant attitude towards those who paid their salaries.

MAG's management duly asserted its right to manage and the meetings took place, though the behaviour of Mr Brown, Mr Tyson and Ms Smith was unacceptable throughout, all refusing to engage constructively in the process and all behaving in an insubordinate, rude and disruptive manner. As a result of his conduct before, during and after the 18th March meetings Mr Brown was suspended on full pay pending a disciplinary hearing. Mr Tyson and Ms Smith obtained sick notes on 19 March and have not returned to work since, though Mr Tyson has been on holiday motorcycling in Tibet, as has Mr Brown.

Mr Brown, Mr Tyson and Ms Smith have now resigned. Julie Spauling and Carol Ferrari continue to work as normal at MAG Central and enjoy a cordial relationship with the Board who are consulting with them, and also with MAG's National Committee, as to how best MAG's Central Office can be configured to undertake the work MAG requires.

The Board particularly wishes to thank you for your contribution for the affairs of this

POLL: Do you love cats?

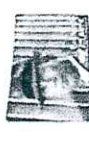
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Welcome to Bikes in the Fast Lane page, daily motorcycle news, with an entertaining twist.



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244

Mr Brown, Mr Tyson and Ms Smith have now resigned. Julie Sperling and Carol Ferrari continue to work as normal at MAG Central and enjoy a cordial relationship with the Board who are consulting with them, and also with MAG's National Committee, as to how best MAG's Central Office can be configured to undertake the work MAG requires.

The Board particularly wishes to place on record its appreciation for the efforts of Julie Sperling and Carol Ferrari during what has been a difficult time, and for the forbearance of MAG's Members.

The Board is now working to re-staff the organisation appropriately and make MAG Central Office fit for purpose.

All MAG directors are volunteers. This has been an arduous and time consuming process, carried out at significant personal cost to those of us most closely involved. It was however wholly necessary and in carrying it out we have discharged our duty to the Members who elected us. We shall continue to work to bring this whole matter to its conclusion, no matter how long it may take.

Having taken appropriate legal advice throughout, necessitated by the staff's own engagement of a law firm before the staff meetings were even held, we are entirely satisfied that our actions have been completely legal and moreover that they have also been morally and ethically justifiable.

Again, we thank you, MAG's Members, for your forbearance during this difficult time, for your heart-warming support, your unremitting work and most of all your unstinting generosity, which makes all of MAG's work possible.

END

My personal opinion of Nich, Paddy & Louisa has always been very positive and I would also say that the enthusiasm and interest they have always shown whenever I have had reason to speak to them is one of the main reasons I was prepared to get involved with MAG as a volunteer.

My experiences are certainly not reflected in the statement above and I would say if you want to know more contact MAG HQ and also Nich, Paddy and Louisa, who where possible, will share their side of the above story.

It is my personal view that this is a very dark day for Motorcyclists Rights Campaigning in general and darker still for MAG specifically.

Nich, Paddy, Louisa, if you see this I would like to thank you personally & publicly for all you have done for Bev & me, Wycombe MAG and Riders Rights.

As we hear any other information we will pass it on via this page.

Russell Cort - Rep: Wycombe MAG

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Heather Brown and 2 others like this.

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773

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Tigger

12-10-2004, 03:25 AM

Right come on - all those of you who said "I'll join/ rejoin MAG when Neil Liversidge no longer has owt to do with it" get your cards out and put your money where your mouth was.

Neil Liversidge was unanimously voted out of an officers position at the last MAG NC meeting or withdrawn his services depending on which story you hear first! He is also no longer a MAG rep for FEMA either.

So come on all you NFL haters - let's have some new memberships out of this! Remember ALL those posts about him? N all the ones he replied to as well!

N before you berate me for posting this Neil - you did a lot of good work for MAG, you just pissed a lot of people off whilst you did it.

Mortis

12-10-2004, 08:42 AM

That last line is a major understatement. I was in a local club that had a fair spread of the biking fraternity in its membership and we were affiliated to MAG. NFL came to give a speech to us and everything went well until someone disagreed on a point he made. Well, he went mad and starting ranting. People started getting up and walking out in disgust. After he left, a lot of our members threatened to leave the club if we did not leave an organisation where he was chairman. We had a membership of around fifty people. Two weeks after his speech, we had less than twenty. There are now only seven people in that club. The vast majority leaving because of his speech.

The reason I am not a MAG member goes back longer than that. I am a member of the BMF but I support the MAG by attending their events.

Abberadon

12-10-2004, 11:28 AM

Sigh

MAG don't wash in public so someone else does it for them.

Rat_Fink

12-10-2004, 12:07 PM

Glad For MAG

RF

No further comment from me

Abberadon

12-10-2004, 12:12 PM

I shall bring this up at the meeting at the weekend.

Abb

Compiling a list of things to say :D

Magikflame

12-10-2004, 12:29 PM

Hurraaahhhh !!!

:cool:

shudy

12-10-2004, 12:31 PM

I take it that the title is misleading and that Neil is still a member of MAG and just not on the National Commitee anymore?

Abberadon

12-10-2004, 12:37 PM

It is slightly misleading isn't it.

bill?

12-10-2004, 01:07 PM

I understood that NFL quit the national committee because he was going to do some part time, paid work for MAG.

skida

12-10-2004, 01:53 PM

Originally posted by shudy

I take it that the title is misleading and that Neil is still a member of MAG and just not on the National Committee anymore?

No doubt that will be the "get out clause" used by some people to still avoid joining.

I believe that even if he is still a member, then the fact that he no longer has any more influence than any other ordinary member on MAG policy answers the objections that have been presented to being a member.

skida

12-10-2004, 01:54 PM

Originally posted by Abberadon

Sigh

MAG don't wash in public so someone else does it for them.

This is a bikers website and that is an important issue to lots of us, so I am glad I was able to read it here.

WIDELOAD

12-10-2004, 02:46 PM

I kept my membership going with MAG...its a personal choice...every organisation has a ***** like every village has an idiot...they come and go...;)

Robin

12-10-2004, 07:22 PM

Originally posted by skida

I believe that even if he is still a member, then the fact that he no longer has any more influence than any other ordinary member on MAG policy answers the objections that have been presented to being a member.

The title is slightly misleading. Yes he is still a member.

Nick

12-10-2004, 08:00 PM

Originally posted by Robin

Yes he is still a member.

:bm :bm :bm

Cloud Singh

13-10-2004, 07:58 PM

Hello All,

I am sure my dealings with Neil are well know.

I am sad MAG is losing such a wealth of experience, knowledge and dynamic energy. But if it cannot be directed well.....

I applaud Neil for moving on. Things must change to grow.

Much Love

Cloud

Blue

13-10-2004, 08:01 PM

Cloud, my dear,

If I could come up with such a splendid and loaded line as 'I applaud him for moving on', I would be a very happy bunny!

xxx

:)

Magikflame

13-10-2004, 08:22 PM

Yes well said Cloud !

wolfie

13-10-2004, 08:54 PM

move on and leave the past behind a lesson a lot of people could do with learning

Tigger

13-10-2004, 10:42 PM

yes and learning the true facts behind a situation is another such lesson

wolfie

13-10-2004, 10:47 PM

yes but the truth as perceived by whom?

some people hang on in situations because they dont have anything else left in their lives
perhaps neil will be able to put his obvious energies elsewhere

wolfie

13-10-2004, 10:47 PM

yes but the truth as perceived by whom?

some people hang on in situations because they dont have anything else left in their lives
perhaps neil will be able to put his obvious energies elsewhere

lowrider2

14-10-2004, 03:28 PM

Maybe M.A.G can get on with fighting for bikers and stop prating around with in fighting.
Most take a lot of focus away from the main issue when everyone is watching their backs.
Good luck to all parties involved.

Cloud Singh

14-10-2004, 08:50 PM

Blue,

Thankyou for such a compliment - and from you I feel honoured.

All,

I really do feel that Neil has taken a brave step. I imagine that he has been with MAG for such a long time that it feels like it's been always. And who amongst us could consider giving up something we have put our heart and soul into. I guess there is now a large hole in Neils life that may be difficult to fill. That seems to me to be a hugh challenge. I do not feel I am brave enough to even think about doing that. But then again I'm only guessing, and with much presumption too.

I have always understood Neil is first a Human Being, and to forget that is to diminish Humanity and myself.

Much Love

Cloud

bill?

15-10-2004, 11:52 AM

I was going to try and say something, but I'm suffering from the head, alcohol, keyboard interface thing.

but before slapping each other on the back, and congratulating each other I'd wait until after the Yorks MAG AGM.

thor66

15-10-2004, 03:41 PM

eh, neil who ? maggie what ?
whats all this then ????

hellkat

15-10-2004, 03:48 PM

Go back to sleep, thor, dear. We'll call you when the strippers are on :)

thor66

15-10-2004, 03:50 PM

why thankyou hellkat. that wouldnt be you by any chance would it:cool:

hellkat

15-10-2004, 03:54 PM

Nooooooooooooooooooooo chance whatsoever :eek: :eek: :eek: :eek: :eek:

bizzie lizzie

16-10-2004, 03:46 PM

Originally posted by Mortis

That last line is a major understatement. NFL came to give a speech to us and everything went well until someone disagreed on a point he made. Well, he went mad and starting ranting. People started getting up and walking out in disgust.

Some years ago I had the good fortune to know a lovely lady and her fella who moved from Newcastle to York and attended a similar meeting. Her fella, who did not lack intelligence, questioned a blanket assertion and was treated similarly. They also left MAG and joined BMF.

I try not to hold grudges, it's petty, but NE MAG were a good bunch and came in for some very unfair criticism at that time also. I have NEVER doubted Mr Liversausage's commitment to "the cause", only his people-skills - which vary from good to extremely poor. If you deal largely with people rather than things, you have to develop such skills in order to get your point across with lasting success. I no longer bear any foolish sense of a grudge towards Neil, have rejoined MAG because Billy Wilson talked sense into me (grave loss to MAG, he and Diane both) and wish him well in all his attempts to win recognition for bikers' rights. Time aids perspective, right?

Robin

16-10-2004, 05:40 PM

Originally posted by bizzie lizzie

have rejoined MAG because Billy Wilson talked sense into me (grave loss to MAG, he and Diane both)

Billy is still a MAG member and totaly committed to riders rights, he is concentrating on enjoying family life at the moment.

bizzie lizzie

16-10-2004, 05:44 PM

I was referring to his business acumen.

Robin

16-10-2004, 06:19 PM

Ah, slight misunderstanding in what you meant, just proves how easy it can be to misinterpet things on the internet.



Adventure Bike Rider with Paddy Tyson at Ripley -
Derbyshire.
Yesterday

2013 0322, 0004



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Molly Stack Look at us!
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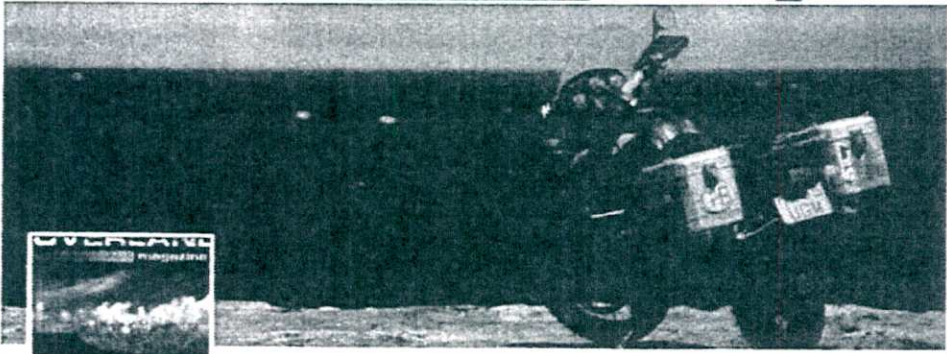
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8 hours ago · Like

THIS POSTED ON
PB.
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FINING
OFF SICK.

778

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overlandmag.com

Jonny never takes the easy option. If he can take a route that will provide him with new adventure and experiences, and travel without other overlanders, then

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Phil Harrow likes this.
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Paul Crowley I read this when it was first printed. Excellent book, can't believe it's nearly 20 years old!!
6 hours ago · Like

Shelle McQueen I didn't like the way he presented himself. Came across as a bit arrogant to me.
5 hours ago · Like

Write a comment...
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Sun, snow and BMW. Anything else...????

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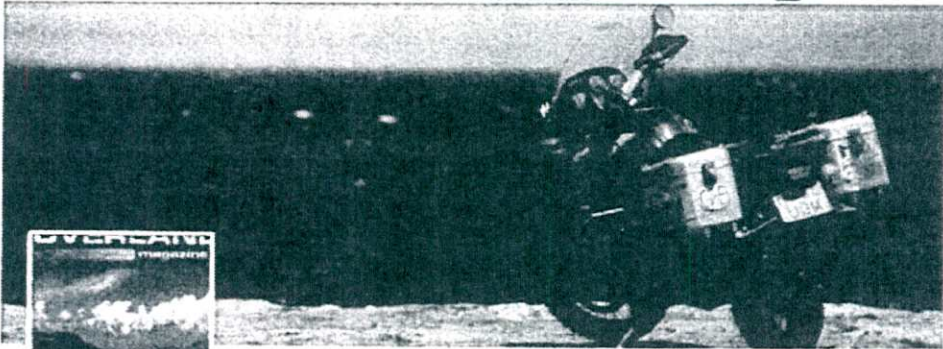
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- Paddy Tyson**
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A read you might consider though it's almost 20 years old

20130320. 1700

Nich Brown - Sickness Absence Record

Date	Nature of illness	Date return to office	Days sick
02/08/2010	Feeling unwell	03/08/2010	1
30/11/2010	Chest infection	03/12/2010	4
2011			
06/07/2011	Broken Ankle	25/07/2011	13
2012			
15/02/2013	Chest/fatigue	18/02/2013	4
2013			
20/03/2013	Suspended		Full Pay

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Louisa Smith - Sickness Absence Record

<u>Date</u>	<u>Nature of illness</u>	<u>Date return to office</u>	<u>No. of days absence</u>	
29/09/2010	Flu like symptoms	30/09/2010	0.5	Full pay
18/11/2010	Sinus infection	19/11/2010	0.5	Full pay
2010 total			1	
15/02/2011	Chest infection & sinusitis	18/02/2011	2.5	Full pay
03/05/2011	Breast Cancer diagnosis and surgery	31/05/2011	19	Full pay
08/06/2011	Chemo cycle 1 - day of (Half day)	10/06/2011	0.5	Full pay
09/06/2011	Day off after chemo cycle 1	10/06/2011	1	Full pay
29/06/2011	Chemo Cycle 2 - day of	30/06/2011	1	Full pay
20/07/2011	Chemo Cycle 3 - day of	21/07/2011	1	Full pay
10/08/2011	Chemo Cycle 4 - day of	11/08/2011	0.5	Full pay
15/08/2011	Ill related to cancer treatment	16/08/2011	1	Full pay
28/09/2011	Chemo & Herceptin on 28th Sept Admitted to hospital on the evening	10/10/2011	7	Full pay
19/10/2011	30th Sept diagnosed Campylobacter on 6th Oct	20/10/2011	0.5	Full pay
19/10/2011	Herceptin (Half Day)	03/11/2011	1	Full pay
02/11/2011	Chemo	10/11/2011	1	Full pay
09/11/2011	Chemo & Herceptin	01/12/2011	1	Full pay
30/11/2011	Chemo & Herceptin	08/12/2011	0.5	Full pay
07/12/2011	Chemo (Half Day)	22/12/2011	0.5	Full pay
21/12/2011	Herceptin (Half Day)			
2011 total			38	

260 working days accounts to less than 15% absence

782

Louisa

11/01/2012 Herceptin & Radiotherapy	12/01/2012	1	Full pay
01/02/2012 Herceptin & Radiotherapy	02/02/2012	1	Full pay
29/02/2012 Herceptin	01/03/2012	1	Full pay
21/03/2012 Herceptin	22/03/2012	1	Full pay
23/03/2012 Signed off by GP	12/04/2012	15	Full pay
13/04/2012 Phased Return to work Up to 10hrs per week (Not working Weds)	25/04/2012		Full pay
25/04/2012 Phased Return to work Up to 10hrs per week (Not working Weds)	10/06/2012		Full pay
10/06/2012 Phased Return to work Up to 10hrs per week (Not working Weds)	27/06/2012		Full pay
27/06/2012 Increased to 20 hours per week (Not working Weds)	27/07/2012		Full pay
27/07/2012 20 hours per week (Not working Weds)	27/09/2012		Full pay
27/09/2012 20 hours per week (Not working Weds)	31/10/2012		Full pay
31/10/2012 20 hours per week (Not working Weds)	30/11/2012		Full pay
06/11/2012 Sinus Infection	08/11/2012	1	Full pay
30/11/2012 20 hours per week (Not working Weds)	31/12/2012		Full pay

2012 total 20

31/12/2012 20 hours per week (Not working Weds) on sick note iss 30/11/2012	14/01/2013		Full Pay
Sick note quoting: Amended duties, altered hours, gradual increase in hours with additional hours done by working from home.			
14/01/2013 Head cold, possible Shingles.			
15/01/2013 Stress	18/01/2013	1	Full Pay
21/03/2013 Stress	22/04/2013	22	Full Pay
22/04/2013 Stress	04/05/2013	10	Full Pay
04/05/2013 Stress	21/05/2013	12	SSP
21/05/2013 Stress	20/06/2013	23	SSP

Full Pay upto and including 1st May then SSP

783

Julie Sperling - Sickness Absence Record

Date	Nature of illness	Date return to office	Days sick	Full pay
07/03/2011	IBS		Left office early afternoon	Full pay
01/06/2011	Colonoscopy	03/06/2011		2 Full pay
04/08/2011	Kidney/water infection	08/08/2011		2 Full pay
2011 Total			4	
23/01/2012	IBS went to doctors am	26/01/2012		3 Full pay
27/03/2012	Headache	27/03/2012	left at 4pm	
15/06/2012	Asthma/cold	18/06/2012	Left at 10:30	
25/06/2012	Ear left early to go to docs	26/06/2012	left at 4pm	
26/06/2012	Ear infection	28/06/2012		2 Full pay
08/10/2012	IBS flare up left early/docs	09/10/2012	left at 2.30pm	
09/10/2012	IBS	10/10/2012		1 Full pay
23/11/2012	Head cold	26/11/2012		1 Full pay
2012 Total			7	
08/01/2013	Compassionate Leave	10/01/2013		2
19/02/2013	Operation	18/03/2013		19 Full pay
18/03/2013	Altered hours	01/04/2013		0 Full pay
01/04/2013	Altered hours	15/04/2013		0 Full pay
15/04/2013	Altered hours	15/04/2013		0 Full pay

Sick notes received

Sick notes received max 5 hours per day

Sick note received max 5 hours per day

Sick note received 5 hours per day increase as and when

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SECTION 1 – COMPANY RULES 5-12

1 YOUR RESPONSIBILITIES

- 1.1 Whilst working for the Company your overriding responsibilities are:-
 - 1.1.1 To observe all safety rules and to act in a manner that ensures your own health and safety and the health and safety of others; and
 - 1.1.2 To act wholeheartedly in the best interests of the Company.
- 1.2 Any conduct that either puts your own health and safety at risk or the health and safety of others at risk will normally be treated as **gross misconduct**.
- 1.3 Any conduct that is detrimental to the best interests of the Company or its relations with customers/clients, suppliers or the general public will normally be treated as **gross misconduct**.
- 1.4 Your general duties include the following:-
 - 1.4.1 To work hard, conscientiously, safely and loyally on behalf of the Company.
 - 1.4.2 Not to be involved in any work or activity which is in competition with the Company or which might adversely affect the Company's best interests.
 - 1.4.3 To obey the reasonable and lawful instructions of the Company and to be flexible in helping the Company achieve its objectives.
 - 1.4.4 To produce work of the best possible quality.
 - 1.4.5 To respect and care for the Company's property.
 - 1.4.6 To strictly obey all Rules and Regulations relating to health and safety and report to your manager any hazards to safe working arrangements.
 - 1.4.7 To comply with the Company's equal opportunities policy and to co-operate with it to ensure a working environment that is free from discrimination and prejudice and the fear of harassment or violence.

20110101.0001

16

- 1.4.8 Whilst working for the Company to devote all of your time and attention to your duties. You must not engage in any other business, activity or employment (either inside or outside your normal working hours) that interferes with this duty.
- 1.4.9 To notify the Company at the earliest opportunity about any change in your personal circumstances such as your name, address or telephone number.

2 ATTENDANCE AND TIMEKEEPING

- 2.1 The Company expects excellent attendance and timekeeping.
- 2.2 Persistent lateness or repeated unauthorised absence will normally be treated as **gross misconduct**.
- 2.3 It is your responsibility to make sure that you are at work and ready to start work at your scheduled starting time.
- 2.4 **If you are sick or injured and cannot attend work then you must comply with the Company's sickness/injury rules.** The sickness/injury rules are set out at part 3 of this Handbook.
- 2.5 If you arrive at work late you must immediately report to your manager.
- 2.6 If you need to leave work before your scheduled finish time you must obtain the prior authority of your manager.
- 2.7 Failure to use the Company's time-recording system in accordance with these rules will normally be treated as **gross misconduct**.
- 2.8 Failure to accurately record time, where required to do so, will normally be treated as **gross misconduct**.

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3 SICKNESS, INJURY AND SICK PAY

- 3.1 You are expected to be available to work during your normal working hours. You must make every effort to attend work.
- 3.2 **If you cannot attend work you must comply with the following rules:-**
 - 3.2.1 You must telephone your manager no later than 10 a.m. on your first day of absence. You should not leave a message at reception or with a colleague. If you cannot make contact with your manager you should try to speak to another manager. You must state the reason for your absence and the date on which you expect to return to work.
 - 3.2.2 If you are unable to return to work on the date expected you must call your manager again as outlined above.
 - 3.2.3 If your absence lasts for less than 8 calendar days, on your return to work you must complete an Absence Self-Certification (which is available from your manager) explaining the reason for your absence.
 - 3.2.4 If your absence lasts for 8 or more consecutive calendar days then you must:-
 - 3.2.4.1 Get a medical certificate (MED3) from your GP confirming your inability to attend work. This form must be sent to your manager immediately.
 - 3.2.4.2 If you cannot return to work when your medical certificate expires, you must obtain another medical certificate from your GP and send it to your manager immediately. Certificates are required to cover the total period of your absence.
 - 3.2.4.3 You must telephone your manager at least one working day before you return to work so that arrangements can be made for your return.
 - 3.2.4.4 If your last medical certificate does not specify a date on which you can resume your duties before you return you must supply the Company with a medical clearance certificate confirming that you are fit to return to work.
 - 3.2.5 If you have more than three periods of uncertified absence in any 12 month period, you may be required to obtain, at your own expense, a private medical certificate from your Doctor.

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- 3.2.6 Subject to the satisfactory completion of 12 months' continuous service, the Company may, in its absolute discretion, provide an additional benefit over and above statutory sick pay. Employees may be eligible for a maximum of 4 weeks at full pay and 4 weeks at half pay in any 12 month period, at management discretion. In determining eligibility for payment, any periods of paid absence occurring during the 12 months immediately preceding the first day of a further period of absence will be taken into account.

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4 DENTISTS, DOCTORS, OPTICIANS AND OTHER APPOINTMENTS

- 4.1 Whenever possible such appointments should be made outside of working hours. There is no right to time off for non-emergency check-ups.
- 4.2 Where it is absolutely essential that such appointments are arranged during your working day, disruption must be kept to a minimum by arranging the appointment at the very start of the day or at the end of the day.
- 4.3 Time off for such appointments will be **paid** at the Company's discretion.

5 HOLIDAYS

- 5.1 Your annual holiday entitlement is set out in your contract of employment. A week for the purposes of holiday calculation is your normal working week excluding overtime.
- 5.2 You are not entitled to carry forward any holidays from one holiday year to the next except in exceptional circumstances and unless you obtain the express prior written authority of your manager. No payments will be made in lieu of holiday not taken except in respect of your last year of employment as set out below.
- 5.3 Holidays must be arranged at the mutual convenience of both you and the Company. You must give the Company the following notice of your intention to take holiday: 1/ 2 days – at least 1 week's notice; over 3 days – at least 4 week's notice. All applications for holiday must be made using the Company's holiday application form. Forms may be obtained from your manager. You are only allowed to take holidays if the Company has approved them in advance.
- 5.4 You are not allowed to take more than 10 consecutive working days holiday unless you have obtained the express prior written permission of your manager to do so.
- 5.5 The Company may object to you taking holiday on dates requested by you and/or on bank/public holidays if it is inconvenient to it. Holiday requests will be granted on a 'first come, first served' basis.
- 5.6 If you start or leave your employment during the holiday year you shall be entitled to pro rata annual entitlement for each week of service in that holiday year.
- 5.7 Upon termination of your employment you will be entitled to pay in lieu of any holiday accrued in your last holiday year but not taken. If you have taken holidays in excess of entitlement the Company shall be entitled to deduct the excess pay from your final salary payment.
- 5.8 The Company may require you to take (or not to take) any outstanding accrued holiday entitlement during your notice period.
- 5.9 You are required to reserve sufficient holiday days from your annual entitlement to cover the non-bank holiday days over the Christmas/ New Year period, should the Company choose to close down over these days.

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6 ACCIDENTS

- 6.1 Absences resulting from accidents at work are treated as sickness absence and the Company's normal rules will apply to such absences (part 3, section 1).
- 6.2 If you suffer an accident at work however trivial this should be recorded in the Accident Book, which is maintained by the Company. You (or someone on your behalf) must report the accident to your manager or the Company's nominated health and safety representative as soon as is practicable after the event.

SECTION 2 – POLICIES

1 DISCIPLINARY POLICY

Purpose and scope

- 1.1 This policy is designed to help and encourage all employees to achieve and maintain standards of conduct, attendance and job performance. The company rules this procedure apply to all employees/workers. The aim is to ensure consistent and fair treatment for all in the organisation.

Principles

- 1.2 Informal action will be considered, where appropriate, to resolve problems.
- 1.3 No disciplinary action will be taken against an employee until a reasonable investigation of the allegations has been undertaken.
- 1.4 The employee will be advised of the nature of the complaint against him or her and will be given the opportunity to state his or her case before any decision is made at a disciplinary meeting.
- 1.5 Employees will be provided, where appropriate, with written copies of evidence and relevant witness statements in advance of a disciplinary meeting. Witness statements may be, in appropriate circumstances, anonymised.
- 1.6 At all stages of the procedure the employee will have the right to be accompanied by a trade union representative, or work colleague.
- 1.7 No employee with over 12 months service will be dismissed for a first breach of discipline except in the case of gross misconduct, when the penalty will be dismissal without notice or payment in lieu of notice.
- 1.8 An employee will have the right to appeal against any disciplinary action.
- 1.9 The procedure may be implemented at any stage if the employee's alleged misconduct warrants this.

The Procedure

First stage of formal procedure

- 1.10 This will normally be either:

• *an improvement note for unsatisfactory performance* if performance does not meet acceptable standards. This will set out the performance problem, the improvement that is required, the timescale, any help that may be given and the right of appeal. The individual will be advised that it constitutes the first stage of the formal procedure. A record of the improvement note will be kept for twelve months, but will then be considered spent – subject to achieving and sustaining satisfactory performance.

or

• *a first warning for misconduct* if conduct does not meet acceptable standards. This will be in writing and set out the nature of the misconduct and the change in behaviour required and the right of appeal. The warning will also inform the employee that a final written warning may be considered if there is no sustained satisfactory improvement or change.

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Final written warning

- 1.11 If the offence is sufficiently serious, or if there is further misconduct or a failure to improve performance during the currency of a prior warning, a final written warning may be given to the employee. This will give details of the complaint, the improvement required and the timescale. It will also warn that failure to improve may lead to dismissal (or some other action short of dismissal) and will refer to the right of appeal. A copy of this written warning will be kept by the supervisor but will be disregarded for disciplinary purposes after twelve months subject to achieving and sustaining satisfactory conduct or performance.

Dismissal or other sanction

- 1.12 If there is still further misconduct or failure to improve performance the final step in the procedure may be dismissal or in appropriate cases, some other action short of dismissal such as demotion, disciplinary suspension with no pay or transfer. Dismissal decisions can only be taken by the appropriate manager, and the employee will be provided in writing an outline of the reasons for dismissal, the date on which the employment will terminate, and the right of appeal.
- 1.13 If some sanction short of dismissal is imposed, the employee will receive details of the complaint, will be warned that dismissal could result if there is no satisfactory improvement in the future, and will be advised of the right of appeal.

Gross misconduct

- 1.14 The following list provides some examples of offences which are normally regarded as gross misconduct:
- Theft, dishonesty, falsification of documents or fraud
 - physical violence/intimidation/aggressive behaviour or bullying
 - deliberate/wilful negligent damage to property
 - serious misuse of an organisation's property or name
 - deliberately accessing internet sites containing pornographic, inappropriate, offensive or obscene material
 - serious insubordination
 - unauthorised absence
 - failing to follow a reasonable management instruction
 - unlawful discrimination or harassment
 - bringing the organisation into serious disrepute
 - serious incapability at work brought on by alcohol or illegal drugs
 - causing loss, damage or injury through serious negligence
 - a serious breach of health and safety rules
 - a breach of trust & confidence,
- 1.15 If you are accused of an act of gross misconduct, you may be suspended from work on full pay, whilst the alleged offence is investigated. If, on completion of the investigation and the full disciplinary procedure, the organisation is reasonably satisfied that gross misconduct has occurred, the result will normally be summary dismissal without notice or payment in lieu of notice.

Appeals

- 1.16 An employee who wishes to appeal against a disciplinary decision must do so within five working days. A nominated senior manager will hear the appeal and his/her decision is final.

2 GRIEVANCE POLICY

- 2.1 The Company believes that grievances should be settled as quickly as possible.
- 2.2 If you have a grievance, it is suggested that you first raise it informally with your manager. Every effort will be made to resolve your grievance at this stage. Your manager will endeavour to deal with your grievance within 5 working days.
- 2.3 If you are not satisfied with the outcome or if you wish to make a formal grievance then you should raise the matter in writing to Louisa Smith.
- 2.4 The Company's formal grievance procedure has three clear stages as follows:-
- 2.4.1 **Investigation by the Company.** The Company will carry out such reasonable investigation as necessary so that it can properly deal with your grievance.
- 2.4.2 **Grievance hearing.** The Company will hold a grievance hearing at which it will carefully consider those complaints made by you. You will have an opportunity to state your case and question any witnesses. The decision of the investigating officer will be confirmed in writing to you.
- 2.4.3 **Appeals.** You have the right to appeal if you are not satisfied with the outcome of the grievance hearing. You should appeal by writing to the person specified in the letter confirming the outcome of the grievance hearing within 5 working days of being notified of the outcome. Your letter should clearly state the grounds upon which you are lodging your appeal. A further hearing will then be arranged in order to consider your appeal. The decision of the appeal officer will be notified to you in writing and will be final and binding.
- 2.5 At all stages of the grievance procedure you will:-
- 2.5.1 Be given the opportunity to respond to all information and evidence produced by the Company.
- 2.5.2 Have the opportunity to be accompanied by a work colleague or trade union representative.
- 2.5.3 Have the most appropriate level of management deal with the hearing or appeal and where the manager in question was directly involved in the issues in dispute or under review an alternative person with appropriate seniority will deal with the matter.

6 DIGNITY AT WORK POLICY

- 6.1 The Company aims to ensure that all its employees have dignity at work. That means that there are some types of behaviour that are unacceptable which will include the following:
- 6.1.1 being offensive, abusive, malicious, insulting or intimidating to a fellow employee; or
 - 6.1.2 engaging in unjustifiable criticism towards a fellow employee; or
 - 6.1.3 imposing a punishment upon a fellow employee without reasonable justification; or
 - 6.1.4 changing an employee's duties or responsibilities to his or her detriment without reasonable justification.
- 6.2 This policy applies to all employees, regardless of their rank or seniority. Breach of this policy will be treated as misconduct.
- 6.3 If you feel that your dignity at work has been compromised you should raise the matter through the Company's grievance procedure.

7 STRESS POLICY

- 7.1 Life and work have become much busier in recent times. There seems to be too much to do and too little time to do it in. As a consequence, more employees are experiencing stress at work.
- 7.2 Stress at work can come about for a variety of reasons. It may be excessive workload, unreasonable expectations, or overly-demanding work colleagues. As a reasonable Company, we try to ensure that you are in a pleasant working environment and that you are as free from stress as possible.
- 7.3 If you experience unreasonable stress which you think may be caused by work you should raise your concerns through the Company's grievance procedure.

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General Secretary – 2013 DRAFT Job Description – MAG UK

Post Title

The purpose of the title is to make clear the role of post-holder to our members, volunteers and outside bodies (political and commercial) we have dealings with. 'General Secretary' mirrors the situation among many trade unions where role is responsible for overseeing operations, developing and implementing policy, representing organisation politically and commercially, etc. 'Chief Executive' and 'Executive Director' are more modern titles for this sort of role.

Responsible to: Chair, Board and National Committee of MAG UK

Details of Duties and Responsibilities:

Under the supervision of and reporting to the National Committee, Board and Chair as required:

- Day to day management of staff and contractors
- Leadership and management of financial systems both paper and computer based, for MAG(UK) Ltd working closely with the National Finance Officer.
- Ensuring the smooth and efficient running of all office administration.
- Developing, producing and implementing personnel policies.
- Training and supporting staff and volunteers as necessary.
- Recruitment, selection, training and management of staff.
- Liaising with a number of bodies both inside and outside the organisation

Personnel: Leadership and Management of Central Office Nominated members of the Board of Directors and Officers of the Motorcycle Action Group form an integral part of the management process.

- **Induction**

Lead, develop, introduce and implement an induction programme for new staff.
Ensure appropriate induction of new staff and temporary support staff.

- **Appraisal**

Lead and develop an appraisal system that will run across all staff.

- **Professional Development**

Identify training and development needs of staff.
Implement training programmes, liaising with external providers if necessary.
Evaluate the impact of training on performance.
Lead, develop, introduce and implement Training Policy for staff.
Manage support staff training budget.

- **Attendance at work**

Manage the administration of attendance records.
Approval of leave of absence requests
Implementation of MAG Attendance Policy identifying staff hitting trigger points.
Analyse staff absence patterns and take any necessary action.

- **Staff Management**

Leadership of all staff for working conditions of employment and personnel policies.

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Health and Safety issues and implications for implementation.
Lead in the recruitment and selection of admin staff.

- **Line Management**

Deputy General Secretary
Finance Administrator
Membership Administrator
Campaigns Manager

- **Contracts and Partnership Arrangements**

Negotiation, management and monitoring of all contracts for services, working closely with appropriate officers and colleagues

- **Business Support**

Assist the National Finance Officer to provide a financial overview, interrogating SAGE and produce reports e.g. current, prediction, history, etc. liaising with accountant re legal requirements and produce VAT return.

Information Provider

- To be responsible for publications e.g. pamphlets, leaflets etc liaising with NC, printers etc.
- To coordinate MAG's documents ensuring a simple library system available.
- To liaise with the members on membership, benefits, discounts etc.
- To liaise with the MAG Stand and Events managers to ensure the smooth running of events as required, ensuring coordination between managers and Regions.
- To be responsible for the administration and other arrangements in respect of MAG Board and NC meetings and the AGC (Annual Group Conference).
- To provide information to a Publicity and Communications Team.
- To liaise with the internet technician and website host to maintain and develop the MAG website, ensuring 'real time updates' and that there links within the website are effectively managed. This role is two fold, for information collection and also updating.

Coordination

- To coordinate the efforts of the Campaign's Manager, Network Communications Officer and National Clubs Officer, etc. to ensure smooth running of communications and publicity.
- To work closely with the National Reps Liaison Officer and as a contact and advisor for Regional Reps and Local Group Reps.
- To provide admin support and give help for other companies in the MAG group, eg; MAG Media, the MAG Foundation – particularly with Finance and external communication.
- To liaise with and support specialist interest groups such as MAG Classic, MAG Sport, etc.
- To be responsible for all 'reactive' management of MAG HQ.
- To represent MAG UK at NC meetings.

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities, as may be reasonably assigned to them.

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General Secretary – Job Description – MAG UK

Post Title: General Secretary

Responsible to: Chair, Board and National Committee of MAG UK



Details of Duties and Responsibilities:

Under the supervision of the National Committee, Board and Chair:

- Leadership and management of the organisations financial systems both paper and computer based.
- Ensuring the smooth and efficient running of all office administration.
- Developing, producing and implementing personnel policies.
- Training and supporting other staff as necessary.
- Recruitment, selection, training and management of admin staff.
- Liaising with a number of bodies both inside and outside the organisation

Personnel: Leadership and Management of Central Office

• **Business Support**

Provide a financial overview, interrogating SAGE and produce reports e.g. current, prediction, history. Liaise with accountant re legal requirements and produce VAT return.
Assist the Campaigns' Manager with partnership arrangements.

• **Appraisal**

Lead and develop an appraisal system that will run across all staff.

• **Induction**

Lead, develop, introduce and implement an induction programme for new staff.
Conduct inductions with new support staff.

• **Professional Development**

Identify training and development needs of staff.
Implement training programmes, liaising with external providers if necessary.
Evaluate the impact of training on performance.
Lead, develop, introduce and implement Training Policy for staff.
Manage support staff training budget.

• **Attendance at work**

Manage the administration of attendance records.
Approval of leave of absence requests; liaison with the Chair and Board of MAG UK.
Implementation of MAG Attendance Policy identifying staff hitting trigger points.
Analyse staff absence patterns and take any necessary action.

• **Staff Management**

Leadership of all staff for working conditions of employment and personnel policies.
Health and Safety issues and implications for implementation.
Lead in the recruitment and selection of admin staff.



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- **Line Management**

Administration Manager
Office Administrator

Information Provider

- To be responsible for publications e.g. pamphlets, leaflets etc liaising with NC, printers etc.
- To coordinate MAG's documents ensuring a simple library system available.
- To liaise with the members on membership, benefits, discounts etc.
- To liaise with the MAG stand and Events Managers to ensure the smooth running of events as required, ensuring coordination between managers and Regions.
- To be responsible for the administration and other arrangements in respect of MAG Board and NC meetings and the AGC (Annual Group Conference).
- To be part of the Publicity and Communications Team.
- To liaise with the internet technician and website host to maintain and develop the MAG website, ensuring 'real time updates' and that there links within the website are effectively managed. This role is two fold, for information collection and also updating.

Coordination

- To work with Campaign's Manager, Network Communications Officer and National Clubs Officer to ensure smooth running of communications and publicity.
- To be the contact and advisor for Regional Reps and Local Group Reps.
- To provide admin support and give help for the Development of the MAG Foundation – particularly with Finance and updating the website.
- To liaise with areas covering MAG Sport.
- To be responsible for all 'reactive' management of MAG HQ.
- To represent MAG UK at NC meetings.

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities, as may be reasonably assigned to them.

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Indefinite variation to General Secretary Job Description

(triggered by resignation of Campaigns Manager and Membership Administrator in 2008)

KP = Kalpna Panchal (Accounts Administrator)

LO = Laynie Osbourne (Membership Administrator / Deputy General Secretary)

General Secretary MAG UK Job Description

Roles – Commercial and Business Responsibility

Information provider

Coordination with employees and officers of the organisation.

Duties:

Business Affairs.

1. To provide MAG UK with business development continuity, making links with the commercial sector and developing affinity partnerships. Commercial and Corporate Partnerships. **KP PW**
2. To work closely with the Finance Officer to provide effective financial management of budgets set by the NC. **BOARD KP**

Information Provider.

1. To be responsible for publications e.g. pamphlets, leaflets etc. **OFFICE LO**
2. To coordinate MAG's documents. **OFFICE LO**
3. To liaise with the members on membership, benefits, discounts etc. **NC MEMBER**
4. To liaise with MAG Stall and Events Managers to ensure the smooth running of events as required. **NS**
5. To be responsible for the administration and other arrangements in respect of MAG Board and NC meetings and the AGC. **LO**
6. To be part of the Publicity and Communications Team. **NB IM NC MEMBER**

Coordination

1. To be responsible for political communications via press releases **NB IM NC MEMBER**
2. To work with National Network Communications Officer and National Affiliations Officer to ensure smooth running of annual productions. **AG PW NC MEMBER**
3. To liaise with Internet Technician and Website host to maintain and develop the MAG website, ensuring 'real time' updates and that the sites and their links within the website are effectively managed. **NB LO AM CQ KP**
4. To liaise and work with Events Manager and Stall Manager to ensure smooth running between them and Regions as required. **NB NS TC**
5. To provide management of the Central Office Team, providing leadership and support to the office manager and other staff employed by MAG UK located at Central Office. **NB BOARD**

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6. In role as line manger, to identify personal development needs through personal development reviews [PDR's] with the setting of SMART [Sensible, Measurable, Attainable Realistic targets] objectives.**NB**
7. To be the contact and advisor for Regional Reps and Local Group Reps.**NB**
OFFICE NC MEMBER
8. To represent MAG at meetings deemed appropriate by the NC.**NB**
9. To undertake environmental scanning of both the motorcycling world and the wider society to ensure issues impacting on motorcycling are identifies at an early stage.**NB**
10. To work closely with the Campaigns Manager on matters identified as above to ensure a measured coordinated response on behalf of MAG UK.**NB**
11. To liaise with the MAG Foundation **NB**
12. To liaise with areas covering MAG Sport. ?
13. To be responsible for all 'reactive' management of MAG HQ.**NB**
14. To represent MAG UK at FEMA meetings.**NB**
15. To undertake any other duties as may arise from time to time as necessary to ensure the efficient, effective running of MAG UK **CENTRAL STAFF**

Jane Chisholm - Chair MAG UK

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