

25 February 2014

9:45

LS - Confirmed signature, truth, correct etc.

L - Play recording of meeting had with her

T - news that he was playing this matter dealt with Nov. 01c

J - Transcript

T - Yes - if think I knew what it is - transcript - p362 - p383.

- p362 - gen. meeting (to 366)

- behind - individual meetings - in fact @ least re: Smith.

J - looking @ statement for LS.

T - Evidence - para. 36

J - no allegation @ meeting (para 36)

L - This went to grievance process - coros - allegations -  
overbearing way. found guilty. Transcript - doesn't  
convey tone. no raised voices.

J - raised?

LS - Yes. Recording incomplete.

J - length?

L - 6 min.

J - play it - don't put hand up LS - just listen.

L - [plays recording]

J - page

T - p370

J - Carry on

[recording plays]

J - stop - who am I listening to?

L - Ben. Powell

J - why is her voice loudest?

L - covertly recorded

J - play on

[recording plays]

L - anytime during meeting - hear bullying / raised  
voices

LS - NA in that section - but not entire meeting - NFL  
said CD dismissed on spot - but stopped you speaking.

- threat of disc an hr later. felt nervous + intimidated  
- tone v. negative.

L - did have real meeting - short after interval -  
recorded - requested.

LS - doesn't exist - went back after Muteh requested.  
Meeting out. in same way. Threat of disc. action  
in hr - told you 48 hrs notice - had panic attack  
but DP stopped meeting + took me outside.

L - p356

- last para - always work hard to be honest + prof

LS - yes

L - 'read it email ... agree'

LS - yes

L - refers to p355 email?

LS - yes - agree

L - inserted images - why not raise? call police.

LS - Didn't feel need to call police. old fashioned in  
portrayal of ♀. Said unhelpful - gratuitous - wrong  
impression - ♀ acc. to motorcycles in little clothing -  
inappropriate - personal view.

( - ① no pics unclothed ♀ in any add. The Road

② no pics ♀ considered salacious.

③ never salacious pics young girls under age  
of consent.

j - email doesn't refer to it. asked to comment on  
images

LS - not saying he - pleased - gratuitous - entitled to an  
opinion. Comment at event lifting p35 up.  
Never commented ♀ naked. Just inappropriate.

L - p370

- Trans. of tape just heard - 1/2 way down - e.g.

'I've been trying for how long ...' DP

attempts p371 - @ bottom - obstructing camera

- @end-justification why taken so long to complete -  
telling us reason why you couldn't give contacts  
due to four tech?

LS - one reason - in statement + cross int. been  
told not to give up to Mutch. Didn't say in  
front of you as Mutch ~~had~~ felt awkward  
been told not to give to Mutch.

L - 18 months been asking for this. Been told it  
was down to tech. Never said anything else?

LS - You said 12 months - now 18. Never asked me  
to give to Ian nor Broad. NB said not to give  
to him - difficult to put together. Tamer +  
Pavel said not to give - concerns

L - No force @ all - not a D. + rest of Broad being

LS - Line Manager said not to did what I was  
told.

L - P353.

- 6 faras down - 'At this ft. ...' never met. - jube / card?

LS - Yes

L - P474

- Reiterate - in ignorance meeting - 6 faras - 'knew  
what Neil felt about me'.

LS - Yes

L - How did you know how I felt?

LS - Take emails - Shut office down. Trying to  
remove me from NC list. No emails + general  
behaviour.

L - Can't ft to where I said you were being abusive?

LS - See if I can [Searches bundle]

- <sup>P359</sup> - finding things for her to complain of -  
looking for things. My mistake - talk of  
complaining.

- Being part of NC list - deputy - part of job.

L-1972.

- para 5 - 'decisions relating to staff ...' - Have you  
been extra 1/2 day xmas hot

LS - decision afterwards was - ppl used hols. 1<sup>st</sup> decision  
was to use hot ent. but then given as hot. as  
all used hols.

- NB - Compromise - 1/2 day xmas eve as staff used  
hols

L - in oct. meeting - granted?

LS - not right.

L - understand?

LS - NO

L - p37 (statement)

- para 3. - drink driver - Cant find anything undermining  
Manager. I was just a customer. Disenchanted MHC  
not doing anything - Col express as member

LS - entitled but aggressive + friends with ppl at NC  
list + tried to email them. I was moderator  
+ saw you were emailing list.

L - who feeds up from bottom?

LS - possibly but don't get abusive to live Manager  
saying not acting fast enough. Expressing opinion.

L - 1813

LS - what?

J - if not in bundle cant refer.

L - Manner of my departure? No direct ex?

LS - NO say so in statement.

L - NB tell you 1998-2002 - spent time proving fraud

J - help me to decide case

L - slur on me

J - dealing with your behaviour March -> + pre.  
enews.

L - p304

L - Came up yesterday - email @ 17:34 - send it?

CS - I sent it

L - identify timesheet?

J - Had yesterday?

L - Yes

J - Copy to all?

L - [hands them over]

- your timesheet?

CS - Yes

L - recorded afts.

- Shows you left @ 17:30

CS - 13/3 - 17:34 - you responded at 17:30 - if your pc right - time on my pc not. Still in office.

L - pc. is clock on your pc correct.

CS - didn't establish that. I couldnt log onto any other pc but mine with my log in. shut pc down everyday.

L - Cant put email aerts on any pc

CS - possible

L - put it to you (P398) you ~~was~~ did not send email.

- P398 - 10:58 - reply 11:27 - 12:45 reply -

P402 - 13:12 reply P403 13:29 reply.

- no emails from you not sequential apart from 'Conflict Situation'

CS - Maintain all emails from my email add. from me.

L - para. 24 of W.S. Maintain right not to issue details with tele no.

CS - Do but this was what this para discussed @ time - was about Confidential data - All wanting to keep membership Confidential.

L - Asked you to let regional reps have details.

LS - You said not releasing Mem. info @ all  
update - not true - Sent to regional rep / person  
with resp. - monthly - details sent inc.  
email (if box ticked to permit disc.) - Refs  
didn't inc. members who didn't want  
info. given out.

L - Spent 6 months - Aug 2012 - March 2013 -  
list issued with tel. no.?

LS - Aug. 2012 said lists not being issued - they  
were.

L - provide lists to PW with tele. no.?

LS - yes. when took no. - did so for payments  
info. PW calling about payments.

L - D. Make can. clearant accept resp. for decision.  
do as told?

LS - Accept what saying - don't agree - not want to  
release info. not allowed to release - org. sd  
respect wishes. Against better judgment.

L - know better than Board

LS - Not saying that.

L - instruction given + argument in return.

LS - thought Board would understand - wrong  
in that assumption

L - ADOS didn't agree?

LS - Re: tele. no. Don't think understood full issue.  
They did mention whistleblowing but not  
aware - not in h/b.

L - don't understand members lifeblood?

LS - yes - members have right to keep info  
Confidential.

L - if we ask you to do something - vicarious  
liability. I was confident - have to

agree with us for 6 months?

Tina - March 13 - Mentors (NFL) held pay Elk fine.

L - didn't say guarantee Elk in Aug. 2012 - @ end of process.

J - Question?

L - Board has right to have instructions followed?

LS - Not if I think it's illegal + if it affects me.

L - NO more q's.

J - Re-exam?

T - NO.

J - Thank you.

10:58

10:58

PT - agrees it is his statement, signature, read it etc. Correct para 84 2012 mentioned - sd be 2013. Para. 43 Annual General Committee - meant annual gen. Conf.

L - p91

- Talk about resigning

PT - Yes

L - why

PT - Can't quite remember due to time. possibly blaming of Starn as didn't follow it up

L - p276

- email sent to NB when we were deputised. unfolde?

PT - ....

J - did you see it?

PT - yes

- not unfolde -

L - 6 paras don't make it clear about refs being given details?

PT - yes

L - p288

- more volunteer action - 2nd para. - for broken leg - take tele. members. Board supportive?

PT - yes - esp PT who helped a lot.

L - p293

- NB - 12/3 - Same day as email - DP - 4 para - are member staff insists on legal ref. - who?

PT - not me. Don't know.

L - p309

- polite email 08.43

PT - p309

L - Yes - email from NB. 2nd para - says no talking part in meeting + DP acting instead.

- p310 - at Mrs Stage - intimidated - will not attend B13 meeting. 3rd para - afft. 3rd party - DP.

PT - yes

L - who pays wages

PT - MAC.

L - employers

PT - yes

L - meeting with same @ work/voice

PT - yes

L - with polite email

PT - yes

L - Carol Kinnel came across each other. April 2011 - AGC E. Yorkshire

PT - yes

L - spoke in Support 'Get a Grip'

PT - unsure

L - I did.

L - next - April 2012 - yr later - AGC - Thomas Valley where NFL elected.



PT - yes

L - Shake hands

PT - NO - attempted to + Congratulated you

L - Meet twice.

PT - Not right. Member of NC - Met 6 times a yr,  
at other events + stood in as E. Region rep.

L - Give you that - had long hair - how many  
yrs ago? 1980's

PT - 1990s - yes.

- You asked if we'd met + I was just clarifying.

J - re-phrase April 2011 - 2012

PT - on those occ. not between

L - After April 2012 election - never att. Board meeting

PT - NO - not my place.

L - pay your wages - reasonably convene meeting -  
refuse to attend

PT - given context. Met with SL + DP re: feeling to  
you + SW - disapp. + upset to discover you'd taken  
over HR role.

L - accept we were asked to take over role +  
correctly apt.

PT - Can't comment - not aware.

L - Convene meeting - refusal from you + LS + NB  
in due course.

PT - Yes or suggest acc. / 2nd party

L - voluntary org. If take time off work to stand  
in muddy fields to raise money to pay wages?

PT - do get v. wet.

- wages - combos of mem. / If getting wet in  
muddy fields

L - Not reasonable for volunteer to feel aggrieved  
If paying wages of that they pick + choose  
what meetings they att.

PT - good ft but for the context.

- went into depths with SL about issues + concerned issues raised wd be used ve-way. 2 subjects had issues with.

L - Hardly in presence.

PT - yes

L - emails from me to you

PT - don't know

L - zero until we get to these meetings in March.  
PT - don't know.

L - NO real contact but you feel intimidated by me?

PT - more emails than in this bundle + could access emails (CPDOS were going to arrange).

L - worked closely with NB. Are you saying emails from us you didn't keep.

PT - NO - no access to my email - no intention for this to become what it is now. After 1/13 needed to gather emails - no access

L - Full disclosure from us. Never asked for anything

PT - NO remote access - CPDOS said wd attempt to get access - not granted.

L - Not denied

PT - grievance process - tried to gain access by CPDOS - CP said she wd try + get access.

L - NB - every shred of dirt - every email etc.

J - Same Q - Same answer.

L - GP discussion - felt fear - NFL / PW

PT - Yes

L - This is your book

J - Grandstand - Stop.

Anna - Another example .... patient .... not a lawyer - not approached about any of these matters.

→ must deal with book!

L - word traveller

PT - Yes by motorcycle + recounted dangerous situations

L - Mexico?

PT - yes - not S. America

L - dangerous?

PT - N. to S. Crossing yes.

L - All these situations + so why do we strike such terror

PT - Building situation. Huge difference. Being forced to be in room was threat to me.

L - female colleagues met with us

PT - yes + both left in floods of tears.

L - P393

- outline of events - your version - 1<sup>st</sup> para.

PT - office occupied.

L - emmanue

PT - NO.

L - para 2 - pref. to stand...

PT - YES

L - customary to stand to give pres.

PT - depends but you'd been asked to sit.

L - How tall I am?

PT - not exceptional. perception is you use physical app.

L - para 3 - say raise voice. Can play recording

PT - Do say you raised your voice.

L - para 4 - say in 4th line... 'deny observation' we were employer

PT - yes but filed grievance

L - Doesn't stop us running Co.

PT - Co. policy - states anyone named in grievance shouldn't be involved in investigation

L - Turning - meeting called + then grievances raised + NB late Sunday. You attend saying you can't meet with me.

PT - believe that is what I said.

J - you're shouting (against context not shouting).  
- So... grievance trumps matters

L - grievance to smash meeting

PT - NO to ~~CT~~ unim. behaviour - didn't want to be in room with you

L - But virtually nothing to do with each other.  
Grievance consists of what?

PT - Don't believe had nothing to do with you.  
Aware of behaviour - Can't forget exp. of your behaviour.

L - Alluding to 1990s.

PT - yes

L - Elected 12 Cause - times - can't upset many

PT - Can't comment.

L - alleg. re: Mutch - Salacious for young girls.  
Tell police?

PT - page no.?

T - P48A ~~copy~~ notes with PT. - P486.

L - What did police say?

PT - didn't inform them - not my words - called GP about four notes + she assured me only notes - not verbatim. Reassured.

L - difficult to believe she imagined this

PT - NO - discussed issues + member complaints about Mag + inappropriate images. Raised with Mutch himself.

L - lay this off on others

PT - NO - in W. box telling you what happened.

L - Saying news did not say to GP - 'Scantily clad'

PT - did discuss issues.

L - Megan S...?

PT - partner.

L - page from overland

J - not huffing

- recall using word pre-potent?

PT - can't recall for sure - may have, may not have

L - refer to fermented choices in email to LS?

PT - direct me to email.

J - p255

L - reinforcing in convo with GP what alluded to  
an p255 - hairy new

PT - NO. Date 2 months before (this email is  
2 months before). 'Nay' means possible.

L - Alt. vocalisation - 'Nay' fermented.

PT - could be interp. as fermented.

- 2 sep. issues here - some cd identify image as  
fermented - from members.

L - undetermined, slandered, labelled Mutch in  
cruel + despicable fashion

PT - 1 mention in Feb + then in QBP meeting.  
Always spoke with Mutch first.

L - p394

- para 2 - mention threat physical violence who were  
you planning

PT - I wasn't planning this! Thought I was @ risk  
myself too.

L - You clear up all statements + are uncomfortable  
when need to acct for them.

PT - NO

L - NO more as.

Tina - instances where met NFL + explaining  
that ... 2 1/2 yrs as NC member - NFL

behaviour under pressure - P211 - email - 8/12  
from long wilson. Member NC?

PT - Standing in for regional rep -

Tina - refers to being disturbed by NFL hostile  
behaviour

PT - NC Meeting I was at

Tina - how many meetings

PT - 6x f.a.

Tina - attend 2011-13

PT - yes - put for 9.

Tina - did NFL attend

PT - yes.

Tina - Q2 - GP meeting - emails not in bundle  
but see p584 - 2nd page letter to Mrs Johnson  
on 24/4 (p583) - findings of GP - p584 -  
Read last para to yourself. p585 - see this -  
email to GP full to italics + then para. below) -  
are email ref. to?

PT - yes - in italics.

J - p585 - what was attached?

PT - notes - stream of cons where allowed to add  
in some changes.

J - Recall amending ref to this (re: re-subsequent...)?

PT - Began amending but so much + so called  
+ reassured only notes + not verbatim.

11:35

12:10

AP - Confirmed Statement his, signature, para. 18 - 'and' - delete this word - more readable. True.

Tina - refer in last para. p 735 - chron. order - emails. unaffiliated contact - these emails

AP - yes + others not in bundle.

L - unimpeachable to be asked if banker

AP - yes + contacted unaffiliated.

L - reasonable to know who dealing with

AP - You were aware - harass. unimpeachable behavior

L - 'max Phillips' - trying to est.

AP - Not how it came across. harass. reputation precedes you - diplomatic skills of Clinton tank (burdette) - unaff. conduct.

L - Came to Yorkshire - portrayed yourself as practicing

AP - No against Bar code in law.

L - pub in Beverly - said had client who is banker - time to become M&A chairman

AP - said no pledge - no guarantee + agreed no time to be chairman when that happened.

L - Not your answer - said mediator

AP - I am - my recollection correct. You were drinking heavily.

L - IFA - routine for ffl to ask if independent. Reasonable to asc. your status. Reason you put forward to become chairman.

AP - 2<sup>nd</sup> email in chain - asking to go via TS.

L - p 128

- email from AP - 10<sup>th</sup> para - if Board involved in co / incorrect process - liable for damages.

- date email

AP - 10/4/12

L - Before we were elected?

AP - don't know when you were elected

L - [goes to old diary]

- 14 April 2012 - wasn't it

AP - Don't know - not involved / can't recall that date.

L - Can you were hoping to be elected

AP - withdrew - Compt + needed int. - w/ holding funds if you were not elected.

J - All sorts of undercurrents - will not look @ why he was not going to be Chairman.

L - April 2012 email from Wyatt before Con?

AP - if you say so.

L - Before even in post ppl talking about CO down?

J - Got ref.

L - P738

- recollection from PR - former policeman. Met you in March 2012 when going for Chair. Said if staff go for CO - wd act on their behalf.

AP - Don't recall this convo.

- recall 200 convo. about Elk Chapel.

- recall saying if witch hunt started occurred

© wd speak up. Beverly convo - didn't like them.

L - 2 statements - both mentioning CO down before or Board.

AP - You made it clear. You have reputation. Everyone don't like NB - didn't like political campaigning - wanted direct action - didn't like boxing bikes - Clash ideologies. Said wanted to shut that + have temple - coming back to get rid of ©.

L - P550

- visit on Sat / Sun 3/4 March 2012 - this email 'reflects' what was said. If so outraged - why no immediate electronic record of this?



AP - made Statement in open meeting. You + friends started discussing CI (contracts etc.) - recorded recording made @ public meeting. Moved because of what I'd said you'd take a step back. Not promoting litigation - but wd be there if needed.

L - in a meeting comments made - enough?

AP - spoke @ pub then in meeting next day. then you sent email asking ppl to say opposite.

L - call TS as witness - she wd agree with me that I was asking for supporters for you. Ppl in York. May not my friends. No one on witness list to Corrob. what you said.

AP - NOT surprised at that.

L - Neigh demor in Yorkshire?

AP - pretty much

L - 1458

- NB alleged record of events - friends nothing

AP - NOT v. good friends. stayed @ mine when he came to Dasset.

L - friendly enough to help him run CVD claim.

AP - no - don't like to see ppl being treated badly - why special constab. + became barrister.

L - NB recorded everything but didn't mention hearing from you

AP - not place to stir things up. wanted to see what happened - what I thought wd did - hindsight maybe sd record

L - March 2012 - meeting idea of helping them @ claim?

AP - NOT correct. in Yorkshire - alarmed @ Labour being poured out against ppl committed to PACI. Gibson reached ppl criticising LS - signed

from cancer. Suffered depending claim.

L - kept her on full pay?

AP - Can't perceive the way you come across... lack judgment. intimidate + fair fuel on fire

L - 12 Consec. elections. lost by small no. votes  
Re-elected 2012.

and fair for witness to harsh

J - don't care about election.

L - lost thought

J - AP congratulating you on re-elections.

L - Re-elected 2-1 majority

AP - Meeting where elected - withholding money (despite hand to mouth comments) - unfair to say accept NFL or money withheld.

L - Already look there.

AP - Not sure there was

L - P550 email

- para 2 - aware I created 'index...' - created Campaign.

Tina - not relevant

L - Being acc. of being inside but...

J - relationship with politicians linked to your behaviour - peripheral.

L - 1992 - authored Campaign - 1997 elected - changed title - now 'index are...' - at odds that now came man not wanting to talk to politicians

AP - One thing said over dinner - when negotiate give something away but you didn't want to do that - not about dialogue - about threats.

L - MASS lobby...

J - 2 min. left.

L - Mass lobby good idea

AF - can't comment - turn to PT - Matters in Political Campaigning

L - Said we wanted Choppers / Streetfighters etc.

- Allude to using bikes - @ odds

AF - Seen Harley Davidson Mutch used - more outlaw type bike

L - end of questions

12:40

12:40

ND - Confirmed statement his, signature, no changes.

Tina - wanted to raise a + spoke with NFL

- Para 7 - P719 - email 26/6/13 - 2nd para - NFL said you stressed you wanted evidence - what did you mean?

ND - NC Meeting - report mentioned. Report didn't have any evidence - didn't demand.

Tina - author of reports?

ND - NFL

Tina - P637 - email to MAG NC from NFL. You were Regional Rep NC Member - Receive these?

ND - Yes - all emails to NC list.

Tina - This report ref. to?

ND - Attachment to an email - looks similar to an No. reports sent.

Tina - P639 - another of these reports

ND - Yes

Tina - P640 - 642 - Sort of report ref. to?

ND - Yes - being on NC.

Tina - subject matter of discussion

ND - Recall on NC Meeting. Staff situation covered - ref. to interim report - I observed report had no evidence.

L - D. changed with Managing Staff - under intense pressure being pumped for info.

ND - I didn't

L - You changed for evidence banging table

ND - never banged table

L - para 2 w.s.

- acc. reading paper

ND - true

L - what saw - reading out articles in lunch hr  
ND - During meeting

L - criticised info - what?

ND - Can't recall speeches - happened lots.

L - Shp in smear but meetings ngdly chaired

ND - depends who is interrupting - critical of those presenting.

L - disagree - occurs - nature of politics

ND - Sometimes.

L - we were discussing Constitutional Requirements

ND - rings bell

L - NB didn't want decision that day

ND - Ref. to decision being made after 31/12 - cd be wrong

L - Sarah said Staff shouldn't be putting NC on go slow - that was the comment ref. to?

ND - Maybe

L - p86 - Constitution.

- Clause 7(4)

J - p86?

Tina - right @ top.

L - [reads out 7(4)] - Judge stops him + reads to self. duty to DS

ND - Yes

L - Newsletter?

ND - The Road - produced every month

L - if NC to fulfil Const. duty - had to be agreed in Dec meeting to be published in Feb.

ND - Yes

L - Reasonable to insist fulfil duty + make rec. Members could see

ND - Yes - if you put it that way.

L - NB trying to delay process.

[NB - it was / 7]

L - Dec. 2012 - need to make recommendation but being prevented - wrong

ND - NB correct to say something at that stage.

L - Para 7 - threat violence - physical altercation

ND - Content of email

J - PS43 - 544.

- NFL in yard biting heads?

ND - Anyone who took other news would bite heads.

L - Thought I'd smacked someone -

ND - Yes

L - V. literal.

- raining cats + dogs - does that mean it would?

ND - No

- ? extremes.

L - when I say anyone destroy MAGI - bite heads with me

ND - Believed physical altercation.

L - Metaphor?

ND - understood

J - witness saying violence - you're saying opposite - I will make mess up.

L - you chose unfavourable news / interp.

ND - Based of opinion on entire email.

- entire email - a rant.

L - 32 yrs - no physical alt. inference unrealistic  
NO Don't agree.

- email - trip by you to semar - you offered road  
to go outside

L - Mr Hoelder ran off @ mouth + said 'fuck you'  
+ so sand best to deal on forewarned

L - no further g's.

1pm

2:05pm

L - read recently, no changes, correct.

J - go to 4 pm + then see

T - bundle 3 - policies - P785 - start of policies. P793 - disc. policy  
@ top - purpose + scope - maintain standards of conduct + job perf.  
3 stages + P794 - final stage - dismissal / other - dismissal /  
other (demotion). in place

L - Yes

T - 795 - grievance

L - Yes

T - 796 - dignity @ work - behaviour standards

L - Yes

T - unacceptable behaviour. intum = threat

L - Yes - like with Mr Mutch

T - punishment, changing duties to detriment - misconduct

L - Yes

T - 797 - stress policy 7.2 - excessive workload / demanding  
colleagues. familiar before election

L - Not seen recently. Not sig. different to 2002.  
Standard set policies.

T - Typical policies - did take time to familiarise  
when elected

L - Mirrors our business process - not unfamiliar

T - April 2012 position

L - when erected... practices

T - Q. was your understanding - these policies familiar with them

L - knew in place. Didn't read Cover to Cover - not a priority.

T - Not my Q.

L - Not intended ve - towards staff.

T - So typical - familiar with ACAS

L - Think Code + so don't quite word for word

T - few pages long. States basic requirements of fairness, standards reasonable behaviour

L - yes

T - disc. covered?

L - assume

T - aware if w/d Cover this

L - aware of ACAS

T - familiar with Code

L - What ACAS is there to do

T - Archive April 2012 - broadly - of Code Content

L - fulfil aims of ACAS + purpose

T - inc. fairness / reasonable behaviour

L - expect

T - formal training - April 2012 -> re: operating these policies.

**J** - Answer question.

L - 32 yrs work life being a manager since 19, D. public Co.

T - understand formal training?

NFL - Yes - trainer, pack of materials, some with qualifications, prof. development.

T - fully understand. Can you answer Q - vs staff of policies?

L - Trained by 2 lawyers - DBS Management - 1995 + 2002.

T - Recent? 2012?

L - 2004 - own business. 2006 - signed up to Cause with Peninsula. Brought in policies from local law firm. I put all structures in place for @ in 1989.

T - Asking you about training

L - Peninsula, DBS - with lawyers, attended events 2010-2011

T - No. grievances dealt with before April 2012?

L - probably 7-12 in last 15 yrs.

T - how many involved disc. as well?

L - 6-7 involved disc.

T - in 6/7 - dealt with grievance 1st disc. last?

L - DBS - wd run together - Concurrently, not Cassec.

T - It @ which nominated yourself. Mandate from Yorkshire MAG to Sort Central office

L - Sort out MAG but C.O. part of problem

T - P2 para 9 - much unhappiness @ Co. - Mandate to sort

L - Yes

T - NB in charge

L - Yes

T - Yorkshire new NB not running well

L - Not directed @ NB - at C.O.

T - Say that but what does C.O. mean - NB running?

L - Yes - ultimate resp. + answerable to Board

T - Statement: refers to NB

L - disagree. if firm + Contentent - all focused on him. impression - run like Wuffy Ammanet no one in charge

T - proves it - saying not doing job



L - not managing in way I would expect.

T - Concerns about Competency

L - difference between Competency + how applied.

NB CofA: Didn't get on. When he was afft -  
Saf pair of hands

T - Statement = quite candid

L - means very candid

T - pg 2 - email exchange Pt (then chair) + you -  
telling you auto. on Board

L - Yes.

T - He says spoken to NB - reservations but happy to  
involve you. You say you didn't like Pt setting  
NB'S new on your afft.

L - Statement stands as written. All entitled to  
elect only - no one has veto.

T - understand - didn't take kindly to it

L - not unkindly - didn't regard myself subject  
to rubber stamp that needed other approval.

T - Set out list of what you want - new job  
was to get to grips with badly run C.O.

L - Read list - fact finding exercise.

T - So you cd get to grips

L - intelligent person finds out about enterprise.  
Do this in my role + every other business.

T - D. in Co?

L - 7

T - IFA

L - 2 D's + ops manager

T - 1 of several D's on Board - 11/2011 - not only D.  
but taking it on yourself to look into C.O.?

L - Took on self to fact find. My role - biggest bang  
for buck for all those applying efforts, wanted  
value.

T - only salaried - 3 © + other admin - Sterling + Fernan

L - Yes

T - ensure you make sure Co. not perform?

L - Eg. asked about doc. procedures - I knew © had high turnover less Sr. Staff. Significant cost to this turnover.

T - 1993 - historic matters mentioned - 'ball out back...' - Still willing to have Confrontation over history?

L - no - being elected ... if involved in politics - attract supporters + non-supporters. Do best for organisation.

T - prepared to fight for those things

L - 1998-2002 - did best to assist handsters - 2002/1992 - 2004 - death threats from Hell's Angels...

T - Calm down - Q. was ... Came in to sort out C.O. + if anyone throws history - you'll throw it back

L - political disagreement - deal with in political forums. If like Hell's Angels - play fast + loose + carry on running org. Do right thing for ©

T - unc. Staff issues.

L - Staff need training - provide it. Difficult job getting them from NB

T - unc. Staff

L - All cylinders!

- Convo with Mitch of what he wanted

T - asking about Convo with MUTEH about Staff

L - yes

T - 1994 - email - his shopping list - Bottom - NB + PT Ref. b. last para - offers his news about PT = vet?

L - Agree

T - disagrees with you in your news + so re - news about PT?

L - No. No news expressed. only encounter

was @ April Con. in Beverly - ridicule campaign. Maybe  
Mutch making assumption.

T - hadn't spoken to Mutch about him (PT). You  
said no.

L - Cannot recall

T - suggest you had + they were re- turn page -

L - vicarious liability - do recall PT did 700 miles  
are day - dangerous

T - so you had had conversations about PT with Mutch?

L - nothing re- about that convo. impressed  
with 700 miles

T - 1999 - manifesto - ft 5 - hard decisions, difficult  
ppt, ability to discover facts. issues with C.O. -  
perceived C.O. staff to be difficult ppt.

L - full of difficult people

T - C.O. staff

L - not @ that time - contact min. @ that time.  
only knew NB

T - 1st para - email from you to PT - 'formal Complaint'  
re nomination. 1st para - views on staff. Say  
needed to be convinced about PT.

L - this role - not him. His work not focused on  
Campaigns - talented - not applying talents -  
no value for money. C.O. not helping + so  
why we went down.

T - LS - admin

L - yes

T - deputy Gen. Sec?

L - yes - only function - admin. Sr Capacity. wd have  
said Mike McKeathy when no. 2 to Scargill.

T - 2nd para - last few lines - basic principles not  
adhered to. - ref. to Mch - Can't read ~~green~~ an  
Constitution?

L - Yes - maybe 'not apply it'

T - Saying not best form of words - insulting to say 'can't read'.

L - don't agree v. insulting

T - Confable of being construed as insulting -

L - 250 mile round trip to be co-opted to be led by D. Bwell can't do it.

T - P103 - NB inc. manifesto + wished you luck

L - Yes - Told it was insincere by all around

T - not sincere when received. so P105 - when you wrote to him - response to him (to P104) - 'my manifesto follows shortly' - didn't run for Chair?

L - weighing up if cd afford time. Den was/is an idiot. Decided not enough time.

T - if succeeded - Chairman NC + D. position to influence both arms - accept?

L - Most are chair + D.

T - but Q was - accept favorable position

L - Yes - put in context

T - To intimidate NB?

L - in context.

T - P111 - Couple of errors. Lead 2nd part. 'Kamikaze... idiot. Pw says puts him in place'. P106 - 110 exchanges - between you + NB when he says you unfairly commenting on FB... referring to this - 'Kamikaze Comments'?

L - Yes

T - Clever off.

L - idiot to pick a fight with me. knows how to run office - why pick a fight with me. Asked Mutch to get him out - 'for Kicles sake Mutchie took him out'.

T - You posted something on FB + he challenged

+ So an idiot to challenge?

L - No - an idiot to pick a fight. Bad Matt using me to prevent election. pref. to work with him.

Don't know why he wanted battle. like a tragedy - he walked out

T - #113 - #118 - put yourself forward at AGC.

L - Yes

T - #113 - To all members of Board + NC - under Consumption?

L - indeed. Flaming Mucki helped on me.

T - Turn to enemies - #116 @ bottom. Explain an view about nomination issue - lost in office.

#117 - 'those who wish me ill made tactical mistake'. Refers to C.O.?

L - Yes

T - Those who wish you ill - those who lost num - C.O.

L - inc. pen. - farewell, someone drunk, Van Aalt, RT - them + staff - one of them lost it.

T - when NB takes issue - cont. @ C.O. #119 - his response - explains unfair cont. C.O. #120 - your response (all to NC) - you do say 'i wasn't blaming staff' + mention Meddler + hold d.'s responsible. Connecting yourself here but privately this time whereas before - all on NC list.

L - 15/3/12 - not MAC NG member - couldn't post -

T - didn't ask Mutch to deal with?

L - no - just hit reply on email.

T - #118 - 'para - Secretariat' -> C.O.? NO meaningful replies - crit. of NB?

L - is it? not necessarily. Asked a's.

T - Who to?

L - Think of a's I asked . . . .

T - wd have gone to NB?

L - not happy not to get facts

T - April 2012 - view of © - set out in statement @ para 70 - ref. to April 2012 - going to treat © as guilty until proven innocent?

L - para stands on its merits. Didn't want to be deb. misconstrued + so put everything in email. In thought they'd damn CD from ft. of election. Limited my exposure by keeping things in writing.

T - pre-judged no one in April 2012?

L - yes

T - statements - you say fearful of © setting you up if you didn't want to talk to them - in court?

L - can treat them well + not expose yourself.

T - Not talking about bank details... not going to give him benefit of doubt.

L - would - happy to work with him

T - Clean slate - t.o. + performance - why not meet in April 2012

L - wd meet @ Board...

T - only with NB?

L - no - would come down on Friday + go to d/c - feel welcome now

T - April 2012 - didn't go to office - how do you know you wouldn't be welcome?

L - when did my help want be needed by NB

T - quarter?

L - Busy as IFA - work laughs

T - no time to see staff?

L - spare time limited.

T - everything in writing - NB gave you various email lists - aware who on Board / NC lists?

L - NB sent 'test' email. Didn't read email.

- didn't see list. 'Hidden in plain view': 'Canned me very well'

T- new now or new April 2012

L- @ pt where I found out.

T- Sept. 2012 - you found out. Formed new NB Canned you then?

L- worked clever trick on all of us. Thought we had a secure list.

J- question - Sept. 2012 - NB Canned you?

L- Yes

T- NC list inc. all Co. Staff?

L- probably did but didn't expect it wd

T- Accept he (NB) sent email?

L- in hidden view

T- Pt you knew NC list inc. office staff

L- NO idea.

T- prepared to send emails w/o bothering to discover recipients?

L- in previous times I knew but it had been changed. NC defined in Constitution + office staff not part of NC.

T- #133-134 - Set out your offer: to attend?

L- Yes

T- Set out as act of generosity. Accept or reject

L- Yes

T- when NB knocked you back - clear (#136) not an offer - an instruction he sd allow access.

Email between you + Board - not a penny to Co. until they comply - not an offer.

L- was an offer because every Board Meeting had discussions about putting things in place

T- #136 - Sanction more funds

L - not true. Asking for things + not getting them.

T - emp. issue - about office, systems - HK?

L - NO - about using tech effectively?

T - in context of emp.?

L - To make their day easier

T - why involve Mr Mutch (P135?)

L - president

T - not Board member?

L - Adds to discussion

T - P135 - how does he add - 'blunkers'? Contribution?

L - NO. interp. - get blunkers + clamp to head!  
way of parsing. Mutch a nice bloke. nice  
treatment of him

T - like him

L - respect + trust him!

T - Because you like him - took because news  
of Mrs Short Cummings. P132 - 'these things  
happen, we're all human'.

J - P135 - ref. to bullying - most nice man going

L - Yes

T - P139 - 145 → P139

- your new - wasting time (LS) - 'thicker skins'.

L - Yes

T - Q. by NB - P140 - your response about LS spending  
time on this

L - waste time.

T - P141 - 142 - NB depends LS saying it's social media  
part of @ function to moderate

L - ACCEPTS comments - political. NB - monitor, spy  
+ covertly read. East German way.

T - 'thicker skin' - NB said skins thick enough.

P145 - your response - 'hypersensitivity'.

L - @ ft + new sound by it.



T - you ask for retraction?

L - not asking for this. NB + Co. / Trevor + Elaine  
bad as each other. wanted it sorted. want it  
all to die. want nice. Northern Ireland rep.

T - P153. overland exchange. 'it's a start' - refers to  
Concerns 'yesterday' - infers Conn between you

L - can't recall

T - suggests

L - yes

T - starting to add. Concerns about overland?  
Case against them?

L - NO

T - P154-159. 154-156 - 10 Hemised ft's 11+12 @ 157  
+ 159 - 13<sup>th</sup> ft.

- when you found out about Board list - you  
found out.

L - yes - wd be nice to be told

T - you didn't read email.

- 154 onwards - 13 Concerns - add. to DP. on Board of D.  
Given HR function?

L - no - she assumed it - not given.

T - went along with it. until email as she had  
assumed HR function

L - no because she was Chairman + ft 7. Concerned  
Her conduct.

T - why honourable? to respond?

L - yes

T - you denied (C) the opp. to respond?

L - Sat on boards. NO different here. NB suppressed  
discussion. Some D's wdnt give thoughts  
when NB there. Wanted ppl to be frank +  
NB wd be asked @ end.

T - list of Complaints about Staff?

L - no. Not Complaints.

T - no. 1 - ac. NB of opening false info

L - yes

T - no fact kind?

L - Yes - in touch with Trevor Baud - client of mine -  
asked who worked where & when - knew I'd been  
hed to. They tried to drag in suppliers.

T - refer to Baud - didn't give him off to have a say (NS)

L - D. entitled to have convo before sitting down  
with execs.

T - pt. 4 - assumption made on overland

L - valid assumpt. promise overland of over (L)  
doc - about issues came across. wanted NB to  
wash fast & start afresh.

T - unaccept. Standards of conduct.

L - external interests... my first job.

T - don't have to refer to with history. Asked if this  
is allegation? 'running to (L) detriment'

L - Yes - accusation.

T - IS6 - NB + others - didn't want them to be aware?

L - wanted to discuss as Board 1<sup>st</sup>.

T - accusations - can't thrash out facts without knowing  
their view.

L - police don't do this - do s'pade work first - wanted  
input of those around me.

T - Q. ! Don't want NB to aware of this @ time

L - Yes

T - or @ discussion @ Board level + excluded  
from discussion - 181-183 (D's + nice chaus  
only + NB left).

T - asked to confirm NB + Ian left

L - Yes.

T - remaining pages - accusations being discussed.

L - NO. 7 about chair's voting rights - not accusations  
T - PISA - 15<sup>th</sup> - 13 pts - v. subject matter of discussion  
w/o NB @ 181-183.

L - 1<sup>st</sup> Board meeting to discuss

T - not allowing NB to have say.

L - assumption it's a done deal. Sit down with NB  
after. DP didn't do it properly.

T - 185-187 off. notes you drafted. Headings - all matters  
of 'concerns errant'. Asking him to sign to  
matters when no off. to get NB news on  
pts.?

L - NB spoke with DP about them. Resulted in  
this outcome. NB didn't accept pts such as  
Staff neutrality.

T - just off. as you inad. sent to Board list

L - intention was to allow ppl to speak freely  
w/o NB there. Put pressure on ppl. DP became  
NB'S foodie.

T - 185 - benevolent spin - 'not a warning'

L - yes

T - by him agreeing - Not admitting to past behaviour  
but all pts in off. address concerns he didn't  
have response to

L - No - just what we wanted going forward

T - past behaviour only relevant if he wouldn't  
sign up.

L - NB had to stop doing things - getting out of bad  
ways.

T - page 10 of w.s. - your position (para 40) - last 1/2  
mistake to ask Den - cosy chat rather  
than imposing.

L - D.P. did a crap job. FB-report on there.

T - P188-189 - email you send - email 21/10

made a good start sorting out Mr. Next step -  
back where we started if not careful. NB - things  
have to change. Ref. to draft app. Set out no.  
Senars accusations about falsifying figures. etc.

L - all correct.

T - But not investigated.

L - when up for Co-opt. told NB would resign  
if I was Co-opted. Been politely questioning  
NB. Couldn't recover no. ~~the~~ members + finances  
Dec. 2012 - revelation - double counted joint  
memberships. Mistake only happened to justify  
A's role.

T - utter contempt for staff

L - for her.

T - based on no investigation with them

L - on board meetings where given convoluted  
answers.

T - fen. fara - 188 - not highlight - not to conduct  
app. incumbent Ciro. Ref?

L - fara before - Don no good @ app. Suggested  
Julie Stevenson in as independent

T - wife of Contractor?

L - yes

T - Why Board didn't carry app. out?

L - NB so hostile + defensive - seen by NB as  
neutral + would work it out.

T - why Board didn't carry out?

L - 3rd party independent - ally NB Pavanaya.

T - NB no + 82 in board

L - unduly suspicious. wd still be in his role now  
if he'd been more reasonable.

T - stood down by Board - ill with breast  
cancer - human things she was seeing.

T- P205 - NB takes issue with exclusion from Board

L - Always done

J - Yes?

L - Yes.

T- P205 - no objection to leaving but last meeting made decisions + discussed staff in absence. Reasonable pt to make given what happened with those concerns?

L - No. Concerns translated to off notes - in fut @ this pt.

T- no off. though. You'd understand.

L - Agreed by Board

T- take it or leave it or raise past behaviour.

L - behaviour bad over period - helping him to salvage his own job. NB interfering own job via ptless behaviour.

T- NB attended past Board meeting (P207) - said morale low with staff. Changes to + & c.

L - Morale led by man in charge. Atmos. delib. created by NB - feared forson in cons of O. staff. No right of audience with staff. He wanted us to be kept away from staff.

T- P207 - pt 4 - Chain Command wd be useful but was none

L - People in charge - ppl who do work.

T- no chain of command?

L - No Chain in MAC.

T- About board of D.

L - Never been Chain of Command.

T- P208 - apparent D's willing to consider

L - intelligent ppl consider intelligent ideas

J - Can't discuss evidence .

T - Concern with time

J - Call - 9:45 Thursday .

- Jono after New.

4pm