

THE OFFICIAL VOICE OF THE NORTHERN IRELAND FEDERATION OF CLUBS

Club Review

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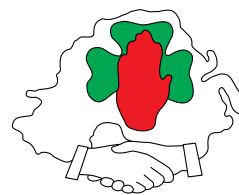
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Minutes of the executive meeting

Held in the H&W Welders F.S.C., Belfast,
on Tuesday 4th May 2013



The Chairman opened the meeting, following which the Secretary read the minutes of the previous meeting, held in the Dockers Club, Pilot Street, Belfast. The minutes were subsequently passed as a true record, proposed and seconded as a true record.

The first item for discussion, having been discussed at the previous meeting, was expenses incurred by an area delegate. After discussion, the final outcome was the advice that many of the cases may be able to be resolved by telephone, and a visit would only be necessary when that failed.

Correspondence discussed at the meeting included thanks from various invited guests who attended the Federation Dinner & Dance in April, and a number of queries related to the position of trustees and legal costs when making new appointees.

Copies of the latest financial report were provided by Treasurer, Davy Larmour, who also provided a detailed report with explanations where required. The report was proposed and seconded by Philip Mallon and Jim Wilson as a true report to date.

Talks have been held with Sky who have informed us that a review of the Business Pack for clubs remains in place but with a review taking place. This has the potential to reduce costs further, something the executive committee has been pursuing for some time. We expect an outcome sometime towards the end of June or early July.

With BT having entered the market we anticipate something positive while acknowledging that the BT package is not like-for-like, falling somewhat short of the comprehensive coverage provided by BSkyB. Nevertheless, it is something that a number of clubs will undoubtedly consider, if only for financial reasons.

Suggestions as to what could replace our annual Dinner & Dance are under consideration. At the moment we are looking at such things as a "Federation Day at the Races" or an event on one of the new Stenaline ships. We invite suggestions for future meetings.

A comprehensive report was provided by North West representative Gerry Gallagher on the recent CORCA meeting, which he and the Federation Treasurer, Davy Larmour attended in London. A complete and precise overview of what was discussed was provided with confirmation that the next meeting will be held in London in October 2013.

It has been reported that outlets in Scotland are refusing to pay the PRS and PPL fees. It is our

intention to arrange a meeting with MLAs at Stormont to discuss this issue in respect of clubs in Northern Ireland.

It appears a number of suppliers are contacting clubs claiming to have equipment which will save on fuel and/or electricity costs. We advise caution and indeed are reminded of such claims in previous years.

Keg monitoring was tabled for discussion with information that such equipment is available from Calor at what appears to be a reasonable cost.

The Chairman informed the meeting of a scheme called "Steps to Work". The scheme provides unemployed young people with the opportunity to gain work experience, which in essence means the personnel engaged gain experience, with no cost being apportioned to the club.

Federation officers attended a meeting to assist a member club, which could be faced with closure. Advice has been provided which will hopefully result in a positive outcome for the club, its officers, and members.

As this concluded proceedings the Chairman thanked those in attendance, extending good wishes for the summer break.

Thanks was extended for hosting the meeting and for the excellent hospitality provided.

Bob McGlone
Secretary, NIFC

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Advertising scam

This is a reminder to all Clubs of a widespread and long-standing scam involving a telephone call being received by an Officer or an employee at a Club which implies that it is someone calling on behalf of either the Police or one of the other emergency services.

The call is to confirm that the Club wishes to place an advert in their handbook or calendar. Many Clubs will already be aware of this practice. The exact wording of these calls varies but essentially the call is designed to create the illusion that the person taking the call thinks that they are speaking to an official police representative and that the Club may have previously authorised such an advertisement. No specific details, costs or publication information are given during the call. Sometime later the Club will receive an invoice

for an 'advertisement' and, when questioned, this company will claim that they spoke to a representative of the Club who authorised the advert and that payment is required.

Please ensure that all employees and Officers of the Club are vigilant regarding unsolicited calls of this nature and if your Club does receive a fraudulent, or questionable invoice please do not make any payment. It is likely that these types of bogus companies will attempt to threaten the Club into paying the invoice although they will never resort to legal action despite repeated threats to the contrary. If any Club is concerned that they may have paid for such an advertisement or are in the process of being threatened by any such company please contact the NIFC Helplines so that we may provide specific advice.

Cheap drinks cost £750

Clubs are warned that they face prosecution if a steward tries to pass off fake drinks.

This follows a case on the Mainland where a steward pleaded guilty to selling spirits which were falsely described and was personally fined £200.

At the same time the club, which also pleaded guilty, was fined £500 and ordered to pay costs of £250. The court heard Trading Standards had visited the club and carried out a routine inspection. Screen testing on Gordon's, Bacardi and Vladivar bottles showed

they had other brands of spirit in them.

A Council spokesman said, "When people buy a drink they expect to be given it and not a cheap substitute. To ensure this is the case we will continue to make unannounced visits to licensed premises."

Although this particular case occurred on the Mainland, clubs are reminded that Trading Standards in Northern Ireland are equally as strict on checking for fake drinks with penalties matching those of their English counterparts.

Unfair dismissal

Reforms relating to the qualifying period for Unfair Dismissal have come into effect with all employees who have commenced their employment after the 6th April 2012.

Anyone employed after the 6th April 2012 will now have to have been employed for two years before being able to claim that they have been unfairly dismissed which is an increase from the period one year that applied to persons employed prior to the 6th April 2012.

There are still circumstances which allow an employee to claim that they have been

unfairly dismissed prior to the two year qualifying period being completed.

An employee can bring a claim for unfair dismissal at any time if they consider that they have been dismissed due to any of the following reasons:

pregnancy, maternity leave (or similar), health and safety (such as reporting a health and safety risk or acting as a health and safety representative), working time (such as refusing to opt out of the 48-hour week), the national minimum wage and trade union membership or activities.

Employers National Insurance



The Chancellor announced in the 2013 budget that from next year there will be a reduction of £2,000 previously payable as Employers' National Insurance contributions for small businesses which include Clubs. For Clubs which currently pay £2,000 or more of Employers' National Insurance Contributions this is effectively a tax cut of £2,000 compared

to the current taxation rates. We are pleased with this move and consider that it will be very helpful to Clubs which will benefit from the reduction in the amount of Employers' National Insurance which they are obligated to pay. For some Clubs, the saving of £2,000 is enough to turn what may have been a loss for the year into a surplus.

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“Reasonable adjustments” required for disabled employees



A key requirement of the Disability Discrimination Act 1995 was for employers - including clubs - to make reasonable adjustments to accommodate the needs of a disabled individual. This requirement is also part of the Equality Act 2010 and it means your club is required to think broadly of adjustments that could be made and to give the matter serious thought.

The club can discuss possible adjustments with the disabled employee but cannot rely on the employee alone to think of adjustments.

The requirement is to make “reasonable adjustments” is

considered with the size and resources of the club in mind.

Reasonable adjustments might include:

- making physical adjustments to the workplace
- allocating some duties to another employee
- moving the disabled employee to another job
- altering the hours of work
- moving the disabled employee to another place of work
- allowing time off during working hours for treatment or rehabilitation
- arranging training for the employee
- acquiring or modifying equipment

- altering instructions or reference materials
- providing a reader or an interpreter
- providing supervision.

The Equality Act 2010 made it unlawful to issue pre-employment medical questionnaires before offering employment.

Prior to offering an individual a job, health-related questions can be asked only to:

- help decide whether there is a need to make reasonable adjustments to the selection process
- help decide whether an applicant can carry out an essential part of the job

- monitor diversity amongst applicants
- take positive action to help disabled people
- ensure that an individual has a disability where there is a genuine requirement to have a disability

Challenging “old-fashioned” thinking

- Disability should not be confused with all long term illness, as disability can affect health in different ways.
- Disability should not be seen in a narrow way - for example, a very small percentage of people with disabilities are wheelchair users.
- Not all disabilities are obvious.

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More people acquire disabilities than are born with them. Disability affects people in different ways in different circumstances. The problems that arise may relate to the physical design of the environment they are in.

However, problems may also relate to operational customs and practices at work, such as hours of work or time keeping.

- The club image and reputation can be seriously damaged or enhanced by negative or positive experiences relating to disability.
- Mental health problems such as depression and anxiety affect a significant proportion of the population, and stress-related illness is increasing.
- It is possible to make simple changes to jobs and the way they are carried out in order to successfully employ someone with a physical or mental impairment or learning difficulty without serious cost or even at no cost at all.
- Good practice shows that there can be easy ways to recruit and retain talented people with disabilities, which can often bring more general benefits in other ways.
- Not everyone with a disability under the legal definition would see themselves as disabled and many disabled people fear disclosing such

information for fear of being unfairly treated.

Such apprehension is bad for everyone and businesses and clubs need to focus on building trust through honest and transparent ways of working which can build everyone's confidence.

To be successful at managing disability, clubs need to train all employees to behave responsibly and treat people with respect and dignity. Clubs also need to encourage Stewards to adopt a "can do" mind-set by providing them with information concerning good practice and legal obligations. Stewards may also need advice about open and respectful discussions with individuals to find out how reasonable adjustments can be made.

An action plan

1. Audit existing policies and practices.
2. Develop a revised good practice policy which complies with legal duties and ensure that this is communicated to everyone.
3. Clarify Stewards' and employee responsibilities.
4. Keep up to date with good practice and legal developments.
5. Network with other clubs interested in progress in diversity to share learning and



- ideas and keep up to date and ahead of your competitors.
6. Listen to your disabled employees and members to

make sure you know about their needs and help ensure policies and practices are relevant and up to date.

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Holding an appeal hearing in your club

The purpose of an appeal is to enable an independent review of the “reasonableness” of the outcome of a disciplinary hearing. It is important that the appeal does not become another disciplinary hearing but focuses on reviewing the process followed and the appropriateness of the decision.

We have said before that only half the committee should ever sit in a disciplinary hearing. This means that the other half are available to hear the appeal.

If there is an appeal at your club you should consider the following points:

- Has a thorough and sufficient investigation been conducted?
- Was the officials’ decision to take disciplinary action

reasonable based on the evidence relating to the case?

- Was the disciplinary action decided upon reasonable, given the circumstances of the case?
- Has the matter been handled fairly and appropriately and is it consistent with the disciplinary procedure?
- Is there any new evidence, which, if known at the time, would have altered the decision?

The accompanying person can address the meeting, but not answer questions on behalf of the appellant.

During the hearing:

- One member of the committee should chair the hearing and introduce those present.

- He or she should explain the purpose of the appeal and ensure that all parties have appropriate paperwork.
- The parties present at the hearing should introduce themselves and confirm their respective roles at the hearing.
- The conclusions at the disciplinary hearing should be fully explained and the evidence on which those conclusions were based.
- The appellant and his representative will be asked to set out the ways in which the appellant believes the conclusions of the disciplinary hearing were flawed.
- The appellant or his representative will be allowed full opportunity to question

the original hearing manager and raise any points.

- The appeal manager will take into account any mitigating factors put forward by the appellant.
- You may call a short break during the proceedings, if necessary.

The decision

- Having considered all the points it is important to consider the seriousness of the misconduct in the context of the appellant’s previous record.

There are three verdicts that can be reached:

- Not to uphold the appeal.
- To uphold the appeal.
- To issue a lesser sanction.

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Is your club 'under insured'?



Dermot Rollins
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A matter that I regularly hear about is that many clubs do not have the necessary type of cover in place to ensure that, in the event of any unforeseen circumstance, their business is adequately protected.

Did you know:

- Employers Liability

Insurance, which covers you if an employee is injured or hurt during their day-to-day role, is a legal requirement and forms part of UK legislation

- Committees always assume the responsibility for the safety of their members and guests which leads to a requirement for Public Liability Insurance
- Secretaries and Committee members could ultimately be held personally accountable for a lack of adequate insurance cover leading to personal financial and even criminal action!

What are the risks of not having any cover?

The consequences of not having any Employers' Liability cover

are that you are breaking the law and could even be subject to a fine of up to £2,500 per day. A lack of Public Liability Insurance could open your club up to very expensive claims in the event of negligence within your premises.

On top of all this, any expenses incurred that would have been covered by an insurance policy will subsequently have to be settled from your own club funds.

What is "underinsurance" and what are the risks for my club?

Underinsurance is where you take out an insurance policy, but for a value less than the item or risk that you are wishing to cover.

If you are underinsured by say 50%, the insurer will only settle at 50% of the sum specified or could ultimately decide that the claim is repudiated and no settlement is made.

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2013 N.I. Federation of Clubs Annual Dinner & Dance

DIAGEO

We are delighted to complete our coverage of the 2013 Dinner and Dance of the N.I. Federation of Clubs, held at the Members' Rooms, King's Hall, Belfast.

We wish to thank members for the many positive comments we have received following the evening.


At this stage, due to the closure of the Members' Rooms later this year, the arrangements for 2014 have yet to be confirmed. Details for 2014 will be published in Club Review in due course.

Once again, we thank you for your support this year.

Pictures courtesy of 'The Party Press'.




(l-r) Martin and Sam Dinsmore, Computer Accounting Bureau, with their wives, Wendy and Edith.




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(2nd left) Pat Quinn, P&F Amusements and guests.



(l-r) Comedian, Mike Dennett, and Ken Nelson, Classic Pubs & Clubs Ltd.



Annual Dinner & Dance



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Why do clubs end up in the employment tribunal?

Fact: There were 186,300 claims accepted by the Employment Tribunal Service in 2011/2012. That is more than 3,500 claims each week.

Fact: There are more than 500,000 claims still outstanding.

Fact: The median award at Tribunal is £6,065

Fact: The average cost of legal representation at the Employment Tribunal, for a two/three day hearing is estimated to be £8,500 (+ VAT) or £4,000 (+ VAT) for a short one-day hearing.

Then why do clubs end up in the Employment Tribunal when more money is spent on defending Employment

Tribunal claims than bringing them?

Clubs are small businesses that cannot afford the extravagance of a personnel (or Human Resources) department, and therefore cannot afford to keep up with the frequent changes in employment legislation. Employment law changes occur normally each April and October. If you fail to notice a change to the legislation, then the dismissal is almost automatically unfair.

The potential damage to the credibility of the club by having a claim made against it in the Employment Tribunal



(which is a public hearing) can be considerable. Some clubs now presume that declaring redundancies will bring a claim for unfair dismissal or discrimination. Clubs are therefore extremely vulnerable to frivolous and vexatious claims that rely on a “breach” of the employment legislation where the burden of maintaining HR compliance is too high.

Apparently, only one in ten Employment Tribunal cases results in a decision in favour of the claimant, but in 10 out of 10 cases, the employer is left to face considerable legal fees. Financial and management resources that are redirected to resisting a claim is money that is not available for investing. Therefore the main beneficiaries in Employment Tribunal cases are the lawyers.

THE ANSWER

If your club has up-to-date well written Staff Handbooks and Contracts, together with practical advice and assistance in following procedures, that's good and it's not necessary to read any further.

However, if your club does not have any of the documents and assistance described above then you are definitely at risk of

having a successful claim made against you at the Employment Tribunal.

Employment Tribunals are not actually “won” by the Respondent (the club) but actually only prove that the club had robust well written and up-to-date employment documentation and had followed both statutory and contractual obligations. It is highly unlikely that the club would have a claim to the Employment Tribunal made against it if the sort of information required was in place.

Therefore clubs without any employment documentation or out-of-date employment documents, should give serious consideration in fulfilling not only their legal obligations but to be fair to staff, put in place the employment documentation prescribed by the Employment Rights Act 1996.

Contrary to popular belief, putting in place up-to-date employment documentation and having correct advice and assistance does not need to be expensive and can cost less each week than employing a member of the club's bar or cleaning staff.

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Don't mess with electricity

KEY FACTS

- Ensure that workers know how to use the electrical equipment safely.
- Make sure enough sockets are available. Check that socket outlets are not overloaded by using unfused adaptors as this can cause fires.
- Ensure there are no trailing cables that can cause people to trip or fall.
- Switch off and unplug appliances before cleaning or adjusting them.
- Ensure everyone looks for electrical wires, cables or equipment near where they are going to work or any other hazard around the workplace.
- Make sure anyone working with electricity has sufficient skills, knowledge and experience to do so. Incorrectly wiring a plug is dangerous and can lead to fatal accidents or fires.
- Stop using equipment immediately if it appears to be faulty - have it checked by a competent person.
- Ensure any electrical equipment brought to work by employees, or any hired or borrowed, is suitable for use before using it and remains suitable by being maintained as necessary.
- The phrase often used in risk assessment: "so far as is reasonably practicable" means balancing the level of risk against the measures needed to control the risk in terms of money, time or trouble. The decision is weighted in favour of health and safety so that the measures are adopted unless they are grossly disproportionate.

A 19-year-old man was recently electrocuted when he touched a refrigerated display cabinet

in a cafe. The metalwork of the cabinet, which should have been safe to touch, was dangerously live at mains voltage because a 13A plug had been incorrectly refitted to the cabinet's main lead. As a Committee member you are responsible for the safety of everyone who visits the club but you can take simple measures to significantly reduce the risk of injury. Even wiring a plug incorrectly can have serious consequences so you must ensure that your electrical installation and equipment is safe. Don't cut corners - electrical installations must be installed and maintained by someone who has the necessary training, skills and experience to carry out the work safely.

What do I have to do?

You must ensure an assessment has been made of any electrical hazards, which covers:

- who could be harmed by them
- how the level of risk has been established
- the precautions taken to control that risk

The risk assessment should take into consideration the type of electrical equipment used, the way in which it is used and the environment that it is used in.

You must make sure that the electrical installation and the electrical equipment is:

- suitable for its intended use and the conditions in which it is operated
- only used for its intended purpose In wet surroundings, unsuitable equipment can become live and make its surroundings live too. Fuses, circuit-breakers and other devices must be correctly rated for the circuit they

protect. Isolators and fuse-box cases should be kept closed and, if possible, locked.

Cables, plugs, sockets and fittings must be robust enough and adequately protected for the working environment. Ensure that machinery and equipment has an accessible switch or isolator to cut off the power quickly in an emergency.



Maintenance

You must make sure that electrical equipment and installations are maintained to prevent danger.

Users of electrical equipment, including portable appliances, should carry out visual checks.

Remove the equipment from use immediately and check it, repair it or replace it if:

- the plug or connector is damaged
- the cable has been repaired with tape, is not secure, or internal wires are visible etc
- burn marks or stains are present (suggesting overheating).

Visual checks are not usually necessary for small, battery-powered items, or for

equipment that works from a mains-powered adaptor (laptops or cordless phones etc). However, the mains-powered adaptor for such equipment should be visually checked. Consider whether electrical equipment, including portable appliances, should be more formally inspected or tested by an electrician or other competent person. In this context, a competent person is

someone who has the suitable training, skill, and knowledge for the task to be undertaken to prevent injury to themselves and others.

A successfully completed electrical apprenticeship, with some post-apprenticeship experience, is one way of demonstrating technical competence for general electrical work. Repairs should only be carried out by a competent person. Make arrangements for inspecting and testing fixed wiring installations. The circuits from the meter and consumer unit supplying light switches, sockets, wired-in equipment, (e.g. cookers, hair dryers) should be inspected regularly by a competent person so there is little chance of deterioration leading to danger.

Questions & Answers

Q. A question has been raised regarding what would happen if the quorum at a Special General Meeting falls below 30 Members prior to the Meeting being completed. Our Rule Book states that 'at a Special General Meeting one fifth of the members or 30 members, whichever is the less, shall form a quorum. No want of a quorum occurring after the Presiding Officer has opened the meeting shall make a meeting incompetent to transact business'. Does this mean if the meeting has a quorum at the start then it does not matter if people leave during the meeting?

A. Yes. As long as one fifth of the Members or 30 Members, whichever is the less, are in attendance at the start of the meeting then the meeting can continue and can transact business even if during the meeting the quorum falls below those levels.

Q. We allow a dance club to be run in the Club each week for which no fee is imposed and the persons attending are signed in as guests of the Member who runs the dance club. However, the guests always only order tap water and some members of the Committee would like to start charging them for the tap water. Is this permissible?

A. If these classes are not deriving a profit for the Club then the Committee may decide to stop the classes being run or to charge the organiser of the class a fee for usage of the Club's facilities. This would be a rather more logical step to take than attempting to charge for tap water which would not be lawful.

We advise all Clubs to offer free tap water to Members and their guests upon request. Licensed premises, which include Clubs, are legally obligated to provide free tap water to customers. The Club can only refuse to serve tap water to persons whom the Club does not consider to be customers. Therefore, should a person who has already purchased from the Club request a glass of tap water then the Club should provide this free of charge.

Q. We are looking to employ a Club Secretary although we are unsure of the expected remuneration for such a position. Is there a usual amount which is paid to a Club's Secretary?

A. We cannot suggest the approximate or average salary for a Club Secretary as it would be impossible to put a figure on a job which differs significantly from Club to Club. For instance, for one Club the Secretary may be heavily involved in all aspects of the Club, from Membership queries and renewals, to managing the Club's employees and dealing with a lot of the financial information concerning the Club. However, another Club Secretary may be ably assisted by a team of people and may not have responsibility for all of the areas listed above.

The number of Members that a Club has will also determine

the salary level to an extent; the Secretary dealing with a membership of 1000 members will be busier than a Secretary dealing with 300 members.

I suggest that the Committee consider the number of hours per week that the Secretary will be expected to work and calculate a salary accordingly. Whilst many Secretaries are remunerated, many are actually volunteers who receive an honorarium which is likely to be significantly less than the amount that would be paid to an employed Secretary who is given a salary and a contract of employment. For most Clubs the role of the Secretary is often a part-time role and flexibility can be given to the person undertaking the role. It will also often suit a person who has retired from full time work but still wishes to keep active in a part time role and enjoys participating in a Club environment.

Q. We are having problems with a specific Committee Member and several Members of the Committee would like to remove him from the Committee. Is this a decision that the Committee can take or would the Club's Members need to be consulted?

A. The Committee itself cannot remove a Committee Member, only the Members of the Club can authorise such a removal (as the old adage goes, 'those who elect, reject'). The Committee would therefore have to call a Special General Meeting and ask the Members of the Club to remove him. This does not apply if the Committee Member in question is suspended or expelled from the Club.

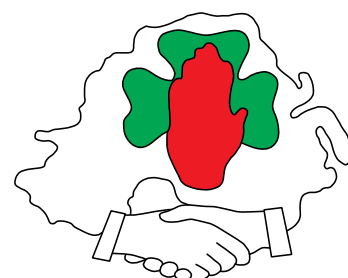
If the Committee Member is suspended or expelled from

the Club then he will be removed from the Committee automatically. If suspended, the Committee Member will not return to the Committee after their suspension has elapsed and would have to wait until the Annual General Meeting in order to be proposed as a candidate for the Committee.

Q. One of our Committee Members was involved in an altercation with a Member and subsequently submitted a complaint to the Committee regarding the conduct. We understand that this Committee Member cannot cast a vote at the disciplinary meeting, but are they able to sit as part of the Committee during the disciplinary meeting and take part in the discussion?

A. As this Committee Member made the original complaint regarding the Member's conduct they cannot be part of the disciplinary meeting which has been convened to discuss this matter although it is likely that the Committee will require the Committee Member's attendance at the meeting as a witness in order to question him about the event.

As he was the original complainant he is unlikely to be able to act impartially on this matter. Therefore it is advisable that he is not part of this disciplinary meeting. However, as I have mentioned above, his involvement as a witness would not be affected.



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Bushmills Live global music festival

Three of Northern Ireland's most acclaimed emerging artists, David C. Clements, Farriers, and Little Bear, took to the stage in June for an intimate and special handcrafted gig as part of the global whiskey and music festival – Bushmills Live (June 19th-20th). The event was a special preview gig ahead of Bushmills Live, to celebrate up-and-coming music talent in Northern Ireland, as well as give local music fans the chance to soak up some of the Bushmills Live festival atmosphere a little closer to home.

Bushmills Live is a global event that celebrates artists, both established and emerging - artists who craft and perform their own music, just as the Master Distillers of Bushmills

Irish Whiskey have perfected the art of handcrafting whiskey over the past few centuries.

Headlining 'Bushmills Live In The City' was David C. Clements - one of the first recipients of a £20,000 fund created by Bushmills Irish Whiskey and Snow Patrol front man's artist development business, Third Bar. Dave has made waves in the music industry - sharing the stage with Ed Sheeran and co-writing with Gary Lightbody of Snow Patrol, just some of his highlights from the past year.

Belfast-based five piece, Farriers, were also part of the lineup as their sound of Irish Traditional and American folk struck the perfect chord.



Musician and friend of Bushmills, David C. Clements, with Derry-Londonderry foursome Little Bear - winners of Bushmills talent search who fought off stiff competition from hundreds of other local bands to earn themselves a spot on the 'Bushmills Live in the City' gig roster.

Completing the bill, Derry-Londonderry foursome Little Bear took to the stage, having recently played at a BBC Introducing show as part of the Radio 1 "One Big Weekend". This up-coming foursome won the Bushmills talent search, fighting off stiff competition from hundreds of other entrants to earn themselves a spot on the 'Bushmills Live in the City' gig roster.

Jennifer Kiernan, Brand Manager for Bushmills said,

"'Bushmills Live in the City' has really captured the true essence of our global festival, Bushmills Live, and we're so delighted to have been able to share the experience with music fans in both Belfast and Dublin."

Bushmills Live, took place between 19-20th June and saw both iconic and emerging artists such as Of Monsters and Men, Jake Bugg and Foy Vance share the stage for intimate gigs in age-old buildings at the historic Old Bushmills Distillery.

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Carling celebrates 50 'Brilliantly Refreshing' years

48% increase in sales gives Molson Coors double reason to celebrate

A massive increase in sales of *48% in Northern Ireland has given popular beer brand Carling a double reason to celebrate as it marks its 50th anniversary year in Ireland.

Customers throughout Northern Ireland have been celebrating Carling's historic milestone, since the beginning of May, through a series of exclusive on and off trade promotions but the latest sales figures are particularly refreshing at a time when overall drink sales are in decline.

Parent company, Molson Coors, has revealed that, until the end of March this year, overall Carling sales in Northern Ireland's on trade and off trade have increased by 48% in value and 46% in volume year-on-year*.

What this means to the Northern Ireland on-trade is that Carling added £2.2 million to the lager category with more than 2.4 million pints of Carling enjoyed by Northern Ireland consumers in the 12 months from April 2012 to the end of March 2013.

Molson Coors' Head of Scale Brands, Jordana Busby said, "This is a huge year for Carling as we celebrate our

50th year, so the news that our sales in Northern Ireland have increased by almost 50% couldn't have come at a better time. To celebrate, we've been inviting everyone in Northern Ireland to join in the fun with lots of innovative and exciting on and off trade promotions designed to engage and reward customers.

"We've been giving away hundreds of fantastic prizes such as, 50" 3D TV's, 3D Blu-ray players, smartphones and tablets to reward our customers' loyalty and encourage others to try our brilliantly refreshing lager," she added.

Club goers and smartphone gamers (aged 18 or over) can download the Carling Classic Arcade from the App store, or via the Google Play store (for Android phones), which includes two challenging retro games Perfect Pour and Brilliant Serve. Everyone who downloads the App is entitled to a free pint of Carling, so what are you waiting for!

Carling's success in Northern Ireland should come as no surprise, as a Molson Coors survey carried out last year of 222 drinkers between the ages of 18 and 34 in Northern Ireland who regarded one of the top three best-selling lagers



as their favourite, revealed that more than half (53%) said they preferred the taste of Carling to what was at that time their favourite brand of lager.

To join Carling's 50 year celebrations and give your customers something new to get excited about get in touch with the Molson Coors team on 00 353 1 6294101.

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Tennent's NI

At the heart of what matters

Tennent's NI is putting its energy and enthusiasm behind a 12 month campaign involving not only its own staff, but also its many trade customers, under the banner 'Tennent's NI - At the Heart of It'. It is a big hearted bid to raise £20,000 over the next 12 months for Northern Ireland Chest, Heart & Stroke.

Launching the appeal, Duncan Millar, Commercial Director of Tennent's NI, said, "Northern Ireland Chest, Heart & Stroke is a charity which has huge resonance, touching lives across the community and impacting positively upon the lives of thousands of people. We believe therefore that this is a good cause which the licensed and hospitality sectors will take to their hearts and we are confident that, together, we will achieve what is, admittedly an ambitious fund-raising target.

"In recent years our combined power has allowed us to donate more than £50,000 to charity - an outstanding testimony to the famous generosity of the licensed trade. It shows that, when we work together, we really can prove a power for good!

The new 'Tennent's NI - At the Heart of it' campaign will put the spotlight on Northern Ireland Chest, Heart & Stroke the local charity for the care and prevention of chest, heart and stroke illnesses. Northern Ireland Chest Heart and Stroke work at a number of different levels. They provide a network of support services for people and families who are living with these long term conditions.



Pictured at the launch of the Tennent's NI - 'At the Heart of It' campaign are (back l-r) Declan McDonagh, Ross Hegarty, Duncan Millar, Commercial Director, Tennent's NI, Anne-Marie McDonagh, Connor McCausland and Rod McCrory. (front l-r) Seamus Donaghy, Sarah Gawley, NI Chest, Heart & Stroke and Connor Magill.

Duncan said, "Even in austere times this is work which we would all like to support and our campaign makes helping easier than ever before. We'll be urging staff and customers to get involved and, hopefully, to stay involved. Northern Ireland Chest, Heart & Stroke has a huge range of great fun fund-raisers to choose from, but we're also hoping that supporters will come up with creative ideas of their own. Even something as simple as placing a collection box in a busy bar can be an important boost... we know from past experience that easy steps can all add up to a fantastic end result. All the money raised will be used within Northern Ireland to benefit local people.

"At another level we hope that our association with Northern Ireland Chest, Heart & Stroke will help us all to build personal health and fitness and to recognise that many of these illnesses are preventable. This is a great opportunity for all of us to get more fit and energetic... and to use that increased energy to fund raise!"

Welcoming the support, Vanessa Elder Corporate Fundraising Manager from Northern Ireland Chest, Heart & Stroke said, "Today in Northern Ireland 200,000 people are living with a chest, heart and stroke related illness. That's 1 in 9 people. Right now more than ever, NI Chest,

Heart and Stroke needs local businesses like Tennent's NI to help us fund our local support groups which offer crucial practical and emotional support at some of the most difficult times in people's lives. We not only support people affected by these life shattering illnesses, but we also work hard to prevent further lives from being taken unnecessarily. We are delighted to have Tennent's NI on board this year and I know together we will make a huge difference to the lives of local people in all communities across Northern Ireland."

To discover more about Northern Ireland Chest Heart & Stroke visit www.nichs.org.uk



Who will you
share a **Coke** with?



There's cold... then there's 'Damme Cold'

Coors Light takes cold beer to a new level!

Lovers of cold beer will undoubtedly know that Northern Ireland's best-selling bottled beer, Coors Light, has a unique and innovative bottle that turns blue when it is perfectly chilled and ready to drink.

Now the Coors Light team has made the perfect beer bottle even better by adding a second level of cold to its bottles and cans which they have cleverly called 'Damme Cold', after iconic action film star Jean Claude Van Damme who is the star of their popular advertising campaigns.

Using what's called 'thermochromic ink', the famous Rocky Mountains featured on the label of the Coors Light bottles and cans turns blue when the bottle reaches a chilled temperature but now a second 'ice cold indicator' has been added for those who like their beer 'Damme Cold'.

To launch this latest innovation in beer technology Coors Light's

'Damme Coldfest' promotional campaign has been visiting venues across Northern Ireland offering the chance to sample the ice cold refreshment taste of Coors Light and win prizes by unleashing their inner Jean Claude Van Damme.

"Consumers want cold beer and they want to know when it's cold enough to drink," explained Coors Light Senior Brand Execution Manager Jordana Busby, "but now we're taking cold beer to another level! Previously, we had one coldness indicator but now there are two thermochromic ink strips on all of our bottles and cans which tell consumers not just when their beer is 'Cold' but also when it's 'Damme Cold'.

"Our continued investment in this innovative technology and continuing engagement illustrates Coors Light's commitment to ensuring that our customers enjoy a refreshing experience, in a way that no other beer can," concluded Jordana.



Danske Bank races ahead for Cancer Focus

Ivan McMinn (left) and Tony Wilcox, Danske Bank, herald the third year of the bank's partnership with leading cancer charity, Cancer Focus Northern Ireland (formerly the Ulster Cancer Foundation), who were represented by Joyce Savage.



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Daisy Lodge bang on schedule



State-of-the-art project due for completion in early 2014

Building work is on target for the Northern Ireland Cancer Fund for Children's new £3m Daisy Lodge therapeutic respite centre, which each year will provide nurturing short breaks for up to five hundred families caring for a child with cancer. Not only are the foundations and retaining walls complete, but the steel framework, which will form the skeleton of the building, is already standing and we fully expect the roof to be in place by early July.

NICFC Chief Executive, Gillian Creevy, believes the site looks nothing short of magnificent with the Mourne Mountains in the background. "You can really start to imagine now what the completed Daisy Lodge will be like," she said. "It is all really starting to come together and excitement is building with us as we reach the six month mark of this building project in June."

Miriam McGinn, whose family enjoyed stays in our previous respite centre, Shimna Valley, after her little girl Lucy was diagnosed with cancer in 2011, also spoke of her joy that Daisy Lodge is coming along so well. "I am so excited about this project because I know how vital a centre like this is for families caring for a child with cancer," she said. "Our stays at the old facility, Shimna Valley, gave Lucy the chance to bond and play with other children - something she really missed while going through treatment. If it wasn't for short breaks like that we wouldn't have had that wee bit of a life that kept us going."



Northern Ireland Cancer Fund for Children Chief Executive, Gillian Creevy (left) gives the work at Daisy Lodge the thumbs up along with Jim Wells MLA and Maria Turner.

The project is set to be complete by Spring 2014. If you fancy sneaking a peek at how work is progressing today, then check out the web cam that has been installed. Just visit www.nicfc.com and click on the Daisy Lodge tab to see what's going on.

Want to help?

With Daisy Lodge progressing at a rapid rate, your support is more important than ever to us. Please consider making a regular donation to support our work, or why not organise a fundraising event in your club for us.

You can see more events and activities listed on our website to get some great fundraising ideas or call us on 028 9080 5599.

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UGAAWA Monthly Merit Awards



Martin Dunne with his Belleek Living UGAAWA Award. Picture by Jim Dunne

Cavan footballers have been absent from our award winning list for a while but that gap is now filled as Martin Dunne, after his free-wheeling performance against Armagh in the USFC first round, nips in to take the spotlight. Dunne (24) had a dream senior championship debut as he fired over nine glorious points, with eight of them from play, in the Breffni men's 1-15 to 1-11 defeat of the Orchard County. It was an eye-catching performance from the Cavan man that brought him to the attention of the judges.

"I'm delighted to get the UGAAWA monthly award but it was a team performance. I have won a Man-of-the-Match award a few times, including for that game against Armagh. Awards

are nice to get but you cannot win them without the help of your team mates," insists Martin.

The trainee accountant certainly got his figures right against Armagh but he had to beat off strong opposition to win the monthly award. Donegal's Patrick McBrearty and former monthly winner, Caoimhe Mohan had good support, but in the end Dunne's pinpoint nine points were enough to sway the voting.

The Butlersbridge man is the first from Cavan to win the monthly award for his football alone since Seanie Johnston collected the honour for March 2008. Paul Brady was the winner in June 2010 for a combination of his football and handball performances that month.

GAA charity support



The GAA is pleased to confirm its five official charities for 2013/14 as 'Fighting Blindness', 'Edmund Rice Beyond 250 Appeal', 'Our Lady's Children Hospital Crumlin - Orthopaedic Unit', 'Laois Hospice', and 'Liam's Lodge'. The Association at central level will make a monetary contribution to each of the five charities in addition to helping to raise the profile of the excellent work they are involved in. Pictured at the announcement are - Uachtarán Chumann Lúthchleas Gael, Liam Ó Néill (centre), and Ard Stiúrthóir of the GAA, Páraic Duffy (second from left), with charity representatives, (l-r) Peter Ryan, Fighting Blindness, Geraldine Regan, Director of Nursing, Our Lady's Children Hospital Crumlin, Jenni Barrett, Chief Executive, Edmund Rice Development, Michael Carey, Liam's Lodge, and Seamus O'Donoghue, Chairman, Laois Hospice.

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1981

McEnroe ends Borg reign

Borg and McEnroe pose before their epic battle at SW19.



John McEnroe and Bjorn Borg were vastly contrasting characters, but their differing styles and demeanours made for one of the most captivating sporting duels of the twentieth century. The nerveless Swede had swept all before him on grass, notching up five successive Wimbledon titles, and was widely expected to add a sixth crown against McEnroe, who he had defeated in a thrilling final a year earlier.

After a semi-final win over Jimmy Connors, Borg had not been defeated at Wimbledon in 41 matches, while McEnroe, seeded two, had not been taken beyond four sets in reaching the final. The scene was set for an enthralling encounter, and the chalk-and-cheese duo certainly delivered in front of a captivated audience.

The indefatigable Borg ground out the first set 6-4 in typically robotic fashion. Lesser competitors than the spiky American would have crumbled, but McEnroe, always at his best when up against it, bounced back to take the next two sets in closely fought tie-breaks. Deflated by conceding the lead, Borg had no answer to the American's awkward left-handed service in the fourth set and fell to his first defeat at SW19 in five years. It was very much the end of an era, as Borg won just one more Grand Slam title before retiring.

Shergar sweeps to victory

Celebrated Irish racehorse Shergar won the Irish Sweeps Derby in 1981, but the race is best remembered, not merely for his victory, but for the ease with which it was achieved.

Shergar, who was owned by Prince Karim IV and trained by Michael Stoute, had already won the Epsom Derby in his previous race. Walter Swinburn had been his partner that day, leading from the front early on to win by 10 lengths. However, it was Lester Piggott who earned a place in the saddle for the Irish Sweeps Derby. Shergar left the field in his wake to win by four lengths, leaving commentator Peter O'Sullivan to famously exclaim, "It's only an

exercise canter!" The horse became a national hero in Ireland and went on to set a record valuation for a stallion in stud at £10 million. Despite these achievements, though, Shergar will be best remembered for being kidnapped from the Ballymany stud in 1983. The horse was never recovered, and the kidnappers, thought by the police to be the IRA, were never brought to justice.



Walter Swinburn astride the fantastic Shergar.

Beefy bashes the Aussies

Never has one player made such an individual impact on a series as Ian Botham did during the 1981 Ashes series.

England were 1-0 down in the series at the start of the third Test, when Botham found the form of his life to



Botham revels in glory at Headingley.

save his side from a seemingly irretrievable position. England looked to be stumbling to defeat at 135-7 in their second innings, still 95 runs behind Australia after following on. But Botham smashed a century in 87 balls to finish with 149 not out as England eventually posted a 129-run lead. Beefy then took the first Australian wicket with 56 runs on the board, before Bob Willis stunned the visitors with eight for 43 to leave them stranded 18 runs short, levelling the series.

At Edgbaston, in the following Test, Australia were again in a winning position, needing just 45 runs to win with five wickets in hand. Botham had other ideas however, and skittled the remaining batsmen, conceding just one run in the process.

Fans thought Botham could do no wrong, so it was a major surprise when he found himself out first ball at Old Trafford in the first innings of the fourth Test. However, he bounced back with 118 in the second innings to help England to a 505-run lead that Australia never seriously threatened. With the Ashes in the bag, a confident Botham claimed 10 wickets in the final drawn game at the Oval, completing a remarkable personal contribution.

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