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Minutes of the Annual General Meeting

Held in the R.A.O.B. HQ Club, Belfast, on Saturday 8th March 2014

The PRO introduced the Chairman, John Davidson, who extended a warm welcome to club representatives following which he requested that all present observe a minute silence to respect past members.

Continuing, the Chairman invited the Secretary, Bob McGlone, to read the Minutes of the 2013 A.G.M. They were subsequently passed as a true record, proposed by Mr S. Thompson, Portadown Royal British Legion, and Hugh Ash, Bangor Football and Social Club.

At this point the Treasurer, Davey Larmour, presented a financial report, copies of which were provided to members upon arrival at the meeting. The detailed report was passed by acclamation as a true record of our financial standing at the 31st December 2013.

The Chairman continued by presenting details of our submission to the DSD Minister's Consultation document. The said submission included a number of important issues affecting the registered club sector, such as the ability to advertise without objection, to the way in which advertisements are structured. Late extensions and hours during which children/young people are permitted on club premises are also included. Another very important issue included in our submission is related to where a club wish to provide a bar

service on their property but outside the actual clubhouse. Presently it is required to secure the use of a pub license which in turn sees profits being retained by the license holder, something required by current club legislation; a fact that the DSD Minister Nelson McCausland MLA was possibly unaware of, but is something we feel he is likely to amend.

The Linweiber 1 and 2 cases were discussed and the members were brought up to date with regards to action taken by the H.M.R.C. and subsequent action taken by the Rank PLC against their decision to appeal the courts decision. This will now go to the Supreme Court for a final judgement. If, in the worst scenario the HMRC win their appeal, plans are afoot to lessen the effect by arranging the pay back in, which can be agreed as reasonable and will not put clubs under financial distress.

The PRO presented details of the PRS and PPL joint license which is anticipated to lower costs. An example of an amateur, not for profit club with 200 members was provided. Although the PRO has discussed this with PPL and PRS via the telephone it has been arranged to meet the Northern Ireland PRS Manager to hammer out the fine detail. It was explained that as PPL appear to have no representative on the ground locally, we are continued on page 4



Federation Chairman, John Davidson, addresses delegates at the recent AGM ably assisted by Federation Secretary, Bob McGlone.



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Federation Update

best continuing to work with PRS with whom we have an excellent association.

The Federation's experienced employment delegate, Joe Patterson, provided an overview of employment issues, emphasising the importance of engaging with your club insurance company at all costs. An issue related to holiday pay and sick pay was discussed with a detailed response as to the legal position on such issues. A number of other issues were posed and answers provided. The Chairman spoke on the subject of Fire Risk Assessments explaining that a template provided by Lyle Dunn will be available shortly on the Federation website. The PRO explained that from our meetings with Belfast City Council, it was stated that their template will be based on the requirements of the N.I. Fire & Rescue Service.

It was also emphasised that a fire risk assessment is now required when applying for an entertainments license. Members were also informed that templates are currently available on the N.I. Fire & Rescue website

It was suggested that it is advisable to engage a professional company to provide the initial assessment, following which the assessment could be reviewed annually by an appropriate club representative. If work is carried out to the fabric of the club during the year following the initial assessment then it is important to record this.

Lawrence Shearer, the Federation's accountant, presented a detailed report on the Linneweber Case and in particular Linneweber 1 led by Rank Plc and which was recently the subject of a



(L-R) Federation executive committee members, Raymond Connor, Fred Hanna and Jim Wilson with attending delegates from the Maple Leaf Club.

successful HMRC appeal. This HMRC success will enable them to reclaim monies refunded to clubs. Lawrence explained that correspondence already received by some clubs requires payment to be made within 30 days of receipt of their letter otherwise interest can be added since 2010, when refunds were issued. Although this is alarming, it was explained that refunds at the time were accompanied by HMRC correspondence outlining that this was likely in the event of a successful appeal - sadly this has turned out to be the case. However, Rank have understandably gone to the Supreme Court to seek leave to lodge a further Appeal.

The P.R.O. provided details of the Sky Club Package available to clubs, explaining that BSkyB remain the satellite provider of choice and that BSkyB and BT Sport are not like for like. In regard to BT Sport, he pointed out that the package available to registered clubs provides a tariff which is not available throughout the remainder of the UK. In conclusion he read out the tariff which had been provided by BT Sport.

BSkyB have stated that they desire to lower the current tariff but that this very much depends on the number of clubs signing up. Although we would like to see tariffs reduced sooner rather than later, we nevertheless have excellent lines of communication with BSkyB's Adrian Fitzgerald and Sharon Lagan, who always make themselves available. Members requiring advice are advised to contact the PRO on 07889 681714.





A high turnout at the 2014 AGM .

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Delegates from Comber Rec. Football Club.

The Chairman addressed the question of the Dinner and Dance, explaining that we were informed in 2013 that the King's Hall would be unavailable in 2014. We of course have been advised recently that this is now not the case. Regrettably it is too late to arrange things, however the Chairman explained that we are looking at alternative

events with which to bring our members together.

Members were complimented for their continued support of the charity sector with the PRO confirming the financial support provided to charities such as 'The N.I. Cancer Fund for Children' which will shortly open a state-of-the-art facility for children and young people with cancer in

TO ALL CLUB SECRETARIES

It has come to our attention that a number of clubs may not have applied for the renewal of their registration. This is a very important matter which should be checked with your club solicitor.

Should you require further assistance/advice of this matter please call the Federation Helplines.

Newcastle County Down. The financial support of sport was also outlined as was the detail of the findings of Sport NI in their independent survey. In summing-up, the Chairman highlighted the importance and the appreciation of the Federation for the support provided by our associated/ endorsed suppliers, in return for which, he urged members to open accounts with those suppliers, all of which allow the Federation to maintain the services provided to

members, such as the Helplines etc., against the very low membership fee which has remained unchanged since the Federation was established.

As there was no further business the Chairman closed the A.G.M. by thanking the management of the R.A.O.B. Club for hosting the meeting and for the excellent hospitality provided.

Bob McGlone Secretary, N.I. Federation of Clubs





Urgent Linneweber update

At present, Rank Group Plc have applied to the Supreme Court for leave to appeal the recent Court of Appeal decision in favour of HMRC.

Notwithstanding this, HMRC have been issuing correspondence demanding repayment of original VAT repayments plus any interest accrued on the repayments paid to clubs during 2010/2011.

If a club receives correspondence from HMRC demanding payment, the club should ensure it arranges to pay back this amount within 30 days from the date of HMRC correspondence to mitigate potential interest being charged by HMRC if payment is not received within 30 days. Please note, clubs may be receiving HMRC letters several days on from the date stated on correspondence, in this event, still make payment within 30 days of actual date on the correspondence.

This action is based on the following wording contained in the original repayment correspondence sent during 2010/2011. When repayments were originally paid by HMRC, the letters stated: "In the event that we do ask you to pay the amounts charged by these assessments, you must do so within 30 days of the letter asking for payment. If you do not, we will raise an additional assessment under section 74 of the VAT Act 1994 charging interest on the unpaid amounts from the date of the repayment to you until the date the amount is repaid to HMRC."

Based on this original insertion in HMRC correspondence,

interest should not be charged if payment is made within 30 days of a HMRC letter demanding payment.

If a club cannot make full payment within 30 days they should seek and agree a "Time to Pay" arrangement with HMRC immediately and also within the 30 day period.

Lawrence Shearer FCA
O'Hara Shearer
Chartered Accountants
& Registered Auditors

Stock reports and stock selection

It is important for all clubs to be aware of the importance of accurate and regular stocktakes. If there is a problem with the bar takings or bar products then it is a stocktake that will bring any discrepancies to light. The result of a stocktake should be a surplus; all deficits should be investigated and explained.

The committee must consider the current allowances for pipe cleaning losses, are the allowances reasonable or do they need to be increased or decreased. Fewer fonts will result in fewer allowances whilst more fonts will result in increased allowances. The committee should be aware of waste figures and to make sure that the level of waste claims are acceptable and that they have been properly authorised by the relevant person.

Clubs should seek to obtain a gross profit percentage for bar sales of around 55% with an adequate return being made on

each product sold. Without this level of return, any club will find it difficult to turn a profit. If the gross profit is more or less than 55% then the committee will have to consider the reasons for this and if changes need to be made to the pricing structure. The committee should also periodically review the products which are sold in the club. What lines derive the most profits and should therefore be exploited, can the number of products be increased or reduced and are there any current trends which the club is not following (warm alcoholic and seasonal beverages in the winter, cider over ice and Pimms in the summer for example) which may have a greater gross profit margin than other products.

The club should also review the percentage of each product which is being sold and make sure that you are not missing out on any major product areas. It is therefore important to compare your sales breakdown to the average breakdown in your own area. Local clubs and your drinks suppliers should be able to assist you with pinpointing local trends. If information can be obtained for the club's local area then you can pinpoint any specific products which are under represented by the club. For instance, if the club's draught sales are much higher than other local clubs then you may wish to review the offerings in the spirit and bottles categories. Equally, if local clubs are selling high volumes of wine then clubs should review their wine selections.

Bottles and can sales have increased significantly in recent years which can have both positive and negative consequences for clubs. Clubs should not try to stock cans and bottles which directly compete with and cannibalise their draught sales and also, in some instances, provide a smaller profit margin per sale. Bottles which attract a premium price

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Tel: **028 9030 9550** Fax: **028 9060 1445** or offer experiences not available through draught products should be considered as they will hopefully complement the club's existing draught offering.

Clubs should not be afraid to trial new products but equally unafraid to remove products which are not cost effective. The club's bar space and fridge space are premium areas and the products stocked should maximise the revenue which can be created by these areas.

Clubs can make drinking a premium experience by increasing the number of premium spirits and world lagers stocked with corresponding higher price points. This is known as 'trading up' and can be popular with the right products coupled with the right price points. People like experimenting and discovering new concepts and flavours and clubs should make sure that

their drinks offering represents something different to products which are easily obtained in the supermarket or in other licensed establishments.

For almost all clubs, mainstream beer, lager and cider are still the most important product drivers but even mainstream products have to be well served and presented to give the impression of value for money. 44% of all beer and 27% of cider is still consumed in licensed establishments but a premium experience should be offered to differentiate the experience from home.

Essentially, clubs need to make sure they are offering a great 'going out' experience. They have to compete against, not only other licensed establishments, but against the temptation for consumers to purchase cheap alcohol from supermarkets to be consumed at home.

Welcome news from Tennents NI

The news that Tennents NI have retained their price structure for 2014 is welcome news for the wider club family.

Federation Chairman, John Davidson, has applauded the news, issued by Tennents NI Commercial Director Duncan Millar, as welcome in what remains a difficult trading environment.

Changes to the company's draught pricing will become effective on all deliveries from 7th April 2014, irrespective of the order date.

The announcement confirms the retention of the wholesale price of their company-owned draught beer brands, Tennent's Lager, Heverlee and Caledonia Smooth. Draught Magners will be restricted to a 2.2% increase on a duty inclusive basis.

Unfortunately, given price increase by other brand owners', the company are obliged to pass on a 3.2% increase on AB InBev draught beer brands.

The recent changes to excise duty applied by the Chancellor of the Exchequer will naturally be passed on in full.

TENNENT'S NI



Who should manage your employees on a day to day basis?

Because of the nature of committee management it is often important to delegate power to specific committee members and officers so that they can deal with employee problems and questions without having to wait for the next scheduled committee meeting. There might be a problem which is easily solvable or there might be a problem which needs immediate attention, either way it is often not possible to delay taking a decision until the next committee meeting.

The committee of a club should therefore decide who will be the person who will be the steward's 'line manager' (assuming that the committee is happy for the steward to manage other employees, if not then this person can be a general point of contact for all employees).

The ideal person will be someone who is often in the club and who is available to discuss employment problems and try to find solutions. It doesn't necessarily have to be a single person, the committee could decide that more than one person will be responsible for day to day employment management and thus spread the responsibilities equally. It is simply important to make sure that if two or more committee members are given the responsibility of managing employees that they

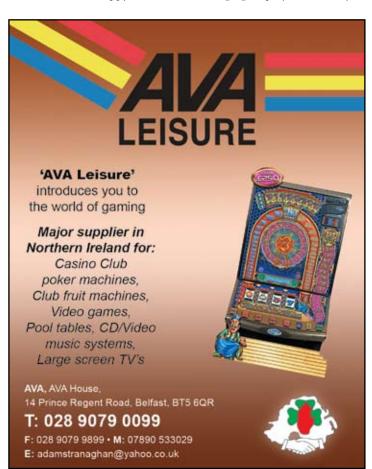
communicate with each other to remain up to date with decisions which have been taken.

Theoretically, the entire committee could be given responsibility for the day to day management of employees but this would likely create logistical problems and lead to poor overall management of the employees. It is important to provide a consistent approach in dealing with employees and therefore one person or a small sub-section of the committee should be appointed with the responsibility of managing the club's employees on a day to day basis. Whilst the secretary of the club is frequently the person appointed to this position, this does not need to be the case and it could be that another member of the committee is better placed to fulfil this important role.

In general, the long term decisions will, of course, still remain the purview of the entire committee but frequently situations will arise between committee meetings which can be properly and promptly resolved if the committee delegates a person or persons to act on their behalf between

meetings. There is no point having to wait until the next committee meeting to be able to make a simple employee decision which is why it is important for the committee to delegate the responsibility of managing the club's employees to a small number of people. Any issues which arise between meetings can then be reported to the committee at the next meeting along with the action taken.

It is important for the committee to be clear on who is authorised to deal with the club's employees between meetings. Once this has been decided then it can be clearly communicated to them and they will know who they can speak to regarding any problems that they might have and who will be speaking to them regarding any problems which have occurred. Changes to this structure, even if just temporary, should always be communicated to the club's employees. Having a singular voice when dealing with employees is important as it allows for a consistent and direct approach whilst still allowing the club's elected committee to be aware of any difficulties and make the final decision.





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Have you got a Risk Assessment in place?

Part 3 of the Fire and Rescue Services (Northern Ireland)
Order 2006 and the Fire Safety
Regulations (Northern Ireland)
2010 came into effect on 15th
November 2010. This may
appear at first glance to be old
news, but this legislation has
significantly changed the way in
which employers, and people in
control of premises, are required
to manage fire safety. To a large
extent the message hasn't got
through.

Responsibility for fire safety in the workplace now clearly rests with the employer and those with any degree of control of premises (deemed the appropriate person). They must take reasonable steps to reduce the risk from fire and to ensure people are able to escape safely

if an incident occurs. In a social club it is generally accepted that the secretary of the club is deemed to be the "Appropriate Person" and therefore the person who is ultimately responsible if something goes wrong.

The main requirements of the legislation include:

- Identify the Hazards
- Identify who is at Risk
- Evaluate and reduce the Risk
- Plan for escape and train staff
- Review at Regular Intervals.

To ensure that you, as the appropriate person are adequately covered, you need to employ competent people to carry out many of the functions required by the current legislation.

RISK ASSESSOR There are many organisations in N. Ireland providing Risk Assessments who have limited experience of the world of Fire Safety. Ensure that whoever you use has the necessary qualifications and expertise in this area. You need to ensure they hold adequate efficacy insurance in the event that they offer poor advice.

TRAINING Do your staff know what to do in the event of a fire? Do they know how to get people out of the building? Fire Warden and Fire Awareness training provides your staff with the knowledge, competency and confidence to get everyone out safely.

SYSTEM MAINTENANCE

It is essential that whoever you choose to service your Fire Fighting and Emergency Lighting Systems, are deemed competent to do so. Choose a company who are third party certified to "NACOSS Fire Gold" and to "BAFE SP203". These accreditations ensure the organisation is competent to maintain your systems to the highest possible standard.

Finally, remember that in addition to the above, you will need to have a completed Risk Assessment in place when applying for, or renewing, your Entertainments Licence. With the impending changes in local government, including the implementation of the 12 new super councils, it is possible that some of these councils may look on this area differently and documents previously accepted, will not be, going forward.



Advertorial

The 'First Choice' to refurbish your club

Behind the beautiful fabrics and furnishings of many well known hotels, pubs and clubs throughout Ireland are the specialist skills of First Choice Upholstery. Established in 2000 by James Lavery, First Choice Upholstery have utilised their extensive skills, knowledge and expertise to produce the exquisite furnishings throughout the country.

Nestled beneath Scrabo Tower in Newtownards, First Choice Upholstery boasts a library of fabrics to satisfy all costumer's needs, meeting the demands of any job they undertake. Whether it is contemporary elegance or a period style design, their specialist team will advise on any aspect of the job from conception to completion,

assisting customers with selecting materials and advising on the final finish and long-term durability.

Over the past two decades First Choice Upholstery has been commissioned by many leading interior fit-out companies to create memorable and stunning interiors.

From the recent refurbishment of the Harland & Wolff Welders Social Club and the East Belfast Working Men's Club, to creating the exquisite and elegant furnishings for The Merchant Hotel Belfast.



(LR) First Choice Upholstery Proprietor, James Lavery, discusses the recent renovation of the H&W Welders FSC with Club Treasurer and N.I. Federation of Clubs Chairman, John Davidson.

First Choice Upholstery brings the creative ideas of the designers to life while producing an unmatched

quality of craftsmanship and professionalism. This exceptional standard of work can also be seen throughout



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10 Club Review Issue 2 2014 nifederationofclubs.com many clubs around the country such as the recently refurbished Pickie Bowling Club, Bangor, The City Hibernian Club, Belfast, and The Montra Social Club, Coleraine, highlighting their willingness to travel around the country to accommodate potential and future clients. Whether it is reupholstery or bespoke seating, First Choice Upholstery can cater to every design and style.

In 2013 they were able to display their exceptional levels of creativity when commissioned to create and produce many of the seats and bench cushions on display at The 2013 Turner prize, Londonderry/Derry.

This association further highlighted the incomparable standard of work that is continuously produced by First Choice Upholstery, allowing them to showcase their abilities to a global audience.

It is not just contracted work where First Choice Upholstery is unmatched, they are also renowned for their domestic work and ability to breathe new life into tired/worn suites and furniture, transforming old sofas into unrecognisable masterpieces. Whether it is furniture for your home or seating in a caravan or boat, their dedicated team take time to assist customers with any questions they may have.

If you believe that your club could benefit from the services offered by First Choice Upholstery and would like to see the quality of work they produce at first hand, why not visit them online at www.firstchoiceupholstery.co.uk or follow them on Facebook.

For a free consultation call 028 9182 0888 or email: firstchoiceupholstery@hotmail.co.uk

Food safety tips for your club

Many clubs are turning to food as a way to increase revenue and this is part of a wider trend in the licensed industry. Food is attractive as it gives people a reason to visit, has higher profit margins than alcohol and also will encourage people to stay longer. It is therefore important to have a robust food safety policy in place.

The environmental health section of the club's local authority is responsible to make sure that when food is served, applicable systems are in place to protect the public.

Health officers will look at the cleanliness of the club, particularly the kitchen. It is important to identify and respond to potential hazards and safeguard against pests such as rats and mice.

The club is expected to have a food safety policy which details the key employees and involves a plan to keep the premises safe, clean and pest free. The high risk areas for any production area are the handling and storage of food, making sure that food is not out of date and finally making sure the food is cooked and served appropriately.

The food safety policy should identify these areas and the safeguards in place to prevent failings in any such area. Outside consultants can also be called in to provide advice to any committee who are unsure over their food preparation area or any committee who are considering introducing food into the club.

The committee should consider having employees specifically



trained in food management and preparation and also taking advice from the club's local health department. Having clear documentation and systems in place will assist both the club's employees and also make sure that the committee can demonstrate that food safety is being taken seriously.

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Questions & Answers

Q. At the recent AGM the members elected to amend the rules to increase the subscription fee. The treasurer thinks it will come into force on the 1st January 2015, but the chairman thinks it needs to go to the next AGM in February 2015 to confirm the amendment. Who is correct?

A. I confirm that your treasurer is correct. It is not a requirement for a minute of a meeting to be confirmed at a subsequent meeting in order for an agreed resolution or motion to come into effect. We are asked this question fairly frequently and I think it must be one of those myths which have been established over the years.

Once a decision has been made at a meeting it may be brought into effect immediately, unless, of course, the meeting has agreed for action to be taken from a specified date. In the case of your query it has been agreed that subscriptions for next year increase and therefore on 1st January 2015 the subscriptions shall increase.

Q. Many years ago the club committee introduced Sky Sports to the club. At last year's AGM a motion was put to the membership that we cancel our subscriptions to SKY Sports. This was defeated quite convincingly. However, because



of the recent lack of members using our club and also the facilities we offer, the committee wish to cancel our subscription to SKY as a way of saving extra monies. Does the committee, have to go to the members via a motion at this year's AGM to do this?

A. In view of the fact that the members have already determined whether or not the club has Sky, it will not now be possible for the committee to overrule this decision. If the committee wish to get rid of Sky they must call a Special General Meeting for this purpose. Now the committee have given the authority for whether the club has Sky to the member's, future decisions must be determined by the members. It is preferable for the committee to deal with all general business of the club under the authority given to them under the rules. Should the committee wish to consult the members at a general meeting then this is advisable but it is preferable to make it clear that they are not bound by any decision.

O. We have recently expelled a member from the club for poor behaviour on the club's premises but we have now heard that some of his friends are organising a petition to have the ban overturned at the AGM! Is this possible?

A. Disciplinary actions are not able to be overturned at either an AGM or an SGM. The rules of the club will explicitly place these decisions in the hands of the committee and it would take a rule change to allow the members to overturn individual committee decisions on this subject.

The general answer which you may wish to point out to any members who queries this is that if a majority of the members feel strongly that a miscarriage of justice has occurred they will elect a future committee who will reassess the situation having viewed all the evidence. We suspect though that the vast majority of your members are in agreement with the committee's decision on this matter and fully support it.

O. One of our members has put a motion in for inclusion at the AGM that the committee detail the individual salaries of all club employees. Do we have to disclose this information to the members at an AGM?

A. The request for salary details to be revealed at the Annual General Meeting cannot be included as it is not a proper motion. A motion is something which can be voted on by the members by giving a yes or no answer. A request for information is not a motion and so cannot be included as an item in the AGM.

The rules will normally state that internal management, such as employment, of the club's affairs is exclusively a matter for the club's committee. The appointment and dismissal of the steward and all the club employees shall be vested solely in the committee. If this member has questions about the wages then it would be appropriate to raise this as a question during the financial

report at the AGM. It is important to ascertain why this information is required by the member. As with all sensitive and confidential financial information there must be a legitimate reason to disclose this information. If this member would like to have a say in the internal running of the club and have access to this information. then they are free to be nominated to the committee and agree to abide by the usual committee confidentiality.

Wage information is sensitive information and is kept confidential for important reasons. Unless there is a legitimate need to break down the amount paid to each employee then the committee should not feel obligated to provide this information.

O. Our rules state that the club's annual general meeting should be held in the month of April although our audit will not be ready until May. Should we delay the AGM?

A. If the Audit is not going to be ready until May then in these circumstances it would be logical to delay the AGM. A notice to this effect should be posted on the club's notice board. In future I suggest that significant time is given to the audit to allow the AGM to proceed as usual in April.

For help on these, or any other club issues, please feel free to call the helplines below.

N.I.F.C. HELPLI

07889 800329 07889 800331

07889 681714

E-mail: info@nifederationofclubs.com



Computer policy can save you money

Computers are being increasingly used in clubs and most committees have procedures in place covering data back-up, virus protection, use of passwords. It is advisable that the committee periodically review their computer usage policy. No club should be in a position where they have to say to the auditor or authorities: "We don't have any records or membership details because the secretary left and deleted all the files".

Some of the more common problems can be avoided if a computer-literate member of the committee oversees certain matters such as the regular back-up and off line storage of key data; this is certainly advisable where a new secretary has been appointed.

Common problems encountered are: Online banking

The risks posed by electronic banking for individuals, charities and small businesses have been well publicised. Many have been defrauded by internal book-keepers and administrators through the use of electronic banking facilities. The Payments Council came to an agreement with all banks and building societies in the UK, that they would provide "dual authorisation" of transactions online or by telephone before the end of 2013. This would mean clubs will have the option to make payments electronically but still have more than one person authorise the payment securely. At the time of writing this facility was not yet available so our recommendation is that

clubs continue to use cheques signed by two or more officers.

HMRC ID and password

The HMRC supplies online identifying codes to enable the club to file VAT returns, payroll under RTI and access other services. Without these codes the club is unable to file these returns leaving themselves open to hefty penalties. We frequently find that on the departure of a secretary the committee are unable to find these codes and when they contact HMRC the new secretary is unable to pass the security checks. Obtaining new codes and passwords can take a considerable amount of explanation and we have seen delays of up to three months in obtaining this information. To avoid this, codes should be held

by a person in addition to the secretary, such as the chairman, other officer or your accountant. This procedure can save the club both time and money.

Use of electronic mail

The club should have its own email address and all correspondence to and from the club should be made using this address. When communicating with members use the "contact group" or "bcc" commands, these functions keep members' contact details private.

A good computer usage policy will stop officers and employees carrying out all kinds of bad practices. A few simple controls could save the club money and time, as well as reducing the risk of its reputation being tarnished.



Corporate News

Diageo scoop top Workplace Award in Ireland for second year in a row

Diageo Ireland Demand has been named the 'Best Large Place to Work' at the Annual Great Places to Work Awards 2014 for the second year in a row, beating a number of top international companies across the island of Ireland including Microsoft, PepsiCo and McDonalds in the process.

The awards, now in their 12th year, were the most competitive to date, with more than one hundred firms throughout Ireland participating in the audit.

Jorge Lopes, Country Director Diageo Northern Ireland said, "We are delighted to receive the prestigious 'Best Place to Work' award and I'd like to thank and congratulate all of our employees on this incredible achievement. I am enormously proud of this award and the fantastic recognition it gives to our hard working team and our company. It is a priority for Diageo to continue to invest in its employees and we work closely with our teams to ensure that our business remains a great place to work. We have very talented staff who coordinate exciting programmes and events and encourage involvement across a variety of activities. Our commitment to charities and the Northern

Ireland Hospice is an example of how our teams are committed to assisting and working with organisations that need significant support.

"At Diageo Northern Ireland we are also dedicated to improving employee health and well-being through our workplace health scheme, including a 'Weight Loss Challenge' where we donate £2 to charity for every pound lost by staff and our "Walk for Wellbeing" challenge where we provide our teams with pedometers and encourage them to walk at least 10,000 steps every day. This award will support Diageo's work in providing a stimulating working environment which reflects our values and the energy, commitment and enthusiasm that everyone within our business brings to work every day," concluded Jorge.

Operated by the Great Places to Work Institute, firms go through a rigorous selection process, including a detailed survey of staff attitudes alongside a rigorous culture assessment. According to the institute, The Great Place to Work list "highlights organisations that create and maintain an environment of trust in the workplace".



Pictured celebrating with the award from Diageo Northern Ireland are Gemma Bell, Corporate Relations Manager, Jorge Lopes, Country Director and Lynn Graham, HR Business partner.

Lambrini offers a VIP experience!

Following the success of last year's Belfast and Dublin events, Lambrini is delighted to team up once again to support the Wedding Journal Show in 2014. To celebrate the sponsorship of the VIP Lounge at the event, Lambrini will be offering brides to be the chance to win an ultimate girls' night out. To be in with a chance of winning the prize draw purchase a bottle of Lambrini which is available at all good off-trade outlets.

This exclusive Lambrini prize package offers the full VIP experience, including a stretched limousine journey for ten people, with complementary Lambrini and access to a VIP

area in one of the trendiest venues in Belfast – making it the ultimate hen party!

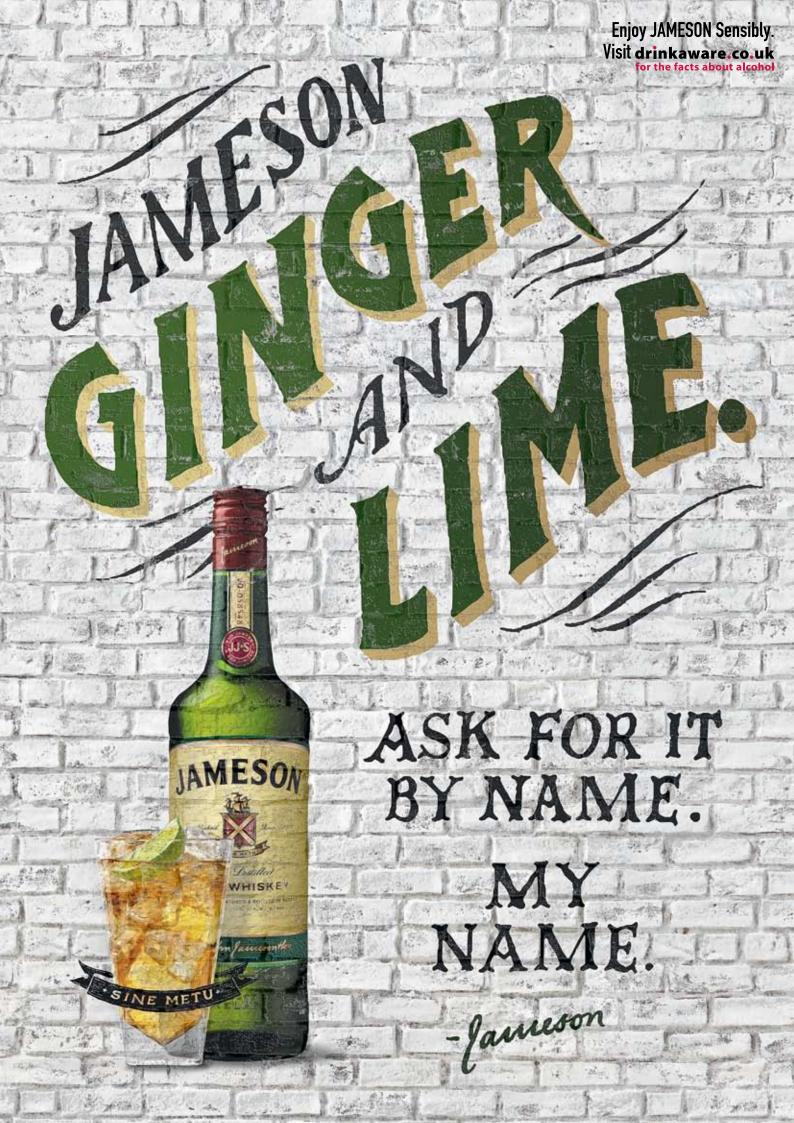
Girls who attend the Wedding Journal Show and purchase VIP tickets are also in for a fruity treat, as they will receive a complementary glass of the new range of sparkling fruit ciders from Lambrini.



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Crabbie's launches £1M on-pack offer for the Crabbie's Grand National

United Wine Merchants has announced a £1 million on-pack offer for its Crabbie's brand in the run up to The Crabbie's Grand National. The on-pack offer will give consumers the chance to win £1 million, matching the prize fund of the winner of The Crabbie's Grand National itself. A range of other prizes are also up for grabs, including cash giveaways, tickets to the Grand National and bottles of Crabbie's Alcoholic Ginger Beer.

Promotional bottles will contain unique codes that will unlock the opportunity to play an interactive game on the Crabbie's website www. crabbiesgingerbeer.co.uk/million. The offer will run on all 500ml and 330ml bottles of Crabbie's Original, Scottish Raspberry and Strawberry and Lime throughout the off and on trades. In the off-trade, competition stock is now available in the wholesale and independent channels.

United Wine Merchants will also be taking a mock up of

one of the most iconic Grand National fences, The Chair, plus two life-size branded horses on a promotional tour throughout Ireland, visiting on and off-trade accounts throughout Belfast and Dublin.

The tour will be accompanied by the branded Crabbie's double-decker bus and aims to further support outlets in promoting this sponsorship to customers, offering consumers the chance to sample the Crabbies Flavours and ultimately the opportunity to enter and win a trip to the Crabbies Grand National.

Emma Haughian, Brand Manager at United Wine Merchants, who distribute the iconic Crabbie's Brand throughout Northern Ireland, said, "This competition will allow fans of Crabbie's Alcoholic Ginger Beer to join in with the excitement of The Crabbie's Grand National, even if they're not able to attend the race itself. The on-pack offer represents a major investment and the interactive game is a



brand new mechanic for the Crabbie's brand.

"The on-pack offer will help to raise awareness of Crabbie's sponsorship of the Grand National amongst both drinkers and non-drinkers of the brand, and generate consumer interaction with the brand through the new Crabbie's website."

Taylor's releases rare single harvest ports

A collection of rare, single harvest Ports are shortly to be released by Taylor's from United Wine Merchants

The first in the series will be a 1964 Single Harvest Port which will be offered to the Northern Ireland market from January 2014 to coincide with landmark 50th birthdays and anniversaries.

It will be presented in the classic Taylor's frosted bottle, and packaged in a high quality wooden box, with a recommended retail price of £175 a bottle. A limited amount of this wine will be available so we strongly suggest placing early orders.

Chris Forbes from Taylor's Port said, "Taylor's holds one of

the most comprehensive and extensive reserves of very old, cask aged Ports of any producer. They include a collection of rare Single Harvest wines which we plan to release every year to coincide with 50th landmark celebrations.

The 1964 Port will be followed in 2015 by the exceptional 1965 with further releases of 50 year old Single Harvest Ports to follow.



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Distillery creates world's largest handcrafted barrel oak headphones to launch 'Bushmills Live 2014'

The music-loving whiskey makers at the Old Bushmills Distillery have handmade the world's largest barrel oak headphones to launch this year's 'Bushmills Live 2014' indie music festival.

'Bushmills Live 2014' is a festival of handcrafted whiskey and music that will take place at the Old Bushmills Distillery, on June 11th-12th, 2014. This year the festival will see 700 whiskey and music fans invited to the brand's home to witness emerging and iconic artists sharing the stage for a series of intimate gigs in ageold buildings, where the art of making whiskey has been perfected over centuries.

Made by two local artisans using almost a dozen giant whiskey barrels, the headphones stand at over 10ft high and will form an interactive centrepiece with music from Bushmills Live artists past and present played through the unique, handcrafted headphones. Friends will be able to sit between the earpieces and share a truly unique combination of handcrafted whiskey and music.

Bushmills Irish Whiskey Master Distiller Colum Egan said, "We're looking forward to throwing open the doors of the distillery and welcoming friends, old and new, to come and enjoy the handcrafted whiskey and music on offer at 'Bushmills Live 2014'. It really is a highpoint of our year. Great music and excellent whiskey, enjoyed in moderation among friends, complement each other beautifully. We'll be

announcing the full line-up soon and I can promise you some spectacular surprises as well as some good friends returning."

The 'money-can't-buy' tickets will not go on general release.



Instead, music and whiskey fans can win the chance to attend the festival by entering a draw on the Bushmills Irish Whiskey Facebook page – facebook.com/bushmills. Entries to the draw opened on Monday, 17th March at 16:08 GMT.



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Charity News

Cancer Focus launches Parents' Page online

A bright new webpage has been created by Cancer Focus Northern Ireland with lots of up-to-date health messages for parents and children.

Cancer Focus has been working with schools to improve the health of Northern Ireland children for more than 30 years and the charity visits hundreds of local schools each year with its healthy lifestyle messages.

The new webpage is the latest step in Cancer Focus's mission to lower the risk of local people getting cancer.

Clare Smith, Programme Manager for schools and young people, said, "As a parent myself, I understand how difficult it is to make the healthy choice. We live in a very time-pressured society where many parents are working. I would be the first to admit that I struggle to prepare a nutritious, well-balanced meal for my children every night, but the advice and support on these pages are not about making you feel guilty.

"This page provides a mixture of interesting information and practical, easy and very often fun solutions to the problems we face every day in our quest to keep ourselves and our children healthy. There are sections on eating healthily, care in the sun, smoking, physical activity, alcohol, body awareness and sexual health.

"The online page also provides clear and concise information about what your child has been learning during our school visits in an easily accessible way. And we hope our Parents' Page will help to bridge the gap that exists between school and home in relation to habits and behaviours."



For more information visit www.cancerfocusni.org or call 028 9068 0736.

Get in on the action and take on the Irish 4 peaks challenge

In May 2014 leading Action Cancer is asking the people of Northern Ireland to challenge themselves by climbing the four highest mountains in Ireland to raise vital funds for the charity's portfolio of services.

The 4 Peaks Challenge will take place over two weekends in May and will visit four counties: Down, Wicklow, Kerry and Mayo - one in every province of Ireland.

The challenge will begin on 10th May 2014 by scaling Slieve Donard in Co. Down continuing the following weekend with a four day round

trip from 15th – 18th May. The group will depart the evening of 15th May, travel to Co. Wicklow for a good night's rest before the first of three days walking.

They will walk to the summit of Lugnaquila on 16th May, travel on to Co. Kerry that evening to summit Carrauntoohil on 17th May and then travel to Co. Mayo to complete their challenge by walking to the top of Mweelrea on 18th May. Participants can choose to climb one, three or all four of the mountains.

Event Organiser Leigh Chamberlain said, "We wanted



Leigh Chamberlain and Emma McArdle of Action Cancer launch the Irish 4 Peaks Challenge taking place in May 2014.

to offer a challenge that would appeal to a wide range of people with varying levels of fitness. Participants can choose to take part in either or both of the weekends' activities giving people the option to pick and choose which mountains they climb. It also means that whole

families and other groups can take part as there is an option for everyone."

To sign up now or for more information, contact Leigh Chamberlain on T: (028) 9080 3369 or E: lchamberlain@ actioncancer.org

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Youth link with H&W Welders

Harland Youth have announced a partnership with prestigious east Belfast side, Harland & Wolff Welders, with the aim of providing players that will go into the Tillysburn Park firstteams of the future. Harland Youth, a cross community and intergender club side, have confirmed the deal which they optimistically believe will bear fruit throughout the years.

Harland Youth's links to east Belfast are everlasting and the club are delighted, through this exciting initiative with Harland & Wolff Welders, to further strengthen this bond. The club is confident that this will be a fruitful partnership for both sides, allowing a transfer of skills and knowledge and a sharing of ideas.

Harland Youth boast players from Belfast and beyond, but the club's east Belfast origins are extremely important, and, like this project, they will continue to look at a variety of ways where they can promote, celebrate and enhance such a positive and meaningful connection.

The Chairman of Harland Youth, William Sale, was enthusiastic about the new



connection, "Harland Youth is very excited at the prospect of working closely with Harland & Wolff Welders and forging strong links. Like ourselves, H&W Welders has an excellent reputation in identifying, developing and nurturing young footballers to reach their potential. We would like to thank Harland this opportunity and we look the plans for the future."

& Wolff Welders for giving us forward to pressing ahead with

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Well done to Bangor FC



Bangor Chairman, Hugh Ashe, has informed us that the club have donated £1,068 to Macmillan Cancer Support; £1,007 to Friends of the Cancer Centre and £100 to Shine A Light.

These donations were only possible due to the fundraising efforts of the committee and club members alike, so well done for your hard work.



The N.I. Federation of Clubs know that this kind of activity is commonplace in the club sector, with several hundred thousand pounds being raised every year by clubs across the province. Funds raised, whilst to the individual may seem like token amounts, nevertheless collectively amount to substantial totals and really do make a difference to the people using the nominated charity's services.

Keep up the good work and let us know of events that your club holds throughout the year to help with your efforts..

Sports News

St Patrick's Golf Club, Downpatrick celebrates official launch of new name

St. Patrick's Golf Club, Downpatrick, has celebrated the official launch of its new name with a series of events.

The renaming of the former 'Downpatrick Golf Club' is the start of a new drive to harness the 'St Patrick's' brand and tourism by establishing local business partnerships that will offer visitors to the region a wider choice of value and experiences.

To mark the momentous occasion a ceremony took place on 1st March to witness the unfurling of the club's new flag. Later that evening the Captain played host to a Black Tie Gala event, with Clubsound providing entertainment in what was a historic occasion.

The Golf Club, which was formed in 1929, boasts some of the most spectacular views of any course in Ireland with panoramic views of County Down, as far north as Slemish Mountain in Antrim, and across the Irish Sea to the Isle of Man. Nearly a century later the parkland course measures 6120 yards, with tight tree lined fairways, fast and true



Amongst others in attendance at the official unfurling of the new St Patrick's Golf Club flag are, Vice Captain, Gerry Reilly, Hon. Secretary, Rory Scullion, and Hon. Treasurer, Paul Kelly. Also pictured is GUI General Secretary, Ulster Branch, Kevin Stevens.

greens and well placed bunkers providing a serious test of shot making. The Club currently has over 600 members and boasts a fantastic club house known widely for its good food, hospitality and a venue for special occasions.

The decision to rename the club has been positively received by

members who recognise the local history and association the town has with the saint. The name offers a semantic twist that will provide a unique selling point and help the club to build a brand that would attract visitors from afar. In fact, having established his first church in Ireland only a matter of hundreds of vards from the course, it is conceivable that Saint Patrick himself walked along the fairways of the 18-hole golf course!

Taking our saint's name follows in the footsteps of some illustrious golf clubs such as St. Andrews Links (Scotland), The Royal St. George's Club (England) and Royal St. David's (Wales). However, currently there is no GUI affiliated club in Ireland named after the patron saint of the island.

Future marketing efforts by the club will seek to highlight the accessibility of the course to tourists who frequently visit the area to play at Royal County Down (Newcastle) - one of the finest links courses in the world and host to next year's Irish Open. The club is now a full member of the Northern Ireland Tourist Board (NITB) **Ouality Assurance Scheme** and thus will benefit from any promotional campaigns rolled out by NITB.

The initiative has also been positively received by the local business community and the club is currently in advanced conversations with local hotels to develop packages encompassing quality accommodation, visitor attractions and 'a round' for the discerning or casual golfer.

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UGAAWA Monthly Merit Awards

Filling gaps created by retirements and injuries is always a major problem at senior county level. Tyrone have experienced that but a few young lions have stepped up to ease the problem.

There are none more capable of doing so than DARREN McCURRY, who grabbed his chance when it fell to him. Last month, he proved that Mickey Harte's decision to toss him into the white heat of the All-Ireland qualifiers was a wise move.

"I made my debut in the qualifiers against Roscommon in 2012," recalls McCurry (21). "I was delighted to get the chance and I'm prepared to work hard to keep in the panel. It is hard work but good and I'm enjoying it."

The Edendork plumber certainly enjoyed the month of February as he turned in sparkling performances against Derry and Mayo, finishing with a personal tally of 3-10 from the two fixtures. Against Mayo he hit an exquisite two goals that would have done a more experienced player great credit. For those displays Darren is honoured with the UGAAWA Monthly Merit Award.

"I was pleased with those goals but it was a good team performance against Mayo," he points out. "Of course, I'm very pleased, also, with this Merit Award and it gives me a great boost. Good stuff."

Darren is used to winning awards as every season from U13 to minor grade he picked up trophies with his club and also collected Ulster and All-Ireland U18 medals with



Mickey Harte with Darren McCurry while John Martin, Chairman UGAAWA, presents the February Award..

Pic. courtesy of Peadar McMahon

Tyrone. He hopes that U21 medals will follow to complete his underage collection

To get the UGAAWA Merit Award, Darren beat off challenges from his goalkeeping colleague Niall Morgan, Creggan hurler Conor McCann and Antrim's CJ McGourty.

At the presentation, Darren received a donated engraved Belleek Living vase, specially designed and engraved silver cuff links from Omeath jeweller Garrett Mallon and training gear from O'Neill's International Sports. He will also receive two tickets and overnight accommodation for the UGAAWA 28th annual banquet in November.





Sports News

N.I. Football Writers' Awards

Cliftonville & Linfield collect February awards





Peter Murray receives the Manager of the Month Award, on behalf of Cliftonville boss Tommy Breslin, from Maria McMullan, BT Head of Consumer Sales in Northern Ireland and NIFWA Chairman Paul Ferguson.



Manager Award

The BT Manager of the Month for February is Cliftonville's Tommy Breslin, his first award of the season, but his sixth in all.

Last month Cliftonville enjoyed a 100% winning month in their defence of the Premiership title, including victories over main rivals Linfield and Crusaders.

Accepting the award on behalf of Tommy, first team coach Peter Murray said he expected a thrilling finish to the season. "I think the league title will go to the wire. I remember when I was playing (for Portadown) that it went to the last day of the season and the Gibson Cup was in a helicopter, unsure where it would be needed. I'll take the same scenario this season as long as it ends up at Cliftonville," said Murray. The Linfield win at the start of the month gave us momentum and then when we beat Crusaders 4-0, it proved we had our mojo back."

Player Award

Congratulations to Philip Lowry who has picked up the February Award.

On hearing the news Philip said, "Last month I seem to have gone on a bit of a roll in terms of scoring goals and getting into good positions and I think the most pleasing thing about it is that the goals have been vital. I scored when we were 1-0 down away at Ballymena and then when we were 1-0 down against Glenavon. It's lovely to pick up this award for February. I was really shocked when I got the phone call from Stephen Looney to say I'd been chosen as the winner for February, so I'd just like to thank the Football Writers for giving me this award.

"It's an old cliche that you can only win it because of the team around you but it's so very true this year. We all just want to keep it going now till the end of the season."



Philip Lowry, scorer of four Linfield goals from midfield in February to keep their Premiership title challenge on course, receives his trophy from Stephen Looney and Mark McIntosh (left), representing the Northern Ireland Football Writers

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Sensational Senna



Ayrton Senna passes Damon Hill on a rain-soaked Donnington Park.

The iconic three-time world champion Ayrton Senna is remembered as one of the greatest Formula One drivers of all time. His untimely and tragic death in the 1994 San Marino Grand Prix ended what could have been the finest motor-racing career of all time.

Despite a number of impressive victories, Senna's stunning 1993 European Grand Prix win at Donington Park is one that F1 enthusiasts will never forget. Driving for McLaren, the Brazilian began the race placed fourth on the grid. Having been pushed down to fifth place after the first comer, this sublime and masterful driver managed to overtake Karl Wendlinger, Michael Schumacher, Damon Hill and Alain Prost - all by the end of the first lap.

The very wet conditions at Donington added to the excitement that day, and when Senna eventually won the race, finishing a whole lap ahead of Prost, he had done so by defeating the technologically superior Williams cars. Overcoming the weather, technology and his starting place on the grid, the 'Rain Master' confirmed at Donington that he was without question one of Formula One's greats.

Christie's grand slam

Linford Christie was the first genuine world-class British sprinter since Alan Wells in the late 1970s and early 1980s. His early career, however, gave little hint to what was to follow as he developed into Britain's sprint king and one of the world's fastest men. A young

Christie failed to make the Great Britain team for the 1984 Olympics in Los Angeles, and it was not until he buckled down under the tutelage of coach Ron Roddan that he began to show signs



Christie triumphs in Stuttgart.

of getting the most from his impressive physique.

The Londoner was a shock winner of the 100 metres at the European Championships in 1986 and followed that up with a silver medal at the Commonwealth Games. Christie made up for his rejection in 1984 by claiming the bronze medal in Seoul four years later, benefiting from Ben Johnson's expulsion for steroid abuse.

But with Carl Lewis still the outstanding talent in world sport, let alone athletics, Christie had to wait several years before he was able to supersede the great American. His finest hour came in 1992 in Barcelona, when he claimed Olympic gold, beating Namibia's Frankie Fredricks into second place. That success heralded the start of a period of wins that may never be matched by a European sprinter.

Christie followed up his Olympic success with glory at the World Championships in Stuttgart, in the process becoming the first man in history to hold the World, Olympic, European and Commonwealth titles.

Also this year...

Football - England footballing legend, Bobby Moore, died an untimely death at the age of only 52. Described by Pele as the greatest defender he ever played against, he was named as a member of the World Team of the 20th Century.

Boxing - Evander Holyfield got the decision over Riddick Bowe after 12 gruelling rounds to regain the unified heavyweight title.

Cricket - Shane Warne bowled the so called 'Ball of the Century' to Mike Gatting in the First Ashes Test at Old Trafford, setting the tone for what was to follow as Australia ran out 4-0 winners.

Golf - Greg Norman aka The Great White Shark, triumphed for the second time at The Open Championship. He shot a final round 64 to beat Nick Faldo to the title by two strokes.

Horse Racing - Remembered as 'the race that never was' the Grand National this year was declared void after a malfunction with the starting tape. Of the horses that continued running, Esha Ness was first past the post, completing the course in the second fastest time ever recorded.

