

THE OFFICIAL VOICE OF THE NORTHERN IRELAND FEDERATION OF CLUBS

Club Review

VOLUME 28 - Issue 1, 2015

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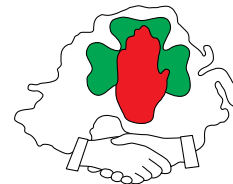
The Federation Invite New Members to Join

By joining the N.I. Federation of Clubs you will benefit from support by way of advice on a host of matters related to the day-to-day running of a club, such as those related to employment, the 1996 Clubs Order and Accountancy Regulations and rates relief to mention but a few.

Our helplines have proved most beneficial to members and are as follows:

07889 800329 - 07889 800331 - 07889 800325 & 07889 681714

N.I. Federation of Clubs Membership Application Form



Name of club:

Address:

Telephone No:

Fax No:

Club Officers

Chairman:

Tel:

Secretary:

Tel:

Treasurer:

Tel:

The annual membership fee is £50.00 payable to:

The Northern Ireland Federation of Clubs

c/o Mr Bob McGlone, Secretary
1 Sultan Square
Belfast BT12 4SU

For telephone queries call:
028 9029 5134

(Please include your membership fee or completed standing order form with your application)

For administration purposes only

Accepted by: Secretary

Seconded by: Chairman

Date:

STANDING ORDER TO N.I. FEDERATION OF CLUBS

This is to authorise the transfer of £50.00 from the club's account:-

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Sort Code:

Bank:

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Sort code: 95-01-45

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The payment is for the annual membership fee to the Northern Ireland Federation of Clubs. The transaction to be effected now and continue annually in January of each year until further notice.

Club Name:

Address:

Authorised by: (1)

(2)

Please sign and return to:

*Bob McGlone, Secretary,
N.I. Federation of Clubs,
1 Sultan Square,
Belfast BT12 4SU.*

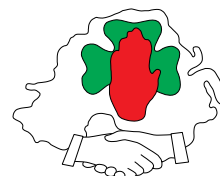
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ATTENTION - 2015 FEDERATION AGM!

Dear Secretary, you and members of your management committee are invited to attend the Federation Annual General Meeting to be held in the RAOB HQ, BELFAST on SATURDAY 7th March 2015 at 10.00am.

ALL CLUB DELEGATES ARE WELCOME

The Federation have been working tirelessly to represent you in the most effective way possible on the following issues so be assured your attendance and support plays an important role.

- a) The 1996 Clubs Order and Accounts Regulations
- b) Report on entertainment licensing review
- c) Report on non-domestic rating of club premises
- d) Update on the Vat reclaim on gaming machines
- e) Labour Relations issues - an important area of club management
- f) Pension Auto-Enrolment

The above provides some insight to the day-to-day issues facing club committees so please make a special effort to have your club represented.

Refreshments will be provided prior to and following the meeting which will conclude at approximately 12.00noon.

Please make a special effort to attend.

John Davidson
Chairman

*On behalf of the Officers and
Executive Committee of the
Northern Ireland Federation of Clubs*

Robert McGlone
Secretary

*On behalf of the Officers and
Executive Committee of the
Northern Ireland Federation of Clubs*

Tennent's NI gives its support for minimum alcohol pricing

Leading Northern Ireland drinks supplier, Tennent's NI Ltd, producer of brands including Tennent's Lager, and Magners Cider, has given its support for the introduction of minimum alcohol pricing.

Tom McCusker, Managing Director of Tennent's NI said, "We welcome the announcement by Health Minister, Jim Wells, of the plans to introduce Minimum Unit Pricing for alcohol in Northern Ireland.

"As one of Ireland's leading drinks companies, we take our responsibilities as a brewer, cider maker and wholesaler seriously. We recognise that there is an

issue with the abuse of alcohol by a minority of consumers and that the Government has a role to play in tackling this. As such, we welcome sensible moves to ensure that alcohol is enjoyed responsibly.

"In principle, we support the Government's proposals to introduce minimum pricing measures for alcohol as long as minimum pricing is introduced as one of a range of measures aimed at tackling this issue; and these measures are implemented fairly and proportionately."

"C&C, owners of Tennent's NI, was the first major drinks company to declare its support for minimum pricing when this

initiative was launched by the Scottish Government in 2011.

C&C believes that minimum unit pricing is a sensible step in promoting responsible consumption and also notes that this initiative has broad cross-party support"



Tom McCusker, Managing Director, Tennent's NI

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Non-domestic revaluation information released in 2012 - BUT WHAT NOW!

In 2012 the then Finance Minister, Sammy Wilson, stated that he was planning to proceed with the rating revaluation of non-domestic properties in Northern Ireland in 2015.

He announced on 5th April 2012 that the Executive had agreed preparations need to be put in place to undertake a revaluation of non-domestic properties in Northern Ireland which would come into effect in 2015, aligning with the rest of the UK. However, the UK Government announced that the non-domestic revaluation in England, planned originally for 2015, would be postponed until 2017.

Sammy Wilson said, "The circumstances in England are different to Northern Ireland including that they completed a revaluation exercise in 2010 and 2005. Northern Ireland has not undertaken a non domestic revaluation in almost nine years, the last one being 2003."

The Minister advised, "The Executive made a decision to undertake the revaluation in

2015 agreeing that, should a revaluation be delayed beyond 2015, the credibility of the business rates system would be drawn into question. Charging businesses a local tax based on 2001 rental values would simply not be acceptable.

I have been engaged in continual discussion with businesses up and down Northern Ireland as part of the review of commercial rating over the last two years. This engagement has convinced me that revaluation can, and should, proceed for Northern Ireland as planned. Preliminary work is already underway and is due to be completed late in 2014, to come into effect on 1 April 2015."

Concluding, the Minister said, "However, before reaching my final decision I want to consider the full range of issues, including advice from both the DFP Committee and Land & Property Services. An announcement will be made shortly."

The above is the fore-runner to what is now taking place and which has resulted in calls to the Federation office. Members will be pleased to know that we have initiated discussion on the matter to possible avenues via which to offset the increase. Whilst we cannot guarantee success, members will be aware that historically we have lobbied on a variety of issues in past years and that this will receive equal attention to detail.

At a recent meeting with our advisor Rory Clark, McConnell Chartered Surveyors, Belfast,



Rory Clark, Director
McConnell Chartered Surveyors and Property Consultants

the wheels were set in motion to examine the best way forward. We can confirm, that in our early discussions with the rating authority, it was indicated that the new rating bands would give cognence to the fall in property

values, however it seems they are more to do with re-building costs. It would appear that approximately 8% is the level of increase, although it will of course relate to the particular area your club is located in.



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Dates for your diary

Club Secretaries will have in their minds - and hopefully in their diaries - the dates by which certain returns and applications have to be made.

The following checklist will assist you in carrying out this useful exercise.

Performing Rights Society & Phonographic Performances Limited

PRS and PPL licenses need to be renewed each year. These licenses cover different types of copyright payable for playing any type of music within your club.

There are two types of license required to be paid to the PPL depending on whether the Club plays background music or uses recorded music at a dance or

discotheque or similar function. In the case of the latter, the fee is on a sliding scale basis.

PRS fees are payable in January so if you haven't renewed yet, then you should do so now without delay. These payments are fixed under an Agreement with the PRS and the appropriate fee for a Club is calculated according to the type of music used. There is often confusion between the licenses of the PPL and PRS but, as a general rule, if a club has music, it must have both of these respective licenses.

Other Annual Returns

In addition to the above, please make a note of the date for VAT returns, insurance renewal and the club's TV licence.

Pension Auto Enrolment

Under legislation introduced in October 2012, all employers will soon be required to automatically enrol eligible staff into a workplace pension scheme and pay a minimum contribution into the pension fund. For the majority of clubs the requirement to implement these new pension requirements will fall between June 2015 and July 2017.

EU Food Directives - Allergen Information Reminder

Since the 13th December 2014 any premises serving food now has to detail if the menu items contain any of the following items: Eggs, molluscs, crustaceans, celery, milk, fish, tree nuts, sulphites, soya, sesame, peanuts, mustard,

lupin and gluten. If it is obvious from the name of the menu item (gammon, egg and chips etc.) then the ingredient does not need to be specifically mentioned.

How can allergen information be provided by food providers?

Allergen information can be provided to customers in any of the following ways:

- On the menu under each item (contains gluten, milk, soya etc)
- On a chalkboard next to each item (contains gluten, milk, soya etc)
- Orally, although they need to hold allergen information in writing to back up any statements made
- If they do not supply allergen information on the menu

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or chalkboard, they have to provide customers clear notices letting them know where the information can be found.

We suspect that many clubs will opt for the final approach and produce a separate menu which lists the offending allergens which can be provided to Members and guests upon request. We are monitoring how food establishments adopt these regulations and provide this information to customers. We will provide further advice in a future edition of the magazine.

Winter Weather

Keep members and guests safe

Over recent years, increasingly extreme weather patterns and snowfall have caused disruptions and created hazards that have led to slips and falls. Clubs should endeavour to make the entrances and exits to the club as safe as possible.

Gritting and protecting paths

Arrangements should be made to minimise risks from snow and ice, by gritting, snow clearing and the closure of some pathways, particularly outside stairs. It is wise to keep a good supply of grit handy to help clear them.

Gritting is not an automatic way of ensuring you are blameless but it is definitely recommended, especially around important thoroughfares like carparks, entrances and exits.

Temporary closures and footwear

If some pathways or entrances become too dangerous or troublesome to clear, place barriers and signs to close any footpaths that may propose a significant risk.

Also making sure all employees are wearing correct footwear is advisable to help protect against

avoidable slips/falls. Alternatively if the club's clothing policy typically involves smarter shoes it could be worthwhile to allow boots or more hard-wearing footwear during winter.

Preparation as well as reaction

Ignorance is not a defence against a claim, so make sure steps are taken to reduce foreseeable risk whenever possible. Paying attention to weather forecasts can help you get a head start in preparing for upcoming hazardous conditions such as pre-emptively laying down grit or arranging appropriate signage to be placed on pathways.

Records

It is important to document as much as possible, such as, retaining invoices and receipts for items in order to show you have taken an active effort to combat the problems and potential dangers caused by snow and ice. Keep a log to demonstrate when snow and ice have appeared and the action taken to reduce the risk posed. Remember that a claimant has three years from the date of the incident in which to pursue a claim so it is important that checklists and logs are retained for at least this period.

Any incidents which could give rise to a claim should be communicated to the club's insurers. You should arrange to take photos of the area where the accident took place to demonstrate conditions at the time, especially if you have made



significant attempts to make the club safer. If you have CCTV covering the area please ensure that any images are retained securely for three years.

Written Warnings and Signage

Arrange to have some written

instructions and warning signage on hand to inform members of the public that there is a risk of falling/slipping and that reasonable care should be taken. Not providing these warning signs will leave the club more open to a liability claim.

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What steps can you take as a club in order to maximise income from your gaming machines?

It is vital that the correct machines are chosen and that they are kept clean and in full working order. Here are some simple steps that clubs can take to maximise their earning potential.

Know your customer

Get to know your machine customers and find out their likes and dislikes on game features, etc. Speak with your machine supplier and ensure they are aware so they can help to optimise your machine choice.

When a new machine is installed, take some time to get to know how it plays so that you can answer any questions your customers may have.

Sounds obvious, but make sure you let your members know when a new machine is installed!

Make it available

Choice of machine position within a club can really impact on earnings. Machine players like to feel comfortable so don't place the machine near a TV with all eyes turned towards it. A club needs to consider security and supervision of the machine as well to ensure that under 18s don't have access and that potential thieves are deterred from attempting to break into a machine.

Make sure the machine is switched on throughout

opening times and keep it clean with a quick polish every day. Be careful not to clean monitors with a wet cloth as this can damage them.

Always ensure the machine's sound is on. The sounds that the machines make are integral to many of the features of the games, as well as giving an enhanced user experience.

Report any faults to your supplier at the earliest opportunity so that you can get the machine back up and running as soon as possible. Remember, a machine that is out of order is costing your club money.

Refill your machines

A machine needs £1 coins to pay out prizes. Keeping the £1 hoppers topped up will keep the machine operating at its best.

If the hoppers run low the machine will go 'out of order' and will need refilling - so it's much better to refill before this happens. While the machine is out of order it will not be earning you a profit.

If you are unsure how to refill a machine, ask your supplier for a demonstration.

Newer machines will now pay out in bank notes as well as £1 coins but many prizes are still paid out with £1 coins and the above advice therefore still applies.

Security

Keep an eye out for machine thieves, particularly groups of two or three people crowding around a machine or with one

person attempting to distract you. They will often order soft drinks or hot drinks rather than alcoholic beverages. If in doubt simply ask that they play existing games down and then switch the machine off until they have moved on.

Always thoroughly check suppliers ID badges before allowing anyone to collect, repair or remove a machine.

Finally

The NIFC only approves suppliers who have a proven record of good service to NIFC Member Clubs and will actively intervene with these suppliers on behalf of clubs if any problem arises.

We therefore recommend that clubs use only the Federation approved suppliers of gaming and amusement equipment:-

Oasis Retail Services

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M: 07917 641781
E: sales@oasisrs.com
W: www.oasisrs.com

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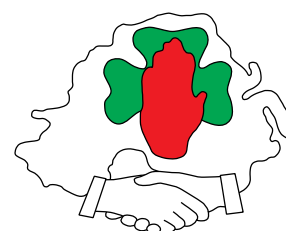


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Stop smoking for good in 2015

With January now well out of the way, many people who quit smoking as a New Year's Resolution may be finding it tough to stay off tobacco, so the Public Health Agency (PHA) is urging people to make use of the support that is available to help make their decision permanent.

Gerry Bleakney said, "We know that stopping smoking can be very difficult, but help is at hand."

"In Northern Ireland there are more than 650 free stop smoking services; most of these are run by specially-trained staff who can advise you on the best way to stop smoking. Services are offered in many GP practices, community

pharmacies, HSC Trust premises, community & voluntary organisations, and can be set up in workplaces.

"Stopping smoking is the best change a person can make to improve their overall health. The benefits start almost immediately and continue for the rest of your life."

Just 20 minutes after you stop smoking your blood pressure and pulse rate return to normal, and after 24 hours carbon monoxide is eliminated from the body. Lungs start to clear out mucus and other smoking debris.

Five years later and the risk of a heart attack falls to about half that of a smoker. After ten years,

the risk of lung cancer falls to half that of someone who still smokes.

Stopping smoking also has huge financial benefits, and with the cost of tobacco products continuing to rise there really isn't a better time to quit. Quitting a 20-a-day habit will deliver an average £2,920 a year saving, which could be used to pay off bills or for treats to reward your hard work and determination.

Gerry continued, "Using stop smoking support services and stop smoking medication will greatly improve your chances of becoming a non-smoker."

"For more information on the services available and useful tips

to stop smoking, visit the PHA's 'Want 2 Stop' website at www.want2stop.info where you can also order a 'Quit Kit' free of charge which will help you plan your quit attempt.

"If you quit and then relapse, accept it, work out why it happened, and focus on how you can avoid it in future. It takes several efforts for many people to quit for good but if you are determined you will do it. Last year thousands of people decided to stop using our stop smoking services and many others did so, on their own. Be prepared is the motto for success."





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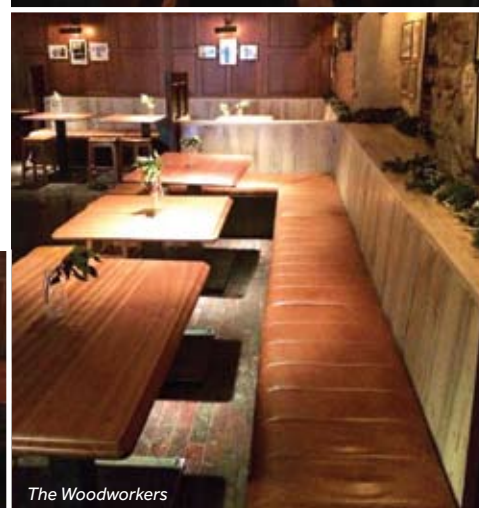
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Practical employment advice

Informal & formal action for misconduct and poor performance

If an employee's performance or conduct does not meet your standards, you should try to help them improve. Have an informal discussion with them as soon as you're aware of a problem. Explain what they're doing wrong and agree actions to be taken. If the problem/s continue, you may have to take formal disciplinary action.

Your disciplinary procedure should, at the very least, comply with the statutory dismissal and disciplinary procedures, and meet the good-practice principles set out in the Labour Relations Agency (LRA) Code of Practice on Disciplinary and Grievance Procedures.

Before doing anything, check your club insurance policy to see if you have legal cover for employment issues as part of your cover. If you are covered through Rollins Insurance for example, this type of cover is provided as standard through leading legal company DAS. DAS will guide you through every step to make sure you are acting within the law. Outside of this, it is important to ensure that any advice sought is from a specialist Northern Ireland advice line due to the differences in legislation throughout the UK.

Remember, that the employee has the right to be accompanied by a work colleague or Trade Union Official (who may be either a full-time official employed by a union or a lay union official who has been reasonably certified in writing by his/her union as having experience of, or as having received training in, acting as a worker's companion) at any formal disciplinary meeting.

Formal procedure

When taking formal disciplinary action, the employer should comply with the Statutory Procedures, by ensuring that the following steps are taken at all stages of the formal disciplinary process.

Step 1

Statement of grounds for action and invitation to meeting: The employer must provide to the employee a written statement of the alleged misconduct which has led to the consideration of formal disciplinary action or dismissal. The employer should invite the employee to a hearing to discuss the issue.

Step 2

Hearing: Prior to a hearing, the employer should supply information relevant to the allegation, allowing the employee sufficient time to consider the detail and prepare their defense. After the meeting the employer should inform the employee of the decision and offer the right to appeal.

Step 3

Appeal: If the employee wishes to appeal he/she will inform the employer within 5 working days. The employer will invite the employee to a further hearing to discuss the appeal. The final decision will be communicated to the employee.

Minor misconduct

If the alleged breach falls within the minor misconduct category the employer should follow the formal procedure outlined above and the following action will be taken if the employer is satisfied that an offence has occurred.

Stage 1

The employee should be given a verbal warning. It will be recorded and retained on file for a period of 6 months.

Stage 2

If the same or similar offence is repeated within 6 months the employee should be given a first written warning. It will be recorded and retained on file for a period of 12 months.

Stage 3

If the same or similar offence is repeated within 12 months, the employee should be given a final written warning. This will contain a clear notice that a repeat of the offence within 12 months will result in dismissal.

Stage 4

If the same or similar offence is repeated within 12 months the employee will be dismissed.

Major misconduct

If the alleged breach falls within the major misconduct category, the employer will follow the formal procedure as outlined above. If the employer is satisfied that an offence has occurred, the employee will receive a final written warning which will contain clear notice that a repeat of the offence within 12 months will result in dismissal.

Gross misconduct

If the alleged breach falls within the gross misconduct category, the employer will follow the formal procedure as outlined above. If the employer is satisfied that an offence has occurred, the employee will be dismissed summarily: ie without notice and without wages in lieu of notice.

Preparing for a formal disciplinary hearing

Before you hold a disciplinary hearing, you should:

- familiarise yourself with the statutory dismissal and disciplinary procedures, or your own enhanced dismissal and disciplinary procedure so that you apply it correctly and act in a fair and consistent way
- carry out a full investigation and make sure you have all relevant facts and details of any past disciplinary action taken against the employee
- obtain statements from any witnesses
- arrange for someone to take notes

You should also ensure the employee has:

- plenty of time before the meeting to prepare their case and consult any representatives
- details of the complaint, the procedure to be followed and the need for them to attend a disciplinary hearing
- had the opportunity to exercise their right to be accompanied at the hearing by a colleague or trade union representative
- copies of any documents you intend to rely on as evidence at the hearing

If the employee is a trade union representative, it is advisable to discuss the case with a full-time trade union officer or senior trade union representative. You should get the employee's agreement to this before discussing the case.

In all cases, advice should be sought from an employment specialist. You can call the Labour Relations Agency on 028 9032 1442.

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Why you cannot be a good boss if you want to be liked

If you want to be a good manager you might have to settle for being respected rather than liked.

'They Must Love Working For You'

The owners of small businesses hear this all the time from friends, and even strangers, but what does it mean?

If a small business is to be successful, is it an advantage for the managing director or owner to be loved by their staff? I don't think it is and one of the hardest things to learn when running a business is that you can't be a good manager if you want to be liked.

Matey managers are unable to deal with underperformance. They postpone uncomfortable conversations or blunt the message when it is finally delivered. They let problems fester and then get tagged as two-faced when things get to the point where drastic action has to be taken. Talking candidly to someone whose performance is unacceptable is a lot more difficult if, deep down, you want them to like you.

Wishing to be liked can also make you feel that it is better to integrate with your team rather than to lead it. If a team member then treats the others badly or the team banter gets out of hand, you make it more difficult for yourself to act to nip things in the bud. However, unless you do so, the unremarked behaviour will become the norm and could eventually lead to legal action being taken by someone in the team. Toxic team behaviour usually starts when someone abdicates their responsibility for dealing immediately with what is unacceptable.

So, wanting people to like you risks drawing you too close to direct reports, and thus blurring the boundaries that are necessary to manage effectively. Keeping your distance does not mean that you can't celebrate birthdays or enjoy a little socialising beyond work (*particularly if that is a big part of the culture you want to establish*), just don't overdo it. Strange as it may seem, everyone in an organisation, no matter how small, benefits from a bit of distance from their boss.

Another way to look at the issue of the popular boss is to ask yourself what people most want from a job besides fair payment.

Surveys that try to answer this question never report that people want to work somewhere that is fun or where their boss is lovable. Instead, those surveys consistently suggest that employees want their boss to do six things:

- listen to them
- treat them fairly
- praise them regularly (*at least once a week*)
- create a stable and financially secure organisation for them to work in
- make them feel that their job is important to the organisation
- employ co-workers who are committed to doing a quality job.

As their boss, your first duty is to create an environment where all these boxes are ticked. Your second duty is to try to be an effective leader.

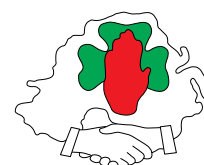
Research suggests that employees prefer to work for someone they

respect and admire. This calls for particular discipline if you own the business.

I am amazed by the number of people who remark to me when their boss gets a new possession or takes his family on holiday, 'I expect he's putting that through the business'. No business owner should ever be tempted to do this in their day-to-day business dealings.

If you want to retain talented staff who have integrity and respect for your business, never cheat. You can't set standards of behaviour if you are not prepared to lead by example. When employees see that you treat your business respectfully as if it were detached from you, they will do the same.

So, if you have to choose between being loved and being respected, choose the latter. If you do, you will attract and retain talented people and your business will surely thrive.





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Questions & Answers

Q. One of our members runs a local betting shop and is a licensed bookmaker. Whilst the club does not provide facilities in which members can place a bet, is it a breach of our licence if this member takes bets from members within the club?

A. It would definitely be a breach of the club's licence to allow this member to take bets inside the club from club members, even if the bets are then processed and honoured at his own betting shop. This is because his license does not extend to taking bets on the club's premises. It is an offence to provide betting facilities inside any premise which is not issued with a Betting Premises Licence. This means that even though the club is not a party to any betting transaction and the transactions are between individual members, the club would still be in breach of the Gambling Act and the NI

1996 Clubs Order by providing the facility in which the betting is taking place.

Members can, however, use their mobile phones to place a bet as long as they are using their own personal account. If the club provides wi-fi then it is also not an offence if this is used to place a bet via a smartphone app or similar method.

Q. In the past the Committee have had cause to expel certain Members from the Club due to their conduct. A question has been raised over whether an expelled Member, which we refer to as a 'life ban', could ever reapply for Membership?

A. Under the rules of most clubs, a member who has been expelled from the club can only reapply for membership with the consent of the committee and even if that consent is given, the committee can still vote against the admission of a candidate.

Careful consideration should always be given to the request of previously expelled members to reapply for membership. A previous committee would not have taken such a decision lightly. Also bear in mind that whilst a simple majority is required for a committee to agree that a previously expelled member can reapply for membership, the actual re-election to membership normally only needs two votes against to

exclude a candidate. Therefore an agreement that an expelled member can reapply is certainly not a guarantee of re-election.

Q. Please can you 'clarify a point regarding membership. Once someone applies to be a member and their name is displayed within the club, is it correct that if just one member objects they cannot become a member?

A. It is not correct. Whilst members may object to a membership candidate, it is the committee which makes the final decision.

The committee may wish to consider the views of members when making their decision but ultimately the authority to elect or reject a candidate's application for membership is vested solely in the committee under the terms of your clubs rules. Therefore, a club could have a situation where no members object to the nomination but it is rejected by the committee or where 100 members object but the committee accept the nomination. Ultimately however, whilst the committee has the final say, they will usually be guided by any objections which may be expressed by Members. That is the purpose of displaying a candidate's name on a notice board.

Q. Following a recent VAT inspection, HMRC questioned our practice of not applying VAT on room hire to members or on income from the snooker and pool tables. Can you confirm if we are correct in not applying VAT to these sources of income?

A. The club is correct in not applying VAT on these two specific sources of income.

The hire of the club's rooms to members is exempt from VAT and Section 10 of Notice 701/5

Clubs and Associations refers to this particular matter. The income from snooker and pool tables is also exempt from VAT and Section 3.5.7 of Notice 701/45 Sport refers to this matter.

I suggest you reply to HMRC giving details of the above Notice references and state that the club is not in breach of any VAT payment requirements.

Q. If an officer or committee member is in receipt of an honorarium, but is not an employee, will they be affected by the forthcoming pension changes and have to be opted in to one of the new mandatory pensions?

A. For the purposes of the new pension regulations, persons in receipt of an honorarium will not be required to be enrolled into the system. This is because persons receiving honorariums are not considered to be employees of the club and the new regulations only apply to employees. There is sometimes confusion over this point because persons in receipt of honorariums are put through the PAYE system. The reason that persons who receive an honorarium are put through the PAYE system is simply because, whilst the honorarium does not itself bestow employment rights or obligations, the voluntary payment does attract taxation. An honorarium is a voluntary payment for a voluntary service which is not considered the same as employment and does not bestow employment rights onto the recipient.

If you have a question you would like answered send it to:
Club Review
c/o N.I. Federation of Clubs,
Unit B7, Portview Trade Centre,
310 Newtownards Road,
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#hello my name is...

Northern Ireland is joining a massive social media movement launched by a terminally ill doctor from the north of England.

The 'Hello my name is...' campaign was spearheaded by Dr Kate Granger, a young hospital consultant from Yorkshire who works in elderly care, to improve the patient experience not only here in the UK, but across the world. Kate became frustrated with the number of staff who failed to introduce themselves to her when she was in hospital. Her campaign on social media platform Twitter is inspiring nurses, doctors, therapists, receptionists, porters, domestics and staff in all roles.

Dr Granger, 33, has terminal cancer, and has made it her mission in whatever time she has left to get as many members of NHS staff as possible pledging to introduce themselves to their patients.

This campaign is simple, reminding staff to go back to basics and introduce themselves to patients properly. Kate talks about this as "the first rung on the ladder to providing compassionate care" and sees it as the start of making a vital human connection, beginning a therapeutic relationship and building trust between patients and healthcare staff.

Northern Ireland's Health Minister Jim Wells said, "In Northern Ireland we want to listen to, learn from and improve the experience of people who use our services. Patients and clients are asked to tell their story, allowing them to highlight what matters to them. The 10,000 Voices initiative

began in October 2012 and has to date focused on gathering experiences of care. So far, over 5,000 people have taken the time to tell us about their experience.

"One of the key findings from 10,000 Voices to date has been that when patients do not know who is looking after them they felt unsure and at times uncomfortable with what was happening; it is clear therefore that first impressions and staff introductions set the tone for the overall patient experience. This firmly reinforces the need for staff to ensure that they introduce themselves to patients, and has been highlighted as a key priority for HSC Trusts to focus on in 2014/15.

"A confident and polite introduction is not only a sign of basic courtesy and respect for the individual patient or client but is also, very importantly, the first step in building a therapeutic relationship with our patients and clients so that they will feel relaxed, confident and safe in our care. Saying Hello, my name is ... only takes a second of our time and yet it can make the world of difference. It can help install confidence, help build relationships and it can break down barriers.

"I would like to pledge my support to this initiative and thank Dr Granger for her inspiring and humbling campaign."

You can support Dr Granger's campaign on Twitter by sending her a message at @GrangerKate, including your name and the phrase #hellomynameis. To find out more about the campaign, visit www.hellomynameis.org.uk



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Charity Boot Camp is a knockout!



The January diet isn't quite going to plan, and the summer body you have in mind is slowly starting to fade. Fear not you still have plenty of time, with a Boot Camp in France all supporting leading local cancer charity you'll be sunshine ready in no time.

Action Cancer has teamed up with Kale and Sprouts Pure Boot camps, and this June will run their first ever French Boot Camp in Domaine des Granges Vieilles, a stunning chateau set on seven acres of parkland in the magnificent Dordogne Valley. The Boot Camp will take place from Saturday 6th June to Saturday 13th June 2015. This week-long mental and physical challenge will push your body and mind to its limits with training twice a day from a qualified personal trainer and yoga coach.

Action Cancer Fundraising Events Officer, Sarah-Jayne

Cassells said, "This could be your first step towards achieving your personal fitness goals in 2015, while also raising vital funds for Action Cancer. We're delighted to be running our first Boot Camp, with people becoming constantly more body aware, this is a great opportunity to see some real results all in the French sunshine, while meeting new people and experiencing the culture, food and way of life. Go for it you won't regret it!"

Help Action Cancer to continue to save lives and support people in your own local community by making a difference in 2015. All monies raised from the Boot Camp stays in Northern Ireland. The funds raised go towards Action Cancer's lifesaving services including breast screening, big bus mobile unit, complementary therapy and counselling support services as well as health promotion services.

Sarah-Jayne added, "Each participant is fully supported by the Action Cancer events team and we will offer advice and help in relation to fundraising. Places are limited to just 14 and are filling up fast, sign-up with us today and join the team for this life-enhancing experience."

To get involved contact Sarah-Jayne Cassells on 9080 3379 or email sjcassells@actioncancer.org



Jenny Curran is put through her paces at the launch of the charity's first week-long mental and physical challenge in the Dordogne June 2015. It'll be a case of Oh - Ah as well as Oh-la-la as recruits are shaped up in the grounds of a chateau with 7 acres of equipment over 7 days. Limited spaces for individuals or companies. For information call Gillian on 9080 3379



Action 4 Life conference

Action Cancer are extending an invitation to members of the public to attend their Action 4 Life Conference due to be held in the East Belfast Network Centre, Templemore Avenue Belfast, on 5th March.

At the conference Action Cancer will present evaluation findings from the Action4Life programme and Dr Ian Banks

(President European Men's Health Forum) will speak on the importance of diet and physical activity in maintaining health and wellbeing while reducing the risk of obesity, cancer and other illnesses.

To book a place email hp@actioncancer.org or call 028 9080 3344.

Pictured opposite is Action Cancer's Health Promotion Officer, Nikki Sturgeon, and Sean McQuade from Active Belfast, who is funding the 12 week Action 4 Life programme which is seeking to improve the health and wellbeing of participants by addressing obesity and promoting physical activity in North, South, East and West Belfast.

Suzanne fundraises in memory of her granddad

Sunday afternoon fundraising events are commonplace at the H&W Welders FSC but one such recent Sunday was a little special.

Local entertainer Suzanne Pavis, a name well known in entertainment circles thought something special needed to be done to recognise her late grandfather Brian.

Brian's wife Sylvia together with Tony Jones is equally recognised for their fundraising activities on behalf of local charities and good causes. Upon receiving the cheque for £1,300 Lisa McGrogan of Macmillan Cancer Support thanked all those who supported the fundraiser going on to express thanks on behalf

of the charity and explaining the services being rolled-out in Northern Ireland.

Of course most people will be aware of the tremendous service provided by Macmillan Nurses, however there is an extensive range of other services also provided throughout Northern Ireland.

Lisa concluded by confirming that the generosity of the Northern Ireland people has assured that the fundraising target for 2014 had been surpassed.



Pictured above is Lisa McGrogan, Macmillan Cancer Support, receiving a cheque for £1,300 from Suzanne Pavis. Also pictured (centre) is Lyndsey Ruddock with Tony Jones and Sylvia Pavis who are recognised for raising funds in support of a number of local charities and good causes. Suzanne organised the fundraising event in recognition of her late grandfather, Brian Pavis.



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Corona set to shine with Tennent's NI



Whatever the weather, the outlook could hardly be sunnier for Tennent's NI as Northern Ireland's Number One packaged beer and cider supplier starts the New Year with a high profile addition to its burgeoning beers and ciders portfolio.

The company has closed the deal to distribute packaged Corona Extra to both the on and off trade from January 1st 2015. The arrival of the global brand is an important new addition, as Brian Beattie, Marketing Director with Tennent's NI explains, "Corona is, famously, the leading 'Sunshine Beer', dominating that category around the world and with a fantastic track record in the UK and Ireland. This great, fresh and distinctively flavoured beer has a uniquely engaging brand personality that will complement and add a new dimension to our wide portfolio of big brand beers and ciders. Securing it for Tennent's NI gives us a brilliant start to 2015 and reinforces still further our reputation for innovation coupled with quality creating a great partner for Tennent's our leading beer brand."

Brewed in Mexico since 1929, with 5.4% abv, Corona Extra is a Pilsner Lager, made with the finest quality blend of filtered water, malted barley, hops, corn and yeast, balanced to deliver a smooth taste, perfectly suited to easy Summer drinking. It has an unmistakable bright gold colour and its connection with the famous 'Lime Ritual' gives it fabulous memorability.

The statistics speak volumes about the positioning of Corona and its ongoing potential. It is the fourth best selling beer in

the world, ranks number two in the UK On Trade, and one in two of all 'Light Sunshine' Beers is Corona. In the UK it is bigger than all of these 'Light Sunshine' Beers combined - Sol, San Miguel, San Miguel Fresca, Estrella. Given that commercial pedigree, it is not entirely surprising that Corona also ranks fifth in the BrandZ® Top 10 Most Valuable Beer Brands.

Brian continued, "With Corona, Tennent's NI now manages four Brands in the BrandZ® Top Ten: Budweiser, Stella Artois, Corona, and Brahma. That says much about our commitment to quality and bringing class to the glass. However, we are now very firmly focused on how we can maximise the potential within our local marketplace and we are laying down ambitious plans to drive sales, ensuring that the trade benefits from Corona's proven capacity to bring more cash to the till."

"Working closely with our customers and listening to them has been a big part of how we've built the strong, world-class portfolio of quality products we have today. Our creativity stems from gaining accurate customer and consumer insights and maximising all resources available. Innovation is also, of course, key to maintaining our competitive edge and Tennent's NI is well known for its capacity to bring new and relevant products to market. Corona is giving us a brilliant start to the New Year and we're looking forward to nurturing the potential of this world-leading brand, to the benefit of all our customers. The future has never seemed brighter," concluded Brian.



Heads up for a WKD St Patrick's Day

To help licensees in Northern Ireland maximise St Patrick's Day sales, SHS Drinks is giving away humorous WKD Shamrock Head hat kits to bring some extra fun and theatre to celebrations.

The highly impactful promotion offers a free 'Genuine Irish Shamrock Head (Made in China)' when consumers buy any two bottles from the WKD range. The hats will turn heads and create a real talk-about factor in on-trade outlets.

The kits will also include posters featuring a range of WKD cocktail recipes created specifically for St Patrick's Day. The three cocktails - 'WKD 4 Leaf Clover', 'WKD Paddy Pitcher' and 'WKD Lucky

Green' - each contain WKD Green with either a spirit or a liqueur, and lemonade. When served with plenty of ice, the WKD cocktail pitchers are great for sharing with friends and are the perfect way to celebrate St Patrick's Day.



Local champions host Super Bowl party for their 'Buds'

The recent NFL Super Bowl XLIX was a great opportunity to kick back and grab some Buds.

To celebrate the Super Bowl, the Belfast Trojans, sponsored by Budweiser, hosted a mega party in Belfast to watch the event in real time, when the New England Patriots beat last year's champions, the Seattle Seahawks, 28-24, at the University of Phoenix Stadium, Glendale, Arizona.

The Super Bowl is quintessentially American and Super Bowl Sunday is one of the biggest days of the US sporting calendar, but the big game also makes sporting headlines around the world, watched and enjoyed by millions.

Here in Belfast, the Trojans' annual get-together for the game has become something of an institution too and the event was one of the biggest sell-out parties of 2015 so far, where expert sporting commentary was on hand from the players themselves - three times Irish American Football Association Shamrock Bowl Champions (2012-2014).

About the event, Phil Ervine, Beer Brand Manager at Tennent's NI, said, "We have a great partnership with the Belfast Trojans and we know they throw a party as well as they throw a ball! We were delighted to help them stage an incredible night where some 600 fans got to chill out with a bottle of Bud watching a great game.

"Budweiser is as American as the Super Bowl itself; a brand which exemplifies the great core



Budweiser cheerleader, Meagan Green, and Phil Ervine (front left), Tennent's NI's Beer Brand Manager, and Belfast Trojans', Barry Keil and Mark McGrath, looking forward to Super Bowl Sunday.

American values of optimism and determination - add to that the sociability of Bud and its longstanding sporting associations and we're the perfect partners for the Trojans' party!"

Barry Keil, Chairman of the Belfast Trojans, said, "The evening was a chance for American Football fans to meet the team and watch the Super Bowl live, in the company of like-minded fans. It was an incredible evening with an electric atmosphere and a great sense of fun. It's always a sell-out too, so anyone who wants to be part of the event next year is urged to book early.

"With the help of other local teams, Belfast Trojans are

building on the interest which the Super Bowl creates each year. We're delighted to see that others have followed our lead and there were parties of all sizes springing up around the country as people got together to watch the game. Fans should keep an eye on www.facebook.com/TheBelfastTrojans for further local American Football social events and games.

"As a team, Belfast Trojans has plenty to celebrate just now.

2014 was a momentous year for us as we moved to our new home at Belfast Harlequins Sports Arena, one of Northern Ireland's premier sports grounds, and we finished the year as reigning champions, having won the IAFL Shamrock Bowl at the end of last season for the third year in a row. That's set us up for still more success in 2015 and, as you can imagine, at our Super Bowl Sunday event, we were in the mood to celebrate!"



Carrick Rangers storm to Steel & Sons Cup win

Carrick Rangers' 75th anniversary year ended in the best possible fashion, winning the Steel and Sons Cup with a 4-1 win over Harland and Wolff Welders at Seaview.

Goals from Aaron Smyth and Kyle Cherry put Carrick 2-0 up at the break. Both sides were guilty of missing chances but Conor McCloskey scored his side's third. Michael McLellan pulled a goal back for the Welders, who immediately capitalised on Daniel Kelly's red card but Ben Roy sealed the win for Carrick with a late goal.

Pundits were saying that the Welders would be boosted by the return of marksman David Rainey and that the absence of Miguel Chines' in the Carrick

frontline would prove detrimental to the Taylor's Avenue side's hopes, but how wrong they were.

The players were as passionate on the pitch as the fans were vocal off it and in a fantastic display, they were deserved winners and saw their name etched onto the famous trophy for the first time since 1967.

Arthur Curtis, part of the 1967 side, spoke warmly of the victory: "It's a 47 year old record – they've broken my record! I'm glad they've won it. I'm shell-shocked, I can't believe it."



The final whistle brought scenes of equal joy and despair to the respective sides, who both contributed to a wonderful Steel and Sons Cup final.

In the Seaview sun, Aaron Harmon lifted the trophy to signal a happy ending to the only competitive football match played in Europe on Christmas day.

An advertisement for Misiones D Rengo wine. It features three bottles of wine (two red, one white) standing on a dark surface. The background is dark with the brand name "MISIONES D RENG" visible. At the top, there is a logo with the letters "MD" inside a circle. At the bottom, it says "Exclusively distributed by DRINKS INC." with a small graphic of a glass and bubbles above the word "DRINKS".

UGAAWA Monthly Merit Award

December is normally a quiet month in GAA circles, particularly on the playing fields, but things have changed. Now we have the Ulster Men and Women's Minor Football Championships to light up the dark days plus the likes of Ulster Minor hurling and the USHA Junior Handball Championships to entertain us.

Maybe not action that grabs the interest of all GAA fans but those who don't pay attention are the losers. Some excellent football is played in the annual U18 tournaments and, this time, history was extended when Watty Graham's from Glen in Derry stretched their record three-in-a-row to four-in-a-row. An amazing feat at teenage level.

Three Glen players now have four Derry and Ulster minor medals in their collection. All played a major part in winning the fourth award but none more so than score snapper Danny Tallon, who was central to all that was good in Watty Graham's victories over O'Donovan Rossa (Antrim), Donaghmoyne (Monaghan) and Southern Gaels (Cavan), after extra time. Tallon scored 2-3, 1-3 and 0-6 in those wins.

However, that wasn't his only contribution to the winners, as he set up a number of other scores and attacks for his colleagues and played in different positions throughout the three matches. The overall contribution from the attacker earns him the UGAAWA Monthly Merit Award for December, even though the final was on New Year's Day.

When told of his award he enthused, "Happy days. It is



Watty Graham's Chairman, Sean Keane (left), and Minor Manager, Fergal McCusker (right), watch on as UGAAWA Chairman, John Martin, presents the December Merit Award to Danny Tallon.

nice to win such an honour and a lovely addition to my fourth Ulster Minor medal."

The UUJ undergraduate also collected the Ann-Marie Donnelly Memorial Trophy as 'Man-of-the-Match' in the final. He is no stranger, of course, to winning individual awards, as he was also honoured with the individual award in the 2014 Dr MacRory Cup final and in the 2013 Hogan Cup decider.

"Not a bad collection, so far," quipped the 18-year-old who now looks forward to football life at U21 level and in Freshers' football at university.

For his December award, Danny Tallon overcame challenges from Beragh handball star Gabhán McCrystal, who won the US Juniors U19 Singles and Doubles (along with Pól Clarke) Championships, for the second year running, and his team mate Conor Glass.

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N.I. Football Writers' Awards



Crusaders Manager, Stephen Baxter, receives his Manager of the Month Award from the BBC's Stephen Watson (left), and Darren McHugh from BT. Crusaders opened up a healthy gap at the top of the table, beating main title rivals Linfield on New Year's Day.

As well as picking up the monthly award, later this month Stephen will also celebrate being Crusaders boss for 10 years. Since 2005, Stephen has led the Crus from the depths of relegation to the verge of a first league title since 1997. With the Crus playing the way they are at the moment, maybe the Premier League title will finally take residence at Seaview.

It was a clean sweep for Crusaders in January with midfielder, Richard Clarke, picking up the Player of the Month Award.

Photograph: Stephen Hamilton



H&W Welders striker, David Rainey, receives his BT Sport Championship Player of the Month trophy from Stephen Watson, NIFWA Vice Chairman, and Darren McHugh, BT Sport.

David helped the Welders through a five-match winning spell, scoring five of the side's 13 goals in just three league games as the Tillysburn side jumped up to second place and kept the pressure on leaders Bangor. Highlight of the month for David was his hat-trick in a 6-2 win over Donegal Celtic.

David, a veteran of five Irish Cup finals, with three winners' medals, thanked the Writers for voting for him and for BT Sport's continued sponsorship and interest in the Championship.

★ GREAT SPORTING EVENTS

NO. 74

1995

The Rainbow Nation Triumphs

A proud Nelson Mandela hands over the Ellis Cup to Francois Pienaar.



The final itself was a war of attrition, as South Africa somehow contained the awesome power of Jonah Lomu and clinched victory with a late drop-goal from their polished fly-half Joel Stransky. But it was the backdrop to the event that turned the occasion into one of the most intriguing and important since international sport was first played. The scene after the victory remains among the most dramatic and historic that a crowd will ever witness.

The All Blacks went down with food poisoning shortly before the final, and coach Laurie Mains claimed later that their coffee had been spiked at a pre-match banquet. The allegation was never proven, but Jeff Wilson turned pale and had to rush off in front of watching millions; his teammates felt little better.

The need for South Africa to win was immense. It was, in effect, a new country that day, a 'Rainbow Nation' as Archbishop Desmond Tutu had christened it, where skin colour was no longer to be a cause for misery. Nelson Mandela went to the Ellis Park Stadium hoping for a win that would unite whites and blacks in celebration. He got it.

When Stransky's winning kick made it 15-12 and the final whistle blew. Springboks captain Francois Pienaar brought his players together in a tight circle, and they knelt as one to pray. Then a beaming Mandela appeared, wearing a copy of Pienaar's green No. 6 shirt, to present the trophy.

Thank you for what you have done for South Africa,' Mandela said. 'You have done so much more,' replied Pienaar respectfully.

Apartheid really was history. As the crowd left the stadium, one British journalist said, 'I think I'll just go back to my room and smile for a while.' That was how everyone felt - unless they were a New Zealander.

Edwards Smashes Record

Jonathan Edwards enjoyed a golden period in the mid-1990s, putting one of the more obscure events in the sport well and truly on the map. The triple jump was seen by many a detractor as the quirky relative of the long jump, but Edwards's speed and grace through the air had people hopping, skipping and jumping throughout Britain.

In the months preceding the World Championships in Gothenburg, Edwards had produced the first leap over 18m (60ft) and beat the world record. He would, however, save his best for the grand stage.

With his first jump he broke his own world record, with a leap of 18.16m (59½ft) - it was the first jump beyond 18m with a legal wind in history. Still - unimaginably - better was to come with his second jump, a scarcely believable 18.29m (60ft), a record that may never be broken.

Edwards ended 1995 unbeaten in 14 events and claimed the BBC Sports Personality of the Year award. Since then he has become an ambassador for the sport as a whole, but he will always be synonymous with that historic day in Gothenburg.




A majestic Jonathan Edwards in full flight.

Also this year...

Football - Blackburn Rovers won the Premier League, denying Manchester United a hat-trick of titles.

GAA - Dublin pipped Tyrone to the All-Ireland Senior Football Championship by a single point, winning 1-10 to 0-12.

Golf - Big hitter, John Daly, despite a 4 shot deficit, won the British Open in a 4 hole play-off against Costantino Rocca.



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