

THE OFFICIAL VOICE OF THE NORTHERN IRELAND FEDERATION OF CLUBS

# Club Review

VOLUME 30 - Issue 4, 2017

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## Minutes of the Executive Meeting

Hosted at the Harp Bar, Belfast  
on Wednesday 17th May 2017

The Chairman opened the meeting by updating those present on Gerry Gallagher, who was taken ill recently. Our best wishes go to Gerry for a speedy recovery.

The Secretary was invited to read the minutes of the previous meeting, which were subsequently proposed by Tommy McMinn and seconded by Raymond Connor as a true record.

Correspondence was conveyed to those present, including details of an issue on claiming for unpaid holiday pay and other related employment issues.

The Secretary confirmed that the Labour Relations Agency had updated the template contract of employment, to meet current legislation.

Following the advised amendments and additions, the contract will be uploaded to the Federation website for clubs to use whenever required.

The Treasurer, David Larmour, provided a financial report, which was endorsed as a true

record of our financial affairs. An in-depth debate took place on Federation overheads, with appreciation being expressed on the associations we have formed with respective suppliers in all business sectors.

A query was raised regarding an accident in a club which involved a visitor, and how it should be reported, including the taking of statements to protect the interests of the club in the event of a claim.

Evidence should include photographs of the scene. Examples of past incidents were discussed, and how, with the support of evidence, cases were resolved in the interests of the club.

At this point the Chairman closed the meeting, thanking those present for their attendance. Thanks were also extended to our hosts for providing the facilities at the iconic Harp Bar, Belfast.

Harry Beckinsale,  
Secretary,  
N.I.F.C.

## Minutes of the Executive Meeting

Hosted by Oasis Retail Services on  
Wednesday 14th June 2017

The Chairman opened the meeting, following which the Secretary read the minutes of the May meeting which were passed as a true record by Raymond Connor and Jim McCaul.

A number of issues were discussed, including a New Travel deal from P&O Ferries (see page 7) specifically

for registered clubs, with a dedicated P&O Team available to make bookings easier.

The Treasurer, Davy Larmour, provided a financial report, confirming that the restructuring of the database has improved administration in respect to membership renewals.

*continued on page 4*

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As many will be aware, our North West delegate/Assistant Secretary, Gerry Gallagher, is presently recovering from a recent illness. Our best wishes are extended to Gerry with the hope he will be back to full health soon.

Sky TV was again discussed. We have established a good association both nationally and at local level, which has been helpful. Earlier indications that something could be revealed in the Autumn make us hopeful that our search to have the sports registration recognised will be successful, particularly in regard to those sports clubs with large outdoor sports grounds. Members may be aware that we have been engaged in this matter for over three years.

The Secretary confirmed, that despite requests from BT Sport, the Federation database has not been made available to them.

PPL fees do concern us, so much so that the Chairman, John Davidson, is determined to seek advice on the structure and application of this license.

As this was the last meeting before the summer break, it was rather shorter than normal. Thanks were extended to Oasis for providing their facility at Mallusk, and for the excellent hospitality provided, prior to and following the meeting.

Although we do not meet again until September, the Federation continue to operate on behalf of members on the entire range of services.

**Anyone seeking advice need only call the helplines at: 07889 800329 - 07889 681714 and/or 07889 800325.**

Harry Beckinsale  
Secretary  
N.I.F.C.

## VAT on utility bills

Some Clubs are being contacted by energy consultants offering to reduce the VAT rate paid on gas and electricity bills from 20% to 5%.

They will typically charge a fee for doing so. Clubs can, however, reclaim any VAT paid at the higher rate of 20% when they submit their VAT returns so it does not make any material difference whether the VAT is initially paid at 20% or 5% apart from perhaps assisting with short term cash-flow issues.

It is therefore not worth paying a consultant to reduce the Club's VAT bill from 20% to 5% unless the Club is not registered for VAT. We have

heard that some Clubs have had to pay around £500 for this service to be performed.

As Federation approved energy consultants, Mark Rooney of MJ Utilities, should be the first point of call for your club regarding matters such as the aforementioned, and also the renewal of energy contracts.

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## Risk assessments in your club

As part of managing the health and safety of the club, the committee must ensure that potential risks in the workplace are identified and planned for. To do this clubs need to think about what might cause harm to people and decide whether they are taking reasonable steps to prevent harm. This is known as risk assessment and it is something businesses are required by law to carry out.

If the club has fewer than five employees then you do not have to write anything down, although it is useful to do this so you can review it at a later date, for example, if something changes. If you have five or more employees, you are required by law to write it down. Any paperwork you produce should help you to communicate and manage the risks in your business. A risk assessment is not about creating huge amounts of paperwork, but rather about identifying sensible measures to control the risks in the workplace.

Clubs are likely already taking steps to protect their employees, but a risk assessment will help the committee decide whether they have covered all they need to. Think about how accidents and ill health could happen and concentrate on real risks - those that are most likely and which will cause the most harm.

The Health and Safety executive (HSE) is trying to encourage all organisations to see risk assessments as part of the day-to-day aspect of business management and not as something separate and unique: 'Risk assessment is not about creating huge amounts of paperwork, it is about identifying sensible measures to control the risks in your

workplace. We want to put more emphasis on controlling risk and less on written assessments, without reducing standards. The HSE advises that the assessments ought not to be considered as a separate, box-ticking exercise, but should instead form part of the ordinary and everyday running of a company'.

**Below is a guide to help you:**

### Identify the hazards

One of the most important aspects of a risk assessment is accurately identifying the potential hazards in the club. A good starting point is to walk around the club and think about any hazards. In other words, what is it about the activities, processes or substances used that could injure your employees/members or harm their health? Over time it is easy to overlook some hazards, so here are some tips to help you identify the ones that matter:

- Check manufacturers' instructions or data sheets for chemicals and equipment as they can be very helpful in explaining the hazards and putting them in their true perspective
- Look back at your accident and ill-health records - these often help to identify the less obvious hazards
- Take account of non-routine operations (e.g. maintenance, cleaning operations or changes in production cycles)
- Remember to think about long-term hazards to health (e.g. high levels of noise or exposure to harmful substances). There are some hazards with a recognised risk of harm, for example working at height, working with chemicals, machinery, and asbestos
- Visit the Health and Safety Executive website (www.

hse.gov.uk) - HSE publishes practical guidance on hazards and how to control them

### Who might be-harmed?

Then think how employees and members might be harmed. Ask your employees and members what they think the hazards are, as they may notice things that are not obvious to you and may have some good ideas on how to control the risks. For each hazard you need to be clear about who might be harmed - it will help you identify the best way of controlling the risk. That doesn't mean listing everyone by name, but rather identifying groups of people (*people working in the cellar etc.*).

### Evaluate the risks

Having identified the hazards, you then have to decide how likely it is that harm will occur - the level of risk and what to do about it. Risk is a part of everyday life and you are not expected to eliminate all risks. What you must do is make sure you know about the main risks and the things you need to do to manage them responsibly. Generally, you need to do everything "reasonably practicable" to protect people from harm. This means balancing the level of risk against the measures needed to control the real risk in terms of money, time or trouble. However, you do not need to take action if it would be grossly disproportionate to the level of risk. Your risk assessment should only include what you could reasonably be expected to know - you are not expected to anticipate unforeseeable risks.

The key question is - Can I get rid of the hazard altogether? If not, how can I control the risks, so that harm is unlikely?

Improving health and safety need not cost a lot. For instance, placing a mirror on a blind corner to help prevent vehicle accidents is a low-cost precaution, considering the risks. Involve the club's employees and members, so you can be sure that what you propose to do will work in practice and won't introduce any new hazards.

### Record your significant findings

Make a record of your significant findings - the hazards, how people might be harmed by them and what you have in place to control the risks. Any record produced should be simple and focused on controls. For most clubs this does not need to be a big exercise - just note the main points down about the significant risks and what you concluded. When writing down your results keep it simple, the potential hazard and what steps have been made to control the hazard as a result. A risk assessment should show that a proper check was made, you asked who might be affected, you dealt with all the obvious significant hazards, the precautions are reasonable and the remaining risk is low.

If your risk assessment identifies a number of hazards, you need to put them in order of importance and address the most serious risks first. Identify long-term solutions for the risks with the biggest consequences, as well as those risks most likely to cause accidents or ill health. Remember, the greater the hazard, the more robust and reliable the measures to control the risk of an injury occurring will need to be. Make sure your risk assessment stays up-to-date by reviewing it on a regular basis.

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# Clubs urged to ignore ‘misleading’ letter

Although this matter relates specifically to clubs in England, clubs here are also being warned about a misleading letter which has been received through the post by several English clubs, purporting to be from an organisation called the ‘England Commercial Register - Publication of Companies’.

We have no doubt that the people sending this letter out will be looking to encourage clubs in other regions outside of England to sign up to similar registers.

The letter states: “in order to avoid the removal of your incomplete company details, please revise and approve your information promptly” and includes a form (see opposite) which it says is the company information “as listed on our database” with a request that the blank spaces be filled in by the respondent.

So far, this may all sound very innocuous. However, in the small print at the foot of the form, there is a clause which, if signed, appears to bind your club/company to place the information as “an advertising insert for a period of three years” at an annual cost of 993 Euros (£856) per year.

The letter and form has been examined at length by the CIU, who represent clubs in England, and its recommendation is to ignore this communication entirely and simply throw it in the bin.



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## A summer of world class sport with Sky

Sky Sports clubs have plenty to show their members over the next few weeks with lots of live sport on the schedule to keep people entertained.

In international football, the World Cup Qualifiers continue in late August as the Home Nations try to win a place in the 2018 Finals.

Northern Ireland face San Marino away before taking on the Czech Republic at Windsor Park on September 4th. Club members will also be able to see Wales, Scotland and the Republic of Ireland all in action, live on Sky Sports.

International football never fails to ignite the passions of fans and clubs can look forward to drawing in the crowds for some fascinating showdowns.

Sky Sports clubs can also show members plenty of GAA action across the summer, as both hurling and football competitions march on

towards their respective finals in September. Dublin will be looking to make it three football titles in a row, while reigning champions Tipperary, will be hoping to defend the Liam MacCarthy Cup in the hurling competition.

Golf's upcoming Open Championship at Royal Birkdale will give clubs lots of opportunities to attract customers with the competition spanning over several days. Henrik Stenson will be hoping to defend his title against the best in the world, as the top players battle it out to try and win this coveted Major. Will this be Rory McIlroy's year? Clubs can show coverage from July 20th to 23rd, exclusively live on Sky Sports.

Plus, there is much more happening this summer before the football season begins again in August, including rugby, darts, tennis, F1 and cricket – it promises to be a bumper summer of sport.



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## Am I right to expect my staff to work late shifts?

*Q. I am tight on employee numbers at the moment while I recruit new team members and I need more of my staff to do late shifts for the short term. Can I expect them to do this, and if so when can they start?*

When staff numbers become tight at work, an employer's first point of call is often to look towards their current employees for support during these strained periods. Whilst this is perfectly acceptable, it is important that you ensure that you are adhering to correct employment law procedures with regards altering or changing employees working hours, even in the short-term.

Your first step is to check the contract of employment of the staff you want to do the late shifts. The contract must contain, by law, information confirming the hours of work of the employees and you need to see whether there is provision within them for your staff to work late shifts when required.

Hours of work are a contractual term, which cannot be changed without agreement from both employer and employee. Sometimes, the hours of work which are written into a contract of employment contain some flexibility which allows the employer to require additional hours, or a change to working hours when required.

The existence of a requirement to be flexible with working hours in the signed contract of employment means that you are permitted to require your staff to change their normal day shifts to late night shifts, or to extend their normal working

day to include night shift hours. In order to avoid any potential resistance, you should keep your actual requirements within those permitted by the agreed contract.

If there is no flexibility built into the contracts and requiring the performance of night shifts would be outside of the agreed terms on working hours, you cannot expect the employees to automatically begin to do night shifts. Imposing this on them could, if it were to be considered as a fundamental change to their terms and conditions, entitle them to leave your business and claim constructive unfair dismissal.

In this case, you would need to speak to staff and attempt to obtain their agreement to working different hours. Explaining the reasons behind your request and offering some sort of incentive might make the process smoother. On the whole, you will find that your employees can sympathise with your predicament and are therefore, more than willing to provide extra support, within reason to help the business continue its daily activities. In line with this, employees are likely to be more receptive to changes in the workplace if you can demonstrate that you have taken into consideration how such changes may affect your staff and their work environment.

Remember, your employees represent the backbone of your business, so ensuring that you look after your existing employees, whilst recruiting fresh talent is pivotal to maintaining a happy, loyal and productive workforce.

## Raven Social Club raise vital funds for NICHs



Pictured above is Mrs Jeanette Ervine (holding the plaque), with club Chairman, Stephen Beattie, directly behind. Also pictured is Councillor, Dr John Kyle, Dawn Purvis, and representatives of the Raven Club and NICHs.

On Saturday 17th June 2017 friends and colleagues of the late David Ervine, past Chairman of the Raven Social Club in East Belfast were presented with a plaque marking their 10 years of fundraising for the Northern Ireland Chest Heart and Stoke (NICHs).

Every year since his untimely death in 2007 the Raven Social Club members and friends organise a fundraising night and a sponsored walk to raise money for NICHs in memory of David Ervine. This year marked the Tenth Anniversary of David's death and Club Chairman Stevie Beattie paid tribute to the efforts of all those involved, "It never ceases to amaze me how our members turn out every year in memory of our past chairman and friend David Ervine. Since our first fundraiser in 2008 we have raised over £26,000 for NI Chest Heart and Stroke and it is comforting to know that our efforts go some way to help

preventing further deaths from these causes. We miss David however we are delighted to be able to remember him in this way."

Jan Harvey and Lorna Watson of NICHs thanked the Chairman Stevie Beattie and the members and friends of the club for, "The Raven Social Club has raised a tremendous amount over the last 10 years and these much-needed funds will help contribute to our research aimed at preventing deaths from heart disease. We wanted to mark this milestone by presenting the club with this plaque in recognition of all of their efforts."

Mrs Jeanette Ervine, widow of the late David Ervine said, "I am overwhelmed by the efforts of the club staff, members and friends who turn out every year to remember David in this way. It is wonderful to see that their generosity has been recognised by the NICHs in this way."

## Ulster Sports Club raise £1,000 for Fleming Fulton

Harry Beckinsale, Vice Chair of Fleming Fulton School Board of Governors, was delighted to accept a donation of £1,000 for the school, at a fundraising event hosted by the Ulster Sports Club on Friday the 2nd of June 2017. Harry expressed his thanks on behalf of the Board of Governors, staff and pupils of Fleming Fulton.



Pictured above is (l-r): Stephen Watson, Club Secretary; Jim McLarnon, Entertainment Convener; Harry Beckinsale; and Club Treasurer, Francis McKee.

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# Smoke-free legislation 10th anniversary

Believe it or not, this is the tenth anniversary of the introduction of smoke-free legislation, which made enclosed or substantially enclosed workplaces and public places smoke-free.

The primary aim of the legislation was to protect employees and members of the public from exposure to second-hand smoke. It has been a huge success, with over a 99% compliance rate in enclosed areas, across Northern Ireland businesses. There is however, some concern as to smoking area/shelters not being fully compliant, and it is this issue which needs to be addressed.

A Belfast City Council initiative will see officials checking that existing facilities are compliant and to insure that plans for new structures will meet legislative requirements, prior to incurring installation costs.

At a recent meeting with Belfast City Council Officers, it was highlighted that they are unaware of issues in respect to Registered Clubs. The Federation Chairman, John Davidson, confirmed that the Federation were proactive when the legislation was introduced, advising and providing compliance details to member clubs.

Although there is no requirement on employers or businesses to provide a smoking area, many have

chosen to do so for the comfort of their staff and customers. Over time, the design and size of these has, or may have moved away from the traditional view of a smoking shelter, similar to a bus shelter, to become more elaborate.



covers all or part of the area, such as canvas awnings and umbrellas.

Quite apart from Registered Clubs, many businesses have outdoor areas, such as 'beer gardens', where they permit smoking. We realise that these outdoor spaces are a fairly new phenomenon and are an important addition to the business offer. However, similar to indoor areas, they must comply with the smoke free requirements and should not be confused with the provision of smoking shelters. An outdoor area may be partially open to the elements but if it is substantially enclosed, it is required to be managed as a smoke-free area.

Under the legislation, smoking is not permitted in any area which is fully or substantially enclosed. In practice, this means that if an area has a ceiling or roof, smoking would only be permitted in that area if it did not have sides, including doors, walls, windows or other fittings, that can be opened or shut and encloses more than 50% of the area. A roof includes any fixed or movable structure that

These enclosed or substantially enclosed outdoor areas can be either permanent or temporary in nature and include tents and marquees. They must be smoke-free unless the entire perimeter of the area is at least 50% open.

Council Officers intend to carry out visits to licensed premises across Northern Ireland in the near future to look at the design of outdoor areas and smoking shelters to ensure that they comply with current legislation and that staff and customers are being protected from second-hand smoke.

If you require advice on your smoking area, or outdoor space, or if you are considering making any changes to your smoke-free provision for staff or customers, it is recommended that you contact your local district council Environmental Health Department before you take any action.



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# Why ice makers mean business

Ice can potentially become a source of food poisoning if it's poorly made, stored or handled. Although not always recognised as such, ice is actually a food which means that, as well as functionality, hygiene is crucially important. What follows is some advice which you should follow to avoid potential problems in your club.

**Bad practice**

The most common form of ice contamination occurs after the ice has been manufactured. Dirty, unsanitised ice scoops filling a rarely cleaned ice bucket placed on top of a bar top for customers to help themselves leaves much to be desired.

Few of us would eat any food that had been through

such a handling process, yet the deceptively cool, clean appearance of ice diverts our attention from the micro-organisms it can so easily harbour.

Another dangerous practice, which is not uncommon amongst people who are scrupulous in every other area of good hygiene, is to use the ice bin as a secondary 'fridge', storing bottles and even food - and here it is only education that will improve matters. These areas can, of course, be rectified by following proper procedures, but contamination can also occur within the ice-maker itself and this can be caused by poor hygienic maintenance and lack of servicing.

**Machine design**

The only potential sources of danger at the ice manufacturing stage are air and water and it is therefore imperative to protect, as far as possible, against the harmful effects of both.

The siting of an ice maker is important. Too often they are slotted into any available space - typically damp cellars or other unventilated areas, which are where the environment is at its poorest and aero bacteria are most profound. If this is the only option, it is important to ensure that the ice maker has a tightly fitting door, rendering it airtight.

Without good insulation free bacterial growth can develop in ice storage bins. This manifests itself as a slimy deposit, which, unfortunately, is usually incorporated into the ice bin contents because of the abrasive action of the cubes as ice is collected.

Water is already pre-treated with chlorine to reduce bacteria levels, but water that is held in an ice machine for any time can become dangerous. Although no machines re-use melted ice any more, old water may become trapped in certain machines, providing the right conditions for bacterial growth to appear.

**So what can conscientious bartenders do?**

Thorough day-to-day house-keeping and regular maintenance, in combination with a high quality machine, are the most important factors. Reputable manufacturers will have ensured that their machines are as refined as possible and that their dealers



and distributors are well informed in the installation, care and servicing requirements necessary to maintaining the highest quality.

**Guidelines include...**

- 1. Select a machine with a tight fitting door, complete with a gasket or seal.
- 2. Look for an ergonomically designed ice bin with radiused or rounded corners and with all areas visible and accessible.
- 3. Look for a machine offering a rinse and flush cycle between each ice cycle, thus helping to eliminate water residues.
- 4. Demand a substantial warranty. If a manufacturer is confident in a machine's quality, this will be provided automatically.

**Maintenance**

- 1. Ensure all staff are aware of the dangers of contamination and understand how to prevent it
- 2. Empty the ice bin completely at least once every week to clean and sanitise with a cleaning fluid and rinse thoroughly.
- 3. Ensure all objects in touch with the ice - such as scoops, tongs and buckets - are also treated.
- 4. Move ice storage vessels away from customer reach.
- 5. Keep regular checks to make sure the machine is in good condition, especially the door, as broken or loose fitting doors are one of the most common faults to occur on ice makers.



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## Questions & Answers

**Q.** Historically our employees have been allowed to have the occasional alcoholic drink whilst working. Most of the time this is fine although there have been a few occasions when arguably an employee has had too many drinks and this affects their job performance. Do you have any advice regarding how many drinks an employee can be permitted to have each shift?

**A.** I think the Committee must give consideration to removing the right for employees to drink whilst on duty. Your employees have a legal obligation not to serve anyone who is intoxicated, in addition to other requirements such as not serving people who are underage. I am not convinced that an employee who themselves is under the

influence of alcohol is best placed to make decisions about the sobriety of the people they are serving. I also think if the Club ever has any problems with your licensing authority that it will not do you any favours if you have to admit that it is Club policy to allow your employees to drink whilst on duty.

If a difficult situation arises at the Club and medical attention needs to be sought or a disruptive customer that needs to be handled, I once again think that your employees are better placed to handle such incidents if they themselves are sober.

Finally, if employees are allowed to drink on duty it also raises questions about whether each drink is being properly paid for by the employee (and whether indeed your employees are legally allowed to purchase alcohol from the Club, if you hold a Club Premises Certificate then the Club can only sell alcohol to Members and Members' guests). This is, of course, a matter that the Committee will have to make an ultimate decision about. In regards to your specific question, I am simply not sure there is a

prescribed limit which I would be comfortable advising you to allow your employees to drink to. I also think that a firm 'no drinking on duty' is easier to enforce than 'You're allowed one/two drinks' whilst on duty.

**Q.** We are under the impression that we cannot rent a club room to anyone who is not a member or to a member who then intends to charge guests/visitors to attend their function (therefore making a profit for the member holding the function). Could you clarify the situation as renting club rooms is a growing part of our revenue stream and business plan.

**A.** The situation is slightly more nuanced than the committee might have realised. Legally, the committee/club can rent a room to anyone. It does not matter if they are a member or not, it does not matter if you are charging room hire and it does not matter if they are then going to go on and charge people to attend their event.

The law is concerned with the sale of alcohol. Your present licence (assuming you hold a Club Premises Certificate)

allows you to sell alcohol to members and members' guests.

You can therefore rent rooms to anyone without a problem. If the people attending the event wish to purchase alcohol this is when you have to be mindful of the club's licence. A member who hires a club room and invites his guests can have alcohol served to themselves and their guests without an issue. If the member is selling tickets to the event then it becomes a case of whether they are legitimate guests of the member and you would have to consider the individual circumstances before making a decision regarding whether the persons attending are legitimate guests of the member. If they are legitimate guests of the member, then alcohol can be served to them.

A non-member wishing to hire a club room would not be able to purchase alcohol for themselves or their guests unless the club applied for a Temporary Event Notice to cover the event. However, if the person hiring the room decided to become a member of the club before the event takes place then they can be served alcohol as can their

guests. If a group (dance classes, day-time social groups, business meetings) want to hire part or the entire club and the supply of alcohol is not required, then there are no limitations which would prevent them from hiring the room. It is only the supply of alcohol which your licence is concerned with.

With the committee's consent, any person or group can use the club and purchase food or soft drinks. Hopefully the above explains the basics of the situation. It is simply important for the committee to understand that the law is not concerned with the hiring of club rooms. The law is only concerned with the supply of alcohol.

**Q.** At the recent AGM we have found it difficult to form a full committee. What do other clubs do when it is difficult to find volunteers to stand for election to the committee?

**A.** This is a common problem but one which does have solutions. First of all, how many committee vacancies are you trying to fill? The law requires the club to have an elected committee but the size of this committee is at the discretion of the members. It is perfectly possible to reduce the size of the committee down to key officers positions (such as the chairman, president, treasurer and secretary) and then a designated number of committee members (four committee members for example). This would give you a total of eight committee positions to fill (and it is possible to reduce this further still).

Some clubs still have rules which require them to have 12 committee members and then a vast number of officers and I think clubs which have such rules but routinely find

it difficult to form a complete committee should seriously consider reducing the size of the elected committee. A small elected committee can still form unelected sub-committees to assist with the running of the club and it may be easier to find members willing to devote time to a specific sub-committee (a social sub-committee for example) when they might be wary of serving on the elected committee.

The committee can also consider making some committee positions employed positions. It is now increasingly common for clubs to employ club secretaries and club treasurers, or to outsource some of the responsibilities of the role of treasurer to their accountants and book-keeping firms. By making these positions elected it further decreases the number or elected positions which the club needs to fill to continue to operate.

**Q.** We are preparing a new contract of employment for our Steward. In addition to his hours behind the bar he will also do some catering for the Club. How should we detail these hours and duties in the contract of employment?

**A.** We would suggest that you affix an appendix to the signed contract and have this document signed as well. The appendix can go into detail about where the Steward will spend his contracted hours. For instance, the Committee may specify for a Steward employed for 50 hours that 30 hours are spent working behind the bar, 5 hours are spent on administrative activities such as pipe cleaning and 15 hours are spent on food preparation. Equally though, you may want to give the Committee some flexibility so that whilst you provide the

Steward with a general idea of how his working hours will be spent you can put into the appendix agreement that the Committee have the right to alter the allocation of these hours as the Committee sees fit. It is important that the Committee are satisfied with how Club employees spend their employed hours, particularly with positions such as Steward and Bar Manager where there are competing demands on their time.

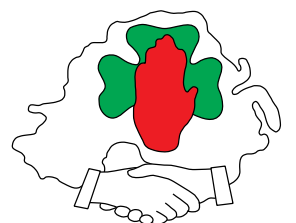
A Steward/Bar Manager will often be expected to spend a lot of time behind the bar but also have to spend some time attending to the administrative issues and behind the scenes work which come with these positions. The Committee must be satisfied with how a Steward's time is being used.

**Q.** We currently have seven vacancies on the Committee

and five people have been nominated. Do the Members need to vote for these candidates or are they automatically elected onto the Committee without an election taking place?

**A.** I can confirm that there is absolutely no requirement for these five nominees to be elected by ballot since they are, in effect, elected by default as unopposed candidates.

**Send to:-**  
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# GINspiration with James E. McCabe

The Gin category has experienced phenomenal growth over the last 12 -18 months, and it's a trend which does not seem to be slowing. As more and more consumers are enjoying gin, the demand for more choice is increasing.

James E. McCabe, a leading Northern Irish distributor of Beers, Wines & Spirits, has been servicing the trade for over 60 years, and constantly endeavours to deliver an exceptional level of choice within an innovative portfolio, particularly with this popular gin trend. McCabe's are proud to be able to offer customers a selection of the best gins around.



**Jawbox Belfast Gin**  
Named in honour of one of Belfast's lasting legacies, the Belfast Sink, a.k.a the Jawbox. Produced in the 300 acre Echlinville Estate in Newtownards- Jawbox is the first single-estate gin produced in Ireland, a classic dry gin like no other.  
**How to enjoy?**  
• 50ml Jawbox Gin  
• Pour the Jawbox Gin into an ice filled glass and top up with Ginger Ale (invented in Belfast!)



**Ha'penny Dublin Gin**  
Named after the iconic Liffey Bridge in Dublin, constructed in 1816, the toll of which was a Ha'penny to cross, this gin combines the classic botanicals of traditional gins with essences of geranium, dandelion flowers, blackberries and lavender, inspired by the Victorian Walled Garden of Phoenix Park, Dublin.  
**How to enjoy?**  
• Ha'penny Gin is a well-rounded gin that can be consumed neat with a raindrop of water and best served with a slice of lemon, a fresh mint leaf and craft tonic water.



**Malfy Gin**  
Gin was invented in Italy in the 11th century by monks on the Salerno coast. Malfy Gin is distilled by the Vergnano family in Moncalieri, Italy. Malfy gin's key botanical additions are lemon peels sourced from the Italian coastline, leaving a delicious zesty citrus taste in the mouth.  
**How to enjoy?**  
• 50ml Malfy Gin  
• 2 slices of lemon peel  
• Top up with Tonic Water



**Adnams Southwold Copper House Dry Gin**  
Voted 'the World's Best Gin' at the International Wine & Spirits Competition 2013. Made with six carefully chosen botanicals, Copper House Gin is elegant and approachable, classically charged with juniper, rich with floral and citrus notes.  
**How to enjoy?**  
• With a generous slice of orange zest, squeeze over the top of the glass, wipe the rim with the zest and add the peel into the glass.



**Bulldog London Dry Gin**  
Bulldog Gin is a super premium, quadruple distilled gin handcrafted in England. It is infused with 12 exotic botanicals from 8 countries - including lavender, lotus leaves, dragon eye (cousin of the lychee fruit) and organically farmed Italian juniper.  
**How to enjoy?**  
**Zesty Citrus G&T**  
• 2 parts BULLDOG Gin  
• 5 parts Premium Tonic Water  
• Garnish with a wedge of Pink Grapefruit & a twist of Lemon Peel



**Gunpowder Irish Gin**  
From its home in Drumshanbo, Co. Leitrim, Gunpowder Gin is an inspired mix of oriental botanicals, gunpowder tea (a green tea that has slowly dried) and Irish curiosity. Slowly distilled by hand in medieval copper pot stills, Gunpowder has a fresh citrus taste with spicy notes.  
**How to enjoy?**  
• Enjoy in a cocktail, or with a generous fresh wedge of grapefruit & tonic water.

For further information on the McCabe's Gin range, or to enquire about our portfolio of brands, please contact Michael Millar, Sales Manager, on 028 38 333102.



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# Volunteers make the difference to children with cancer



Cancer Fund for Children marked Volunteers Week 2017 by holding a special event for those who donated their time to support local children and families affected by cancer.

Volunteers' Week, which ran from 1st-7th June, is the UK's biggest annual celebration, recognising the difference that 22 million people who volunteer every year make in their communities.

To celebrate the impact Cancer Fund for Children's team of 90 volunteers has made to the lives of children and young people diagnosed with cancer and their families, they were invited to a special event at Belfast City Hall on Thursday 7th June. This was one of 900 events to take place across the UK during Volunteers' Week.

The guests, who between them have volunteered over 3,102 hours, were given a guided tour of Belfast City Hall, one of Northern Ireland's most iconic buildings. This was followed by a reception and presentation at Belfast hotel, Ten Square, with each volunteer being presented with a certificate of thanks by

Cancer Fund for Children's Chairperson, Wendy McCulla.

Maggie Burns, who volunteers as a Beautician at Cancer Fund for Children's therapeutic short break centre in Newcastle, County Down, for families living with cancer said, "Volunteering for Cancer Fund for Children is a wonderful opportunity to help people feel good about themselves. Beauty treatments are not high on the list of priorities for cancer patients and their families, but once experienced, they have a surprisingly beneficial impact on the well-being of the individual.

"This has undoubtedly been the most enjoyable and rewarding role I have ever had. I've learned new skills, met truly amazing people, had lots of fun and gained confidence. I've also made many new friends and enhanced my social life and learned to cherish my life more than before. Being a Cancer Fund for Children Volunteer has exceeded all my expectations, so if you are considering supporting the charity, I can assure you that the rewards greatly exceed the effort."



Cancer Fund for Children Board Member, Walter Murphy (left); volunteers, Joanne and Jonny; and Chief Executive of Cancer Fund for Children, Gillian Creevy, pictured at the recent Volunteers Week event.

*Every week in Northern Ireland another three children, teenagers and young adults (0-24) are diagnosed with cancer. In 2016-2017 Cancer Fund for Children supported 517 families providing them with practical, financial and emotional support as well as free therapeutic short breaks to help them to cope with the impact cancer has on their lives.*

Naomi Braithwaite, Community Family Fundraiser said, "The theme of this year's Volunteers' Week was 'You make the Difference'. We are so fortunate here at Cancer Fund for Children to have a wonderful group of volunteers who give up their time and skills so that we can continue to provide families affected by cancer with vital support in their home, in their community and in hospital.

"There are many reasons why people choose to volunteer. For many, it is an opportunity to

do something positive and to help children and young people with cancer and their families. For others, they simply have spare time that they wish to give, or they would like to gain valuable work experience. By giving a little of their time, our volunteers truly do make the difference."

Cancer Fund for Children has a range of volunteering opportunities available from helping at fundraising events, to assisting in the office or volunteering specialist skills such as youth work, complementary therapies and play therapy at their therapeutic short break centre.

For more information about volunteering opportunities please contact Cancer Fund for Children please call 028 9080 5599 or email [ashleigh@cancerfundforchildren.com](mailto:ashleigh@cancerfundforchildren.com)

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# Action Cancer asks men to stop and think about their health



Northern Ireland cancer charity, Action Cancer, launched its annual men’s health campaign ‘Action Man’ in June, asking men across Northern Ireland to pay more attention to their health.

The male cancer awareness campaign’s aim was to encourage men to take care of their general health and to highlight awareness of the signs and symptoms of male specific cancers, such as testicular and prostate cancers.

Action Cancer offered men free health checks during the month of June, working in partnership with the Men’s Health Forum, a national charity dedicated to supporting men’s health by spreading awareness of men’s health issues.

Together they challenged Northern Ireland’s men with the key question:- **“How are you doing?”**

There is certainly a need to ask this, as men, in Northern Ireland, experience a disproportionate burden of ill-health and die too young.

- Local men die, on average, four and a half years younger than women do.
- Males have higher death rates than women for all of the leading causes of death.
- Poor lifestyles are responsible for a high proportion of chronic diseases.
- Late presentation to health services leads to a large number of problems becoming untreatable.

Josh Mulligan, Action Cancer’s Male Health Promotion Officer explained why the health

checks were being offered: “Every year in Northern Ireland there are approximately 4,426 men diagnosed with cancer - that’s 12 men every day. Although men are 14% more likely than women to develop cancer, they are 37% more likely to die from the disease. Poor lifestyle choices, such as eating an unhealthy diet, taking less exercise, and a reluctance to discuss personal health matters could be contributing factors in this. By not monitoring their health, men are at higher chance of not detecting cancer or other serious conditions at an early and, hopefully, more treatable stage.

It is estimated over half of all cancers could be prevented with the right lifestyle choices, such as eating a healthy diet, taking regular exercise, not smoking, drinking alcohol responsibly and being safe in the sun. Our MOT health checks present men with a snap shot of their general health, which can empower them to make more positive lifestyle choices in the future.”

The free M.O.T. health checks incorporated a number of assessments including blood pressure, cholesterol, blood glucose and body composition



analysis, as well as giving lifestyle advice and information on testicular, prostate, lung and bowel cancers. The checks did not diagnose cancer but aimed to increase awareness of current health and the importance of early detection.

Leonard Brereton, a survivor of prostate cancer advised, “I am now six years cancer free and my message to other men is this - don’t die of ignorance. Don’t think you are invincible. Cancer can strike at any time, it’s important to know your body and present any unusual symptoms to your GP as soon as you spot them to increase your chances of survival. I’m glad I went to the doctor when I did. It doesn’t bear thinking about what could have easily happened to me if I had continued to ignore my symptoms.”

Colin Fowler, Director of Men’s Health Forum Ireland

said, “The goal this year was to help more men take action to address their health problems, but also to get more services in place that are designed to work for men.”

The work that Action Cancer has done to highlight male health issues through its Action Man campaign prompts men to stop and think about their lifestyle and how to make informed choices to improve their well-being and reduce their risk of cancer and other serious illnesses.”

**Men’s MOT health check appointments are also available on board Action Cancer’s Big Bus, supported by SuperValu and its independent retailers, which travels throughout Northern Ireland.**

**Men can book an appointment online at [www.actioncancer.org](http://www.actioncancer.org) or call 028 9080 3344.**

# UGAAWA Monthly Merit Award winner

by Tony McGee

It is not likely that Monaghan, Donegal or Tyrone will be too worried that they were not recipients of many awards after their Ulster SFC wins over Fermanagh, Antrim and Derry. Victories were what they were after and with those achieved they must be happy enough.

Happy too, are Antrim minor footballers, with their provincial championship win over Donegal and adding a little extra to that victory is the news that Saffron’s team manager Hugh McGettigan gets the Quinn Building Products Ulster GAA Writers’ Merit Award for May. It’s a rare occasion when a minor team upstages the senior championship.

“I’m delighted with the news,” beamed Hugh when told of the honour. “I’m personally delighted but also delighted for the management committee that we have and highly delighted, as well, for the players. Everyone connected with the team deserves a big slice of credit for the win over Donegal.

“We went in as underdogs against Donegal, last year’s Ulster winners, but the lads buckled down to the task and turned in a fabulous display. It was a magical moment when Tiernan McAteer sent over the winning point in extra time.

“This Merit Award for May gives us a great boost before facing Derry, who will be hot favourites, in the semi-final. The Derry boys are favourites for the Ulster title so we will be underdogs again but that won’t worry us.

“These monthly awards from the Ulster GAA Writers are really special and it gives us all a big lift before the semi-final.”

Hugh McGettigan and Brian Gribben have been working with many of these players for the past few years, honing their talents and planning the pattern of play. Their influence has, obviously, rubbed off.

To get the award, Hugh had to fight off strong claims from Armagh footballer, Caroline O’Hanlon, who starred with Ulster in the team’s interpro win, after ‘moving mountains’ to be available to play. Ulster camogs were also in the mix, having had interpro success, as well.

The presentation to the winner was made at St Mary’s CBS in Belfast by Quinn Building Products Sales & Marketing Director Seamus McMahon.

Hugh receives an engraved Belleek Living Vase, hand crafted Silver Cuff Links from Carlingford Design House and training gear from O’Neill International Sportswear plus two tickets to the next UGAAWA annual presentation function.



May Merit winner, Hugh McGettigan, receiving the Belleek Living Vase, as part of his award, from Quinn Building Products Sales & Marketing Manager, Seamus McMahon (left), and UGAAWA Treasurer, Tony McGee (right). Picture by John McIlwaine.

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2017 NIFWA Awards



Linfield completed a clean sweep of all the top honours at the N.I. Football Writers Awards, held recently in the Crowne Plaza, Belfast.

Pictured opposite are (l-r): Linfield Assistant Manager, Ross Oliver, who collected the Manager of the Year Award on behalf of David Healy; Goalkeeper of the Year, Roy Carroll; Player of the Year, Jamie Mulgrew; Young Player of the Year, Paul Smyth.



The awards were due reward for a team that went on a remarkable run of 13 wins and 1 draw in the Premiership to win the league, ending the season with an Irish Cup triumph against Coleraine, winning 3-0.

Photo by Kelvin Boyes / Press Eye



Above: NIFL Managing Director, Andrew Johnson with NIFL Women's Personality Of The Year winner, Marissa Callaghan. Right: Vice-chairman, Keith Bailie, with NIFL Championship Player Of The Season, John McGuigan, Warrenpoint (soon to be Glentoran).

Photos by Kelvin Boyes / Press Eye.



**NIFL Team Of The Season:** NIFL Managing Director, Andy Johnston, with Roy Carroll of Linfield, Lyndon Kane of Coleraine, Howard Beverland of Crusaders, Jimmy Callacher of Linfield, Cliftonville's Levi Ives, Linfield midfield trio Jamie Mulgrew, Stephen Lowry and Paul Smyth and Paul Heatley of Crusaders. The two strikers for the team of the year are Andrew Waterworth of Linfield, and from Dungannon Swifts (soon to be Glenavon), Andrew Mitchell.

Photo by Kelvin Boyes / Press Eye.

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2008

Woods clinches US Open title



Tiger Woods proudly holds the US Open trophy after narrowly defeating Rocco Mediate at the first play-off hole.

With Tiger Woods being in the news recently for all the wrong reasons, it would maybe serve us all some good to reflect on how great a player he really was at his peak and how his achievements inspired a generation of young up-and-coming players.

Tiger Woods clinched his 14th (and so far his final) major title by defeating valiant veteran Rocco Mediate at the first sudden-death hole of an absorbing US Open play-off. In the final round, Mediate, 45, bogeyed the 1st hole and was three behind Woods at three over after 10, before the world number one bogeyed two holes in succession.

The outsider posted three consecutive birdies to take the lead after 15 holes.

Mediate missed an 18-footer for the title, a Woods birdie took the match on and Mediate's bogey ended a great duel.

At 158 in the world rankings, Mediate was one of the biggest outsiders ever to take part in a major play-off as he tried to become the oldest winner of the championship.

But although he was up against 32-year-old Woods, who had never lost a tournament having led on the final day, there was little to choose between the pair, and the underdog was a fraction away from one of the biggest shocks in sporting history.

He Junquan wins over crowd

He Junquan is an extraordinary athlete. Having lost both of his arms in a frightening electrical accident when he was three years old, he decided that he would develop some new skills and become a world class swimmer.

He won a gold, a silver and a bronze medal for China in the Sydney 2000 Paralympics. He then went on to win four golds in Athens 2004. When he arrived in Beijing 2008, many people were just getting to know him. Those that did know him, felt that even without arms he could win gold.

He Junquan regularly beat other swimmers (who had arms) and was fancied as favourite for the men's 200m individual medley. When he hit the water in Beijing's Water Cube, he swam brilliantly, passing many other swimmers who had arms.

His only way of stopping was by smacking his head against the tiles at the end of the pool, often leaving the pool with a headache or a neck or back injury. He must have done this thousands of times during the intense training that swimmers go through.

As he came to the finish and prepared to crash head first into the tiles again, he slowed down slightly to lessen the impact. Brazilian, Daniel Dias, touched the wall first with an outstretched hand. He Junquan was beaten. Despite being pipped at the post, he warmly congratulated Brazil's Dias, who took the gold.



He Junquan relishes the adulation of the Beijing crowd.

It happened in 2008...

**Football** - Manchester United defeated Chelsea in an all English Champions League final. United won 6-5 on penalties after the match ended 1-1, with John Terry missing the penalty that would have clinched the title for the Blues.

**Rugby Union** - Wales won the 114th Six Nations Championship, completing the Grand Slam in the process.

**Tennis** - At Wimbledon, Rafael Nadal defeated Roger Federer in a 5 set thriller to win his first Wimbledon title.





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- 2 month on pack campaign with daily draw prizes win prizes. Consumers can enter from May 15th to July 30th 2017.
- Over 65 national and international holiday destinations included.
- Promotion runs across Coca-Cola, Diet Coke and Coca Cola Zero Sugar 330ml NRG in the Licensed Channel.
- On Pack Offer will be supported by a fully integrated marketing campaign across TV, OOH, Digital & Radio.
- Exclusive to the On-Trade: One lucky bartender will also win a dream holiday to a destination of their choice.

*Coca-Cola*'s summer campaign is sure to drive sales in your outlet.



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