

THE OFFICIAL VOICE OF THE NORTHERN IRELAND FEDERATION OF CLUBS

Review Club

VOLUME 31 - Issue 7, 2018



Turn a club into a karaoke

Turn it up!

Discover how TheMusicLicence is helping businesses find their mojo.

pplprs.co.uk/themusiclicence



Minutes of the Executive Meeting

Hosted by P&F Amusements in Whitehouse Workingmen's Club, on Wednesday 10th October 2018

The Chairman opened the meeting by covering some issues related to rating, and the invitation to provide comment on the coming review, which may present an opportunity to address a number of our issues on aspects of the rating, specifically related to registered clubs.

Continuing, he requested that the Secretary read the minutes of the previous meeting, which were read, with explanations in respect to particular issues being clarified. In particular, Sky TV, and the cross-checking of tariffs by the Federation Secretary, is proving beneficial in assuring our members are being provided with the correct information, more especially if they have contacted the call centre. The minutes were subsequently passed as a true record by Gerry Gallagher and Philip Mallon.

Continuing on the Sky TV package, reference was made to a club which was detected streaming satellite broadcasts. With assistance of the Executive Committee representative Brian McCartney, we are hopeful the matter has now been resolved satisfactorily in the interests of the club.

A discussion on our meeting with Gavin Robinson, in respect to the impending legislation, was discussed in some detail. However, as we are all aware, the absence of the

Assembly is a key factor in this. The forthcoming Labour Relations Agency AGM was discussed, as was some of the issues impacting on members. Although agencies such as the Federation of Small Business would possibly like some change in legislation, it is unlikely to happen in Northern Ireland.

However, Joe Patterson and the Executive Committee reaffirmed the view, that at all times, members should follow the guidance of the DAS employment policy, provided under Rollins Club Insurance. In the absence of this policy, a club should check that they have similar cover under their current policy provider.

At this stage the Treasurer provided a comprehensive financial report, which was passed as a true record by Jim McCaul and Tommy McMinn.

An issue discussed last month was the subject of further discussion. This involved a club where certain members could be prevented from using their club. Should something of this nature arise, we would advise on a case by case basis.

The Chairman conveyed thanks to P&F Amusements Managing Director, Pat Quinn, for hosting the meeting in the newly refurbished Whitehouse Workingmen's Club, with the management committee



Federation Executive Committee members with officials of Whitehouse Workingmen's Club, held in their newly refurbished club rooms.

showing the Executive Committee the new Function Room.

This concluded the meeting. Harry Beckinsale Secretary, N.I.F.C.

Classic Pubs and Clubs

Bespoke design and joinery packages for:

Pubs | Clubs | Hotels
Restaurants | Retail Outlets

We offer a complete turnkey package and a one stop shop for the refurbishment of your organisation/business



'The Refurbishment Specialists'

Classic Pubs and Clubs
 31 Ballygowan Road, Comber, County Down BT23 5PG
 T. 07988 928696 E. info@classicpubsandclubs.com
 W. www.classicpubsandclubs.com

Motion Picture Licencing Company

Has your club mistakenly purchased a licence?

The following has been kindly shared to us from a fellow club body on the mainland and may prove helpful in providing clarity on potential problems in respect to the MPLC licence in Northern Ireland.

We are confident that the following advice is correct:

Clubs do not need an MPLC licence to show channels such as rolling news, sports, or music channels. Therefore, for most clubs, the only license that is required is a Television Licence. In our experience, it is rare that a club would need to obtain the aforementioned licence as most clubs do not screen films or drama series inside the club.

We have, however, received information that the MPLC is sending clubs letters, stating the following information: 'If you have a TV and television programmes and/or films are shown within your business, then please now make the necessary licence application to MPLC. To further clarify, the MPLC licence is required in addition to the TV Licence.'

This implies that clubs require a MPLC licence for any television programme which is shown in the club, which is not correct; programmes such as BBC News or Sky Sports Premier League games, do not require a MPLC licence. This matter has been raised directly with the MPLC

by one of our associated club bodies on the mainland and they replied as follows:

The MPLC Licence does apply to films and television programmes. So, if you show films or TV shows in your club then a licence is required. This also applies to any televisions in staff areas, break-rooms etc.

The MPLC licence fee does not apply if the television only shows sport (for example Sky or BT Sport) or rolling news (such as BBC News Channel, Sky News). To prevent liability for the fee you must have a mechanism in place to ensure that if you are only showing live sport or news only, no films or TV programmes are inadvertently shown to the public. An example would be

live broadcast of football or tennis on terrestrial TV, the broadcast ending and the television showing a TV programme or film after the sport. A procedure must be in place to ensure the TV is switched off after the live sport content has ended.

As with Sky and BT, MPLC carry out checks that clubs, pubs and bars are not showing their products illegally, so if you chose not to apply for an MPLC Licence then you need to ensure that you have evidence a robust procedure is in place so that the television only shows sport or news, which are not covered by this licence.

Tyrone Samuel,
Licensing Manager

We hoped that this acceptance that the information that the MPLC are providing is incorrect would limit further attempts to convince clubs that they require an MPLC licence when they do not legally require one. We were therefore disappointed to hear more reports of emails and phone calls being directed to clubs by the MPLC using hard sales tactics and not being open about when an MPLC licence is required and when it is not required. An example of such an email from the MPLC to a club is below:

Subject: MPLC Copyright Licensing - Public Performance of Copyrighted Material within your business

We have now sent you three requests for a response. Whilst we trust nothing other than the urgency of other business has prevented a response, there is still an obligation and legal requirement to ensure our members rights are observed. As such, I do now need to press you for a response regarding a licence application.

MPLC and its studio licensors await your response.

Kind regards,
Jennifer Gane,
Licensing Representative

To clarify, clubs are **not** required to respond to the MPLC. Clubs only need to communicate with the MPLC if

they consider that they require an MPLC Licence. We were disappointed that the MPLC would place such pressure on a club to reply when there is no requirement for a club to enter into a dialogue with the MPLC. This concern was raised directly with the MPLC:

Dear Mr Samuel, I am very disappointed to have to write to you once again but we consider the email below to one of our Member Clubs to be completely disgraceful. In our previous conversation you objected to the use of the word "harassment" but I really see no other choice than to classify these continual threatening messages to our Member Clubs as "harassment".

Our Member Clubs have no legal obligation to respond to you or to enter into a dialogue with you. If our Member Clubs choose not to correspond with you and not to purchase a MPLC licence, then this is their right. If you consider that they are violating your copyright then you can pursue them through the proper legal routes. You will, of course, have to show evidence of such a breach of copyright to be successful and I do not believe you have any such evidence against any one of our Member Clubs. The apparent lack of any such evidence of any copyright infringement by any of our Member Clubs makes your continued correspondence with them all the more concerning. In our previous conversation you

accepted that the correspondence you are sending our Member Clubs is factually inaccurate. Your correspondence, attached, states 'If you have a TV, and television programmes and/or films are shown within your business, then please now make the necessary licence application to MPLC. To further clarify, the MPLC licence is required in addition to the TV Licence.' As you accept in your reply to my email, also attached, sports programmes and news programmes can be lawfully shown without an MPLC licence. This is not what your correspondence with our Member Clubs states. After you were made aware of this factually inaccurate statement I am not aware that you have taken any steps to inform clubs of the correct information.

Once again, I ask your organisation to cease and desist all further correspondence with our Member Clubs. You have already written to them informing them, albeit in a misleading manner, of the MPLC licence and no further action is required to be taken by your organisation, least of all emails such as the one below and follow up phone calls which we have been informed are also taking place.

We will now be raising your actions with the Department for Digital, Culture, Media & Sport, CORCA (The Committee of Registered Clubs Associations), The All Party Parliamentary Clubs Group, and other interested parties. Since you have also mentioned that MPLC's

studio licensors are awaiting a reply we will be contacting them directly regarding the actions you are taking.

Please now refrain from entering into any further correspondence with our Member Clubs.

Yours sincerely,
Charles Littlewood
Assistant Chief Executive

The MPLC replied as follows:
Dear Mr Littlewood
Thank you for your email 14 August 2018.

Following the changes in legislation in June 2016, MPLC made every effort over several months, to ensure the law change and cost implications were handled in a very sensible and reasonable manner, so we read the tone and content of your email with some disappointment.

The law change came into place in June 2016, but MPLC placed all of our approaches to the pubs, clubs, hotels and hospitality sector in general on hold until we had the opportunity to meet with as many associations as possible, including the BBPA, ALMR, BHA and BII. You will also find many articles in the trade press in the last 2 years to ensure as many groups as possible were aware of the law change and properly informed. We are sorry we did not have the opportunity to meet with your association, but would be pleased to meet and further discuss

continued on page 6

Northern Ireland's leading supplier and distributor of:

- Club gaming machines
- Pool tables
- Juke boxes / BGM systems
- Quiz / Skill machines
- Big Screen / LED TVs





OASIS RETAIL SERVICES
 Oasis House, Mallusk Drive, Newtownabbey, Co. Antrim BT36 4GX
 Office Tel: 028 9084 5845
 Drew Pritchard, Sales/Service Manager - Mobile: 07917 641781
 Email: sales@oasisrs.com - Website: www.oasisrs.com

A NEW FORCE IN NORTHERN IRELAND'S COMMERCIAL PROPERTY SECTOR

McCONNELL CHARTERED SURVEYORS

THE RESULT OF A RECENT MERGER BETWEEN TWO OF BELFAST'S MOST RESPECTED FIRMS **BROWN McCONNELL CLARK McKEE & McCONNELL MARTIN**

CONTACT US FOR ADVICE ON:

- PROPERTY/ASSET MANAGEMENT
- VALUATIONS
- INVESTMENT
- RENT REVIEW/ LEASE RENEWALS
- DEVELOPMENT APPRAISAL
- RATING
- SALES & LETTINGS
- GROUND RENTS



90 205 900

www.mcconnellproperty.com

O'HARA SHEARER

Chartered Accountants and Statutory Auditors

A COMPLETE RANGE OF PROFESSIONAL ADVICE & SERVICES

Providing an accountancy and audit service to private member clubs

• Audit & Accountancy • Business Advisory Service • Taxation & Self Assessment • Payroll & VAT • Book-keeping

• Registered Charities & Community Groups Advisory Service

547 Falls Road, Belfast BT11 9AB

(opposite Kennedy Centre)

Tel: 028 9030 9550

Fax: 028 9060 1445

these important changes in the law and the impact they will have on your members.

In the meantime I would advise that the demands outlined in your email are unreasonable and unnecessary. We also again do not accept your claims of harassment. The copyright owner has every right to protect its intellectual property and MPLC are obligated to ensure our studio partners rights are protected. There were some significant changes to UK copyright law that will have an impact on your members with some offering opportunity to view broadcast television within areas such as bars and lounges. It was therefore both reasonable and important these changes in the law and the impact were communicated to your members. We would add that until our approach, your members appeared totally unaware of this law change 2 years ago and its legal implications.

In addition to our letter, the licensing team then make 3 attempts to make contact and ensure all have received the information and are fully aware of the law change and licence now required, where necessary. This is standard practice, not harassment. As with other licensing organisations, your members can make the choice to ignore our attempts to communicate with them, but it would be difficult to understand why and appear counter-productive in only prolonging a process that could be quickly resolved. In your email, you appear to be suggesting that only one letter should be sufficient and without a response then referred straight for legal action, where necessary. This is not a course of action MPLC or another licensing organisations would chose to take. We protect the rights of our licensors and take all reasonable steps to ensure those playing copyright film and television programmes from our studio partners in public are made

aware of the need for a licence. They will then have full knowledge of the law together with a cost effective means of licensing.

We hope this has helped answer the concerns raised and do apologise if we have made any incorrect assumptions in our dealings to date with your members. MPLC hope we can build some bridges to create a positive working relationship with the Conservative Association and its members.

Kind regards
Tyrone Samuel
Licensing Manager

Since we considered that the MPLC had not accepted the seriousness of the situation, we again replied and pressed the points on why they were targeting clubs in such a heavy handed manner, why they were insisting that Clubs respond to them and what they had done about the originally misleading

information they had sent to Clubs. Our response is below:

Dear Mr Samuel,
Thank you for your email. We are disappointed that you have not responded to several of the points raised.

We are very concerned that you have sent incorrect and misleading information to our Member Clubs. I remind you again of the statement which you have sent:

'If you have a TV and television programmes and/ or films are shown within your business, then please now make the necessary licence application to MPLC. To further clarify, the MPLC licence is required in addition to the TV Licence.'

This statement is untrue and you have accepted that there are a great number of television programmes which do not require an MPLC licence, notably Sports and News programming. To our knowledge, you have not informed

Clubs that you have previously provided them with misleading information (despite continuing to send unsolicited communications), nor have you provided details of how Clubs, which may have entered into a financial relationship with MPLC as a result of misleading statements, could obtain a refund. Do you intend to inform Clubs that you did make an untrue and misleading statement and do you intend to offer Clubs a full refund if they purchased a MPLC licence as a result of this statement?

We trust you fully appreciate the seriousness of this issue and that you understand that making untrue statements in order to obtain a financial benefit is unlawful.

You seek to class your actions as legitimate attempts to communicate the change of law to our Members, however, none of your correspondence is straightforward and none of it provides a clear overview of when a Club might require an MPLC licence, or importantly, when a Club would not require an MPLC licence. From discussions with our Club Officers it would appear that MPLC has sought to complicate and cloud the issue when discussing this topic with our Members. The vast majority of Private Members' Clubs only use their televisions to show sport and news programming, which does not require an MPLC licence, yet MPLC has not made this clear. We consider that MPLC's correspondence with our Member Clubs has been entered into in bad faith and that it is designed to extract as many licence applications as possible irrespective of whether the Club making the licence application actually requires one.

Finally, in addition to the misleading information you are providing, we are once again concerned at the level of correspondence you are directing at our Member Clubs. Given that you stated in your email that there have been "many articles in the trade

press in the last 2 years", and that you have now used letters, emails and phone calls to communicate with our Member Clubs, I think we are entitled to question when this campaign is scheduled to come to an end. We are also unsure why MPLC requires a response from Clubs when undertaking this information campaign. If a Club has not responded then surely this lack of response is as a result of the Club having concluded that they do not require an MPLC licence.

We remind you of MPLCs own words: 'I do now need to press you for a response regarding a licence application'. If your objective is to communicate the change of law to our Members, why do you need to press for a response regarding a licence application? You have not provided any evidence that any of our Clubs have infringed the copyright you represent but your continual correspondence and tone of this correspondence indicates that you believe that they are doing so. We will await to hear from you regarding the steps you are taking to inform Clubs of your previous misleading statements, together with the process for Clubs to obtain a full refund in the event that they have incorrectly paid for a licence.

Yours sincerely,
Charles Littlewood
Assistant Chief Executive

As of the 30th August a response has not been received to this email. We understand that MPLC use letters, phone calls and emails to contact clubs and we can confirm that clubs are not obliged to enter into correspondence with the MPLC unless you consider that you are required to purchase an MPLC licence. If any Club is concerned about any contact that they have had from the MPLC please contact us. We will continue to update Clubs on the activities of the MPLC through the Club Review.

What is the legal number of hours between shifts?

The legal number of hours between shifts is determined by the Working Time Regulations 1998 directive, subsequently amended by the Working Time (Amendment) Regulations 2007 directive.

For Adult Workers (over 18 years) there are 3 types of break - rest breaks at work, daily rest and weekly rest. The minimum rest period in a 24-hour period should not be less than 11 consecutive hours. In general, workers are entitled to at least 11 hours rest per day, at least one day off each week, and a rest break during the shift if it is longer than six hours. For an adult worker that minimum rest break is 20 minutes uninterrupted.

For Young Workers, the minimum rest period is 12 hours in any 24 hour period but rest may be interrupted by short duration work or periods of work being split up during the day.

Opt Out agreement
An employer cannot insist that a worker works more than 48 hours per week on average. Any more than this are voluntary and subject to an Opt Out agreement.

Note that for night workers, there is a maximum of 8 hours work in any 24 hours on average and a right to free health assessments.

P & F AMUSEMENTS

Part of P&F Group

Northern Ireland's Premier Suppliers

★
All Coin Operated Amusement & Gaming Machines, Pool Tables, Snooker Tables, Digital Jukeboxes, Big Screen TVs, Plasmas, Background Music Systems, C.C.T.V., Door Entry Systems, Alarms, InfoCash Cash Machines.

★
SALES - SERVICE - RENT
SPECIAL TERMS FOR SOCIAL CLUBS

Unit 9 : Graham Industrial Estate : Dargan Crescent : Belfast : BT3 9JP
Tel (028) 9037 0314 (4 lines) : Fax (028) 9077 9408

Email: info@pandfamusements.com
www.pandfamusements.com



MMG[®] CONTRACTS

Providing specialist interior fit-out to clubs, pubs and the hospitality industry.

From conception to completion, we offer a turn-key professional service. We pride ourselves in completing projects on time, within budget and our aim is to exceed your expectations.

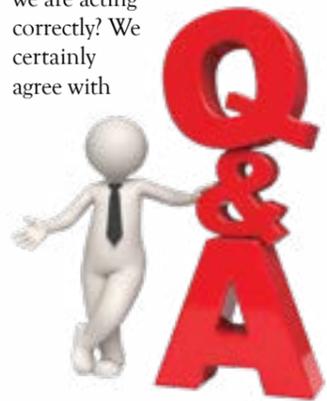
We offer a free design service to all clubs, pubs and restaurants. If you have any immediate requirements or would just like to discuss a prospective project, please get in touch for a no obligation consultation.

E: info@mmgcontracts.com
T: 07561 422159 or 07710 420265



Questions & Answers

Q. We read with interest your advice in a previous edition of the magazine about how to deal with late payments of subscription. Our club's rules state that we do not need to write to lapsed members and that they can simply be removed from the membership list after 30 days. Can you confirm that we are acting correctly? We certainly agree with



the suggestion that an incentive should be made to encourage members to pay on time. To this end when we sent our renewal letter for 2016 we offered members a £5.00 discount for payment by the due date, bearing in mind that we give them six weeks' notice. This renewal letter made it clear that the annual membership is £30.00 and due on the 1st of January. If they pay before that date they will pay £25.00, if they pay during January they will pay £30.00. If they fail to pay by 31st January we remind them that they will be struck off as members and should they wish to continue using the club they would have to reapply for membership. This incentive proved very successful with almost all of our members

paying before 1st January. A great benefit to the club's cashflow and I am sure that this problem is not unique to us alone.

A. I found the points that you raised to be of great interest and can confirm that your club is in the slightly unusual position of not needing to write to a member who has not paid their subscription prior to removing them from the membership list. The majority of clubs have a rule which states that prior to a member being struck off the membership list for non-payment of subscription the secretary shall write to them. Since you do not have such a rule then I believe that you are operating within your rules by removing members who have not paid their subscription after 30 days from when it has become due. You are then also correct that they would have to reapply for membership should they wish to use the club again.

I am pleased that your discount scheme has been a success as well. Whilst having penalties for late payment can work to a certain extent, a positive method of getting Members to pay on time, such as your discount scheme, is preferable in my view and you are proving that such a scheme can be very successfully implemented.

You are correct when you say that late payment of subscription fees are a problem for every club and therefore sharing ideas and methods for preventing late payments will be helpful to all clubs to consider and discuss.

Q. We have rejected a candidate for membership. How should we let the candidate know that they have been rejected and should we also inform their proposer and seconder?

A. In most clubs, committees will vote on membership requests and two votes against the proposed candidate will see that candidate fail. Committee members do not need to provide a reason for voting against a candidate, nor do such reasons have to be included within the club's minutes. Club committees do not have to provide a reason to a rejected candidate why their application failed and it is sensible not to provide such a reason. Regarding the response to the rejected candidate, we would suggest the following: "Dear [insert name], Thank you for your application for membership of the [insert club name] Following a committee vote I must inform you that your request to become a member has been declined. Under the club's rules, you are unable to reapply for membership until a period of twelve months has elapsed. Furthermore, I must inform you that as a result of the committee's vote that you will not be able to visit the club in the future as a guest. Yours Sincerely"

We would not recommend that you inform the proposer and seconder of the committee's decision. It would be for the candidate to provide this information to their proposer and seconder if they personally desire to do so.

Q. Each year our club holds one or two events, the admissions to which have, in recent years, been by 'ticket only.' We have some members who question this and say that they must be allowed to enter the club, even if they do not wish to buy a ticket. We would appreciate your clarification of this matter.

A. The Committee are able to prevent Members from coming

into the Club. An easy example of this is when the Club is closed (*which is an event which occurs every single day*) or often when you allow a private event to take place where Members cannot use the Club, or function room, during that event. The Committee, literally, prevent Members from coming into the Club every single day on account of it being closed.

The Rules provide that the Committee determine the opening and closing hours of the Club. On New Year's Eve you are essentially closing the Club to anyone who has not purchased a ticket in advance.

I would suggest that you inform Members that the Committee have made this decision and that any Member without a ticket purchased will not be able to enter the Club on New Year's Eve. If any Members further complain I would suggest that they stand for election to the

Committee next year so they can play a role in the management of the Club.

Q. I am membership secretary for two private organisations, one with about 300 members and the other 600. The data (name, address, e-mail, date of birth) is held in an Excel spreadsheet. The data is used specifically to regularly communicate details of events and send magazines. We have not in the past had a tick box on the membership form to ask for permission to hold and use the data to communicate with them. As they receive the magazine at least twice a year, they know that we hold their data.

Do we now need to obtain the explicit agreement from existing members to hold their data or can we just have a section on the membership form for new members? Could we just put an article in the magazine confirming that we hold the

members' data and why we hold it?

A. While it's not possible to give specific legal advice on a blog post, my opinion is that you are using data without your members permission.

Have you said at the point of collecting the data that you need it to send the magazine?

Your members need to know what you hold and what you are going to do with it. An article in your magazine would be a good starting point. That article needs to say what you hold, why you hold it, and what the members can do if they don't want you to, and how they can get a copy of what you hold, along with what

you are doing to make sure that info is kept safe and secure.

Holding the name and address in order to send the magazine (and for nothing else - no marketing etc) probably falls under the need to fulfil a contract, so you don't need consent for that, but they still need to know you hold stuff as mentioned above.

Why do you need their date of birth? That's not needed to send the magazine out... If its for marketing, then you will need their consent to be marketed to.

If you have any questions you need answered for your club, then please send them to us at: info@nifederationofclubs.com

SHEAN DICKSON MERRICK SOLICITORS

14/16 HIGH STREET BELFAST BT1 2BS

TEL: 028 9032 6878 FAX: 028 9032 3473

Email: law@shean-dickson-merrick.com Web: www.shean-dickson-merrick.com

Specialist Licensing and Employment Lawyers



Official Solicitors of the N.I.F.C.

trading as... **AVA LEISURE** introduces you to the world of gaming

MAJOR SUPPLIER IN NORTHERN IRELAND FOR:

- Poker Machines
- Fruit Machines
- Club Machines
- Pool Tables
- CD/Digital Jukeboxes
- Large Screen TV's / Plasmat

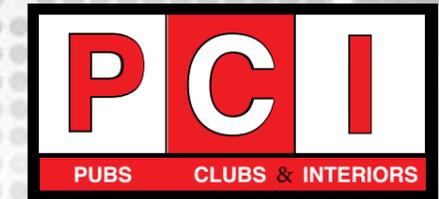
plus... many more coin operated gaming equipment

24 days a year call our service available
*Best engineers will not services in NI

AVA LEISURE
14 Prince Regent Road
Belfast
BT5 6QR
T : 02890 79 00 99

HERE TO HELP YOU GET THE MOST OUT OF YOUR ENTERTAINMENT VENUES!

Contact our ADAM on:
M : 07890 53 30 29
E: Adam.Stranaghan@avaleisure.co.uk



Based in Bangor, North Down, PCI offer a commercial shopfitting service alongside a bespoke joinery service for the domestic customer.

Whatever style you have in mind for your bar, restaurant, shop or home, PCI will meet the challenge, not to mention your budget and deadline.



Ormeau Golf Club, Belfast

Our team of highly skilled shopfitters deliver the highest quality property refurbishment service. Meeting our customers needs is our top priority.



Contact us for a free quote on **02891 478000**
you can also phone **078 5021 2962** or **077 8401 9989**
johnp.pci@gmail.com | ronnie.pci@gmail.com
www.pubsclubsandinteriors.co.uk
Unit 88, Dunlop Commercial Park, Balloo Industrial Estate, Bangor, Co. Down BT19 7QY

Review; a formal assessment of something with the intention of instituting change, if necessary

ENERGY / TELECOMS / MERCHANT SERVICES

If your club hasn't reviewed its utilities in a while, then we're fairly confident that you're going to be paying far more than you need to.

Over the years we have often been asked by clients if we could look at other services for them, such as telecoms and merchant services.

ENERGY

We have helped businesses:

- That have been overcharged
- That were on incorrect tariffs for their type of business
- That had unknowingly been entered into 'rolling' contracts by their supplier
- That had entered into contracts, however the correct rates had not been applied resulting in rebates or invoice reversals

Energy is our thing, therefore it's something that we never pursued.

Due to the demand however, and after several months of 'testing the water', we are now pleased to be able to offer you this additional service at no cost.

TELECOMS

To date - 100% success rate in sourcing cheaper/better deals for clients.



MERCHANT SERVICES (Chip & Pin)

To date - An average savings of 30%

Don't put it off any longer. Contact us today for your free, no-obligation reviews and save your club from paying more than needs be the case.

Call Mark on 077 7699 4807 or email mark@mjutilities.com



Calculating holiday pay

Employees, whether full-time or part-time, are legally entitled to 5.6 weeks' paid annual leave. Additional annual leave may be agreed as part of a contract. A week's leave should allow employees to be away from work for a week i.e. it should be the same amount of time as the working week. If an employee works a five-day week, they are entitled to twenty-eight days leave per annum. If an employee works a three-day week, the entitlement is 16.8 days leave per annum.

Employers can set the times that employees take their leave, for example for a Christmas shutdown. If an employment ends, the employee has a right to be paid for the leave time due and not taken.

There is no statutory entitlement to paid leave for public holidays. Any right to paid time off for such holidays depends on the terms of the contract. If the contract does not specify this, the right to paid leave may have built up through custom and practice. Paid public holidays can, and often will, be counted as part of the statutory 5.6 weeks' holiday entitlement under the Working Time Regulations 1998.

The Government has an excellent holiday calculator on its website which we recommend Clubs use to work out the holiday entitlement of an employee: <https://www.gov.uk/calculate-your-holiday-entitlement>

Employee Holiday Allowance - Casual Employee Case Study
All employees are entitled to 5.6 weeks paid holiday per year. This applies to full time, part time or casual employees. Employees who do not work on bank holidays but are paid for bank holidays can have these days deducted against their annual holiday allowance.

It can, however, be difficult to work out the entitlement that an employee who works on a casual basis or simply works irregular hours has accrued. As such, it is often easiest to calculate holiday entitlement on the simple basis of how many hours the employee has worked in the holiday year. The holiday entitlement of 5.6 weeks is equivalent to 12.07% of hours

worked over the holiday year. This means that per hour of paid employment, an employee will receive 7.24 minutes of holiday.

Therefore, if an employee has worked for 100 hours, they are entitled to 12.07 hours paid holiday (12.07/100 x 100 = 12.07 hours (12 hours and 4 minutes). You can simply adapt this formula to reflect how many hours the employee has worked, allowing you to calculate how much time they are due off.

When an employee requests holiday you simply calculate how many hours they have worked during the holiday year, allowing you to calculate how much paid holiday time they are due.

stocktaking.com

FULL STOCKTAKING SERVICE and VALUATIONS



"41 years behind bars"

- ▶ Professionally qualified through the Institute of Licensed Trade Stock Auditors
- ▶ Preferred suppliers to the Federation Clubs
- ▶ Preferred suppliers to Hospitality Ulster

stocktaking.com

T: 028 7034 4666 F: 028 7035 2761
M: 07778 762007 E: martin@stocktaking.com

1 Pates Lane,
Coleraine BT51 3DE



2018 Men's Health Conference - Dunsilly Hotel, Antrim Wednesday 7th November 2018, 9.15am to 1.15pm

Cancer Focus Northern Ireland invites you to attend the 2018 Men's Health Conference. Anyone interested in attending MUST register using the details below. You will receive a confirmation email once you have registered.

The event is free and places are limited.

A programme for the event will be issued to those registered prior to the event.

To register your attendance, or for further information on this event, please contact Denise Bownes - denisebownes@cancerfocusni.org



Contract and Domestic Upholstery Specialists

- Pubs
- Restaurants
- Re-Upholstery
- Domestic Suites
- Clubs
- Boats
- Repairs
- Chairs
- Hotels
- Caravans
- Churches
- Antiques
- Headboards



Contact: James Lavery
Unit 6, 14 Jubilee Road, Newtownards, Co. Down BT23 4YH
firstchoiceupholstery@hotmail.co.uk
www.firstchoiceupholstery.co.uk
Tel: 028 9182 0888



The specialists in Home, Car and Commercial insurance solutions

*with special rates for club members



Insurance solutions on your doorstep in Holywood...

The preferred supplier for the Northern Ireland Federation of Clubs, Rollins Insurance is offering great deals for club members on their Home, Car and Commercial Insurance. With over 70 years experience, Rollins offers the protection you need at astonishingly good rates, call us today on; 02890 429800 for a no obligation chat or visit the website;

www.rollinsinsurance.co.uk



TELEPHONE: 02890 429800

Rollins House, 19 Shore Road, Holywood. BT18 9HX



NATIONS UNITED

sky sports

FEEL IT ALL

BRING YOUR CUSTOMERS TOGETHER FOR AN AUTUMN PACKED WITH LIVE INTERNATIONAL SPORT

Every home nation and ROI game from the UEFA Nations League including:



Northern Ireland v Austria
Sunday 18 November, 5pm



Denmark v Rep of Ireland
Monday 19 October, 7.45pm



Wales v Denmark
Friday 16 November, 7.45pm



Albania v Scotland
Saturday 17 November, 7.45pm



England v Croatia
Sunday 18 November, 2pm



Scotland v Israel
Tuesday 20 November, 7.45pm

Live Autumn International action featuring:



Plus, huge live games from the Premier League, EFL and Carabao Cup, including:



Wolves v Tottenham
Saturday 3 November, 7.45pm



Chelsea v Everton
Sunday 11 November, 2.15pm



Man City v Man Utd
Sunday 11 November, 4.30pm



Bournemouth v Arsenal
Sunday 25 November, 1.30pm

Call **08444 881 129**

or visit business.sky.com/pubs

Scheduling may be subject to change. Further terms apply. Calls to Sky cost 7p per minute plus your provider's access charge. Correct at time of supply - 12/10/18. All rights reserved.

Georgina Richmond

The Voice Ireland meets the voice of Patsy Cline



Nigel Blair, Belfast 89FM.

I recently had the pleasure of the company of Georgina Richmond in a Belfast 89fm two hour special.

Georgina first discovered her love of music as a child, gathered around the record player listening to her mothers numerous favourite recording artistes. One which stood out amongst the rest was Patsy Cline. Georgina recalls that Patsy's voice was so different to others, "Even as a young

child, I could feel the passion within her, realising, that this was someone very special."

Like many other young children, Georgina would practice singing in front of a mirror, using a hairbrush as her microphone, to entertain family and friends.

Georgina's voice and singing ability naturally progressed, so much so, that at the age of just twelve, she was invited to perform at quite a number of functions, including those for charitable events.

As the years passed, Georgina's vocals attracted the interest of others in the industry, becoming someone to be called upon to sing with other vocalists - in girl groups, and well known featured bands, such as 'This Way Up.'

This resulted in her profile as a performer gaining both strength and recognition.



Georgina entered the television talent show, 'The Voice of Ireland', in which, over a five month period, travelling to and from Dublin for recording sessions, culminated in reaching the quarter finals, which was quite an achievement in itself, underlining the Belfast vocalists' ability.

At this point the decision was made to take a few months break, in order to decide on how to further her career, and forge a future in entertainment that would stand the test of time. In a major decision, it was eventually decided to develop an avenue as a tribute act, based on her childhood female vocalist heroine, Patsy Cline.

Following many months of rehearsals and costume changes, designed by her Mother, the Patsy Cline Tribute Show was launched, not only performing at major venues in Ireland, but throughout Europe.

Georgina's larger than life personality welcomes audience participation, and has the

warmth and ability to capture the hearts of the audience, many of which arrive at the shows dressed in country style outfits befitting the occasion.

The show has to be seen to be fully appreciated, but don't take my word for it, seeing is believing - I'm quite sure you will be impressed.

Georgina told me, "I'm at the happiest point in my professional career right now, and have no plans to change course. My young daughter Sophie, has taken a shine to both singing and dancing, much to my approval, I might add. Wouldn't it be just wonderful if she followed in her mother's footsteps."

Should you wish to contact Georgina Richmond's management team, call 079369 06033, or find her on Facebook, The Patsy Cline Tribute Show.

Check in with me in the next issue for another local story.

Nigel



More excitement for your club with Sky's action packed autumn programme

Sky Sports presents another action-packed month for venues with continued international action in the UEFA Nations League, F1 Grand Prix and World Golf Championships. Plus, lots of Premier League clashes to keep your customers entertained!

At the end of October, the Premier League will see Tottenham Hotspur welcome Manchester City to Wembley. If the Spurs side that took Manchester United apart in August turns up, they could provide a captivating contest; or could City prove too much for them? A defeat or winning streak could continue for Pep Guardiola's side as they face Manchester United mid-November for the Manchester Derby. Raheem Sterling, Sergio Aguero and co have started the season in fine fettle but since missing a penalty against Liverpool to result in a 0-0 draw, could they bounce back to be in the running for the 2018-19 Premier League title?

In November, the UEFA Nations League sees Northern Ireland aim to gain some points as they face Austria for a second

time; but currently with no points, their position is still to be confirmed and they could face relegation if they lose.

The 2018 Formula 1 season motors on to its next stop in Mexico City. Over 330,000 visit the Mexican capital over the weekend, and they're sure to be captivated here by the ever-evolving battle between Lewis Hamilton and Sebastian Vettel. Fans will also have the chance to welcome Sergio Perez to his home race. It's been a season of twists and turns, but will Hamilton be able to do what he couldn't in Austin?

What a year it's been for golf! Last month alone saw Justin Rose's ascent to world number one, Tiger Woods' thrilling resurgence at the Tour Championship, and Team Europe winning the 2018 Ryder Cup; the sport is firmly back in the limelight. An event not to be missed is the first World Golf Championships event of the new PGA Tour season as the game's big hitters are all pushing each other, with talent like Brooks Koepka - the leading light of 2018 - and European top dog Rose heading to Shanghai.



Justin Rose will be in action in the Nedbank Golf Challenge, being held on 8th November.

An exciting month of sport is ahead of us and these are the fixtures not to be missed;

OCTOBER

- Thursday 25th to Sunday 28th October World Golf Championships: HSBC Champions
- Sunday 28th October - Crystal Palace v Arsenal - kick off 13.30
- Sunday 28th October - Mexican Grand Prix - start 19.10
- Monday 29th October - Tottenham v Man. City - kick off 20.00

NOVEMBER

- Sunday 4th November - Chelsea v Crystal Palace - kick off 16.00
- Thursday 8th November - Nedbank Golf Challenge - start 08.00
- Sunday 11th November - Chelsea v Everton - kick off 14.15
- Sunday 11th November - Man. City v Man. Utd - kick off 16.30
- Sunday 11th November - Brazil Grand Prix - start 17.10
- Monday 12th November - Cliftonville v Newry - kick off 19.45
- Sunday 18th November - Northern Ireland v Austria - kick off 19.00
- Sunday 25th November - Bournemouth v Arsenal - kick off 13.30

Media Design and Print .com

15% OFF ALL PRINTING

available to all NIFC member clubs

We print: Posters, leaflets, party tickets, rule books, invoice books, vinyl banners, ballots, fixture books and lots, lots more...

Unit B7, Portview Trade Centre, 310 Newtownards Road, Belfast BT4 1HE
T: 028 9045 9864 F: 028 9045 9034 E: printing@mediadesignandprint.com



Explode Your Sales This Christmas!

Alcohol is one of the most important categories for incremental sales at this time of year, providing a huge growth opportunity for you.

The 3 key shopping missions over this period are:

- ★ The Perfect Host – stocking the right range
- ★ The Great Guest – having the correct formats
- ★ Thoughtful Gifting – choosing alcohol as an alternative luxury present.

Perfect Hosts are the most important group of shoppers, spending on average 38% more per shop than guests.*

Guests are looking for 'something for tonight', such as 4pks, 8pks and 70cls. Having these located at impulse purchase points and chillers will help to drive incremental sales.

Alcohol is the 8th category shoppers consider for gifting and 59%** are likely

to buy gifts alongside grocery shopping.

The majority of shoppers start their Christmas grocery shop before December and finish it on Christmas week.* This means it is essential that you have the core brands consistently available throughout the Christmas period.

Additional Facts:

- ★ 6 out of every 10 bottles of Vodka sold last Christmas were Smirnoff¹.
- ★ Over half of Gin purchases last Christmas were Gordon's. Gordon's London Dry 1 Litre was the top-selling SKU, Gordon's Premium Pink 70cl was the second top-selling SKU¹.
- ★ Baileys sales were +19% Christmas 2017 vs Christmas 2016¹.
- ★ Carlsberg is the No.2 Lager¹.
- ★ Hop House 13 is the fastest-growing Irish Lager +36%².
- ★ Rockshore is the No. 4 Lager already (less than a year since launch) with 7.7% share of Lager².



*Kantar Christmas Review 2016.

**Nielsen Christmas Insights Report 2016.

¹Nielsen Dec 2017 L3M NI THT.

²Nielsen Aug 2018 L4W NI THT.

Cancer Focus NI announce new bra-fitting service for breast cancer survivors

Breast cancer survivor Betty McKee has taken on a brand new voluntary role giving vital support to local women.

Betty, a retired psychiatric nurse from Downpatrick, has volunteered to become a specialist bra and swimwear fitter for women who have gone through breast cancer surgery.

The free bra-fitting service has been set up by Cancer Focus Northern Ireland at Ballymote Centre, Killough Road, Downpatrick, for women who live in the area. The service starts on October 1 and will be open on Monday, 10am to 2pm. To make an appointment call 07971 061 593 or email care@cancerfocusni.org

“Having been through breast cancer myself, I know how important services like this are,” Betty said.

“After surgery and treatment, some women feel less confident in their body and self-image, and this service offers personal, one to one support, helping each patient choose the right item, in the right size, to suit them.

“Feeling good in your clothes can make a real difference and following breast surgery there is no reason why women shouldn't continue to wear the clothes they love. Our service helps women find a renewed sense of self-confidence in themselves after a very tough time in their lives.”

Betty came in contact with Cancer Focus NI 12 years ago

when she joined the charity's Downpatrick breast cancer support group after her own diagnosis.

“I'll never forget that day - October 24, 2001. I took my grandson to an appointment with our GP and while I was there I mentioned that I had found a lump in my breast. I was feeling great, working away at my job.

“The doctor said it might be nothing but referred me to the breast clinic for a further check. I got an appointment at Halloween, on the day I had been due to go to Edinburgh with friends. The secretary was going to rearrange the date for me but something made me stop. I told her I'd take it.

“I had a mammogram, ultrasound and biopsy on the same day and then I was told I had breast cancer. I was so shocked. The youngest of my three sons was only 13 at the time.

“It was worrying telling them but my husband was fantastic, he was very reassuring, saying I had cancer but not to worry, everything was under control. It was all very low key, which was the best thing for all of us,” she said.

“I had a partial mastectomy removed on November 11 and was in hospital for a week. That was followed by radiotherapy but after that I was well enough to return to work. It was a difficult time but we have all come through it and now I love being able to reassure and support other women going



(L-R) Marilyn Prior, Betty McKee, Anna Cullen and Sylvia Calvert; the volunteers who will be providing the bra-fitting service in Downpatrick.

through the same experience.” Other volunteers who are looking after the new bra-fitting service are Anna Cullen, Marilyn Prior and Sylvia Calvert. Anna and Marilyn are also former nurses.

“We've been trained on how to measure up properly for bras and swimwear so that our clients are getting the best support and shape possible.” Betty continued.

“It's a very discreet and confidential service and we do our best to make people feel at ease. There is a private area where clients can change and tea and coffee is provided. The ladies can bring a relative or friend with them too. The fitting service is free of charge, and the items are sold at wholesale prices, though there is no obligation to buy.

“Cancer Focus NI has a range of other fantastic services, too,

such as counselling, art therapy, family support and our Sing for Life choir.

“We welcome anyone who needs help with fittings not only in Downpatrick but from the surrounding areas. For more information just call 07971 061 593 or email us on care@cancerfocusni.org.”

There are also bra-fitting and swimwear services at the Cancer Focus NI service centre at Eglantine Avenue, Belfast, and in Newry, Enniskillen, Omagh, Donaghmore, Ballymoney and Altnagelvin.

If you have any concerns about cancer call the Cancer Focus NI NurseLine on 0800 783 3339.



NATURE'S MAGIC
TRY THE TRUE TASTE OF CIDER

Mac Ivors Cider Co
MEDIUM CIDER
From 100% Fresh pressed apples
Alc 4.5% vol
Product of Ireland • 500ml e

CO. ARMAGH IRELAND

DRINKS INC.
T: 028 9066 7744 E: orders@drinksinc.com

Get the facts. Be DRINKAWARE
Visit drinkaware.ie

UGAAWA Monthly Merit Award winner

by Tony McGee

A good start is half the battle, and Tyrone ladies' football captain Neamh Woods demonstrated that, not once, but twice, in the All-Ireland Intermediate Football Championship final at Croke Park last month. 'Captain Fantastic' Woods fired home goals within minutes of the start of both halves as Tyrone stormed past Meath by 6-8 to 1-14.

Drumragh star, Woods, was a rock in midfield as she marshalled her troops, winning the 'Player of Match' award and she had very little opposition, which was also the case when it came to selecting our UGAAWA Merit Award winner for September. Certainly, Peter Harte, who worked tirelessly and tucked away a penalty for Tyrone in the Sam Maguire Cup final, and Down camogie player, Niamh Mallon, also got recommendations but Woods was a clear winner.

"That's amazing news", exclaimed PE teacher Neamh when told of her award. "After losing in the final to Tipperary last year we were determined not to lose again and the result in Cork Park was delightful. The experience of last year's final played a big part in our success this time. The team has changed very little in the last 12 months.

"Now we can look forward to the senior championship in 2019 and we will be coming up against the likes of Armagh, Cavan and Donegal - Armagh and Cavan in the National League Division Two, as well."

She added, "This victory was a long time coming but we can now celebrate it and move up to the top championship level."



Quinn Building Products Sales & Marketing Manager, Seamus McMahon (left), and UGAAWA Chairman, John Martin, with September Merit Award winner Neamh Woods. Picture by Jim Dunne

Those two killer goals highlighted Neamh Woods' performance in Croke Park but her generalship was also a main factor in winning her the 'Player of the Match' and our Merit Award for September. She led by example throughout a game that Tyrone dominated, apart from a period in the second quarter.

A PE instructor in St Ciarán's College, Ballygawley, Neamh (29) has other sporting activities to look forward to. She is also an international netball player and will be tuning up for the World Championships next year. For now, however, success in the All-Ireland IFC final against Meath is top of the list.

The Tyrone captain received her Merit Award at a reception in Quinn's Corner on 8th October from Sales & Marketing Director Seamus McMahon.

August Monthly Merit Award Winner



Colm Cavanagh (seated) receives his August Merit Award from Quinn Building Products Sale & Marketing Director Seamus McMahon (left) and UGAAWA Vice-Chairman, John Morrison (right). Picture by Jim Dunne



HARROGATE'S FINEST AWARD-WINNING GIN



Why go anywhere else?

SALES OFFICE: 028 9079 0444 | FREEPHONE: 0800 7833215

September NIFWA Awards



Cliftonville striker, Joe Gormley, was named Player of the Month for September by the Northern Ireland Football Writers' Association.

top goalscorer last season, and I would love to win that award again, so I'm delighted that I've already scored 14 goals this season.

Gormley bagged a staggering eight goals in the month, from six games.

"It would also be great to beat Kevin McGarry's Cliftonville record, but the most important thing is that Cliftonville win.

The hotshot hit doubles against Lisburn Distillery, Institute and Ards as well as finding the net against Ballymena United and Warrenpoint Town.

"We've had a few ups and downs this season but we've won our last two in the league now, so I think we're back on track.

Gormley's second against Ards draws him level in the all-time Cliftonville goalscoring charts, on 170 goals.

"I'd like to thank the Football Writers' for this award."

Upon collecting the Belleek trophy, Gormley said, "I was

Gormley's Cliftonville will play Crusaders at Seaview on Friday night.

NIFWA Chair Keith Bailie said, "Joe faced some stiff competition this month, but it's impossible to ignore his phenomenal goalscoring record. He is one of the finest finishers the Irish League has ever seen. Last season he won our Golden Boot, and you wouldn't back against him winning it again this season."

Ards goalkeeper Sam Johnston was runner-up, with Glenavon's Josh Daniels in third.



Cliftonville hot shot, Joe Gormley, shows off his much deserved Player of the Month Award.

Gary Hamilton is the NIFWA Manager of the Month for September.

Hamilton said, "I would like to dedicate this award to my grandfather George, who was a huge influence on my career.

The Glenavon FC boss has dedicated his award to his grandfather George Dennison.

"He supported me from an early age and he always gave me an honest opinion, even if it wasn't what I wanted to hear. He just passed away this week, so it's particularly poignant that I should win this award.

George, a keen supporter of Gary's career in football, passed away just as the Glenavon manager collected his NIFWA award.

"It's been a difficult time for me, so I have to thank my players and my coaching staff who were superb in September."

NIFWA Chair Keith Bailie said, "Glenavon have been magnificent in recent weeks with league wins over Institute, Crusaders, Ards and Dungannon Swifts.



Glenavon boss, Gary Hamilton, picks up his Manager of the Month Award from Keith Bailie. Gary dedicated his award to his late grandfather, who sadly passed away shortly after he was named as the winner.

"Gary's has done a superb job and is a worthy winner of our award."

**Entertainment Licence Renewals
Electrical Inspections
Fire Risk assessments**

Lyle Dunn 07748634430
E: lyle.dunn@btconnect.com

AWARDS WORTH SHOUTING ABOUT.

T: 028 9066 7744 E: orders@drinksinc.com **DRINKS INC.**

★ GREAT SPORTING EVENTS

NO. 104

1949

England suffer first home loss



The triumphant Ireland side - Godwin, Carey (c), Aherne, B. Walsh, Martin, Moroney, Corr, Farrell, D. Walsh, Desmond, and O'Connor

On 21st September 1949 at Goodison Park, Liverpool, England were defeated 2-0 by Ireland in a friendly international. As a result, Ireland technically became the first foreign team to beat England on home soil.

The game was used by both teams as part of their preparations for forthcoming World Cup qualifiers. Despite the absence of both Stanley Matthews and Stan Mortensen, England fielded a strong team, including Billy Wright, Neil Franklin, Wilf Mannion and Tom Finney. Ireland's team included just seven First Division players, but these included Johnny Carey who had been voted Footballer of the Year in 1949. Another two Irish players, Tom Aherne and Tommy Moroney, like Finney, played in the English Second Division. The remaining two Irish players, goalkeeper Tommy Godwin and Tommy O'Connor both played for Shamrock Rovers in the League of Ireland.

The early pattern of the game saw England launch wave after wave of attacks. However, Tommy Godwin was in inspired form and Con Martin, Tom Aherne and Johnny Carey proved too difficult for England to get past. Carey was also effective in keeping Tom Finney quiet, while wing-halves Billy Walsh and Tommy Moroney gradually took the sting out of the English front line. Ireland took the lead in the 33rd minute when Peter Desmond, after collecting a pass from Tommy O'Connor, burst into the England penalty area and was brought down. Con Martin then converted the subsequent penalty kick. During the second half the wave of England attacks continued. Peter Harris hit the bar and Jesse Pye also went close.

Locke lifts the Claret Jug

However Peter Farrell, playing at his club Everton's home ground, made victory certain in the 85th minute. O'Connor slipped the ball to Farrell and as the English goalkeeper Bert Williams advanced, Farrell lofted the ball into the net.



The 1949 Open Championship was the 78th Open Championship, held 6-9 July at Royal St George's Golf Club in Sandwich, Kent. Bobby Locke of South Africa won the first of his four Open titles in a 36-hole playoff, twelve strokes ahead of runner-up Harry Bradshaw of Ireland. It was the first play-off at the Open since 1933.

In the play-off, both players started well but Locke had a three-shot lead after thirteen holes. At the 520-yard 14th hole, Locke put his second shot stone dead for a three while Bradshaw found a bunker and eventually took six. Locke's lead was thus extended to six and then to seven at the end of the morning round. The lead quickly extended to 10 after two holes of the afternoon round as Bradshaw started 6-5. Bradshaw gained a shot at the 9th and 11th, but Locke went on to win the play-off by twelve strokes

It happened in 1949...

Football - Portsmouth win the 1st Division title by 5 points, from runners-up Manchester United.

Rugby Union - Ireland win the 55th Five Nations Championship series.

Rowing - Cambridge wins the 95th Oxford and Cambridge Boat Race.

Golf - American legend, Sam Snead wins the US Masters and PGA Championship.

Tennis - The Wimbledon Men's Singles Championship was won by Ted Schroeder (USA) and the Women's Singles Championship by Louise Brough Clapp (USA).

THE WORLD'S MOST REFRESHING BEER™

ENJOY IT ICE COLD

