

THE OFFICIAL VOICE OF THE NORTHERN IRELAND FEDERATION OF CLUBS

Review Club

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*Drinks International – Annual Bar Report 2018.

Federation urge members to always follow procedures!

The Federation recently assisted a member club, by providing guidance, to help resolve some important issues.

Whilst situations can be challenging, particularly when dealing with personalities, it is important that the management committee are united in working in the best interests of the club and its members.

In private member clubs, as in the business sector, employment issues present many difficulties, due to the complexities of employment legislation.

As our Federation Executive colleague, Joe Patterson, experienced in this field,

continually emphasises, the thing which creates most difficulty, is the failure to follow proper procedures.

Additionally, and particularly for those clubs insured by Rollins Club Insurance, which is the majority of our members, cover is available for employment issues. That being said, it is of the utmost importance to check that this has been included in your policy document.

Should you have an employment issue, you should contact the insurance provider as soon as possible, and be guided by them throughout the process.

I'm afraid the days of showing someone the door, without investigating the detail of the issue, and following the dismissal and/or grievance procedure, will only result in you ending up in hot water.

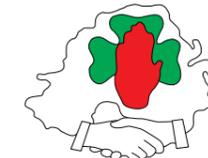
Nevertheless, club management committees should be aware that they are, what is known as, a semi-quasi judicial body. This means that they have the same power as any court, providing the rules pertaining to natural justice are followed.

If someone is brought before the management committee, the person in question must be afforded the right of appeal, with the said appeal being heard

by an arbitration, or appeal panel, which must not consist of anyone who sat on the initial hearing.

Members should be fully aware that the Federation are here to assist them, we deal with many queries on a daily basis, and will visit a club if requested.

Furthermore, we only do so by invitation, and will not become involved in the innermost business of the club, acting only in an advisory capacity.



Low and no alcohol boom is here to stay

The Portman Group have noted a wave of articles in the UK media, highlighting the increasing availability of low and no alcohol products on the market to give UK consumers a wide range of choice of lower-strength products as part of their responsible drinking.

Their own survey findings, which were initially published earlier this year, show that there is substantial interest in low and no alcohol products among UK drinkers, especially among the younger generation, and a desire to see these alternatives available in a wide array of settings.

They are also pleased that the Government has recognised the

potential of low and no alcohol products in helping people drink responsibly and their pledge to work with the industry to deliver a significant increase in the availability of alcohol-free and low-alcohol products by 2025.

They believe that to make this a reality, more needs to be done to ensure the continued growth of the category, including ensuring wider availability in settings such as nightclubs and festivals and tackling outdated and confusing product descriptors.



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Notices from your secretary



Harry Beckinsale
Secretary,
NI Federation of Clubs

ARE YOU AWARE OF THE P&O FERRIES DISCOUNT CODE?

Members travelling to Scotland on short breaks, on holiday, or to an event, or indeed for onward travel to England and beyond, should be aware that a discount code is available to you. Members should call the Federation on 07889 681714 to obtain the code.

BT SPORT - CHECK THEIR SCHEDULE FROM AUGUST 2019

Have you renewed your BTSPORT contract? If not, members are advised to obtain confirmation of the games which are being provided. We are

advised that the service has fewer games than were previously available. The main attraction seems to focus on the Champions League.

ARE YOU HOLDING A SPECIAL EVENT IN YOUR CLUB?

Let us know about special events or entertainment in your club, as we will promote/advertise it for you FREE OF CHARGE! If it's a competition, a weekly music event, a sing-a-long, or, for example a

Monday Club, tell us about it, and we will put it in print. This is a free Federation service to help member clubs.

CHECK THAT YOUR POLICY COVERS HR ISSUES

This is very important, as not all policies cover employment issues, which are stressful to deal with, and which can be very costly.

Your club insurance provider can confirm if this cover is in place. There is even an enhanced policy which provides cover, should there be some errors in following procedures correctly.

The majority of Federation member clubs are insured via Rollins Club Insurance, but even in this instance, check that the aforesaid cover is in place. For those clubs insured with others providers, it is equally important that you confirm with your broker that cover is in place.

ARE YOU CONSIDERING A REFURBISHMENT OF YOUR CLUB PREMISES?

Our approved service providers are varied. We can give advice, should you wish to engage a contractor or supplier. Should you encounter problems, we are equally available to assist you. Simply call your Federation on any of the Helplines - 07889 800329, 07889 681714 or 07889 800325.

Advertorial

Pubs Clubs Interiors a quality result for your club - every time



Northern Ireland Federation of Clubs Approved Supplier, Pubs Clubs Interiors (PCI), are based in Bangor, North Down, and offer your club a commercial fit-out service, alongside a bespoke joinery service for domestic customers.

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

PCI specialise in clubs, restaurants, bars, nightclubs and hotel refurbishment, as well as the design, manufacture and installation of an extensive range of shop-fitting and joinery projects.

They offer refurbishment of bar areas, installation of new service units and design and actualisation of counter facilities. Their team of highly skilled shopfitters deliver the highest quality property refurbishment service.

Testimonials

Ormeau Golf Club

PCI brought a fresh approach to our club by focussing on a modern design, including the use of quality materials in creating a state-of-the-art facility for members and guests alike.

Jumna Street Linfield Supporters Club

"When we decided to proceed with a fit-out we had the task of finding the right contractor who we were confident would provide the finished product we were looking for.

We settled on Pubs Clubs and Interiors for several reasons, chief among which was the fact that they would completely manage the whole job and also due to the comprehensive list of their previously completed contracts and recommendations, such as H&W Welders FSC, who had PCI complete a refit just before ours.

After using our new function room for a few weeks, we were confident we had made the right choice."
Charlie Butler (Club Secretary)



The new bar in the H&W Welders FSC downstairs lounge.

H&W Welders FSC

PCI's Ronnie and John ensured our club refurbishment was a quality solution from start to finish. In what is a stressful time for any club committee, we can't thank

Ronnie and John enough for the professionalism and detail to quality that they employed throughout our refit - the entire team were first class.
(Thomas Flynn, Club Chairman)



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

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Ormeau Golf Club, Belfast



Ronnie Andrews (centre left) and John Patterson (centre right) shake hands with committee members of the Jumna Street Linfield Supporters Club upon completing the extensive refit of the club.

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Golf, a game to be enjoyed, even with a disability!



Gerry Gallagher
N.I. Federation of Clubs

Golf is a difficult game, even for the most accomplished player, and for the amateur it's frustrating, more often than not. But imagine trying to enjoy the game if you have a disability.

It is this which Trevor Hillen had to overcome, expressing such at a recent event attended by the Federation's Gerry Gallagher, at Donaghadee Golf Club, with the aim of encouraging disabled golfers to engage in the sport, despite being disabled.

Trevor welcomed guests to the meeting, outlining his vision of the association's aim of making golf accessible and enjoyable for everyone, throughout the four provinces.

The game of golf in Northern Ireland has just enjoyed the success of all successes, hosting The Open at Royal Portrush.

The blue flag event was an enormous success for Northern Ireland in terms of money, tourism and credibility, as a place to play golf, on some of the best courses in the world.

The evening event included an informative video presentation, highlighting the mammoth task ahead.

It is planned for the program to be both fun and helpful, being designed for players, regardless of their level of disability, with the association's motto being, 'Golf for all'.

Upcoming events will be published on the group's Facebook page, which will provide regular information on the group, and how to join.

It is hoped that societies, attached to our member clubs, will encourage those facing challenges to join them in enjoying the ancient game.



Attendees at the recent meeting held at Donaghadee Golf Club.

Advertorial

Don't take risks with fire safety in your club

MKB Fire Services Ltd are a British Approvals for Fire Equipment UK (BAFE) approved company, whose staff have over 40 years combined experience working in the fire industry, covering everything from fire extinguishers to hydrants, dry-risers, and everything in between.

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Jonathan Smart, Service Manager for MKB Fire, achieved BAFE approvals for the company within only 3 months, which is testament to his unsurpassed knowledge and experience within the fire industry.

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"Ulster Rugby are delighted with the services provided by MKB Fire and MKB Medical and would be happy to recommend them to other clubs and businesses."

Fergus Thompson, Stadium Facilities Manager, Ulster Rugby.



This knowledge and experience, combined with Jonathan's friendly and down to earth approach, along with the company's commitment to excelling in customer service, makes MKB Fire the perfect choice for protecting the people in your club, as well as the premises themselves.

You cannot escape your fire safety obligations... Part 3 of The Fire and Rescue Services (Northern Ireland) Order 2006 and The Fire Safety Regulations (Northern Ireland) 2010 came into effect on 15th November 2010.

As an appropriate person with control over non-domestic, industrial, commercial, leisure, educational or healthcare premises, this legislation requires that you take responsibility for ensuring your premises reach the required fire safety standard.

It is the policy of NIFRS to pro-actively manage fire safety and to seek a reduction in the number of fires, fire-related

deaths and injuries, unwanted fire signals, through the effective and efficient enforcement of all fire safety legislation for which it has responsibility.

Are you the appointed responsible person for Fire Safety in your club?

If you are, then it's your legal responsibility to ensure a quality fire risk assessment has been performed

and any companies hired to carry out required safety works are competent.



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Club cash handling best practice advice

Till systems & cash security

The types of till in operation range from a simple electronic till, a pre-set style of electronic till, to an EPOS (Electronic Point of Sale) system, which is a computerised till with keypad input. The EPOS systems usually provide extensive management information, which helps control all aspects of the club, including petty cash expenditure. It is important to use the right till system for your club.

A good till system should:

- Help to prevent or overcome and deter fraud
- Give the management committee sufficient information to run the club efficiently
- Give the management

committee information appropriate for the size and type of the club.

A basic electronic till records every transaction, total takings by session, day and week and is simple to operate and use and will safely secure cash. These types of tills are usually inexpensive to purchase.

A pre-set electronic till will additionally identify specific products and can assist in stock control and management. It will also often identify use between different Club employees.

A EPOS till system will have individual log ins for each Club employee and will monitor sales by time and include the following financial

reporting options: records cash tendered, monitors product groups and controls stock and order production from stock and usage, can be linked to a centralised computer, can be remotely accessed from another site, staff payroll and scheduling, food ordering and kitchen management and records cash expenditure.

Till opening, operation and closing

Till opening, operation and closing procedures will vary in each club depending on the system in place. However, there are general guidelines which staff should follow.

Staff may be responsible for ensuring there is enough cash available in the till for each opening time. The cash in the till at the beginning of a session is known as the 'float'. It is common practice to ensure that staff check that at the beginning of each session there is change in the float, and a small selection of notes. Additionally, Clubs will likely have an identified amount in the till at the beginning of each day, and to require Club employees to check that this amount is in the till.

The till drawers may need to be emptied or rotated throughout the opening hours to keep cash secure, and levels of change will need to be checked periodically to avoid any disruption to service.

Till operating procedures should be in writing to make sure everyone is trained to follow the same procedure and is aware of their responsibilities. In a club, where several people may use the till over the course

of a session, there will be fewer mistakes and bad practice reduced or avoided.

Operating procedures should cover till handover. If staff handover to each other when changing shifts, they need to explain:

- Any known errors in processing payments or using the tills
- Whether any bills are 'open' in order to prevent non-payment by customers. Having standard operating procedures makes it more difficult for mistakes to be made.

Cash control and fraud prevention

There are occasionally fraudulent practices in respect of cash in licensed premises and these are broadly divided into three sections.

- 'Direct theft' of cash leaving a shortage in the till at the end of the session
- 'Over-charging' which enables the till reading and the cash-in-till to match and which isn't discovered by a stocktake
- 'Under-ringing' which enables the till reading and the cash-in-till to match, but which is discovered later as a result of a stocktake

'Direct theft' - taking money out of the till and passing it over the bar to an accomplice.

'Over-charging' - a bar person overcharging the customer and keeping the difference between the cash taken from the customer and the value of the sale that has been rung into the till. For example: the bar person rings-in the correct amount, say, £9.50 and asks the customer for £11.50. If the customer queries

the amount the bar person pretends it is just a mistake and takes the correct money. Otherwise this is direct theft of £2.00 from the customer rather than the club. The till will be right at the end of the session and so will the stock.

'Under-ringing' A bar person registering less money in the till than is actually taken off the customer. For example, a customer orders and pays for four pints of lager but the bar person only rings-in three pints. The value of the under-ring is placed in the tips jar or passed over the bar to an accomplice.

Use of an efficient cash control system will ensure that the Club's Committee and managing employee is quickly aware of any discrepancies between sales, stock and what is in the till. Ensure that all employees correctly ring in all sales and that they are aware of and follow workplace procedure for recording errors, to ensure accurate till readings.

Even the most sophisticated till systems are only as good as the information that is entered. It is, therefore, essential that every member of the Club's team understands the implications of the way they use the till.

Modern tills can identify the member of staff using the till for each transaction, which can help identify the source of any inaccuracy in the till contents. Alternatively, it may be possible to allocate individuals to separate tills.

How to prevent theft

Direct theft This tends to happen in the first half of a long shift where there is a change of staff halfway through, but no till check – the second group of staff get the blame.

Counter-measure Put in a fresh till drawer and float at

staff changeover and do a till reading and cash check. Any discrepancies can then be attributed to staff going off duty.

Over-charging & under-ringing

This can happen at any time. It doesn't show-up at the end of the session, but only as a deficit when the stock take is done.

Counter-measure If you have stock deficits, put in a watcher to observe whether he is being charged correctly. Do regular 'spot checks' and till drawer changes during the course of the session.

Handling cash

General guidelines should be given to staff to ensure that they deal securely with cash. Clubs need to check that staff collect payment according to the guidelines:

- Staff should tell the customer the price they are expected to pay
- Check the amount that the customer tenders
- When putting the cash into the till, take care to put the right denomination of coin/note into the right section in the till drawer in order to avoid giving more, or less change than is needed
- If change is required, make sure the change is counted back to the customer
- Issue a receipt if required

Occasionally a customer may complain about payment, alleging they've been short-changed or overcharged. Each club should determine who has the authority to resolve these situations and the procedure for how they should be dealt with. Usually a senior member of staff deals with payment queries. Whatever choice is made, ensure that all team members are aware of the procedure and who can deal with payment queries.



The Club's Steward must ensure that all staff are aware of security, and of the importance of confidential information remaining confidential from anyone outside the business, including their friends and family.

It should not be disclosed when and who does the banking run or information

about cash held on the Club's premises.

By involving every member of the team in the financial controls and security of the club, and in regular business performance reviews, the management committee and club steward can ensure greater team ownership of payment control.



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Questions & Answers

Q. We have a candidate for Membership who has twice been refused in the past and it is likely his present application will also be refused. We are concerned though that a future Committee may admit this person as a Member. Can we create a Bye-Law preventing a person from applying for Membership if they have been refused twice in the past?

A. You would not be able to introduce such a Bye-Law since it would be in conflict with the Rule which states that persons can reapply again after the twelve month period has elapsed. You can, of course, alter the rule in question but you would need the Members' approval. Our advice is not to worry too much about this situation. Ultimately there is an argument that if a future

elected Committee wishes for this person to become a Member then the current elected Committee should not be attempting to take steps to prevent such a decision from being made. We must always be open to the Club's Members electing a new Committee and going in a new direction and I would advise the current Committee not to unduly spend too much time trying to prevent a possible future Committee from making certain decisions.

Q. At the moment our Stewardess attends Committee Meetings. However, since the AGM, a new Committee Member is saying this is illegal. Could you clarify this?

A. There is nothing unlawful about employees attending Board or Committee Meetings. You will find in most businesses that employees will be part of Board Meetings to differing degrees.

It's therefore for the Committee to determine if they wish to invite the Stewardess to attend Committee Meetings. If the Committee decide to invite her to attend then this is fine and is completely lawful. A person invited to a Committee Meeting can also be asked to leave the meeting at any point,

particularly if a matter for discussion would be a sensitive subject or a conflict of interest.

Q. During our refurbishment, we considered if we could create space for disabled toilet facilities. We do not have enough space for a full disabled toilet but we can create enough space to enable us to construct an Ambulant Toilet which would meet the needs of those who have mobility issues but are not fully confined to a wheelchair. Would this be sufficient to discharge our legal obligations?

A. If the Club is able to provide disabled facilities then you should do so, although you are not expected to do so if presently the cost would be too high or if it would be physically difficult to find space to install such facilities. If this is the case, then you can simply make a note to refer to this case every so often to see if anything has changed. As and when the Club is in a position to provide disabled facilities then you should aim to do so.

We would therefore suggest that you do what you can, even if you cannot currently offer a complete package of disabled facilities. At least if you are showing that you have considered the situation affecting disabled persons and you have done what you can at this time, this will prove that the Club is taking its responsibilities seriously and hopefully in the future further improvements can be made.

Q. A Committee Member has offered to help out behind the bar when help may be required. They do not want to be paid for this and would just consider it as volunteering. Our Chairman has said that this will cause a "conflict of interest" and that other staff would feel "threatened" by a committee member working behind the bar. Do you have a view?

A. There is no legal reason that a Committee Member cannot volunteer behind the Club's bar. Some Clubs operate exclusively with volunteers, others utilise a mixed approach. I am not sure I agree that employees would feel threatened by working with a Committee Member but if there is any reason to think this would be the case it should certainly be considered and discussions held with the Club's employees.

Whilst we respect the view of the Club's Chairman, this is ultimately a Committee decision to make. I therefore suggest that this proposal is put to a vote at the next Committee Meeting. With any employee or volunteer it is, of course, always necessary to ensure some formality is adhered to when anyone is responsible for handling cash and this can be a consideration regarding how and when the Committee might allow volunteers to assist behind the bar.

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



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Advertorial

Clubs = Community

Community is the foundation of every club - that sense of belonging, of friendship, of bonding over your favourite activity. It's what draws members back year in, year out, but not everyone has access to their local club.

It is estimated that by 2028 Northern Ireland pensioners will outnumber children for the first time in our country's history, and with this ageing population comes a greater need to tackle loneliness head-on.

This feeling of isolation is often triggered by the loss of a loved one, or a close family member moving abroad, leaving the person left behind with no one to turn to. Without that sense of community, they're cut off - afraid to reach out.

If loneliness builds walls, then Bryson Care One2One builds bridges. We believe the best way to combat social isolation is through companionship, and where better to find that camaraderie than our local clubs?

But in reality, it isn't always as easy as it sounds. We know how difficult it can be for families to support their loved ones so that they are able to maintain social interests - be it a hobby, or sporting activity - as work and family obligations pull us in different directions.

One2One is part of the Bryson Charitable Group family and shares the company's overall mission to develop sustainable responses to current and emerging social needs all across Northern Ireland. In our case, this involves supporting people

so they may remain healthy, independent, and an active part of their local community.

We can help people to maintain those interests - even if it's just getting out and about in order to live life to the full. If you have current members, or potential new members, who would need some support to come along, we can provide assistance and transport.

Our service is enabling, supportive, and tailored to your every need, and our Support Workers are specially selected to form long-lasting relationships with their companions.

Take Sarah and Elaine, for instance. Our Support Worker Sarah has been visiting Elaine for over three years. No two days are the same for Sarah, who typically drives Elaine back and forth from the dentist - or the doctor's, or the hairdressers - depending on Elaine's daily to-do list. Laundry and light housework are also included in the package, but above all else, it's the sense of companionship that Elaine values the most.

"I'm not very good in company," she admitted. "You know, when you get two or three people [in a room] I get tongue-tied and lost."

"One2One is excellent for me, because I can talk one-to-one with the Support Worker. It's brilliant, really."

Friendship is the lifeblood of One2One. We work closely with our Support Workers so they are able to deliver the best possible service to people like Elaine. The result? Vulnerable adults are able to retain their



independence in the comfort of their own home... and beyond.

All our team members are Enhanced Access NI checked and receive full training in regard to dementia awareness and safeguarding vulnerable adults.

We currently operate in and around the Greater Belfast area including Newtownabbey, Glengormley, Carrickfergus, Carryduff, Lisburn, Dunmurry, Holywood, Newtownards, Bangor and Donaghadee.

Combating social isolation with CARE AND COMPANIONSHIP

- One2One is a private service built on friendship
- Part of the Bryson Charitable Group family

If you feel One2One could help any of your members, give us a call on 028 90 347731. Or search for Bryson Care on: facebook

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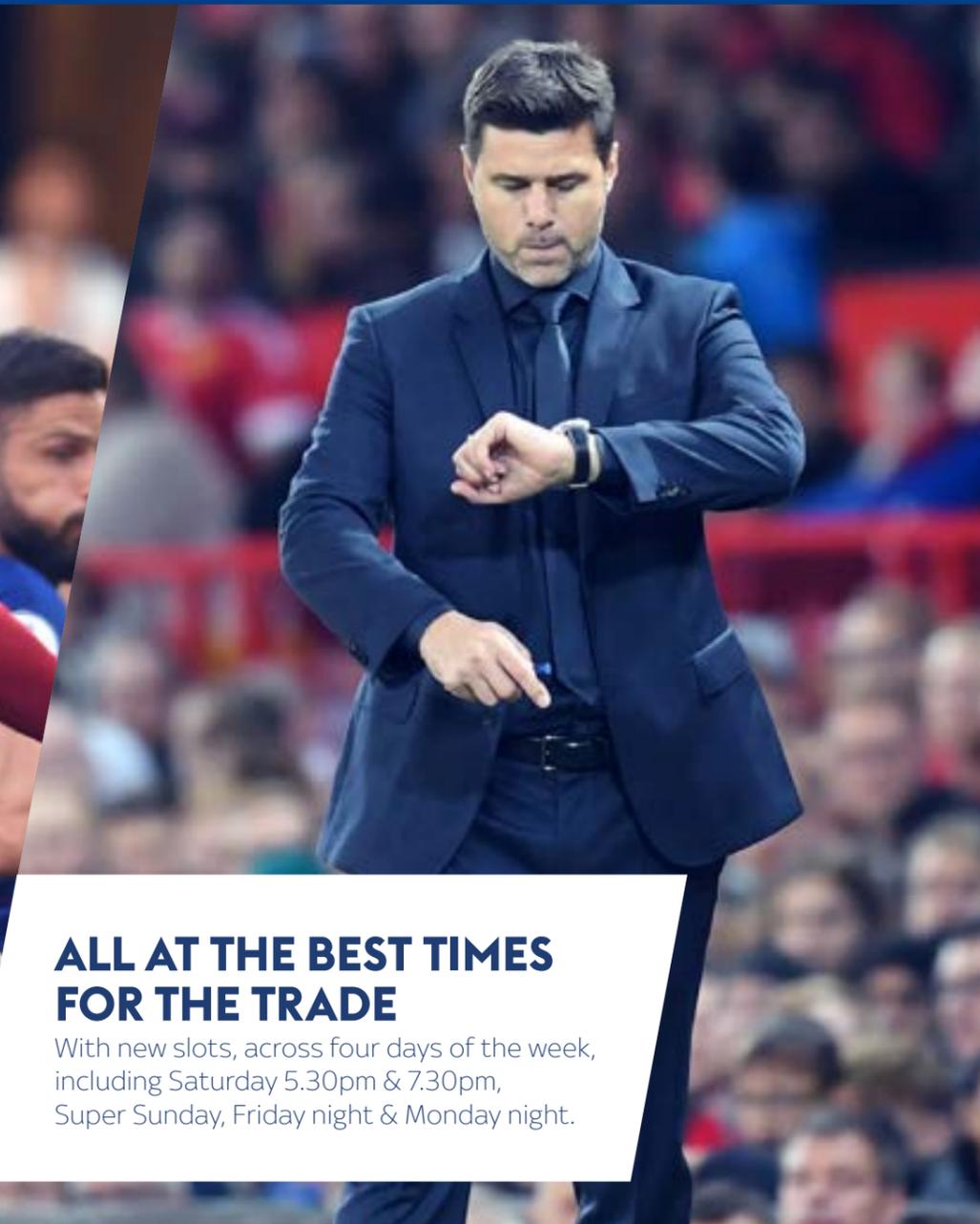
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New Rates for PRS for Music

Tariff 'JMC' (2019.08)

Effective from 1st August 2019 (Also showing previous year's details in brackets)

1. Scope of tariff

This tariff applies to performances of copyright music within PRS for Music's repertoire* at clubs bona fide established and conducted in good faith as non profit-making members' clubs capable of satisfying:

- the conditions for determining a qualifying club for the purposes of Part 4 of the Licensing Act 2003 for England and Wales, or
- the conditions prescribed for the purposes of section 125 of the Licensing (Scotland) Act 2005 by reg. 2 of the Licensing (Clubs) (Scotland) Regulations 2007 for Scotland, or
- the conditions for registration under the Registration of Clubs (Northern Ireland) Order 1996 for Northern Ireland.

It does not apply to establishments whose main object is bingo nor to youth or proprietary clubs.

Pursuant to an Order of the Copyright Tribunal dated 7 October 2013, this tariff does not apply to premises operated by not-for-profit-amateur sports clubs that qualify for Tariff AMS.

2. General conditions

This tariff is subject to PRS for Music's General Conditions Applicable to Tariffs and Licences, available on request from PRS for Music.

3. Royalty rates

Where the music user has applied for and obtained PRS for Music's licence before musical performances commence, the **standard** royalty rate will be charged and payable for the first year of the licence.

Where the music user has not applied for and obtained PRS for Music's licence before musical performances commence, the **higher** (standard plus 50%) royalty rate will be charged and payable for the first year of the licence.

After the first year of the licence, in either case, the **standard** royalty rate will be charged and payable.

The following rates of charge apply to all royalties falling due from 1st August 2019.

3.1 Featured music*

3.1.1 Live music

3.1.1.1 Where the annual expenditure on the provision of music* by performers* is £10,566 (£10,258) or more the royalty in respect of performances of music by those performers is

or more the royalty in respect of performances of music by those performers is

3.1.1.2 Where the annual expenditure on the provision of music is less than £10,566 (£10,258) the royalty per function for the first 100 persons capacity* in respect of performances of music by performers in person is at the rate of

by performers in person is at the rate of

and per 25 persons capacity (or part thereof) thereafter

provided that:

The **maximum** annual royalty for performances in category 3.1.1.2 is

3.1.2 Featured recorded music*

For all featured performances by record, compact disc or tape player* primarily for entertainment by means of discotheque equipment or otherwise for dancing and for karaoke performances*, the royalty per function for the first 100 persons capacity is

and for each 25 persons capacity (or part thereof) thereafter

provided that:

Where such featured performances are given at a function, and in the same room, where performances are also given in person and in respect of which royalties are paid under paragraph 3.1.1 above, the royalty in respect of performances by record, compact disc or tape player per function for the first 100 persons capacity is

and for each 25 persons capacity (or part thereof) thereafter

Printed here are the revised rates (Tariff JMC) for PRS for Music, effective from 1 August 2019.

For further information call PPL PRS Ltd on 0800 0720 808 or the Federation Helpline 07889 681714.

Club Secretaries should place these pages into their Red Management Manual. If you do not have a Manual please call Helpline number 07889 681714.

	Higher royalty	Standard royalty
3.1.1.1	3.75% of such expenditure (3.75%)	2.5% of such expenditure (2.5%)
3.1.1.2	£8.03 (£7.79)	£5.35 (£5.19)
	£2.00 (£1.94)	£1.33 (£1.29)
provided that:	£396.23 (£384.68)	£264.15 (£256.45)
3.1.2	£8.03 (£7.79)	£5.35 (£5.19)
	£2.00 (£1.94)	£1.33 (£1.29)
provided that:	£3.89 (£3.77)	£2.59 (£2.51)
	£0.99 (£0.96)	£0.66 (£0.64)

3.1.3 Cinema & featured video

For performances (whether by means of the sound track or otherwise) during film or video shows in a room or place being specially used for the primary purpose of video or cinema exhibition, and with seating arranged accordingly the royalty per function for the first 100 persons capacity is

and per 25 persons capacity (or part thereof) thereafter

3.1.4 Minimum royalty for featured music

The minimum royalty for an annual licence for featured music under this section of the tariff is

provided that:

Where there are no more than three functions in a licence year this minimum charge will not apply.

The charges for those functions - whether in terms of permits or an annual licence - will however be subject to a minimum of

3.2 Background or mechanical music*

The annual royalty for performances by the following is:

3.2.1 Television screen (without video)

with a screen no greater than 26" (66cms)

with a screen greater than 26" (66cms)

3.2.2 Radio

3.2.3 Video player (with or without television facilities through the same screen) except performances where there are special seating arrangements for viewing, or when the player is used for discotheque performances:

with a screen no greater than 26" (66cms)

with a screen greater than 26" (66cms)

3.2.4 Record and/or compact disc and/or tape player and/or music centre

provided that:

Where two or more such instruments (or screens in the case of televisions and video players) are used in the same premises, whether those instruments are of the same or of different kinds, the combined charges for those instruments will be reduced by 10%.

3.3 Jukeboxes

The **annual** royalty per machine for performances by the following is:

3.3.1 Audio jukebox*

3.3.2 Audio jukebox with background music facility*

3.3.3 Video jukebox

with a screen no greater than 26" (66cms)

with a screen greater than 26" (66cms)

	Higher royalty	Standard royalty
3.1.3	£3.89 (£3.77)	£2.59 (£2.51)
	£0.99 (£0.96)	£0.66 (£0.64)
3.1.4	£198.09 (£192.32)	£132.06 (£128.21)
provided that:	£49.52 (£48.08)	£33.01 (£32.05)
	per function	per function
3.2	£165.11 (£160.29)	£110.07 (£106.86)
	per screen	per screen
	£247.59 (£240.38)	£165.06 (£160.25)
	per screen	per screen
3.2.2	£165.11 (£160.29)	£110.07 (£106.86)
	per set	per set
3.2.3	£247.59 (£240.38)	£165.06 (£160.25)
	per player	per player
	£330.17 (£320.55)	£220.11 (£213.70)
	per player	per player
3.2.4	£363.20 (£352.62)	£242.13 (£235.08)
	per player	per player
3.3	£409.74 (£397.80)	£273.16 (£265.20)
3.3.1	£576.84 (£560.04)	£384.56 (£373.36)
3.3.2	£539.19 (£523.49)	£359.46 (£348.99)
3.3.3	£647.04 (£628.20)	£413.36 (£418.80)

	Higher royalty	Standard royalty
3.3.4 Video jukebox with background music facility* with a screen no greater than 26" (66cms)	£668.58 (£649.11)	£445.72 (£432.74)
with a screen greater than 26" (66cms)	£749.48 (£706.46)	£499.65 (£485.10)
3.3.5 Combined audio/video jukebox with background music facility* with a screen no greater than 26" (66cms)	£738.66 (£717.15)	£492.44 (£478.10)
with a screen greater than 26" (66cms)	£806.21 (£782.73)	£537.47 (£521.82)
3.3.6 For each additional coin-entry point for 3.3.1, 3.3.2, 3.3.3, 3.3.4, or 3.3.5 above	£53.94 (£52.37)	£35.96 (£34.91)

4. Value Added Tax

Every Licensee under *PRS for Music's* tariffs will pay to *PRS for Music* in addition to the royalty due, a sum in respect of Value Added Tax calculated at the relevant rate on the royalty payable.

5. Inflation adjustment

Every year on 1st August the monetary sums in this tariff will be adjusted for inflation. The adjustment formula will apply to the standard rates, using the mean (to the nearest whole percentage point) of the percentages by which the Retail Prices Index and Average Weekly Earnings index (unadjusted) change in the year to the previous March.

March is the latest month prior to the anniversary date for which figures are likely to be published for both indices.

After application of the inflation adjustment any expenditure threshold figure will be rounded to the nearest pound, with all other royalty rates rounded to the nearest penny.

All royalties will be charged at the royalty rate in force at the beginning of the licence year.

6. Definitions

- **annual expenditure on the provision of music** means the total of: gross salaries, gross wages; plus fees, expenses or other emoluments paid to performers (excluding any disc jockeys); and gross fees (net of any Value Added Tax) paid to third parties for the services of performers.
- **audio jukebox** means a machine (other than a video jukebox) for playing recorded music, capable of being operated by the insertion of a coin, token or card.
- **audio jukebox with background music facility** or **video jukebox with background music facility** or **combined audio/video jukebox with background music facility** or **music centre and/or radio cassette player** means a combination of units of equipment capable of reproducing sound from more than one source through a single sound system.
- **background or mechanical music** means music when performed by a record player, compact disc player, tape player, or video player otherwise than for featured purposes, or music performed by a radio or television set operated on the premises or diffused through a loud-speaker from another part of the premises or a source outside the premises.
- **capacity** shall be calculated as follows:
where the accommodation of a room is limited to the number of seats, the capacity will be calculated by reference to the total number of seats; but where, as in the case of discotheque performances, there is no formal means of calculating the accommodation of a room, that capacity will be assessed by reference to the maximum number of persons which can reasonably be accommodated in the room or which is permitted under any regulation by Fire Authorities or under the Club's Rules. Where the capacity exceeds 100 persons one quarter of the charge will be levied on each 25 persons.
- **featured music** or **featured recorded music** means music performed by: performers in person, or a record, compact disc or tape player primarily for entertainment such as by means of discotheque equipment or otherwise for dancing or in conjunction with cabaret or similar entertainment, or cinematograph equipment or video player.
- **karaoke performances** means those performances given by unpaid singers in conjunction with specially produced recorded music, with or without the provision of video-presented synchronised lyrics.
- **music centre** means instruments combining a radio and a tape player and/or record player.
- **performers** means singers and performers of musical instruments, including orchestra conductors or leaders, whether or not they combine in their performance other activities such as dancing or acting as comperes.
- **PRS for Music** is the trading name of the Performing Right Society Limited
- **PRS for Music's repertoire** means all and any musical works (including any words associated therewith), the right of public performance in which is controlled by *PRS for Music* or by any of the societies in other countries with which *PRS for Music* is affiliated.
- **record, compact disc or tape player** means any gramophone, compact disc, tape or cassette player, or other mechanical/electronic contrivance for playing musical works, except: a video player, or a contrivance, such as a jukebox, capable of being operated by the insertion of a coin, token or card.
- **video jukebox** means a machine for playing recorded music synchronised with a video or similar visual display and capable of being operated by the insertion of a coin, token or card.



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Marjorie Rea

An extraordinary entertainer



Nigel Blair, Belfast 89FM.

Marjorie Rea, (née Thompson), comedienne and singer, was born into a family steeped in showbusiness. Her Father, Tom Raymond Senior, performed under the stage name 'Rattling Tom'.

Her brothers, Tom Reynolds, stage name Tom Raymond, & George Reynolds, comedian/vocalist, travelled with their father from an early age.

Marjorie was educated at Mountcollyer School, in north Belfast, and upon leaving spent a spell working at Gallaher's tobacco factory.

She briefly sang with a girl group, but was to find her true vocation as a comedienne and vocalist, when working as a professional entertainer.

Vaudeville, concert halls and cabaret, became her home from home, entertaining generations of audience's from the 1950s onwards, being much loved and adored by fans and peers wherever she travelled throughout the length and breadth of Ireland and beyond. Such was her popularity, that when in Belfast, you could see her command up to three venues per evening.

I worked with Marjorie on numerous occasions in the 1980s as her accompanist, when I became the butt of some of her jokes, which I truly enjoyed, and from which I have treasured memories.

The delivery of her comedy was unique and timed with precision, as was her skill in twisting words, such as Prindicella went to a bancy fall, as did her sugly isters, and mugly sother, leaving before the clock struck midnight, slopping

her dripper - the audience would fall apart with laughter.

She would quip lines at the ladies, "Do you like my dress ladies, it fits so well with my tupperware girdle, it doesn't make me any thinner, but it keeps the fat fresh."

Her brother Tom enjoyed a very successful career in comedy, including numerous appearances on television. I also worked with her brother, George Reynolds, over many years and he to was a very funny comedian, excelling at James Cagney impressions, including running up walls and doing a flip-over, and landing on his feet.

Marjorie was a very warm lady, easy to like, and being kind and caring to all, spending a lot of time working for charities, including The Martin Residential Trust.

Devoted to caring for disabled children, her daughter Marjorie, who was disabled, sadly passed away in 1994.



Marjorie's final major performance was at Belfast's Waterfront Hall in 2000, where she received a presentation from her peer's in the entertainment world, for her long and dedicated service.

Her husband, John Thompson, passed away in 2006, following which, Majorie, even at the age of 94, would entertain the resident's of her nursing home.

It was with sadness that we lost Marjorie in December 2016, only days before her 95th birthday. She was a trooper beyond compare and a wonderful lady.

Nigel

The Premier League is back!

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And with the first pick every matchday weekend, licensees can rely on Sky Sports to bring their customers the biggest head to heads throughout the season. Plus, Sky Sports matches are at the best times for clubs, including Saturday 5.30pm tea-time matches, the brand-new Saturday 7.45pm kick off, Super Sunday double header, Monday Night Football and Friday Night Football.

Key games throughout August include Man City v Spurs on Saturday 17th, Chelsea v Leicester on Sunday 18th and Liverpool v Arsenal on Saturday 24th.

Your members won't want to miss out on any of the action, and we have everything you need to promote each of the games, including a dedicated section in the Training Ground on www.myskysports.com which includes top tips on how to make the most of the competition.

This year, Sky Sports also brings clubs more football, with 138 games exclusively live from the EFL - including the Sky Bet Championship, League 1 and League 2 - 30 games from the SPFL and up to four Old Firm derbies and the Euro 2020 Qualifiers, including Northern Ireland v Germany on Monday 9th September.

September sees the return of the biggest event in Women's golf, as the best players from Europe and the USA go head-to-head in Scotland for the Solheim Cup.

Held every two years, Juli Inkster has captained the US team to victory in the last two contests. With Inkster returning as captain for the third time, can she get the three-peat?

With a number of sporting events taking place throughout August and September, venues should make sure they've registered with www.myskysports.com to receive their regular emails to help promote and plan ahead; order their free poster packs, and share upcoming fixtures on their social media channels, all with one click.



Pictures courtesy of Getty Images.

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

AUGUST

- 17th August..... Manchester City v Tottenham Hotspur
- 18th AugustChelsea v Leicester City
Reading v Cardiff
- 21st August Preston v Stoke
- 24th AugustLiverpool v Arsenal
- 25th AugustTottenham Hotspur v Newcastle United
- 31st AugustBristol City v Middlesbrough

SEPTEMBER

- 5th September Intl' Friendly - Northern Ireland v Luxembourg
- 9th SeptemberEuro 2020 Qualifier - Northern Ireland v Germany
- 13th to 15th September Solheim Cup



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Cancer Focus NI needs your club now!

Local clubs are being urged to help raise funds for exciting new breast cancer research at Queen's University as part of Cancer Focus NI's 50th anniversary celebrations.

The leading local charity needs you to fundraise for them - and help keep your community healthy.

Joanne Smith, community fundraiser manager, Cancer Focus NI, said, "Your club can unite against cancer by organising a fundraising event for us or by choosing Cancer Focus NI as your charity of the year. We'd love you to get on board and give us a helping hand. All the money you raise will go towards breast cancer research here in Northern Ireland.

"Your club's donation will fund research to help identify women who are most at risk of developing a second cancer in their other breast, so they can receive the best, personalised treatment. A new test could be developed to identify these women and save lives.

"£200 will fund half a day of research at Queen's and your club can play a vital role by helping to raise this money."

Your club could organise anything from tag rugby or a dance to a tractor run, charity bag pack, Grow a MO or a captain's golf day.

The Cancer Focus NI fundraising team can provide hints and tips, PR support, balloons, banners, posters,

flyers and lots of fun ideas.

If your club would like to organise an event for Cancer Focus NI, and chat about arranging a visit from our Keeping Well van, contact the fundraising team on 028 9066 3281 or fundraising@cancerfocusni.org



Jim Mawhinney (right) hands over £600, raised last year during his tenure as captain of Castlereagh Golf Club, to Joanne Smith, Cancer Focus NI, with new Captain, Jim Neill, looking on.

Birthday girl raises £1k for Cancer Focus NI

Lurgan teenager Georgia Lavery, celebrated her 19th birthday by raising £1,060 for Cancer Focus Northern Ireland, which is 50 years old this year.

The charity has launched a new "Cheers to 50 Years" fundraising campaign to mark its big anniversary - and is calling on everyone to ask for donations to support valuable cancer research, instead of gifts, on their birthday this year.

With the help of the local community, Cancer Focus NI aims to raise a massive £100,000 for pioneering research into breast cancer at Queen's University Belfast.

Warm-hearted Georgia, who has just finished her A-levels,

decided that this year she would throw a birthday party and ask for donations for the charity.

"I know quite a few people who have been affected by cancer and I know about the valuable work that Cancer Focus NI does in supporting local cancer patients and their families. This is such a worthwhile cause and when I heard about the Cheers to 50 Years campaign, I thought this was something that I could do to give something back.

"I hired out a room in a bar where I work and invited friends, family and work colleagues.

"I'd like to thank everyone who helped in any way - I was thrilled by everyone's generosity. This

is such a simple way to raise funds for a brilliant charity and I encourage everyone who is celebrating their birthday to do it too," she urged.

Joanne Smith, Cancer Focus NI fundraiser, said, "We are delighted to receive such an amazing amount from Georgia and her friends. We can't thank her enough. The money that was donated will all stay in Northern Ireland and go towards very important research into breast cancer."

If you'd like to hold a party for Cancer Focus NI, you can get an exciting free birthday party pack - which includes an information flyer explaining where your money goes, money box, balloons, bunting, napkins



Lurgan teenager Georgia Lavery, celebrated her 19th birthday by raising £1,060 for Cancer Focus NI.

and cake topper - just visit cancerfocusni.org/celebrate. **Anyone who has any concerns about cancer can call the Cancer Focus NI free information and support NurseLine on 0800 783 3339.**

Fun for all at Action Cancer's Family Fun Day and Strictly Salsa event

With no previous experience of fundraising, Dunmurry's Bronislava Urban signed up to take on the Cambodia to Angkor Wat Trek for Action Cancer. Often cited as the eighth wonder of the world, Cambodia's formidable Angkor Wat complex is a prominent feature on many bucket lists but the alluring destination isn't the only reason why Brona signed up for the trek.

"I signed up to Trek Cambodia because I wanted to do something in memory of my grandmother. When I was 14 years old, my grandmother was diagnosed with ovarian cancer. We were always very close, she was like my second mum and during the summer holidays I took care of her and helped her through her cancer treatment. Sadly, she passed away when I

was 16. She was just 55 years old and her passing had a profound impact on my life. For a long time, I've wanted to do something special in her memory that's when I spotted the posters for the Cambodia Trek and decided to get involved."

As a solo traveller, Brona will join a group of 19 others from Northern Ireland who will travel to Cambodia on 16th November to undertake a gruelling 9-day trekking challenge.

The fundraising target for the Cambodia Trek is £3,800 per person, which Brona has been working towards with gusto. Having already hosted a number of sponsored walks, she is now focusing her attention on a Family Fun Day and Strictly Salsa Dance Evening which will

take place in **Greenisland Sports Club from 11am to 4pm on Saturday 24th August.**

There will be sports challenges for everyone to get involved in, plus a bake-off competition, face painting, balloon modelling, dance classes, raffle prizes, and so much more.

Brona said, "The event is open to everyone and I'd encourage as many people as possible to come along and get involved."

All funds raised by Brona's Family Fun Day and Strictly Salsa Evening will go towards her Cambodia Fundraising. Entry can be paid on the day but you can also donate online to Brona directly through her JustGiving page. Just visit: www.justgiving.com/fundraising/bronislava-urban



Bronislava Urban.

Each year Action Cancer hosts a number of Overseas Treks. For more information on these challenges and how you can get involved, please email trek@actioncancer.org or call 028 9080 3349. All money raised by such challenges go directly towards Action Cancer's prevention, detection and support services.

For more information on Action Cancer's services please call 028 9080 3344.

Lizzie urges local people to take giant steps

Lizzie Gilmore from Coleraine is encouraging local people to take 'giant steps' this September to support children and young people impacted by cancer.

Cancer Fund for Children's Giant Coastal Challenge will return on Sunday 22nd September, and Lizzie is hoping that hundreds will step out for the 10 mile sponsored hike which will start at Portbradden Harbour, and take in the scenery of the North Antrim coastline, before finishing at Portballintrae Boat Club.

Funds raised from the challenge will help Cancer Fund for Children provide practical and

emotional support to young people like Lizzie, who have been diagnosed with cancer.

Lizzie said, "I first found a lump in my neck on 10th May 2018, but I wasn't officially diagnosed with Hodgkins Lymphoma until 11th July. To say those were the longest two months of my life would be a massive understatement. My cancer had a knock-on effect to every aspect of my life. It almost completely destroyed my self-confidence and self-esteem, and made me exhausted beyond words."

This was when Cancer Fund for Children stepped in. The charity understands that cancer has a

huge physical, psychological and social impact on young people. Their team of Cancer Support Specialists deliver individual and group support to young people when they are in hospital, at home and at Cancer Fund for Children's residential centre in Newcastle Co. Down.

Speaking of the support she received, Lizzie said, "Cancer Fund for Children supported me in so many ways. Their specialists, Helen and Lynn, visited me in hospital and at home, helping to make me feel like I was very much connected and up-to-date with everything that was going on. I was also fortunate enough

to go to Daisy Lodge, the charity's short break centre. Both times we stayed, I can honestly say, the charity provided us with the rest and relaxation we needed, and more. When I entered Daisy Lodge I left my worries and insecurities at the door."

To find out more about the work of Cancer Fund for Children or to sign up for their Giant Coastal Challenge go to www.cancerfundforchildren.com



UGAAWA Monthly Merit Award winner

by Tony McGee



Armagh star, Caroline O'Hanlon, receives the July Merit Award from Quinn Building Products Sales & Managing Director, Seamus McMahon, with UGAAWA Chairman, John Martin (centre), looking on.

Picture by Jim Dunne

It was a case of take your pick of the many outstanding individual and team performances during July with the various All-Ireland Championships from Senior to U17 level, in the various GAA codes, thrilling audiences and supporters during last month.

What may have been overshadowed, however, was the defeat of highly fancied Cork in the All-Ireland Ladies' SFC, by underdogs Armagh, who had lost their last two games - against Donegal, in the Ulster final, and Cavan in qualifiers.

The script was torn up at Tullamore and Armagh travelled home with a tremendous 4-9 to 3-11 victory, that not only shocked the Rebelettes, but a large slice of the GAA public, as well.

It might be a little unfair to single out one Armagh player from this dramatic result, but few will deny that the return of midfield maestro, Caroline O'Hanlon, played a major role in the victory. The Co. Down based GP missed the games against Donegal and Cavan but proved on her return just how important she is to the team.

Caroline had hardly time to unpack her suitcases after her return from playing with Northern Ireland in the World Cup Netball Championship, in Liverpool, before she was pressed into the rigours of the All-Ireland SF Championship.

For her influence, scoring ability, and driving enthusiasm, she wins our GAA Merit Award for July.

"It is a great honour to receive this award," stressed Caroline who has been playing senior football with Armagh for 18 years.

"We weren't surprised about beating Cork. We knew that we had it in us to beat them. After being four points down at half-time we got a good start in the second half and got a good lead, then we had to hold on at the finish. Thankfully, we managed to do that."

She added, "It had been a difficult month for Armagh, losing to Donegal and Cavan, but the girls buckled down to the task."

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