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Review Club

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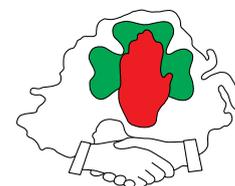
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Fax No:

Club Officers

Chairman:

Tel:

Secretary:

Tel:

Treasurer:

Tel:

The annual membership fee is £50.00 payable to:

The Northern Ireland Federation of Clubs

c/o Unit B7 Portview Trade Centre,
310 Newtownards Road,
Belfast BT4 1HE.

For telephone queries call:
07889 681714

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

For administration purposes only

Accepted by: Secretary

Seconded by: Chairman

Date:

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

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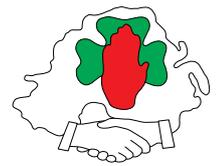
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'At Last' it feels like everyday life is beginning to return to normal



John Davidson, Chairman,
N.I. Federation of Clubs



Harry Beckinsale, Secretary,
N.I. Federation of Clubs

'At Last', the title of a famous song that I'm sure you all feel like singing along to at this stage!

Monday 23rd 2020 was the date of the initial Covid-19 lock-down, and no one could have imagined that we'd all be living with restrictions on everyday life for such a long period of time; and it's not over yet.

Despite the trials and tribulations that Covid-19 has presented, and the enormous impact it has had on the hospitality sector in particular, I am pleased that, in the main, our sector members are emerging from the pandemic positively.

The Coronavirus Job Retention Scheme (furlough pay) and the various grants made available were naturally welcomed and saved many jobs, although it should be acknowledged that whilst the furlough scheme was tremendous, the fact that it was taxed and incurred national insurance on both the employer and employee did mean the government were able to recoup some of the funding, something I have yet

to hear commented on in the media amidst all the positive news coverage on the matter.

With the timely repayment of Linneweber refunds by HMRC now under way, we are in a rather better place than we were twelve months ago, and with further grants being announced, things are surely on the up.

Tragically, we lost a number of people during the pandemic, with others suffering Long Covid and long rehabilitation times, not to mention other illnesses not being diagnosed and others having treatment delayed, adding to mental health issues.

Regretfully the health service is straining at the seams with no indication that a quick fix is going to be available any time soon, yet if you choose to opt for private treatment, it is available as if by magic! One wonders if this will be the future for medical care?

In respect to Federation activity, we have maintained our presence throughout this period and are deliberating on an AGM some time in 2022, being guided by advice as per

the Department of Health guidelines.

Not surprisingly, councils and other bodies are continuing to hold meetings via Zoom, and while we have considered this option, it does not appear to be practical in our case.

Should members require assistance, they are advised

to continue calling us on the Federation Helplines and we will do our utmost to provide help.

In recognition, and on behalf of the Federation Executive Committee, I wish to convey condolences to our colleague Brian McCartney on the passing of his dear wife Eileen on 22nd January 2022.

John Davidson
Chairman

Harry Beckinsale
Secretary

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Preparing for an AGM

With many Clubs preparing to hold delayed and postponed AGMs, we thought it would be helpful if we published our standard advice on how to correctly prepare for an AGM.

An AGM is held to transact certain business:

- the report on the ballot for officers and committee (unless they are elected at the AGM itself)
- the report on the accounts
- the adoption of the accounts, as audited
- and other reports as required by a club's own rules.

Firstly, it is essential for the AGM to be properly summoned. This usually involves a notice being placed on the club notice board announcing the date and time

of the meeting and requesting motions to be submitted to the Secretary by a certain date.

The rules of most clubs provide that a notice of the AGM shall be exhibited at least twenty-one days before the date of the meeting; and the notice of any motion must be submitted within ten days following the posting of the notice.

Rules can also say that the agenda must be posted for a specified number of days before the date of the meeting.

Before the meeting it is essential for whoever is taking the Chair - Club President or Chairman depending on the club's rules - to undertake a careful study of the agenda. This will mean he can conduct

the business effectively and also spot any difficult matters that might arise. Preparation is crucial to the success of the meeting.

When the meeting starts, the Chairman should satisfy himself that the requisite quorum is present. Most club rules require a quorum. This is to prevent a small, poorly attended meeting making decisions which affect the whole club.

The meeting must proceed with each item of business taken in the order in which it appears on the agenda. A normal agenda begins with confirmation of the minutes of the previous AGM, any business arising from them, then the Treasurer's report on

the accounts, the election of officers, and so on.

The presiding officer, mindful of the need for a well-ordered, good tempered and constructive meeting, must see that the agenda is followed strictly. Speakers should stand when called by the Chairman and, to preserve order, only one person should be on their feet at the one time. When the Chairman rises, any other speaker should sit down and this should be insisted upon. Unless this is done, a meeting can degenerate into disarray and chaos.

A proposal for discussion is a 'motion' and when it is accepted it becomes a 'resolution'. Before discussion begins, a motion must be

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proposed and seconded. A motion that is proposed, but finds no seconder, lapses and the meeting proceeds to next business. When a motion is proposed and seconded it is open for discussion. No speaker should be allowed to address the meeting more than once on each motion, except for the proposer, who may reply to the debate. A motion may be ultra vires - that is, outside the scope of the meeting - and should immediately be ruled out of order by the Chairman.

An amendment is a proposal to alter the wording of a motion and may be moved at any time during the discussion of the original motion. Special care must be taken over this if the meeting is not to be allowed to become confused. The proposal requires a proposer and seconder before it can be considered by the meeting. The Chairman should present an amendment to the meeting, once it has been properly proposed and seconded, in terms such as: 'To the motion before the meeting the following amendment has been duly proposed and seconded, that...' The wording of the amendment then follows and the immediate discussion must be confined to the subject of the amendment.

In practice, the proposer of the main amendment may

incorporate in it what he considers best in suggestions for further amendments, if he accepts they will improve his proposal. No amendment may be a direct negative to the main motion for this would merely duplicate the need to vote on a particular proposition. An amendment must be disposed of before the meeting can proceed to a further amendment. If an amendment is accepted it becomes part of the original motion; it is then called the substantive motion. Further amendments may be considered in turn until all have been dealt with. Then, discussions may continue on the substantive motion until it is put to the vote. Before the vote on each amendment, the Chairman should repeat its wording so that there is a clear understanding of the matter on which a vote is being taken.

Similarly, the substantive motion should be read out again before the vote. When those 'for' and 'against' in each vote have been counted, the Chairman should announce the result. If a large number of people are voting, the President should appoint two 'tellers' to count the votes. The tellers should both count the 'yes' and 'no' votes. If there is any disagreement, the vote **MUST** be taken again. When an issue is controversial a close vote may be disputed, so it is useful to

AGM

Annual General Meeting

'Be Prepared'



be prepared for a written vote. One further possible motion is, 'That this meeting do now adjourn.' This takes precedence over all other business and may be moved at any time during a meeting. The Chairman should not accept such a motion if he thinks it is being moved with the intention of disrupting the meeting. The decision is made on the vote of the meeting, on a motion proposed and seconded, and without lengthy discussion. Amendments are possible but only to set, limit or extend the period of the adjournment.

The correct conduct of a meeting is not an easy skill to master, but many difficulties can be avoided if the presiding officer follows the procedures set out here.

However, even this will not guarantee that meetings are without problems. Some issues will so divide the membership that heated, and sometimes irresolvable, exchanges are inevitable. Nevertheless, a basic knowledge of tried and accepted procedures will help ensure that most meetings are managed efficiently.

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Upcoming payroll changes to look out for

From April this year, we'll see some changes to National Living Wage (NLW) and National Minimum Wage (NMW), as well as some updates to the process for certain right to work checks.

Here's what you need to know

NLW/NMW increases

The Chancellor confirmed in the Autumn Budget last October that the government had accepted the recommendations of the Low Pay Commission to increase the National Living Wage (payable from age 23) by 6.6% from £8.91 to £9.50 per hour.

This increase will apply to the first complete pay period from 1st April 2022 along with a range of other increases:

- increased rate for 21-22 year-olds by 9.8%, from £8.36 to £9.18ph
- increased rate for 18-20-year-olds by 4.1%, from £6.56 to £6.83ph
- increased rate for 16-17-year-olds by 4.1%, from £4.62 to £4.81ph
- increased rate for apprentices (under 19 or in first year) by 11.9%, from £4.30 to £4.81ph
- increased accommodation offset rate by 4.1%, from £8.36 to £8.70ph

Increase to Lower Earnings Limits (LEL)

In the tax year of 2022/23, there's also going to be an increase to the Lower Earnings Limits (LEL). This impacts on eligibility for

things like Statutory Maternity Pay (SMP). An employee will now need to earn at least £123 per week - up from £120 - in the eight weeks leading up to the qualifying week.

Right to work checks

Since 2018, it's been possible for employers to check details online of some people's right to work in the UK, including the type of work they're allowed to do and how long they can work in the UK. This is an alternative to manually checking their original documents, but this online service only supports some immigration statuses, like where someone has status under the EU settlement scheme.

From 6th April 2022, an Identification Document Validation Technology service will also be available, which can be used for those who can't be checked through the Home Office online service - including British and Irish citizens. These checks must be done through service providers who are independently certified as accredited assessors.

As well as this, from 6th April employers won't be allowed to carry out manual checks on certain documents anymore - including a biometric residence permit, a biometric residence card, and a Frontier Workers Permit. Instead, you'll have to check these using the Home Office's online service.



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Catch-My-Pal see increased sales

Belfast's Catch-My-Pal has become the latest club to take advantage of the tremendous offer from BOI Payment Acceptance to the N.I. Federation of Clubs.

Club Secretary, Sam Brown, was very vocal in his praise of BOIPA Area Business Manager, Kieran McIlwaine, "From the first initial contact with Kieran, right through to the installation with engineer Steven, the level of service was first class.

"Kieran explained everything in great detail and, to put us at ease, answered any questions we had with total clarity and easy to understand terms. With this being the first time we have ever installed a card payment facility into our

club, his helpful and friendly demeanour meant a lot to us and has eased us into the modern era in a very painless fashion.

"The BOIPA engineer arrived as agreed and he was also very thorough in showing us how to operate our new terminal.

"We have been very surprised at the speed of the initial uptake as we had been 'cash only' before, and as a result, our club have seen an increase in sales overall. I'd be more than happy to recommend BOIPA."

To find out more about the special deal available to your club, call local BOI Payment Acceptance representative,



(L-R) Catch-My-Pal Secretary, Sam Brown pictured with BOIPA's Kieran McIlwaine.

Kieran McIlwaine, today on 07388 990902 or email Kieran.McIlwaine@boipa.co.uk

Kieran is ready and waiting to bring the next generation of payment options into your club.

Stop press...

To support the increasing demand for accepting card payments, BOI UK Payment Acceptance are offering **HALF PRICE** rental across their point-of-sale and eCommerce products for 2022 if your club signs up before the end of this month.*

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payments or to review your existing provider's charges.

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Contact Kieran on 07388 990902 or email Kieran.McIlwaine@boipa.co.uk www.boipa.co.uk/rental-fee-promo/

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BOI UK Payment Acceptance

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Q. At our club's recent Annual General Meeting, some members asked why the item 'Any Other Business' was not on the agenda. Unfortunately, whilst I have never included this item, I was unable to give a reason which they found acceptable. What is your view?

A. The item 'Any Other Business' is totally out of place on the agenda of a General Meeting for the simple reason that it gives no information

or notification to members of matters which may be brought up and dealt with. The sole purpose of an agenda is to inform members of what is to be discussed, thereby giving an opportunity to decide on whether to attend the meeting. 'Any Other Business' would permit any matter to be raised and voted on without proper notification.

I often advise clubs to conduct an 'open forum' after the meeting has closed since this provides an opportunity for members to raise matters with the committee, without the outcome of such discussion being binding upon the club. Should any member have any particular matter of concern then he or she should raise it with the secretary for inclusion on the agenda as a specific item in accordance with the procedure set out in the club's rules.

Q. Can you tell us how spending decisions should be authorised? Does everything have to go through a committee vote or can some spending decisions be unilaterally made?

A. The simple answer is that all spending decisions should be authorised through a committee vote. This is not to say that every decision to spend money has to be subject to a vote, usually there will be limits placed so that any expenditure over a certain amount (either individual expenditure, or cumulative expenditure over a period of time) has to revert to the committee for a yes/no decision. The committee should be in charge of setting spending limits that can be authorised by approved committee members without the need for a formal committee vote. Clearly there are some spending authorisations which are unlikely to need specific committee approval each time - paying rates, electricity, purchasing cleaning supplies, re-ordering bar supplies etc. The committee should decide in advance what spending decisions need to be authorised in advance by the committee and what can be taken unilaterally by authorised persons, with the committee simply being informed at the next regular meeting.

Q. Our club rules state that guests may only enter the club two times per month. Are we therefore in breach of our own rules and not the law by

allowing an individual to use the club more than twice?

A. If you are currently allowing guests into the club more than twice a month you are not in breach of the Clubs Order but you are in breach of your rules. The club should either enforce its current rules or modify them to give the club more flexibility on these matters. The law therefore allows the club far greater flexibility on guests and their attendance than your own club rules currently allow.

Q. Could you confirm what happens if there is a tie in votes for the final Committee position?

A. We can confirm that in the event of a tie for the final committee position, any tied candidates would be randomly selected by lot with the successful candidate filling the final Committee position.

Q. Our club runs a free membership draw every Saturday night for a prize of £10. To win, the member must be in the club. If they are not, the draw gets carried over until the following Saturday whereby a further £10 is added. This has on occasion accumulated to hundreds of pounds. Is this legal?

A. I can confirm that there is nothing wrong with a draw of this nature. As a private members' club, you are entitled to run free lotteries of this type as often as you wish. As this is a free draw, it does not encounter the usual problem with snowball prizes in that

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they may break the 'equal chance' gaming rule. This 'equal chance' gaming rule is concerned with persons who may have contributed to the earlier games but may have no chance of winning the subsequent games. As, in this case, the whole membership list is used every time and no member has risked any money, then this rule is not breached as all members have an equal chance of winning. The fact that a member may not be present in the club when the draw is called does not affect the fairness of the draw. The conditions of the draw make it clear that the person must be present to win a prize and if these conditions are not fulfilled, then they forfeit the prize and it is carried over to the next week.

Q. The committee would like to know if we can introduce the following as a bye-law or if it can only be introduced by way of an amendment of Rules through a vote at a Special or Annual General Meeting:

'Any committee person who resigns during their terms of office cannot stand for re-election or be co-opted back onto the committee for two years from their date of resignation.'

A. Whilst I completely understand the intention of the bye-law, I can confirm that it is not possible for a bye-law to be created by the committee which, in effect, is contrary to a rule of the club or which seeks to amend or alter the rule of a club. I have no objection to the intention of the proposal, but I must point out that it could only be authorised with the approval of members in accordance with the rule amendment procedure set out under the rules.

Q. We have a long-standing trustee with health problems who hasn't renewed his

membership for the last year and with whom we've had no contact for some time. We have written to him twice asking if he wishes to relinquish his post as trustee but have had no reply. Please advise what steps we are now able to take?

A. The only way in which to remove the trustee is to either seek his resignation or remove him from office at a Special General Meeting called for that purpose in accordance with your rules. At the same meeting the members could elect a new trustee.

Q. Our president customarily opens the committee meetings and then passes the proceedings to the chairman. Is it also acceptable that our president has the power to propose or second motions at committee meetings?

A. It is more common for the chairman to open committee meetings and then continue to chair proceedings. I would suggest that the practice you have described is one that may be specific to your club. The president, like any other officer or committee member, is able to propose, second and vote at committee meetings. The president of the club has the same voting powers as any other officer or committee member. The only exception to this may be if the club has an honorary president who may not have voting powers at committee meetings and would purely be seen as a figurehead of the club. However, under the terms of most clubs' rules, the president does take the chair at a club's annual general meeting. It is quite common for presidents to formally open a general meeting of the club and following a short address to hand over proceedings to the club chairman. Each individual club will usually establish the sequence and procedure that suits their own particular needs

and reflects the personalities of the current officers.

Q. In the past the committee have had cause to expel certain members from the club due to their conduct. A question has been raised over whether an expelled member, which we refer to as a 'life ban', could ever reapply for membership?

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

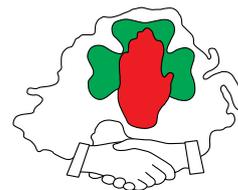
Careful consideration should always be given to the request

of previously expelled members to reapply for membership.

A previous committee would not have taken such a decision lightly. Also bear in mind that whilst a simple majority is required for a committee to agree that a previously expelled member can reapply for membership, the actual re-election to membership normally only needs two votes against to exclude a candidate.

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

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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Two words on everyone's mind at the moment... 'ENERGY PRICES'

Sorry folks, but there's not much in the way of good news at the moment in terms of energy prices. The energy market can be a bit of a minefield at the best of times, however over the past year or so there's no other way to describe it other than 'utterly bonkers'.

We have been asked many questions over the past year as people grow increasingly concerned about rising costs... ***My contract is up soon; what should I do? Should I agree a new contract? Should I agree a short-term or long-term contract? What is the best type of contract to be on, fixed or variable? Which supplier is the best/cheapest?***

When are prices likely to fall again?

Agreeing a new energy deal is as much about timing than anything else. Quite often towards the end of a contract, your energy supplier may contact you with a renewal offer. In a 'normal' year the advice would be to agree a new contract to avoid rolling out of contract and onto much higher 'standard' or 'default' rates. At the moment however, this may not be such a good idea...

Due to a very volatile market over recent months, we have found that very often these 'standard' or 'out of contract' rates have been substantially



cheaper than any new contract rates being offered. So, although it wouldn't be the norm, our advice to clients has been to sit tight and do absolutely NOTHING.

Over the winter months we saw contract rates that were almost DOUBLE the price of standard rates, so it made no sense whatsoever to agree and lock into a contract at that time. In saying all of this, energy prices are up and down, literally on a daily basis, meaning that at times there will be dips in wholesale prices which may prove to be attractive and beneficial. However, most people just do not have the time to monitor or keep a close eye on energy wholesale costs on a daily basis, so this is where a good energy broker would come into play and prove to be beneficial.

A good broker will monitor prices, trends and the 'forward curve' throughout the day,

every day and will therefore be able to offer advice regarding your contract renewal and when to look at 'locking in' a new deal. In addition, a broker can obtain pricing up to a year in advance of a contract ending.

There has probably never been a better or more important time to take control of your energy spend than right now! Being with a supplier on the wrong type of contract could be costing your club a serious amount of money.

If you have noticed a drastic increase in your energy bills lately or you'd like to get a review and/or some advice, then please get in touch with MJ Utilities today.

Contact Mark Rooney today and make sure your club isn't paying more than it needs to:
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Bank holidays in 2022

To mark the Queen's Platinum Jubilee, bank holidays in the UK will be slightly different than normal in 2022, with one extra bank holiday day available. But when is the extra bank holiday and who's entitled to it?

When is the extra bank holiday?

In 2022, in celebration of the Queen's 70th anniversary as monarch, the Spring Bank Holiday at the end of May is being moved to Thursday 2nd June 2022. There will also be an additional bank holiday on Friday 3rd June, creating a four-day weekend.

Do employees have an automatic right to this bank holiday?

Employees do not have an automatic statutory right to paid time off on a bank holiday. It entirely depends on what is set out in their employment contract.

What wording would mean the employee does have the right to the additional holiday?

If the contract states that the employee has the right to a certain amount of holiday plus bank holidays - but without any further details - then they would automatically have a right to this additional bank holiday.

What wording would mean the employee doesn't have the right to the additional holiday?

If the contract does have a specific amount of holiday stated in it, then the employee isn't automatically entitled to the additional bank holiday. For example, the contract could say that the employee is entitled to:

- simply 5.6 weeks and with no right to take bank holidays; or
- eight bank holidays as well as a specified number of

days' holiday - i.e., the usual number of bank holidays; or

- bank holidays, but these days are specified - i.e., the usual eight bank holidays are listed and set out in writing

If the usual bank holidays are listed and set out in writing, the Spring Bank Holiday is likely to be included. So, it's worth noting that (depending on the wording) employees will be likely to be entitled to take Thursday 2nd June off as the substituted Spring Bank Holiday.

What if the contract states that the employee is entitled to 5.6 weeks "inclusive of any bank holidays"?

If the contract states that the employee is entitled to 5.6 weeks "inclusive of any bank holidays" - and those days aren't specified - then the employee will be entitled to be off on 3rd June 2022, but this will have to come out of their holiday entitlement.

If the employee doesn't have the right to the additional bank holiday, what are my options as an employer?

If the employee doesn't have the right to 3rd June 2022 as an extra day's holiday, it's your decision as an employer what to do.

It's important to consider any potential impact on staff morale alongside the legal entitlement. After a very difficult couple of years, it's likely that there will be a national push to celebrate not just the Queen's 70 years, but also the hope for life resembling some form of new 'normal' in 2022.

Employees are also likely to be entitled to take Thursday

2nd June off as the substituted Spring Bank Holiday - so bringing them back for one day on the Friday could potentially cause some ill-feeling and damage morale.

So, your options include:

- Informing employees that you've decided to give an extra day's holiday on 3rd June 2022 as a gesture of goodwill, but including a comment that this does not create a right to any future additional bank holidays.
- Informing employees that you'll be closing the business over this four-day weekend and making them aware now that they'll be taking a day from their holiday entitlement to cover 3rd June 2022. It would be a good idea

to serve this notice at the start of the relevant holiday year - January 2022, for many businesses. But, of course, requiring an employee to take a day's holiday actually only needs two days' notice.

- Informing employees that the premises will be open, but if employees do want to take this day off, they can apply through the usual holiday process and the company will not enforce the usual capacity rules. This way, any employee can take the day off as annual leave if they want to.
- Informing employees that, for specified business reasons, the usual holiday process and rules on capacity will have to apply to this bank holiday.

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sky business

2022 insurance trends

From slips and trips, through to burglary and flooding, there's always a claim occurring for any insurer. With us now well into the new year, we don't think this is going to change any time soon - but that's okay, because that's exactly what insurance is there for.

So what are the main predictions for 2022?

- Clubs will continue to prioritise risk management. You can't prevent everything, but you can give it a good go. By regularly assessing your risks and working out how you can minimise the chances of accidents and incidents, you could save your club needing to make a claim.
- And claims defensibility will be a big thing too. Should an accident or incident occur,

clubs will rely on evidence and documentation to defend a claim. For example, data shows it takes an average of 76 days for a public liability claim to come in. Yet many CCTV systems record over footage after 60 days (if not sooner). Knowing how to download and securely store footage of accidents and incidents at your club will help you to defend a claim should it arise. This is just one small example of the importance of keeping documentation and knowing what regulations your club needs to meet. A risk management expert can help you with this.

- Clubs should be vigilant all year round. Stats show there are no spikes in the number of Public Liability claims made at any point throughout the year.

You might think you should be extra vigilant around winter when it comes to slips and trips, but that isn't necessarily the case. Therefore, clubs should be aiming to mitigate risk all year round. For example, don't leave it until the winter arrives to check your guttering - this should be done at least every six months.

- Prepare for "new" risks. Terror attacks have been a big problem for a long time, but Terrorism Insurance cover is growing in prominence to protect businesses just like your club from damage that occurs due to a terror attack. This isn't just physical cover - if your club can't trade or you experience loss of revenue as a result of a nearby attack, you'll be covered financially.

• Cyber attacks are increasing. You might think your club won't be a target, but you'd be surprised. Clubs can often be a target due to being run by part-time volunteers, who won't necessarily understand how to recognise and combat cyber-crime. Sensitive data could be compromised, and the cost of a cyber attack could run into the tens of thousands. Over the coming years, Cyber Insurance will become particularly important, ready to protect your club should an attack happen.

Make sure you're covered for all the 'what ifs' this year. Contact the NIFC's Approved Supplier, Rollins Insurance Brokers, for a confidential review.

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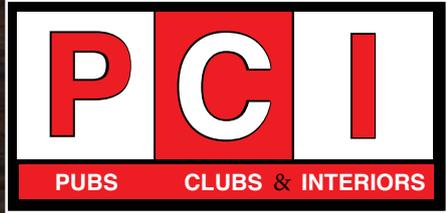
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Sport is more than just a game

it is an experience that brings people together

Helping to connect your local community, Sky Sports brings your club a range of sport like no other.

There's a host of unmissable live sport to look forward to in 2022. From fan favourites including the Premier League, EFL, Scottish Premiership, WSL and the return of the Formula 1® season to events including all golf's men's and women's Majors exclusively live, the UEFA Nations League and so much more. Plus, Sky Business is the exclusive retailer of Amazon's Autumn Nations Series for commercial premises.



©Getty Images

Showing live sport continues to help you make money for your club

Not only do sports fans want to watch more sport in their local club, almost 60% say that they will stay longer and spend more in your venue if they are watching live sport.

Unmissable March

In March, there's plenty of sport to keep your members entertained, with three big weekends of Premier League action, including Liverpool v West Ham on Saturday 5th March, the Manchester derby on Sunday 6th March, Chelsea v Newcastle on Sunday 13th March and Liverpool v Manchester United on Sunday 20th March.

On Friday 18th March, Formula 1® returns to the screens and rivalries will be reignited. Every race weekend is exclusively live on Sky Sports, with 23 races on the schedule for the first

time, and Bahrain opens the campaign for a second year in succession. Will Verstappen retain the championship or will Hamilton finally get his record eighth championship - only time will tell.

Cheltenham Festival takes place in March, and clubs can add even more thrilling experiences to their sports line-up with the Sky Sports Racing Pack. With 362 days of horse racing a year, across an average of eight hours, horse racing is a great addition to your sports offer. As one of the most popular sports in venues, the Sky Sports racing pack gives your club over 10,500 races a year, including live coverage from all 60 UK racecourses and all 26 Irish tracks.

Did you know that if you are a Racing TV or Sky Racing Pack subscriber, you can enjoy access to the Racing

TV Club Day scheme? The scheme offers you access to five free tickets to over 40 race days a year - a total of 200 tickets! Simply log on to MySkySports.com to find out more.

With a host of sporting events taking place across March,

venues should make sure they've registered with www.myskysports.com to receive their regular emails to help promote and plan ahead; order free poster packs, and share upcoming fixtures on their social media channels, all with one click.



MARCH

- 3rd March..... Premier League Darts: Exeter
- 5th March..... Liverpool v West Ham - kick-off 5.30pm
- 6th March..... Man. City v Man. Utd - kick-off 4.30pm
- 10th-13th March.....PGA Tour; The Players Championship
- 15th-18th March..... Cheltenham Festival
- 18th-20th March..... Formula 1® - Bahrain
- 25th March Luxembourg v N. Ireland - International Friendly
kick-off TBC
- 29th March N. Ireland v Hungary - International Friendly
kick-off 7.45pm

Black Bush Stories returns for 2022 with a virtual whiskey & coffee masterclass

Bushmills® Irish Whiskey has announced the highly anticipated return of Black Bush Stories for 2022 with an exciting first collaboration to mark International Irish Whiskey Day on the 3rd of March - a virtual masterclass with Belfast coffee trailblazers, Established Coffee. The event is part of the long running Black Bush Stories series which celebrates the synergies of craft between Bushmills and other local Irish business across the island while providing an opportunity for guests to discover a new interest or skill.

The virtual event will give attendees from Derry to Kerry and Galway to Dublin the chance to immerse themselves in an evening of whiskey, coffee and cocktails from the comfort of their homes. Guided by experts from Bushmills and Established Coffee, they will discover, create, and of course, taste, a variety of bespoke Black Bush and coffee inspired serves featuring a specially curated, limited edition, Black Bush blended coffee in the starring role.

One of most iconic coffee houses in the north, Established Coffee was founded by Mark Ashbridge and Bridgen Barbour, vanguards of the coffee revolution in Ireland. They channelled their passion, curiosity and quest to create unique coffee products into Established Coffee, founding a café and roastery in the heart of Belfast in 2013. Now, in partnership with Bushmills Irish Whiskey, Mark has created an exclusive coffee blend using beans that

have been finished in bourbon and sherry barrels from the Old Bushmills Distillery to create a blend with the rich and fruity notes so familiar with Black Bush.

Commenting on the collaboration, Mark Ashbridge founder of Established Coffee said, "There's a clear

connection in the work we do as roasters and what Bushmills do as distillers. That pursuit of perfection. It's what made this collaboration with Bushmills very appealing to us.

"At Established we're always pushing ourselves to innovate, learn and evolve so it was an exciting challenge to create a Bushmills coffee blend from their Olorosso Sherry Cask and Bourbon Barrels. The goal was to create a coffee that can stand alone but one that when mixed with Black Bush, could also create delicious cocktails.

"After intensive research, testing and development, we've created a beautiful coffee with soft fruit notes of apple and plum, whilst maintaining a rich, syrupy body with undertones of chocolate and vanilla. We are thrilled to be involved in this project and are really excited for everyone to



Mark Ashbridge, founder of Established Coffee, who will launch the first Black Bush Stories event of 2022 on 3rd March.

try the coffee and the cocktails at our first virtual event in March."

The event - a celebration of the kindred spirits in the master roaster and the master distiller - is a must attend for any coffee or whiskey lover. Hosted by Bushmills brand ambassador Lauren McMullan, the panel of experts will take participants on a journey of discovery, delving into the world of maturation as Mark reveals the unique process - and learning curve - for creating the special Black Bush Blend. Guests will learn about the supreme craftsmanship that goes into whiskey and coffee alike, before master mixologist, Chris Pawar, hosts an interactive cocktail masterclass.

The first Bushmills Black Bush x Established Coffee event will take place virtually at 7pm on Thursday 3rd of

March 2022. Tickets cost £9/€10 and include an event kit worth £40/€45 with the tools needed to take part, as well as the link to the live workshop. Tickets are limited, so for more information and to purchase yours today, visit blackbushstories.com.

Inspired by the craftsmanship, passion and care that goes into every bottle of Bushmills Black Bush, Black Bush Stories celebrates the stories and talents of extraordinary Irish individuals who have challenged traditional thinking in their respective fields. Black Bush x Established Coffee is the first in a series of immersive collaborator events planned for 2022. Stay tuned for more exciting announcements in the coming weeks!

Keep up to date with [#BlackBushStories](https://twitter.com/BlackBushStories) and join in the conversation, follow [@BushmillsIRL](https://twitter.com/BushmillsIRL)

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*Vol, Nielsen MAT Q3 2021

Cream of the crop: Guinness and Keogh's team up to launch new limited-edition crisps



Guinness and Keogh's are delighted to announce their first collaboration. The partnership sees two Irish favourites come together to create a range of delicious crisp flavours that can be enjoyed with a Guinness, for a combo of dreams.

The first flavour to be released, Guinness and Flame Grilled Steak, is deliciously different and deeply satisfying - the crisps feature deep ridges that are brimming with flame grilled steak flavour. The roasted barley, hops, and malt of Guinness gives these Keogh's crisps that smooth and satisfying stout taste that you won't be able to put down!

The historical link between the Guinness and Keogh's families goes back over a number of generations. Tom Keogh's grandfather, Peter Keogh, sold his grain to the St James's Gate brewery, this partnership has now come full circle as these two national taste makers come together to create a crisp like no other. Their shared passion for deep-rooted tradition, craftsmanship and constant innovation makes them a natural fit to create a delicious new selection of crisp flavours.

From crop to crisp and grain to glass, both Guinness and Keogh's strive for a more sustainable future. Keogh's crisps are created from locally sourced Irish ingredients and suppliers, and the farm has been awarded carbon neutral status. Guinness is committed to working towards a low-carbon future, harnessing

100% renewable energy to achieve net zero carbon emissions across its direct operations and working with suppliers to reduce indirect carbon emissions by 50% by 2030.

Speaking on the collaboration, Declan Hassett, Senior Licensing Manager at Guinness said "We are delighted to team up with Keogh's to create a range of delicious crisps, perfectly paired with Guinness. Quality, craft and innovation is at the heart of everything we do at St. James' Gate. Working with Keogh's, who share the same values, is a perfect partnership match. We look forward to sharing more collaboration flavours in 2022."

Tom Keogh adds 'It really is an honour for us to be partnering with Guinness. I think it would have put a smile on my grandfather's face. Most importantly, the flavour we have developed tastes amazing and I cannot wait for people to try it for themselves'.

The limited-edition Guinness and Flame Grilled Steak crisps are available now exclusively at the Guinness Storehouse, Guinness Open Gate Brewery, Guinness Christmas pop-ups and on Keogh's online farm shop at shop.keoghs.ie. The collaboration will continue into 2022 with wider availability in retail stores from January.

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Your Resilience by MindWise NI

Supporting young people to maintain their mental health through life's transitions, both now and in the future

The FACTS

Only 50% of past sports players surveyed felt in control of their lives within two years of finishing their playing careers (*Players Philanthropy Fund, 2018*). Those who have not progressed to elite level, or only attain that level briefly, deal with feelings of failure and low self-esteem. Those people need additional support, as outlined in Mind's Performance Matters: Mental Health in Elite Sport.

Mindwise & Mental Health UK

Mindwise is one of NI's leading mental health charities and works in partnership with 3 other mental health charities in UK under the name Mental Health UK. The partnership has secured funding to deliver a resilience programme to young people aged 14-18 years through sports clubs (Your Resilience). [These programmes are free of charge for all sports clubs.](#)

Your Resilience at a Glance

A programme offering a refreshing perspective on resilience.

Designed with input from young people, it supports an

open conversation about what resilience is and what is required to build it. Delivered over eight sessions, it provides young people with tools to develop personalised action plans to gain confidence in managing their own mental health.

Key to "Your Resilience" is supporting facilitators who work with young people by building their confidence to discuss a range of topics with them.

Who Is Your Resilience For?

- Ages 14 - 18
- Young people who step up into the very top level of their sports
- Those who do not realise their sporting ambitions and will return to 'normal life'
- Elite athletes who need to compromise their education and social lives to focus on their sports, and often face significant challenges at the end of their careers.

How Does It Work?

- A FREE programme that equips 14 - 18-year-olds with the tools and knowledge to maintain their mental health through life's transitions

- Our dedicated team provide training for facilitators and then co-deliver with setting staff through scenario-based discussion and relatable topics
- Your Resilience will equip young people with a better understanding of mental health in themselves and in others
- Young people will have a suite of tools they can use in ways that are right for their mental health now and in the future

Topics Include:

- Exam pressure
- Social pressures
- Work/Life balance
- Decisions about the future

Your Resilience is centred around giving young people much-needed space to engage with ideas and concepts in a meaningful way. Equipped to discuss resilience with young people, facilitators adopt an innovative approach to addressing everyday challenges.

With trained facilitators continuing the delivery of the programme, Your Resilience will positively impact the lives of more young people and leave behind a legacy within your setting for years to come.

For more information contact amystothers@mindwisenv.org



NEW YEAR! NEW RESILIENCE RESOLUTIONS!

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Flash Harry - A story of global success for the ultimate Queen tribute band



Nigel Blair, Belfast 89FM.

by groups of people, a shared experience; it's something in our DNA. We are sociable and want to experience things together. A live music show provides that, full of songs we know, taking it to a higher level. We Will Rock You, We Are the Champions, both contrived to be stadium anthems.



Harry Hamilton, lead vocalist and showman extraordinaire, recently shared his 'Flash Harry' experiences with me, "Flash Harry was born out of a love for music and playing music live! Our first gig on 13th March 1992 was as a direct response to the passing of Freddie Mercury the previous November. It was simply a group of friends seeking to mark this sad event by celebrating music that was so important to us all; also of the utmost importance to us was playing this music live.

"Most people begin their love affair with music at home, on the radio in the car, or listening to a movie soundtrack. Then we become more intense, getting lost in our music through headphones in your room. Then listening with friends, it becomes more unifying, being brought together by something we all like, progressing to something we enjoy in large groups. This is where the music of Queen comes in. It is, and has been, so popular.

"Queen's music was written and composed to be enjoyed

Playing music live is a wonderful experience. Playing music with an enthusiastic audience, who also love that music, is an even better experience. Flash Harry has allowed me, and allowed this group of friends, to experience music this way, many times, over many years. It's been a privilege, it's been a blessing, and it's been my good fortune to have had the opportunity over the last 30 years to enjoy this art form, this medium, this thing we call music, with so many like-minded people."

Very recently, Stevie Shanks, drummer with Flash Harry and larger than life showman, joined me at Belfast 89FM, very excited at the up-and-coming Ulster Hall 30 year anniversary event on 16th March. His experience with Queen began when he received a record player from his parents at Christmas in 1975. With only his mum's Elvis singles to play, his dad took him to Woolworths in North Street, Belfast, for some new listening material of his choice. He said, "I had no idea what I wanted. When browsing through the

LPs I came across 'A Night at the Opera' by Queen. I wasn't a Queen fan but Bohemian Rhapsody was in the charts at the time, and they were the only band I recognised. I brought the album home and was immediately hooked on Queen. When, fifteen years later, the opportunity came along to join Flash Harry, I jumped at it. The first session was 30 years ago in March 1992, and I have enjoyed every minute of it since.

"Playing in Flash Harry is like being part of a big family, and we've been so lucky to play some amazing venues around the world. Some of my favourites include, The Ulster Hall, the Cavern Club, and the Royal Albert Hall, because of their place in musical history. I'm particularly proud of our shows held at Belfast's Odyssey Arena with the Ulster Orchestra, as we created something never done before. We've had a warm welcome over the years from the Official Queen Fan Club, playing at many of their annual conventions. We even managed a, 'By Royal

Appointment', performing at the Queen's Jubilee celebrations at Stormont. The best of it all though, is getting to perform this amazing music with the best friends a guy could ever ask for."

What a wonderful, true, heartfelt story, of five amazingly talented men, outstanding musicians and vocalists, whose showmanship is nothing less than spectacular.

Their line-up:

Harry Hamilton, lead vocals; Stevie Shanks, drums; Stevie Boyd, guitar and vocals; Stevie Prosser, keyboards and vocals; John 'Click' Cleland, bass guitar and vocals.

I will be at their 30 year anniversary bash at the Ulster Hall on 16th March 2022, maybe I'll see you there. Trust me, 'It's A Kind of Magic'.

Finally, a big thank you to Flash Harry for allowing me to put this piece together in recognition of their magnificent reign. Long Live Flash Harry!

Nigel

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NI Football Writers' Awards



Dean Shiels receives his Manager of the Month Award from Ruth Gorman.

Dungannon Swifts FC manager, Dean Shiels, is the Aktivora Ireland Manager of the Month for January.

The former Rangers and Northern Ireland player guided the Swifts to league victories over Warrenpoint Town, Larne, Portadown and Carrick Rangers. He's only the second man from the Stangmore Park club to win the prestigious monthly prize.

He said, "To get the Manager of the Month award is brilliant for me but I have to give total credit to the staff and especially the playing staff, they're the ones on the pitch, they're the ones doing the business for us. Each week, our team is averaging an age of only 21. We have good staff in Tony Gorman, Terry Fitzpatrick and Dwayne Nelson; we're very tight knit, the physio, the kit man, it's a big effort from everyone.

"It was a big month for us. What started it was the 2-0 win over Knockbreda in the Irish Cup. We used that momentum to go to Warrenpoint. We won at Warrenpoint and took it from there. It was a brilliant month for us, and the lads deserve a lot of credit for their effort because there were Saturday-Tuesday weeks in there which is tough going on the squad. It was a collective effort."



Cliftonville's Jamie McDonagh picks up his Player of the Month and Goal of the Month awards from Football Writers' Association Chairwoman, Ruth Gorman.

It's a double celebration for Jamie McDonagh. The Cliftonville star has won both the Danske Bank UK Player of the Month award and NIFWA's Goal of the Month competition.

In January, McDonagh scored five goals as the Reds maintained their challenge in both the Danske Bank Premiership and the Samuel Gelston Irish Cup.

He said, "It's a very proud moment for me. I'm very happy to win my first Player of the Month award from the Football Writers and Danske Bank. I couldn't have done it without my teammates, and in every game I play, Paddy McLaughlin fills me with confidence. It's great to show the league how well I can play. I want to keep improving and try and help the team as much as I can."

Jamie also won the NIFWA Goal of the Month prize for his spectacular strike against Ballymena United, the first goal in a stunning brace.

McDonagh said, "It's great to win Goal of the Month too. I think it was the second best goal I've ever scored, the first was the Goal of the Season from last year.

"Since Conor McDermott came in at right back it's given me a bit more freedom to go forward and go inside. I had only scored one goal before the new year, and in January I got five, so it's paying off.

"A lot of it is down to the style of football we're playing as a team but also the freedom Paddy has given me to play with. I just wish I could have scored three against Ballymena to get the win."

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