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Review Club

VOLUME 24 - Issue 7, 2011



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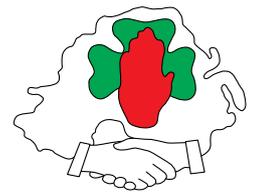
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Minutes of the executive meeting

Held in the Lisburn Blues Supporters Club on Saturday 8th October 2011



The Chairman, John Davidson, opened the meeting following which the Secretary, Bob McGlone, read the minutes of the previous meeting which were subsequently proposed and seconded as a true record by Gerry Gallagher and Tommy McMinn.

The Treasurer circulated copies of his financial report providing explanations where required. The report was proposed and seconded as a true record of our financial standing to date by Raymond Connors and Jim McCaul.

The Chairman went through a lengthy list of queries and contacts made by e-mail, post and telephone. It was a very comprehensive list and illustrates the growing demands on Federation services. On occasion, legal opinion was sought both by the Chairman and the Public Relations Officer.

A general discussion took place, where information was requested as to support of the Federation by suppliers.

A meeting has taken place with members of the Department

of Social Development (DSD) which was attended by trade suppliers and interested bodies. The purpose of the said meeting was to establish a voluntary code of practice aimed at addressing alcohol abuse, anti-social behaviour and under-age drinking. It was made clear that if there was no acceptance of a plan, the minister may be forced to legislate for it.

In our last minutes the view was expressed that it would be in our interest for the Federation to be represented on bodies and/or committees at Council or Assembly level, such as Derry City Centre Initiative on which Executive Committee member Gerry Gallagher represents the Federation.

We had a shining example of the benefits of positively confronting the aspect of under-age drinking and alcohol abuse from the Brandywell and Bogside Health Forum's "Drink think Project". This is the type of administration that would be in our interest to be part of.

The question was raised about long-term sick leave and the

continued on p4



Samantha Simmons of 1st Lisburn Blues Supporters Club pictured with the Executive Committee following the October meeting hosted by the club.

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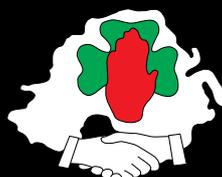
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problems it causes. There is advice available from the Labour Relations Agency and the Department of Health. Any club affected by this issue should contact the Federation Helplines.

It is equally important that clubs check their insurance policy to ensure they are covered for labour relations issues. Policies issued by Rollins Clubs Insurance provide such cover which is underwritten by 'DAS' a specialist in insurance of this kind. Contacting 'DAS' in the first instance can avoid a club ending up with an unfair dismissal case.

A golf club official contacted us about what was essentially a golfing matter. He was subsequently referred to the Golfing Union of Ireland as it is not in our remit to provide a view on an internal club matter.

The topic of the Portsmouth landlady who won the case for the right to use a foreign decoder box was discussed.

We continue to advise caution as the lady in question has stated that she will not be reinstalling the said satellite system until the High Court in London has visited the case, as it is almost certain that Sky will mount an appeal or address the matter in some form or other, possibly affording a lower costing structure.

We are also informed that Finlay, who was the agent for Sky, now form part of the H.I.S. Group. and continue, together with others, to be approved to install Sky .

The number of gaming machines permitted in clubs was discussed. It appears that restrictions are not limited in other countries whereas clubs

here and on the mainland are limited to a maximum of three.

Under the present recession or credit squeeze, it would be folly to seek more as the licence fee is colossal and the use of Gaming Machines is in decline. It is reported that the Revenue is presently giving serious consideration to applying a license fee on the play for fun machines.

The date and venue for the 2012 A.G.M. was discussed with a suggestion to make a formal request to R.A.O.B. H.Q., 17 Church Street, in

Belfast's Cathedral Quarter for Saturday 10th March. If there is any change to that date club secretaries will be informed immediately.

This concluded matters and as there was no further business the Chairman closed the meeting with thanks being extended to Dessie Moore and First Lisburn Blue Supporters Club for hosting the meeting and for the hospitality provided.

Bob McGlone,
Secretary,
N.I. Federation of Clubs

Time to act on equality

As you will have read in Issue 6, the new Equality Act continues to cause confusion. Committees are reminded that the Act doesn't affect male-only

or female-only organisations. It is acceptable for a club to have a type of membership allowing the use of certain facilities but it must be available to ALL.

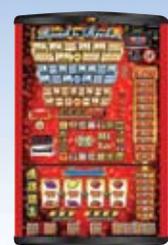
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Indemnity insurance and your club

Indemnity insurance is a policy that aims to protect clubs, their management committee and members when they are found to be at fault for a specific event such as misjudgement.

Typical examples of indemnity insurance include professional insurance policies such as

malpractice insurance, and errors and omissions insurance, which will indemnify clubs against claims made in the workplace or elsewhere.

In the claim crazy culture we now live in where opportunists exist by the bucketload it would seem good sense to put cover in place to protect the interests of your club.



The Federation are presently looking at this type of cover, always considering at what cost such a policy would be available.

As a first step we of course investigate

such matters with our approved insurance brokers, Rollins Club Insurance, who have a clear understanding of what a club requires. There are of course numerous other brokers with which our clubs have policies, but we are not aware or certain as to the extent of cover provided in their policies.

Employment

The area of employment law is also of the utmost importance and while we are aware that Rollins Club Insurance policies include such cover, we cannot be sure that others do. So please check that you have a fully encompassing policy in place.

The insurance cover on employment issues

provided with the Rollins Club Insurance policy is underwritten by 'DAS' a specialist in this area of insurance, and it is they who should be called in the first instance should a labour relations issue arise.

The days of knee-jerk reactions are long gone, no longer can you act with impunity – if you do, be prepared to pay a heavy price hence the importance of contacting your insurer first.

The Federation Chairman, John Davidson, has had to intercede on a number of occasions in the past in order to resolve matters namely in the interest of a club that would otherwise have been faced with a heavy financial burden.

Call for VAT to be cut

The Federation's ongoing research reveals England's Burhill Golf and Leisure has added its influential voice in a call for the government to reduce VAT rates - thereby encouraging more people to take up healthy pursuits such as golf. Members will be aware that respective meetings attended by the Federation have called for signposting with which to encourage people of all ages to engage in sporting and leisure pursuits.

Colin Mayes, CEO of Burhill is reported to have strong belief that Whitehall should follow the lead taken by many other European countries (such as Sweden and Holland) by dropping the rate from its current 20% to around 6% - allowing sports facility

owners to offer lower prices and by so doing, potentially, attract more uptake. Ideally, Mr Mayes would like to see the proprietary-run sports organisations having the choice to remove the VAT on activity-based income.

We agree with Mr Mayes in that the government, should be encouraging families to take part in healthy lifestyle pursuits.

A spokesman for HM Revenue & Customs has said there is insufficient evidence to justify a 'one rule for all' policy for golf clubs: "Whilst EU legislation would allow us to withdraw the exemption if we considered that it resulted in distortion of competition, we have never received convincing evidence that this is the case."



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Follow the procedure or pay the penalty

In August we looked at dismissals, this month we are looking at the related issue of the club's disciplinary procedure. As well as being used in cases of misconduct the disciplinary system may be needed in relation to an employee's ability to carry out their job.

Some cases of misconduct may seem indefensible but the club must always follow the procedure recommended in the ACAS Code, as even if the case against an employee seems proven, they can still be deemed to have been treated unfairly if the correct procedures are not followed.

Disciplinary action should have three main stages:

1. letter 2. meeting 3. appeal
In some cases a second meeting stage may be appropriate.

There must always be a full and fair investigation to determine the facts and to decide if further action is necessary. All records should be kept meticulously; it is important to lay a paper trail as this will be vital should a case be taken to an employment tribunal. Minutes of meetings, emails, attendance notes, notes of telephone calls, copies of correspondence must all be kept and filed.

Disciplinary meetings

All appropriate officials, especially club secretaries, should be trained and supported so that they are

able to carry out disciplinary meetings with their team. The clubs' insurers should be contacted before starting 'any action to ensure cover in case of a tribunal if it is available. They should be able to assist by providing advice on legislation and procedure.

You should:

- Ensure all the facts are investigated in advance (including consulting the individual's personal file for relevant information) and plan how the meeting is to be approached.
- Make sure the employee knows from the letter inviting them to the meeting why they have been asked to attend and that they have a right to have a companion present.

An individual is entitled to be accompanied by a work colleague or trade union official at formal disciplinary and grievance interviews. It would be good practice for a club also to offer this at any purely investigatory meeting. Clubs do not usually have to allow other companions (for example family members or lawyers) but may do so if they wish.

- Make sure the individual has reasonable notice, ideally more than 72 hours.
- Provide appropriate statements from people involved in advance of the meeting, together with any key information you intend to rely on.
- Make sure another member of management can be there

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- to take detailed notes and help conduct the interview.
- Give the employee ample opportunity to put forward their side of the story and call any supporting witnesses. The club can also call witnesses, but they can only be in the room for the relevant part of the interview - not the whole meeting.
 - Make use of adjournments: always take a break to consider and obtain any extra information you need before reaching your decision. Adjournments can be useful if things become heated or people are upset during the interview.
 - Keep an open mind and never pre-judge the outcome of the interview before hearing the employee's perspective.
 - Deliver the decision (and give reasons, taking into account any mitigating circumstances), confirm review periods and

ensure you give details of how to appeal.

- Confirm the decision in writing.

The question of an employee's ability to do the job may arise because they do not have adequate training, or are unable to do the work to a satisfactory standard for another reason. The procedure is the same but before invoking it the club must try to identify the reason and give appropriate support.

Where an individual is unable to do their job because of ill-health they should be dealt with sympathetically and offered support. However, unacceptable levels of absence could still result in disciplinary proceedings.

Possible outcomes

The club may decide to take no action, may dismiss the employee or decide to give the

employee a warning. The club's policy should outline exactly what warnings will be given, but normal practice is to have three warnings before dismissal:

- Oral warning (ACAS no longer recommends this stage as part of a formal procedure) but, for cases of minor misconduct, this will often be a reasonable method to prevent a problem escalating.
- first written warning/improvement notice
- final written warning.

You should specify a time limit after which warnings are disregarded. ACAS suggests six months for a first written warning and one year for a final warning. A warning may continue to be regarded for a longer period - provided you specify the timescale from the outset and it is reasonable.

Dismissal

There are officially five

potentially fair reasons for dismissal.

- Capability or qualifications
- Conduct
- Illegality or contradiction of a statutory duty
- Redundancy
- Some other substantial reason

Grievance policy

Clubs need to be sure that any decision to dismiss an employee will be seen as "reasonable" by an employment tribunal. The club must follow the ACAS Code prior to any dismissal and also have been fair overall, for example by complying with internal procedures, treating employees consistently and carrying out a proper investigation.

It is essential that grievances from employees are treated in the same fair manner and all line and appropriate club officials must be familiar with their club's grievance procedure.

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Questions & Answers

Q. When contemplating disciplinary action how far can a club take into account misconduct that takes place when an employee is off duty?

A. Conduct that occurs outside the workplace can justify a dismissal. However, the conduct must be of particular relevance to the job in question.

In relation to criminal charges a club will still be required to conduct a full and thorough

investigation which may include suspension of the employee. It is not necessary to refrain from any such action until the outcome of the criminal proceedings is known; indeed such a delay could render a potentially fair dismissal unfair. However, it is extremely important that a club carries out their own investigation. Some of the issues committees need to consider when contemplating dismissal in such circumstances are:

- Is there an express term in the contract or the disciplinary policy governing offences outside the workplace?
- What is the nature of the misconduct and does this have a bearing on the role performed by the employee?
- Will there be an effect on the reputation of the club?

- Does the incident involve or affect other employees?

An example of these points was the case of *The Post Office v Liddiard* [2001] EWCA Civ 940 (7 June 2001). The tribunal had found that the employer had unfairly dismissed a convicted football hooligan. However, the Court of Appeal decided the tribunal had not considered the issue central to the case, namely whether the employee's conduct - which led The Post Office to believe that they had been brought into disrepute - was a sufficient reason for the dismissal.

Q. Can an employee withdraw an ambiguous resignation or one spoken in the heat of the moment?

A. It is always good practice for a club to accept a resignation of an employee they are relieved to lose. The general principle is that once resignation has been tendered and accepted, it can only be withdrawn with the club's consent. This could give rise, however, to a claim for unfair dismissal or breach of mutual trust and confidence.

Where the words used are ambiguous, it is necessary to assess how a reasonable club would have understood the words used in the circumstances of the case. If it is not clear what the employee actually meant, then this could not safely be interpreted as a resignation. Even if the employee had indicated that they did not intend to return, the circumstances in which such words were uttered must be taken into account and it would be appropriate to have a cooling-off period. It can also be risky for a club to simply accept what appears to be a resignation in the heat of the moment

without further consideration (see the case of *Kwik-Fit (GB) Ltd v Uneham* (unreported, EAT case number 250/91).

In circumstances such as the above, when the employee returns to work, further investigation will be necessary as the employee may still face disciplinary action for leaving the site without permission or rude abusive behaviour, depending on the circumstances.

Q. After being dismissed, what is the time period in which an employee may bring a claim for unfair dismissal?

A. A complaint for unfair dismissal should be submitted to an employment tribunal before the end of three months from the effective date of termination, unless there is a genuine reason why this was not reasonably practicable (section 111 of the Employment Rights Act 1996).

A tribunal has limited discretion in considering late applications and an employment tribunal must be persuaded that there was a genuine reason for the late application, for example that the applicant was seriously ill during the relevant time period. There is a wider discretion when considering applications in discrimination cases, but an extension of time would need to be just and equitable in all the circumstances. A month for these purposes is a calendar month.

Q. Can a club simply dismiss an employee in cases of gross misconduct?

A. It is a common misconception that a club can simply dismiss an employee in cases of gross misconduct. If an employer does this, there is likely to be a claim for





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unfair dismissal. It is almost always unfair to dismiss an employee instantly without first going through some form of procedure even in a case of apparently obvious gross misconduct.

A fair disciplinary process must still be followed even in cases where gross misconduct has occurred. For cases arising on or after 6 April 2009 the Acas code of practice on disciplinary and grievance procedures provides excellent guidance.

Q. Is a club vulnerable to disability discrimination claims if they do not accommodate an able bodied employee's need to care for a disabled family member?

A. Yes. The issue of accommodating an able bodied employee's need to care for a disabled family member has been a complex issue under legislation. However, the Equality Act 2010 introduced the concept of associative discrimination and says discrimination arises if a club discriminates against an employee because of a protected characteristic, whether or not the employee themselves possess that protected characteristic.

Q. Is it disability discrimination for an employer to ask job applicants to complete a pre-employment medical questionnaire or medical check?

A. No. The new Act says clubs can only ask health-related questions to help decide if reasonable adjustments are needed in the selection process or to determine if an applicant can carry out a function that is essential to the job such as heavy lifting. Clubs who routinely use pre-employment health questionnaires should have abandoned or radically changed them. Once a candidate has been offered a job, the club can then ask appropriate health-related questions.

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Satellite systems are plentiful but beware!

Satellite television continues to raise cost issues and various interpretations of how the well publicised European Court decision will be rolled out when the High Court in London releases its view on the matter.

The area of copyright is likely to play a deciding role in what we can and cannot legally view in the future.

While numerous installers claim to offer legal satellite services, from Europe and beyond, they are making erroneous claims as the final decision has yet to be confirmed by the High Court.

We have been down this road before but it's amazing how

short memories can be. If you are going to install a system for goodness sake choose a reputable company with a history in the business and with established premises.

If clubs decide to proceed before the final High Court decision is announced then that is a matter for them as they will be going into it with their eyes open.

'H.I.S.' Group formerly known as Finlay Communications who, although not the sole Sky contractor are nevertheless still an authorised commercial installer. They can of course also provide other satellite services but as stated above they continue to advise clubs to wait until everything is in

place following the High Court decision in London.

In a discussion with 'H.I.S.' Group representatives the availability of European satellite services was discussed in some detail and it was agreed that the copyright issue will most likely be the main problem to overcome. How this issue will pan out is anyone's guess but during our conversation the Performing Rights Society was raised as a means by which clubs and other outlets already pay fees for viewing and listening to broadcasts. Could this result in outlets being viewed as paying twice for the same thing? For the layman it undoubtedly clouds the issue. Be assured the Federation will investigate this thoroughly

to ascertain exactly where members stand.

Also included in our discussion with 'H.I.S.' Group is the list of comprehensive services they now have available, to include electrical, plumbing, cavity wall insulation and solar panels for green energy in other words they now provide a 'One Stop Shop'.

No matter what you require, past experience requires us to underline the importance of dealing with reputable companies when it comes to major undertakings on behalf of your club. More often than not the difference in cost between the cheapest and most expensive is quite small but can provide peace of mind?

What does the Digital Switchover mean to you and your customers?



On October 24th 2012 all analogue television signals in Northern Ireland will stop transmitting, meaning that no longer will anyone be able to receive BBC1, BBC2, ITV, Channel 4 or Channel 5 without the use of one of the following systems: Satellite (Sky or Freesat) / Digital Aerial with Receiver (Freeview) / Phoneline (BT Vision) / Cable (Virgin Media).

TV is going digital. The existing analogue TV signal will be switched off and replaced with a new, stronger digital TV signal. It will mean that almost everyone will be able to receive

digital TV through an aerial (Freeview). Digital TV also uses less broadcast space which means that after switchover, there will be more room for new services such as wireless broadband, local TV and High Definition Television (HDTV). To keep your TV service, you will need to convert your TVs to digital before October 24th 2012.

Each television set in your home or work could receive a signal from a different source including: satellite, aerial, phone line or cable. Switchover affects any TV that receives its signal via an aerial - commercial or residential.

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The re-launched, re-named and re-invigorated company combines the strength and corporate reputations of the former Quinn's Reihill McKeown and Britvic Ireland operations, creating a new stream-lined entity.

Commercial Manager Brian Magennis believes the changes further consolidate the licensed sector in Northern Ireland. He says, "The licensed trade is one of the most dynamic and fastest-changing of all business sectors, demanding top brands and exemplary servicing. We are determined, through outstanding customer service and strong trade and supply relationships, not only to respond to those demands, but actually to set new standards.

"At Britvic Licensed Wholesale we have invested heavily to consolidate and enhance our own competitive position, setting in place a team with experience and expertise which we now put at the disposal of our already extensive customer base.

"We have already introduced a new, fully integrated business model supported by a SAP system so that all deliveries are supplied by in-house logistics based at a single site on Castlereagh Road. Superb efficiency, using the latest technology.... but we don't forget the value of the personal touch and personal accountability. Every area has its own Sales Representative and our dedicated sales teams are currently visiting each and every one of our customers to spread the good news about the changes and to explain to trade how Britvic Licensed Wholesale can now benefit their businesses even further."

Clare McMahon, Trade Marketing Manager, puts positive, proactive attitudes as the heart of the new approach being pioneered by Britvic Licensed Wholesale, but the ethos is backed by tangible customer benefits. She says, "We are justly renowned within the on and off trades for the must-stock company brands which lead our prestigious portfolio, supported by excellent and diverse ranges managed on behalf of principles ... and we match our quality product with quality service.

"Our new business structure with its seamlessly combined marketing and sales team based here at Castlereagh Road in Belfast has been specifically designed not only to cope with today's marketplace, but actually to help customers to shape the marketplace of tomorrow.

"With Britvic NI holding 30% share of the licensed soft drink market* and, as the only wholesaler on the island of Ireland with a full reach across Northern Ireland and the Republic of Ireland, we are clearly positioned for success."

(*source AC Nielsen licensed trade volume share data)



Brian Magennis
Commercial Manager



Clare McMahon
Trade Marketing Manager



Cathy Fox
Key Account Manager - Wholesale & Off Trade
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Amanda Holmes
Key Account Manager - On Trade
T: 07801753580 E: amanda.holmes@britvic.com



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T: 07801753562 E: brenda.mcgale@britvic.com



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Account Development Executive
T: 07801753552 E: denise.stone@britvic.com



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Account Development Executive
T: 07795817279 E: brendan.kearney@britvic.com



Marie McIntosh Co. Armagh & Mid Ulster
Account Development Executive
T: 07720348111 E: marie.mcintosh@britvic.com



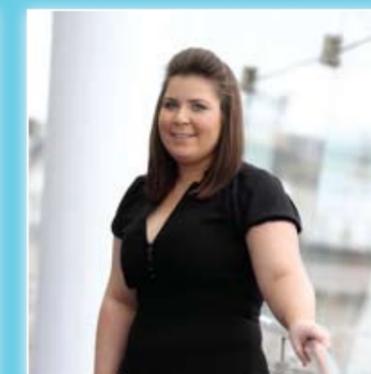
Emma Mullan Co. Derry & Mid Ulster
Account Development Executive
T: 07801753590 E: emma.mullan@britvic.com



Warren Caughey Co. Antrim
Account Development Executive
T: 07769118219 E: warren.caughey@britvic.com



Sarah McBrien Co. Fermanagh & South Tyrone.
Account Development Executive
T: 07769116765 E: sarah.mcbrien@britvic.com



Sarah Young
Commercial Analyst

Customer Contact Centre

Tel: 02890 707222, Fax: 02890 707226, Email: blw.sales@britvic.com

Travel Solutions win award for 4th year running

Group travel experts Travel Solutions is celebrating after being named Northern Ireland's Best Coach Tour Operator for the fourth year in a row. The Northern Ireland Tourism Awards accolade comes as the company marks the launch of its new 2012 brochure which offers a host of new destinations to add to its already extensive range of specialist tours and popular getaways. The multi-award winning Belfast-based company has also just unveiled a new-look website which makes finding your ideal break even easier and also for the first time offers a simple online booking service.

The company is thrilled to have picked up such a prestigious industry award for the fourth consecutive year reaffirming

its position as one of Ireland's leading tour operators.

Working only with well established and professional transport and accommodation suppliers, Travel Solutions has many years of expertise and experience in organising group tours covering a wide range of interests, from sporting and social clubs through to Woman's Institute and school trips.

As well as bespoke tours to suit your needs, Travel Solutions has an unrivalled range of tours to top sporting fixtures which this year as ever offers a selection of Manchester United premier league football clashes as well as British and European Grand Prix, Autumn rugby

internationals as well as the 6 Nations and selected Ulster games away from home. Horse racing fans can book their place now for Cheltenham and the Grand National and golfers can watch local champions tee off at next year's British Open at Royal Lytham and St Annes.

The team can package up air travel, hotels, coach hire, excursions, entertainment, tour managers, along with a great selection of other benefits. These include: tailored travel to meet your budget, a booking service to allow members to book individually, a payment plan, promotional material to advertise within your group, easy booking (by phone or by email), small deposit of £50 per person (£100 per person for flights),

tour managers if required and financial protection. The company will provide a **FREE** no obligation quotation, a **FREE** presentation to your group and a **FREE** place with group sizes of 20 plus people.

The new 2012 brochure is packed full of inspiration for trips to specialist events across the UK, Ireland and Europe as well as popular tours, weekend getaways and new European destinations. Bespoke tours to events and destinations of your choice can also be organised by the Travel Solutions' team.

You can download a brochure at www.travel-solutions.co.uk or call today on 028 9073 6517 or email groups@travel-solutions.co.uk or simply book online.

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Quote: NI Federation of Clubs



visit our new & improved website - www.travel-solutions.co.uk

You'll always find me in the kitchen at parties

There's method in the party planning

Ask any of his friends or family and they'll tell you that Gerard O'Neill from Finaghy knows how to entertain in style.... but even they were bowled over at his most recent house party!

When they turned up at Gerard's recently, they found his kitchen totally transformed into a pop-up Cool FM studio, complete with star DJ Pete Snodden ready to broadcast his radio show live on air! The house party makeover (*a first for the radio station!*) was all thanks to the radio show's sponsor, Magners Original Cider.

Magners Marketing Manager, James Simpson, said, "We're out and about this year staging mega pop-up parties in the giant inflatable Magners Hive, but we also had the inspired idea that it would be great to offer one of our consumers the chance to host a truly one-off pop-up party in their own home! Pete Snodden and the Cool FM crew were really enthusiastic about the idea, even though broadcasting from someone's home clearly brings some technical traumas, and the whole idea had more than a touch of madness about it! Still,

as they say, 'There's Method In The Magners' so we were more than happy to work the

necessary magic - and deliver the ice cold Magners - to make it all happen!"

Find out more about all things Magners at facebook.com/magnersciderni



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Cool FM's Pete Snodden with house party winner Gerard O'Neill.

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Cobra Beer reaches out to new drinkers

Cobra Beer has launched a full brand redesign in Northern Ireland to emphasise both Cobra's premium positioning and world beer credentials, whilst retaining its Indian heritage. The redesign includes an updated Cobra brand identity and new primary and secondary packaging.



commitment to quality and consistency. It's already well known as the perfect accompaniment to Indian cuisine and this new look reaffirms that Cobra is a beer that can be enjoyed on any occasion.

Lord Karan Bilimoria, Founder and Chairman of Cobra Beer said, "Cobra is a unique and iconic brand and our redesign is modern and sophisticated, fitting of an award winning beer. It is an exciting time for Cobra as we start our journey to lead the Molson Coors World Beer Category and ultimately become a top brand in the UK."

In research consumers perceived the new look Cobra as being more premium, stylish and modern and, importantly for Cobra customers, are more likely to purchase Cobra as a result.

The Cobra brandmark has been redrawn whilst the iconic green and gold colours of the overall identity have been retained but enriched. The neck label has also been given added texture with smooth contour lines appearing subtly in the background.

New beer packs and free standing units have been introduced at an exciting time for Cobra Beer which will also see the release of modern and sophisticated new glassware in November.

The redesign establishes Cobra as a leading world beer, signalling the brand's

Bushmills celebrates 'Bushmills Brothers - Since Way Back' with good friends

Bushmills Irish Whiskey launched its new 'Bushmills Brothers - Since Way Back' campaign with some great friends, bringing Belfast to life with a surprise performance.

Fresh from his appearance with Snow Patrol on Jools Holland, singer-songwriter Foy Vance joined with Mark 'Mash' Ashbridge of Communion

Belfast, to launch the campaign in their own creative style - with an impromptu busk in the centre of Belfast in front of a large crowd, who flocked to the city after seeing leaks on Facebook and Twitter.

The campaign is a local execution of a global initiative that celebrates the lives and brotherly friendships of artists and influencers across the world.

Jenny Kiernan, Bushmills Brand Manager, Western Europe said, "Bushmills has always been proud to recognise timeless friendships and brotherhood,



(L-r) Singer-songwriter Foy Vance and with Mark 'Mash' Ashbridge.

and the creativity that stems from both. 'Bushmills Brothers - Since Way Back' gives us the opportunity to develop additional opportunities and outlets for our involved groups of guys to express their craft while still conveying the spirit of this reliable, warm Irish Whiskey that comes from a community that has been celebrating friendships for hundreds of years."

Check out the BUSHMILLS Irish Whiskey Facebook (facebook.com/Bushmills1608) and Twitter (@BushmillsGlobal) pages for announcements and collaborations.

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- 82% of customers say that good music encourages them to buy another drink and stay longer[†]

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quoting 'Club Review'

PRS for Music supports Northern Ireland's up and coming musical talent as well as more established artists such as Snow Patrol and Neil Hannon.

PRS for Music is proud of its long-standing relationship with the NIFC and would like to thank them for their continued support of music in Northern Ireland's clubs.

[†] Music Works survey of 2,000 people, conducted in March 2009. Visit www.musicworksforyou.com for more details.

^{*} The Copyright, Designs and Patents Act 1988 requires you gain the permission of the copyright owner if you play music in public. Our Music Licence provides you with this permission for the rights administered by *PRS for Music*, for musical works controlled by *PRS for Music* in the UK. A separate sound recording licence may also be needed. Visit www.ppluk.com for more details. A Music Licence gives you the right to play our copyright music. You also need a TV licence.

Judges search for 'Future Flames'



Pictured is Olympic Swimming hopeful Melanie Nocher with Cool FM DJ Pete Snodden and Youth Action NI worker Peter Wray who have been named as judges to help select the inspirational young people - Future Flames - to become Coca-Cola Olympic Torchbearers during the London 2012 Olympic Torch Relay in Northern Ireland next year.

Australian wine guru leads tasting

Scott Comyns, Winemaker from the elegant Australian Tempus Two wine label, was in Northern Ireland recently to lead members of the Gap Wine Club in a tasting event at Fortwilliam Golf Club.



Scott Comyns alongside Ciaran Meyler and Amanda Culbert, United Wines, and Conall Deazley, Gap Wine Club.

Scott led guests in sampling the new Tempus Two varietal range which has been developed to highlight the distinct regional characteristics from the Hunter Valley to the Adelaide Hills and to bring out the best in the chosen fruit.

The Copper Range, where European varietals and blends sourced from vineyards in Australia's premier wine regions receive an Australian twist, and wines from the 'regal' Pewter range were also served during the evening.

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Belfast crew have “An amazing time” on Captain’s Island

Buccaneering crews from Czech Republic, USA and Costa Rica share Captain Morgan’s bounty

After three days of high-spirited competition and legendary parties on The Captain’s Island, the event reached a fitting finale as buccaneering crews from Costa Rica, Czech Republic and USA agreed to share Captain Morgan’s bounty, walking away from The Island with a doubled prize pot. Instead of one team winning the full \$15,000 bounty available, the three teams decided to share the prize and because of this display of Captain-like camaraderie, Captain Morgan increased the prize to \$30,000. Actress Mena Suvari, reporting from The Captain’s Island throughout, was on-hand to award the prize to the victorious three teams.

Teams from thirteen different countries battled it out in a series of challenges developed to test their Captain-like traits over the course of the three day adventure in the Caribbean. The Leadership Challenge on Day One, won by the team from USA, involved a beach-based assault course which tested team-working and of course, leadership. Day One also saw an historic Determination Challenge where teams had to hold the Captain’s Pose for as long as possible. The team from the Czech Republic narrowly beat the UK team in a final that lasted a grueling 42 minutes – setting a new world record!

Day Two started early for all crews involved, with Captain Morgan and his Morganettes waking guests on his Island



Captain Morgan joins the Ireland crew for a merry jig on The Captain’s Island.

before sunrise to undertake a devilishly difficult giant puzzle. The Czech team won their second chest of The Captain’s Island by completing this Clever Thinking Challenge in the quickest time.

The afternoon witnessed crews showing what they’re made of in the Bravado Challenge. Teams leapt from Captain Morgan’s ship before racing to find an underwater key which unlocked a padlock the teams had to locate in a tank filled with unspeakably slimy things. From there the teams raced to one of the Captain’s chests to attach the padlocks. In a tightly fought contest, the Costa Ricans managed to finish the course in the quickest possible time.

The last day on The Captain’s Island saw a momentous battle

for the fifth chest – and final chance to win The Captain’s Bounty – in the Camaraderie Challenge. After a morning where crews created their finest sea-worthy rafts, the race was on to complete a course with all three members on the raft and return to the beach with their vessel still intact. The USA team was the eventual winner beating closest rivals the Czech’s, who were on the hunt for a third chest, by 20 seconds.

Captain Morgan commented, “Wow, what an incredible three days on my Island. I knew competition from the thirteen countries taking part was going to be fierce but I was amazed by the shows of camaraderie throughout. There was a lot at stake – a \$15,000 bounty should not be taken lightly – but to see those guys from Czech

Republic, USA and Costa Rica decide to share the winnings was awesome. It made me proud and I’d invite them to join my crew any day.”

Ireland Captain, Ross McDonald, from Belfast, was overjoyed by the experience, “We have had an amazing few days on the island with Captain Morgan and Mena Suvari! The challenges have been... interesting! The others teams were fantastic and the guys from Czech Republic, USA and Costa Rica deserved the cash prize.”

The Captain’s Island may be over for this year, but the spirit of Captain Morgan lives on. For more pictures, commentary and videos of The Captain’s Island, visit the Captain at www.facebook.com/CaptainMorganIreland.

WKD sponsors key race

WKD sponsored the feature race on the first day of this year's Northern Ireland Festival of Racing. The WKD Hurdle offered €50,000 in prize-money at the early November meeting which attracted 5,000 spectators to historic Down Royal and was viewed by some 2.5 million race fans on TV.

Beverage Brands, owner of WKD, had a range of activities in place to maximise the sponsorship - promotional kits offering consumers the chance to win free tickets to the meeting were widely available in the on-trade; WKD Bumper Packs comprising an entry ticket, programme, burger voucher and bottle of WKD were available to those paying on the day; highly visible branding featured around the course and in the stands; a special WKD bar was on-site to refresh thirsty horseracing fans; and the WKD promotional team was in attendance to ensure that festival-goers had a great time.



Brendan Loughran, Beverage Brands, and Zara Shaw, WKD promotional team, get ready for the WKD Hurdle.

Debs Carter, Marketing Director for Beverage Brands, said, "We were thrilled to once

again be associated with such a high-profile event in the racing calendar. The WKD Hurdle

was one of the highlights of the Festival."

Tennent's pours gold at Drumbo

Going for gold on November 5th at Drumbo Park Greyhound Stadium will be six top dogs, competing in one of the biggest races of the year: The Tennent's Gold Cup. A total of 36 dogs are in the running to claim the £5,000 prize on November 5, with total prize money at £10,000. During the month long festival of racing these 36 will be whittled down to the final six during hotly contested heats in October.

Paul McGurk, Tennent's Marketing Manager, said the Tennent's Gold Cup was one

of the most eagerly awaited competitions of the year at the Co. Antrim stadium. "We are delighted to be associated with Drumbo Park and to put on such a high calibre competition as the Gold Cup.

"Great nights out go hand in hand with both Tennent's and Drumbo Park but this year everything is shaping up to make The 2011 Tennent's Gold Cup even more exciting."

To find out more about the Tennent's Gold Cup or to book visit www.drumbopark.com



Tennent's Marketing Manager, Paul McGurk, helps Miss Northern Ireland, Finola Guinane, launch the 2011 Tennent's Gold Cup.

UGAAWA Monthly Merit Award

Despite losing the All-Ireland SFC final to Cork, Monaghan lady footballers can look back on September with a lot of pride, none more so than Ciara McAnespie. The flying Emyvale winger did what she could during the Oriol girls' brave attempt to overcome the Rebels. She covered acres of ground at Croke Park and, apart from contributing to the scoreboard tally, she linked up perfectly with her team mates to put endless pressure on the opposing defence.

"It was very disappointing to be so close to victory but not achieving it and knowing that we could have won the match. I think losing a final by two

points is even worse than being well beaten. I suppose it is good to know that we got so close to winning. Next year, we hope to build on that and do better. We will be more experienced at that level," reflected Ciara. Getting this Monthly Merit Award certainly helps to overcome the disappointment."

Already, our monthly winner has collected senior league and intermediate county medals with her club and three O'Connor Cup awards with DCU. She has also collected three Ulster Championship medals with Monaghan. To concentrate fully on football, she gave up athletics but continues with Irish Dancing.



Ciara McAnespie receiving the Quinn Insurance/UGAAWA September Merit Award from Pauric McGovern, Quinn Insurance, and John P. Graham, UGAAWA Chairman.

Picture - Peadar McMahan

Team heads North for Paralympic camp



Pictured with the Sports Minister are James Hamilton, Swimming, Enda Smyth, Cycling, Michael McKillop, Athletics, Andrew Fitzgerald, Cycling, Bethany Firth, Swimming, Matthew Bell, Swimming and Damien Shaw, Cycling.

The Ireland Paralympics team will train in the North of Ireland next year, Sports Minister Caral Ni Chuilin has announced. The team will be based at the Antrim Forum in the run up to the

2012 Paralympic Games. The Minister was joined by Sport Northern Ireland Chair, Angela Hendra, along with representatives from Paralympics Ireland and Antrim Borough Council.

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NIFWA Carling Manager & Players of the Month Awards



McFall still leading the way with Carling Manager Award

High-flying Portadown have made it clear they mean business this season. The Shamrock Park outfit have surprised the rest of their Carling Premiership rivals with their stunning start to the campaign – but not boss Ronnie McFall.

After successive victories over title challengers, Glentoran, Linfield and Crusaders, the Ports have only been kept off the top of the table by the Blues' slightly superior goal difference.

Those eye-catching wins in September were more than enough for the longest serving manager in the league, McFall, to scoop his 19th Carling Northern Ireland Football Writers Manager of the Month award - his second on the trot this season.

“Like I said last month, any personal award I receive is on behalf of the backroom staff and squad,” said McFall.

“We had some extremely difficult games throughout September but we showed what we are made



Portadown boss Ronnie McFall receives the Carling Northern Ireland Football Writers' Association Manager of the Month award from Carling's Paula Nesbitt and Carling referee Catherine Jennings.

of and what we are capable of. Beating Glentoran and Linfield will always stand out but to win at Crusaders also, was a statement of intent.

“Of course we are only two months into the season and there is a long, long way to go but with a lot of hard work, hopefully we will be there or thereabouts come the end of the season. We had a difficult start to the season off the pitch, but on it I could not be happier and I want to thank the sponsors, Carling and the Football Writers for acknowledging our efforts again this month.”

Carling's Jordana Grimes said, “Another successful month for Ronnie and Portadown who are so far leading the way this season. Carling is delighted to be at the heart of local football, supporting local talent, and bringing local people back to the game.”

Tipton makes it a clean sweep for Portadown



Portadown's Matthew Tipton receives the Carling Northern Ireland Football Writers Player of the Month award.

Newry FC's Copeland lands Championship award



Newry City FC's Ricky Copeland receives the Carling Northern Ireland Football Writers Championship Player of the Month for September from Carling's Paula Nesbitt and Carling referee Catherine Jennings.

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GREAT SPORTING EVENTS

NO. 51

2005

Raymond reigns supreme



Four-time BDO World Champion, Raymond van Barneveld

Raymond van Barneveld was crowned BDO World Champion for the fourth time in 2005 when he beat Martin Adams 6-2. As the most successful Dutch darts player ever, he has virtually single-handedly helped turn darts in Holland into a popular spectator sport.

His first BDO World Championship title came in 1998, when he beat Welshman Richie Burnett, against whom he had lost in the 1995 final. Following that victory, van Barneveld was a dominating and imposing member of the British Darts Organisation for years. Indeed, the former postman would have equalled Eric Bristow's record of five BDO world titles, but lost in the 2006 final to his compatriot Jelle Klaasen 7-5.

Higgins completes world first

The high point of John Higgins' glittering snooker career to date was his World Championship title, which he won in 1998, seeing off Ken Doherty with a final break of 118.



Higgins - totally focussed.

And it is his fabulous break-building ability that earned him great plaudits in the final of the 2005 Grand Prix, when Higgins became the first player to make four consecutive century breaks in a ranking tournament, scoring 103, 104, 138 and 128 against Ronnie O'Sullivan. In the process, he scored a record 494 points without reply from his opponent. It was a mesmerizing run of form that helped the Scotsman claim the title by nine frames to two.

Higgins burst on to the snooker scene in the 1994-95 season, becoming the first teenager to win three ranking events in one season. Since then the former world No. 1 has gone on to break record after record, including becoming the first ever player to make 14 centuries in a professional tournament.

A true miracle man

Merely finishing the Tour de France is an accomplishment in itself. Winning it seven successive times, having suffered from life-threatening cancer, is an achievement that redefined the capabilities of the human body. Lance Armstrong was not only the most successful endurance cyclist of all time, but his heart-warming story in battling back from debilitating illness has acted as an inspiration to millions of cancer sufferers across the world.



Armstrong - 7-time winner of Le Tour.

Many have debated exactly what made Armstrong such a unique sportsman, and any number of factors have been offered as explanation. He learnt to use the focus he had drawn on in beating his illness in his preparation for Le Tour, whilst the backing of his coaches and support of his team, who were always so well briefed from a tactical viewpoint, gave him a big advantage. Moreover, Armstrong's riding style meant he had a higher-than-normal aerobic threshold, which allowed him to race at higher speeds in lower gears.

He won his final Tour de France in 2005, but his unrelenting charity work continues to mark him out as one of the most remarkable characters the world of sport has ever known.

MacArthur breaks record

When Frenchman Francis Joyon smashed the round-the-world sailing record by 20 days in 2004, he would surely never have predicted that his feat would be bettered the following year. In February 2005, however, against all predictions, he watched Ellen MacArthur take his record and complete one of the most incredible achievements in sailing history by navigating the world in 71 days, 14 hours and 18 minutes. She had braved icebergs in the South Atlantic, sailed over a whale and survived enormous swells in the Pacific. On her return, she became the youngest ever Dame Commander of the Order of the British Empire, following in the footsteps of Sir Francis Drake and Sir Francis Chichester, and was second to David Beckham in the BBC Sports Personality of the Year award.



MacArthur - triumphant.

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