

Review Club

Review

VOLUME 25 - Issue 5, 2012

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TOP TIPS FOR A GREAT NIGHT

- **AWARENESS** - Raise awareness early with posters in outlet and regular updates about your plans on your outlet's Facebook page
- **MUSIC** - Arrange a band or DJ to play on the night.
- **FOOD** - Reward your customers for coming in early and take the opportunity to showcase your pub's food offering

TOP TIPS FOR A GREAT TOAST

- **17:59** - "To Arthur!" Ensure a great toast by following the tips below.
- **'TOASTMASTER'** - Have a 'toastmaster' at the ready - it could be you, another member of staff, a regular or a competition winner
- **WARNING** - Give customers a 10 minute warning to ensure everyone can join in the toast at 17:59
- **COUNTDOWN** - Have your toastmaster countdown to the toast: "10... 9... 8... 7... 6... 5... 4... 3... 2... 1... to Arthur!"
- **MUSIC** - Commence the night's entertainment after the toast



 For more information go to facebook.com/GuinnessIreland

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Diageo announces major change

The news has reached members that Diageo is changing its means of distribution from September 2012. From that time Diageo will continue to provide keg beer, however other products in their extensive portfolio will be available from a number of local suppliers.

The Federation Chairman and officers have been engaged in meetings with a number of relevant suppliers, all of which acknowledge the importance of the club sector. With delivery of supplies being of the utmost importance, we can confirm that in almost all cases it will not be an issue with the majority of suppliers covering the province.

Although there have been numerous changes in the industry over recent years this particular change is substantial but one which will potentially provide the opportunity for clubs to become more independent which in the long term should be financially beneficial.

Although Diageo will continue to supply keg beer, emergency supplies of keg beer can also be obtained from those suppliers we have met. Importantly, these will not be kegs from what is referred to as, the grey market, but are fully approved by Diageo.

While, as a Federation we can advise members on the preferred means of securing supplies, this development provides open competition while not affecting any relationship/loyalty a club may have with Diageo.

It is unreasonable to suppose that the majority of clubs will be attracted to only one supplier,

but our discussions provide grounds for believing that pricing will be similar, being fair and equitable, which as previously stated should result in benefits to the sector. To benefit from the change in the distribution of Diageo brands we feel that clubs may well benefit by opening accounts with all suppliers to avail of promotions each company may run throughout the year.

On the other hand it may pay to look at sourcing product directly from brand owners, however at this stage we are not in a position to confirm this.

It is important to establish that the excellent association between the Federation and Diageo remains firmly in place.

To clarify, we confirm that all clubs with a Diageo agreement will be free to purchase their wines, spirits, bottled beers and soft drinks from their preferred supplier/s. We expect company responses at the earliest opportunity which will assist us in providing the best possible advice for members.

As previously stated, Diageo will continue to supply keg beer with emergency supplies available from those suppliers with which we have engaged.

Our series of meetings continue and once completed we will of course provide a comprehensive overview of the outcome. As one would expect, it is incumbent upon the Federation to assure that we provide the best possible advice with which to advise members on the way forward.

Guidance on Facebook posts

The rapid growth of people using social networking sites has led many club committees to ask what can be done about members making critical and/or offensive remarks about the club or committee members.

Not being completely up to speed with the nuances of social networking, one club didn't initially realise the speed with which negative remarks of this type could spread. However they have now secured legal advice.

Some businesses have disciplined or sacked employees for making remarks with Employment Tribunals ruling some of them as being fair dismissals.

A club's rule book is paramount in governing the relationship between a member and the club. If a member has an issue with the management committee that member should pursue it through constitutional channels, as provided by the said rules.

The standard misconduct rule in the Federation's model club rules was formulated before Facebook and Twitter became everyday features of life therefore the Federation is seeking confirmation as to whether the rule is still fit for purpose.





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Follow employment guidelines

Disciplinary and grievance procedures are frameworks which provide clear and transparent structures for dealing with difficulties which may arise between committees and staff.

These procedures and frameworks are necessary to ensure that everybody is treated in the same way in similar circumstances, to ensure issues are dealt with fairly and reasonably, and that clubs are compliant with current legislation and follow proper code of practice for handling disciplinary and grievance issues (see below).

Disciplinary procedures are needed to:

- Let staff know what is expected of them in terms of standards of performance or conduct (and the likely consequences of continued failure to meet these standards).
- Identify obstacles to individuals achieving the required standards (for example training needs, lack of clarity of job requirements, additional support needed) and to enable the club to take appropriate action.

- Enable clubs and staff to agree suitable goals and timescales for improvement in an individual's performance or conduct.
- Try to resolve matters without recourse to an employment tribunal.
- Act as a point of reference for an employment tribunal should someone make a complaint about the way they have been dismissed.

Grievance procedures are needed to:

- Provide staff with a course of action if they have a complaint which they are unable to resolve through regular communication with the Steward and/or Secretary.
- Provide points of contact and timescales to resolve issues of concern.
- Try to resolve matters without recourse to an employment tribunal.

The legal position

The important provisions governing discipline and grievances at work are currently to be found in:

- The Employment Act 2008
- The Employment Tribunals (Constitution and Rules of

Procedure) (Amendment) Regulations 2008.

The NIFC endorses the Labour Relations Agency (LRA), "Code of Practice". Following it is crucial; an employment tribunal will consider whether the club has followed proper procedure and, if they have not, then the tribunal may increase any awards made for unreasonable failure to comply. The Government wishes to simplify the disciplinary, grievance and dismissal process, if possible (you can download a copy of the Code of Practice from the NIFC website downloads page).

Using the process

There are two main areas where a disciplinary system may be used: capability/performance and conduct.

Capability issues may arise because a staff member does not have adequate training, or is unable to do the work to a satisfactory standard for another reason. A club must try to identify the reason and give appropriate support, prior to invoking a formal procedure.

Situations where an individual is unable to do their job because of ill-health may also fall into

this category. In these instances a member of staff should be dealt with sympathetically and offered support. However, unacceptable levels of absence could still result in the club making use of warnings.

Staff misconduct could range from continued lateness, failure to follow a reasonable management instruction, abuse of the club's computer system or internet access, bullying behaviour or creating a hostile work environment, through to theft, fighting and committing criminal offences. The more grave offences may constitute gross misconduct.

In all cases, a club should follow the recommendations as set out by the Labour Relations Agency.

Whilst every care has been taken in compiling these notes, the N.I. Federation of Clubs cannot be held responsible for any errors or omissions; the notes are not intended to be a substitute for specific legal advice which you should obtain from your legal representative.

Further advice and guidance can be obtained from the Labour Relations Agency by calling 028 9032 1442.

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Noise threatens club's future

We have heard of a club on the mainland that has been forced into paying for soundproofing because of complaints about noise from one neighbour.

The local council have taken action against the club even though the neighbour built his house next to the club two years ago. He says noise levels on Saturday nights are excessive but, as another neighbour puts it, "it's like building a house next to a fish and chip shop and complaining about the smell." A petition of more than 300 names has been handed to the council in support of the club, which says it depends on its weekend music night to repay its debts. The council issued a legal

notice in December banning the club from playing music beyond 11pm. They have told the club the soundproofing needs to be carried out within 2 months and they will then decide whether to take away the licence following the complaint.

The neighbour first complained in July 2010 and, after visits from council officers, it was concluded that the sound "significantly" affected his property.

The club has carried out some insulation work on problem windows and under the stage but with little effect. They now face a £4,000 bill to soundproof the whole building.

Save the date:- Arthur's Day celebrations, 27/09/12

Guinness has announced that Arthur's Day will make a very welcome return on Thursday, 27th September, 2012.

Last year, hundreds of thousands of people across Ireland, and millions more worldwide, came together to celebrate Arthur's Day which is the day that recognises

Arthur Guinness, his spirit and remarkable legacy. Guinness & Co promise even more surprises and plenty of excitement for Arthur's Day 2012 in Ireland and across the globe.

Full details for Arthur's Day 2012 will be revealed later this summer.

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Make sure your system is up-to-date

ICSS Limited is an NIFC approved safety Compliance Company based in Larne that works with clubs to ensure the safety of their members and guests. Specialising in the testing of electrical systems and fire safety, ICSS will work with you to make sure you are doing everything you can to prevent injury, or worse, by implementing routine maintenance to help eliminate faults.

As most of us will be aware the Carrickfergus Sailing Club had a devastating fire in the early hours of Saturday 23rd June because of an electrical fault. This fire resulted in the destruction of their building, fortunately no one was injured during the blaze. This sad news is something no-one wants to hear but highlights just how serious electrical testing is to your club.

ICSS can provide:

- PAT testing
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- Complete electrical installation and repairs

It is the responsibility of the club to ensure the Health and safety of all people on the premises. Performing regular preventative maintenance and testing of your fire and electrical systems is one way to show that your club is taking this seriously.

On completion of any tests or maintenance, ICSS will issue you with a certificate for your records. This means, should the worst happen, you can provide these certificates to the relevant bodies to show that you were doing everything possible to prevent risks.

ICSS will provide your club with a free quotation for any work that you wish to have carried out. Why not get a quote before carrying out annual testing of emergency lights for your entertainment license. Our prices are competitive and the service is reliable and friendly.

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A newsletter can boost your takings

Clubs should consider the potential benefits of printing their own newsletter. They don't need to be elaborate or over complicated, but simply an effective way of informing members of club activity. Whatever its size, a newsletter should contain information for members, updating them on what is going on and what is due to happen in the days, weeks, and even months ahead. *(Even a list of club officials, committee members, telephone numbers and, nowadays, e-mail addresses could be valuable).*

Publication of forthcoming events builds up interest and can result in an increase in club attendances. Reports on the

success of events can also boost members' future interest.

A newsletter can also add a community dimension in a club; an over-used word these days but of immense importance to success in your club. Some members might even feel able to contribute an occasional article on a topic which is their particular interest. Even “classified” advertisements can add to the newsletter's appeal as members might value the opportunity to sell, or exchange, items.

Visitors to mainland UK will be aware of club information available in local areas, such as Blackpool.

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Questions & Answers

Q. Our Annual General Meeting is due to be held soon and we have not had any nominations for the position of Chairman. The nominations period has now passed and we are not sure what we should do regarding this vacant position.

A. I suggest that at the AGM, nominations are taken from the floor for the position of Chairman. This will give the Members present at the AGM

the opportunity to propose candidates for the position.

As no one has currently proposed anyone for the position it will be completely in order to take nominations from the floor. If only one person is nominated then they will be elected unopposed, if two or more persons are nominated at the AGM then a ballot will need to be held.

Should no nominations be forthcoming at the AGM then it would be in order for the meeting to agree that the Committee co-opt suitable Members to fill the vacant positions as and when such candidates become available.

Q. For our election, are we legally obliged to send ballot papers out to the Members through the post? We have

always operated in this way but with the increase in postage costs it is becoming a considerable expense.

A. It is not a requirement under the terms of the Club's Rules for ballot papers to be sent out to Club Members but since this has been the practice for some time it would be sensible for an Annual General Meeting to agree for this practice to cease if this is what the Committee wish to propose.

Q. Are the Members able to call an SGM to overrule a Committee decision not to allow someone to become a Member?

A. The election of members is a matter which is vested solely in the committee. Two votes against admission will exclude a candidate. There is no appeal and even the members at a Special General Meeting would not have the authority to overturn this decision.

A rejected candidate may not re-apply until a period of one year has elapsed and a rejected candidate may not be admitted as a Member's Guest.

Q. Can a Member stand for the committee if his spouse is employed by the club as bar manager and his stepdaughter is employed as the club cleaner?

A. Yes, a member can stand for the committee even if his spouse is employed by the club and his stepdaughter is the club's cleaner.

If elected, he would be expected to excuse himself from any issues, votes or discussion in committee meetings which relate to employees of the club. Clearly he would have a 'vested interest' in such matters.

Q. Our existing Rules, which may be out of date, state that we can have either one or two Vice Presidents. Is it the committee who decides if we will hold elections for one or two positions?

A. If the Club's Rules state that the club will have either one or two Vice Presidents then it is the committee who will decide if the club will have one or two Vice Presidents for the forthcoming year.

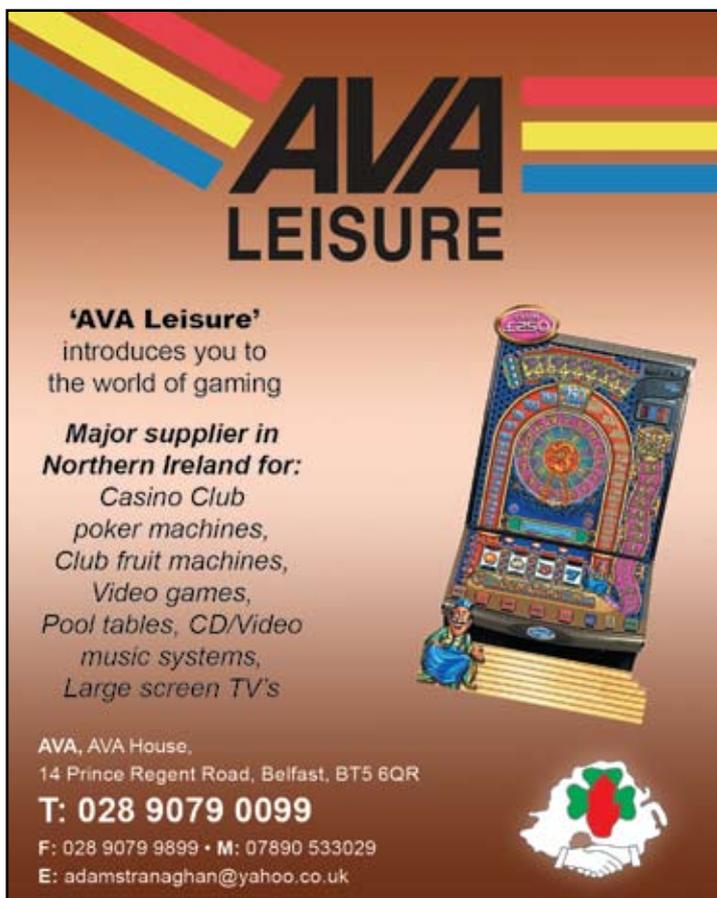
This decision should be made, not only prior to the voting taking place, but also prior to the nominations sheet being placed on the notice board. This will ensure that the members are fully aware of how many positions are being elected in the forthcoming election.

Q. We have a gaming room in the Club which is home to the Club's gaming machines and also the Club's quiz machine. There is a notice above the door saying that persons aged under eighteen cannot enter. We have found that children are entering the room to use the quiz machine. Is it lawful for children to use a quiz machine?

A. The technical reference for a 'quiz machine' is a 'Skill with Prizes' (SWP) machine.

This is a complicated area in law although the general guidance is that these machines do not come under the Gambling Act as the act of playing on these machines does not count as gambling. This means that persons under eighteen can legally use these 'Skill with Prizes' machines. However, it is worth being aware that on the 1st February 2013 it is likely

continued on page 10



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continued from page 8

that these machines will have category C content loaded onto them which will mean that they receive an age limit of eighteen although it is possible that there will be specific exceptions. This change is due to the introduction of Machine Games Duty and the abolition of AMLD. Therefore the Committee may wish to bear in mind that in less than a year these machines are likely to only be able to be played by persons over eighteen.

In the interim period, simply because these machines can be played by minors does not mean that the committee has to revise its existing policy of not allowing minors into the club's gaming room. The committee is perfectly entitled to continue to locate the SWP machine alongside the club's gaming machines and restrict access to the room to persons over the age of eighteen.

Q. We have recently been advised that we are required to have the club's electronics PAT tested. Is this correct and if so do you know how much this will cost?

A. PAT testing is a requirement and the club should make sure it is undertaken.

You can either have PAT testing undertaken by a Member who has had the relevant training or you can outsource the work to a firm which specialises in PAT testing for businesses.

Prices vary, typically you might be looking at £1-£2 per item

tested with a minimum charge of £50 (so if, for instance, a firm charged £1 per item and tested 50 items then the final cost would be £50 in total).

Q. Recently a committee member resigned from the committee. He is now asking if he can withdraw his resignation or if the committee could refuse to accept it?

A. Under the majority of clubs' rules, once a committee member's written resignation has been handed to the secretary and properly recorded then it cannot be withdrawn.

There is no requirement for a resignation to be accepted in order for it to become valid and there is no provision under which a resignation cannot be accepted.

All officers and committee members are able to resign from the committee at any time; it is not possible to refuse to accept a resignation.

The committee can use the Casual Vacancies Rule to appoint a replacement person to the vacant position. Under these circumstances, it may be that the committee decides to re-appoint the person who has just resigned to the position although equally the committee may decide to appoint another person to this position.

If the committee decides not to appoint the person under the Casual Vacancies Rule then they will have to wait until the next Annual General Meeting in order to stand for re-election.

Bramley blossom heralds multi million investment from Magners



Nicola McCleery, Magners, is pictured with one of Northern Ireland's leading apple growers Pat McKeever.

There can be few scenes lovelier than the orchards of County Armagh laden with glorious apple blossom as a herald of summer. But the tranquil imagery is a major industry worth millions to the Northern Ireland economy and this month, some 300+ growers in the Armagh-Moy-Portadown 'triangle' are hoping for the necessary warmth and sunshine to make this a bumper harvest for Armagh Bramleys.

Watching with at least equal interest is the apple growers' largest single customer, Magners, which annually buys well in excess of half Northern Ireland's harvest. Last year the brand purchased 30,000 tons of the local harvest, representing an investment of almost £4 million. If the Bramley apple harvest is a bumper one and costs remain competitive then Magners is confident that it will procure significant tonnages again in 2012 delivering continued investment to local growers.

Nicola McCleery from Magners said, "We have always prided ourselves on the craftsmanship and passion that goes into Magners. These quality standards are important throughout the journey from apple seed to the iconic Magners Pint Bottle enjoyed over ice. We've long been a supporter of Armagh Bramleys, and we were delighted to see our confidence in the crop is shared by the European Commission which, in March of this year, awarded Armagh Bramley apples PGI (protected geographical indication) status which promotes and protects names of high quality food and drinks."

Pat McKeever, one of Northern Ireland's leading apple growers, said, "We are delighted that, even before the first blossom appears in any given year, we know that Magners will take a significant percentage of our crop. Their ongoing support for the apple growers of Northern Ireland is fantastic."

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A WKD start to the new term

This autumn, WKD will be wowing students by giving away thousands of eye-catching, interactive 'augmented reality' (AR) t-shirts in the on-trade. The promotional shirts spring to life when viewed through a smartphone and wearers are set to generate a unique talk-about factor in outlets.

Having downloaded a free smartphone app called Blippar, fellow students can view the 'hidden' content on the specially created WKD t-shirts simply by pointing their phone at the wearer. Utilising this new technology, the WKD shirts will take on a whole new dimension.

A logo on the front of the t-shirts proclaims 'Point phone here and hold tight'. Those

who follow the instructions will be amazed to see a tidal wave of water come surging towards them bringing a cascade of flotsam in its wake and leading to a jaw-dropping finale. The stunning digital graphics will create something really special to impress students and make the start of the new term that little bit more memorable.

"We've recently started to use this ground-breaking new technology which links consumers to cutting-edge digital content," said Debs Carter, Marketing Director for WKD. "We're now taking the campaign onto a whole new level by applying the AR approach to WKD t-shirts, which are set to become this season's latest 'must have'.

"Merging virtual imagery with the real appeals strongly to tech-savvy students," explains Carter. "Nearly nine out of ten WKD

consumers own a smartphone and this latest, futuristic media development appeals to their instant-gratification approach to entertainment. We think that the augmented reality approach could revolutionise promotions and it looks set to become a formidable new way for both brands and stockists to engage with students."



"This unique t-shirt promotion will help drive footfall into venues, build sales and create impactful, memorable nights out for all. The AR approach is going to be a great success and once again demonstrates the kind of added-value, fun activity that WKD offers stockists," concludes Carter.

Cash on tap...

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Buy more, save more with Musgrave

Musgrave, N. Ireland's largest food and retail wholesaler, has launched a new 'Buy More, Save More' loyalty incentive. Get your Christmas gifts early by signing up for the incentive up to until 7th September 2012. Sign up with your local sales representative or by calling into your local Musgrave Marketplace or Holmes branch.

Musgrave have a fabulous range of gifts to choose from on the scheme, including a Toshiba 40" 3D TV, a Toshiba 17" Laptop, or a new Amazon 3G Kindle. More rewards are available to choose from or, if you prefer, a credit can be issued to your account. Rewards are available on incremental purchases made

between 3rd September 2012 and 30th November 2012 and the promotion is available to existing and new customers (*T&Cs apply). For more information of the rewards available on the scheme, contact any member of staff today.

With six Musgrave Marketplace and Holmes Cash & Carry branches across the province they offer a convenient and versatile one-stop-shop for their customers. For added convenience branches are open on Saturday morning and they also provide a delivery service across Northern Ireland. To speak to a member of the sales team contact the Telesales Dept on 028 9066 2138.

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Brilliant refreshment guaranteed with Carling

Carling has been rolling out the first phase of its biggest marketing campaign in Ireland to date. The brand's 'Brilliant Refreshment Guaranteed' programme is being activated in on-trade outlets across the north and south of Ireland over the summer months.

In activation between May and August, the all-Ireland campaign invites consumers to buy a pint of Carling and, if they are not satisfied their pint is 'brilliantly refreshing,' they are entitled to claim their money back. Molson Coors Ireland has invested significantly into this programme and is creating maximum impact for outlets with a suite of eye-catching point of sale material.

Jordana Busby, Brand Manager for Ireland with Molson Coors said, "The brilliantly refreshing taste of Carling is undoubtedly its key attribute and, as such, we were keen to design a campaign that would encourage lager drinkers across Ireland to experience and enjoy that refreshment for themselves, whether that be for the first time, or as a regular Carling drinker."

Carling's on-trade presence across Ireland was enhanced further from July, with the introduction of a stylish new font and glassware. As well as reflecting the recently updated image of Carling, the new glassware produces a better serve.

The glasses have increased nucleation to improve head performance, helping ensure that Carling lives up to its 'Brilliantly Refreshing' billing.

Jordana adds, "Delivering that perfect serve is an absolutely essential part of invigorating the beer category and the right glassware for our beers is crucial."

It was important to us that we have a glass that reflects the sophisticated nature of the brand and ensuring that, from the first sip until the last, Carling drinkers in Ireland enjoy a brilliantly refreshing drinking experience."

A second exciting phase of Carling's 'Brilliant Refreshment Guaranteed' programme will hit the Irish on-trade in September.



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EVERYTHING'S ROSÉ



Worried about your home or club's electric bills?

HiS Solutions have a great scheme to help all home owners, clubs and groups generate their own electricity cleanly and efficiently...

AND ABSOLUTELY FREE!

HiS Solutions, a local company based in Belfast (and ROI) have introduced a unique renewable energy scheme, which offers all home owners, clubs and groups an opportunity to save money on electricity **AND** to secure a free electricity supply.

The scheme is based on the installation of Solar Photovoltaic (PV) panels on the roof or roofs of your buildings which could provide up to 50% or more of your electricity needs.

The PV panels generate electricity by trapping and transforming the sun's rays (even on dull days) which is stored in the panels' cells and then delivered to your club's facilities as and when you need it, **12 months a year... absolutely free.**

And... The installation of the PV panels is also...

Absolutely free!

• **What savings can be made?**

A typical domestic system is likely to give a saving of £459 per annum based on using only 50% of the electricity generated. Commercial systems on club roofs could generate savings of £3,000 per annum which, given the projected increase in electricity rates, **could save your**

club more than £100,000 over the next 20 years.

• **Sounds complicated?**

Well... it's actually very straightforward and easy. And there are no catches.

• **What's involved?**

HiS Solutions, working in partnership with Soventix, the global energy company, will install your panels under a new grant scheme which government hopes will help Northern Ireland homes and businesses comply with international renewable energy targets.

Firstly an HiS Solutions surveyor will visit your premises to assess the suitability and size of the installation. Installations

are usually attached onto the roof.

• **Who will install my Solar panels?**

HiS Solutions has over 20 years of experience during which time we have overseen the delivery of communications, energy and environmental services into over 1 million homes throughout the United Kingdom.

"Since we had PV panels installed by HiS we have noticed a marked decrease in our electricity bills... The savings have been really tremendous..."

Raymond McMaster, Ballynahinch.

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electricity?
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bringing power to the people



Pretty 'n' Pink Titanic Gala Ball 2012



Pretty 'n' Pink is the registered breast cancer charity for Northern Ireland and helps provide practical help and support to breast cancer patients and their families across the province.

Financial help at a time when a patient is most vulnerable can help relieve some of the strains of living with a cancer diagnosis, and small grants provided by Pretty 'n' Pink are utilised by patients in areas such as help with travel costs, childcare, purchase of home heating oil, much needed respite breaks, and

any specific requests that an individual patient may have tailored to their own individual circumstances. The charity has also recently funded large group outings for patients.

The annual Gala Ball has become one of the key fundraising events of the charity's calendar year and this year's Titanic Ball promises to be bigger and better than ever. Taking place on Saturday 6th October at the fantastic Titanic signature building, the black tie gala event offers an evening of

exquisite food in the most elegant refined surroundings that Belfast has to offer.

At Pretty 'n' Pink the ethos is to put the 'fun' into fundraising, and in true Belfast spirit the team are offering one of the best night's craic around. Hosted by Tim McGarry, best known as 'Da' from 'Give My Head Peace', guests will be laughing their legs off before dancing the night away to one of Belfast's most popular live bands 'The Big Kahuna', along with the opportunity to win some fantastic prizes.

Tickets to the Titanic Ball cost £60 per person and can be purchased by contacting the charity on: 028 9089 0342 or 028 9089 0341, or by emailing prettypinkni@hotmail.co.uk, or visiting the website at www.prettypink.org.

The charity is also seeking sponsorship for the event. If you can help in any way possible or would like to donate a prize for the event please contact the team directly.

TV Presenter Claire conquers Ben Nevis for Cancer Focus

Claire McCollum stands triumphantly, with her mum Margaret, having successfully reached the 4,408ft summit of Ben Nevis. You can join the next Ben Nevis Challenge 14th – 16th September 2012. For further information call 028 9068 0765 or email Sarah at sarahatcheson@cancerfocusni.org.



TV presenter and broadcaster Claire McCollum recently lead the way in a BenHer all-women climb up Ben Nevis.

The event was in aid of Cancer Focus Northern Ireland, the

new name for the Ulster Cancer Foundation.

The Newtownabbey mum of two conquered the mountain earlier in the summer, along with her mother Margaret.

Pretty 'n' Pink
BREAST CANCER CHARITY

Titanic Ball

SATURDAY 6TH OCTOBER 2012

HOSTED BY TIM MCGARRY
('DA' FROM 'GIVE MY HEAD PEACE' AND 'THE HOLE IN THE WALL GANG')

LIVE MUSIC BY
'THE BIG KAHUNA'
PLUS SPECIAL GUESTS

TICKETS: £60 EACH

TITANIC BELFAST

FOR INFORMATION AND TO BOOK CONTACT 02890 890342 / 890341
WWW.PRETTYPINK.ORG



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to play music in your club.**

You probably haven't thought much about it. You've just got music on for your staff or customers. But did you know you need permission from the music's copyright owners if you play music, TV or radio aloud at work? It's the law. But don't worry, to get that permission you simply need a licence from *PRS for Music** (and in most cases, one from PPL** too). *PRS for Music* is a not-for-profit organisation that acts on behalf of songwriters and composers to ensure they're paid for the use of their work. So if you have music playing, ask *PRS for Music* how you become licensed to listen today.

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New Rates for PRS for Music

Tariff 'JMC' (2012.08)

Effective from 1st August 2012 (Also showing previous year's details in brackets)

1. Scope of tariff

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

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

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

2. General conditions

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

3. Royalty rates

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

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

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

The following rates of charge apply to all royalties falling due from 1st August 2012.

3.1 Featured music*

3.1.1 Live music

3.1.1.1 Where the annual expenditure on the provision of music* by performers* is £8,934 (£8,759) or more the royalty in respect of performances of music by those performers is

	Higher royalty	Standard royalty
3.1.1.1 Where the annual expenditure on the provision of music* by performers* is £8,934 (£8,759) or more the royalty in respect of performances of music by those performers is	3.75% of such expenditure (3.75%)	2.5% of such expenditure (2.5%)
3.1.1.2 Where the annual expenditure on the provision of music is less than £8,934 (£8,759) the royalty per function for the first 100 persons capacity* in respect of performances of music by performers in person is at the rate of.....	£6.77 (£6.63)	£4.51 (£4.42)
and per 25 persons capacity (or part thereof) thereafter	£1.70 (£1.67)	£1.13 (£1.11)
provided that: The maximum annual royalty for performances in category 3.1.1.2 is	£335.03 (£328.47)	£223.35 (£218.98)
3.1.2 Featured recorded music* For all featured performances by record, compact disc or tape player* primarily for entertainment by means of discotheque equipment or otherwise for dancing and for karaoke performances*, the royalty per function for the first 100 persons capacity is	£6.77 (£6.63)	£4.51 (£4.42)
and for each 25 persons capacity (or part thereof) thereafter	£1.70 (£1.67)	£1.13 (£1.11)
provided that: Where such featured performances are given at a function, and in the same room, where performances are also given in person and in respect of which royalties are paid under paragraph 3.1.1 above, the royalty in respect of performances by record, compact disc or tape player per function for the first 100 persons capacity is	£3.29 (£3.23)	£2.19 (£2.15)
and for each 25 persons capacity (or part thereof) thereafter	£0.83 (£0.81)	£0.55 (£0.54)

3.1.1.2 Where the annual expenditure on the provision of music is less than £8,934 (£8,759) the royalty per function for the first 100 persons capacity* in respect of performances of music by performers in person is at the rate of.....

and per 25 persons capacity (or part thereof) thereafter

provided that:

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

3.1.2 Featured recorded music*

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

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

provided that:

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

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

Printed here are the revised rates (Tariff JMC) for *PRS for Music*, effective from 1 August 2012.

For further information call the Northern Ireland *PRS for Music* representative 0800 068 4828 or the Federation Helpline 07889 681714.

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

	Higher royalty	Standard royalty
3.1.3 Cinema & featured video		
For performances (whether by means of the sound track or otherwise) during film or video shows in a room or place being specially used for the primary purpose of video or cinema exhibition, and with seating arranged accordingly the royalty per function for the first 100 persons capacity is	£3.29 (£3.23)	£2.19 (£2.15)
and per 25 persons capacity (or part thereof) thereafter	£0.83 (£0.81)	£0.55 (£0.54)
3.1.4 Minimum royalty for featured music		
The minimum royalty for an annual licence for featured music under this section of the tariff is	£167.48 (£164.19)	£111.65 (£109.46)
provided that: Where there are no more than three functions in a licence year this minimum charge will not apply. The charges for those functions - whether in terms of permits or an annual licence - will however be subject to a minimum of	£41.88 (£41.06)	£27.92 (£27.37)
	per function	per function
3.2 Background or mechanical music*		
The annual royalty for performances by the following is:		
3.2.1 Television screen (without video)		
with a screen no greater than 26" (66cms)	£139.59 (£136.86)	£93.06 (£91.24)
	per screen	per screen
with a screen greater than 26" (66cms)	£209.34 (£205.23)	£139.56 (£136.82)
	per screen	per screen
3.2.2 Radio	£139.59 (£136.86)	£93.06 (£91.24)
	per set	per set
3.2.3 Video player (with or without television facilities through the same screen) except performances where there are special seating arrangements for viewing, or when the player is used for discotheque performances:		
with a screen no greater than 26" (66cms)	£209.34 (£205.23)	£139.56 (£136.82)
	per player	per player
with a screen greater than 26" (66cms)	£279.18 (£273.71)	£186.12 (£182.47)
	per player	per player
3.2.4 Record and/or compact disc and/or tape player and/or music centre	£307.08 (£301.07)	£204.72 (£200.71)
	per player	per player
provided that: Where two or more such instruments (or screens in the case of televisions and video players) are used in the same premises, whether those instruments are of the same or of different kinds, the combined charges for those instruments will be reduced by 10%.		
3.3 Jukeboxes		
The annual royalty per machine for performances by the following is:		
3.3.1 Audio jukebox*	£346.44 (£339.65)	£230.96 (£226.43)
3.3.2 Audio jukebox with background music facility*	£487.74 (£478.17)	£325.16 (£318.78)
3.3.3 Video jukebox		
with a screen no greater than 26" (66cms)	£455.91 (£446.97)	£303.94 (£297.98)
with a screen greater than 26" (66cms)	£547.10 (£536.37)	£364.73 (£357.58)

	Higher royalty	Standard royalty
3.3.4 Video jukebox with background music facility* with a screen no greater than 26" (66cms)	£565.31 (£554.22)	£376.87 (£369.48)
with a screen greater than 26" (66cms)	£633.71 (£621.29)	£422.47 (£414.19)
3.3.5 Combined audio/video jukebox with background music facility* with a screen no greater than 26" (66cms)	£624.56 (£612.32)	£416.37 (£408.21)
with a screen greater than 26" (66cms)	£681.68 (£668.31)	£454.45 (£445.54)
3.3.6 For each additional coin-entry point for 3.3.1, 3.3.2, 3.3.3, 3.3.4, or 3.3.5 above	£45.60 (£44.70)	£30.40 (£29.80)

4. Value Added Tax

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

5. Inflation adjustment

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

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

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

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

6. Definitions

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



Jamie Donaldson wins freedom of the Old Bushmills Distillery

Jamie Donaldson has been awarded the freedom of the Old Bushmills Distillery by Bushmills Master Distiller Colum Egan.

The Welshman was given the accolade after winning the 2012 Irish Open at Royal Portrush Golf Club.

The award means that he will have access to a special bottle of Bushmills Irish Whiskey, housed in a bespoke cabinet, handmade from oak used in the whiskey making process. The bottle will have pride-of-place in the Old Bushmills Distillery and will only ever be opened for Jamie Donaldson himself.

Colum Egan said, "I want to congratulate Jamie Donaldson on his success. Like Royal Portrush Golf Club, the Old Bushmills Distillery is one of the icons of the North Coast of Ireland.



This bottle and its handcrafted oak cabinet are unique and I look forward to welcoming Jamie to the Distillery, to open it for him and to toast his success at this tournament with a very special glass of Bushmills."



Summer fun at the races with Magners



Pictured enjoying the recent Magners Race Evening at Down Royal Racecourse with (centre) Rod McCrory from Tennent's NI are (from left) Roy McGivern and Robert Foster from Whitehouse Working Men's Club, Newtownabbey.

The Magners Race Evening at Down Royal Racecourse recently provided an exciting night of horse racing. The summer event proved as

popular as ever with around 3,000 race-goers enjoying the evening, thanks in part to some good fortune on the weather front.

Tyrone ladies lose out



Tyrone captain, Shannon Quinn (left), shakes hands with Mayo captain, Claire Egan, alongside referee, Pat Kehoe, before the TG4 All-Ireland Ladies Football Senior Championship Qualifier Round 2 game at St. Brendan's Park, Birr, Co. Offaly. Mayo ran out convincing winners 3-12 to 1-4.

Picture credit: Barry Cregg/SPORTSFILE

UGAAWA Monthly Merit Award



Former Kerry 'great' and RTE pundit Pat Spillane (left) congratulates award winner Jim McGuinness with UGAAWA Chairman, JP Graham.

Many football and hurling managers are under the cosh just now, with the knives being sharpened. Not so Jim

McGuinness. His tenure in office is quite safe after a rollicking time over the past dozen weeks or so.

Belfast Cúchulainns welcomed in London

Twenty young men from Belfast travelled to London in mid-July to represent Ulster GAA in the All British Championships. Unfortunately the recent wet weather in London



resulted in the competition being postponed, but as arrangements had already been made it was decided the Belfast Cúchulainns would travel and play a few games while there.

Speaking on return from the Cúchulainn trip Ulster GAA

President Aogán Ó Fearghail said, "All the boys who participated in the Cúchulainn Initiative have little or no experience of playing Gaelic Games, and we hope many will now sign up to play Gaelic Games with their local clubs and local schools."

July was a blistering month for Donegal senior footballers as manager Jim McGuinness led his troops to victory in the Ulster Championship with one of the biggest margins, for many years, over Down in the final at Clones. For his leadership, the Glenties man earns the Quinn-direct/Ulster GAA Writers' Merit Award for July.

When told of the honour, he responded, "That's great, thanks very much. It is a good bonus after winning the Ulster Championship for a second consecutive year."

Before making his name as a manager, McGuinness cut a dash as a player and has many trophies to prove that. He was the babe of the 1992 Donegal All-Ireland winning panel and with his club, Naomh Chonaill (Glenties), he won two Donegal SFC medals.

At college level he collected three Sigerson Cup medals. Two were won with Tralee IT in 1998 and '99 (as captain) and then, in 2001, he skippered UUJ to victory.

To win the July Merit Award Jim (39) beat off challenges from his players, Frank McGlynn, Mark McHugh and Ryan Bradley.

The presentation of an engraved Belleek Living vase, specially designed silver cufflinks from Omeath jeweller Garrett Mallon, a UGAAWA Sports Voucher, and training gear from O'Neill's International Sports was made to Jim at a function in Letterkenny in August.



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The perfect ten

Romanian-born Nadia Comaneci went into the 1976 Montreal Olympics as an unknown 14-year-old. She left the gymnastic arena as a history-maker. Comaneci became the first gymnast in Olympic history to record a perfect score of 10.00 - a feat she repeated six more times during the Championships. She remains a record-breaker to the present day - holding the record for being the youngest all-round champion.



Nadia Comaneci pauses for thought.

Comaneci picked up her first perfect score in the team competition during her bars routine, wowing both judges and spectators. In all, she took home five medals from Montreal. Her three gold medals came in the balance beam and uneven bars, with her first place in the all-around event making her the first Romanian to pick up a gold in that particular discipline. She took a silver medal in the team competition and picked up bronze in the floor exercise.

On her return to Romania, her success led her to be named a 'Hero of Socialist Labour' - the youngest Romanian to be given such a prestigious title under the power of President Nicolae Ceausescu.

Jenner wins decathlon

One of the most remarkable athletes of the last century, the word 'impossible' simply did not exist in Bruce Jenner's vocabulary. He earned a football scholarship during his university days, but a cruel knee injury robbed him of a chance to play in the NFL.

Such a blow would have been enough to deter most people from a sporting career - but not Jenner. A switch to the decathlon, the most rigorous and demanding of all the athletic disciplines, seemed an overly adventurous move, but mentored by track coach L.D. Weldon, he found almost instant success.

By the time of the 1976 Montreal Olympics, Jenner was considered the finest athlete of his era. He duly destroyed a high-class Olympic

field, setting a new world record of 8,618 points in the process and claiming the coveted James E. Sullivan award as the top amateur athlete in the United States.

Jenner went on to become one of America's most famous faces, fronting breakfast-cereal advertising campaigns and appearing in several television sitcoms, before settling on a career as a motivational coach.

It will be for his prowess as an athlete who inspired modern American decathletes Dan O'Brien and Brendan Pappas that he will be most fondly remembered, however.



American legend - Bruce Jenner.

It's Klammer time

A hugely popular figure in Winter Olympics history, Franz Klammer is best remembered for his performance during the 1976 Games in his native Austria. Klammer, who had won eight of nine World Cup downhill races the year before, enjoyed a truly memorable race against defending Olympic downhill champion Bernhard Russi from Switzerland.



With the event in Klammer's back yard, there was huge pressure on him to succeed, and that was made even greater when the Austrian was forced to start from fifteenth place among the 15 starters. Klammer was struggling to keep pace with Russi's time of 1:46.06, but the man dubbed 'the Austrian Astronaut', refused to give up. Spurred on by over 60,000 of his fellow countrymen, Klammer fought back, somewhat dangerously, over the last 1,000 metres to take the title from Russia by one third of a second. Afterwards, Klammer said, "The best moment was when Bernhard came running up to me and gave me a big hug. It was the most sincere congratulations of all."

Also this year...

Tennis - Sue Barker became the first English player since Ann Jones in 1966 to win the French Open, defeating Renata Tomanova 6-2, 0-6, 6-2.

Boxing - Wilfred Benitez became the youngest ever world champion when, aged 17½, he outpointed Antonio Cervantes for the WBA light-welterweight crown on March 6.

Golf - Ray Floyd led from start to finish to win the US Masters. He took an 8-stroke lead into the final round and won by the same margin.

BEING THERE ESSENTIAL

TENNENT'S VITAL



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