

## NEWS IN BRIEF

### New National Minimum Wage rates comes into force

The National Minimum Wage (NMW) is the minimum pay per hour most workers are entitled to by law. The rate will depend on a worker's age and if they are an apprentice.

### The National Living Wage

The Government's National Living Wage was introduced on April 1, 2016 for all working people aged 25 and over, and is set at £7.20 per hour. The current National Minimum Wage for those under the age of 25 still applies

### Rates of pay

It is important to note that these rates, which came into force on October 1, 2015, apply to pay reference periods beginning on or after that date.

### From October 2016 the new rates are as follows:

- £7.20 per hour - 25 yrs old and over
- £6.95 per hour - 21-24 yrs old
- £5.55 per hour 18-20 yrs old
- £4 per hour - 16-17 yrs old
- £3.40 for apprentices under 19 or 19 or over who are in the first year of apprenticeship.

The rate will then change every April starting April 2017.

For more information on the Minimum Wage or National Living Wage, visit the following page: [www.gov.uk/national-minimum-wage-rates](http://www.gov.uk/national-minimum-wage-rates)

### Reminder about Service Award Certificate Applications

Please allow sufficient time when applying for your Service Award Certificates. All applications are approved initially by your local Branch Office then approved at the monthly NEC meeting in London. All certificates take around six to eight weeks to complete.

## SPOTLIGHT ON... CHRIS O'NEILL CMD

We talk to Chris O'Neill CMD, the representative of South East Metropolitan and Kent on the NEC, who first became involved with the CIU when he joined Epsom Common WMC

### Q: How did you become involved with clubs and the CIU?

I've been involved with the CIU for 30 years. One of my best mates from school, Alan Horden, was Secretary of Epsom Common WMC and got me down there one night and that was it.

I remember buying a ticket for the club's Christmas raffle and winning first prize so it was a great start to my association with Union clubs! I became Club Secretary not long after as Alan was heading to the USA to take a new job. I thought it would be a temporary stint for a few months, but 29 years later I'm still in the role.

I joined the South East Metropolitan Branch Committee in 1997 and I am currently serving my third term on the NEC as the representative of South East Metropolitan and Kent areas.

### Q: How are clubs in your area generally faring at the moment?

There are many excellent clubs across both South East Met and Kent which are being run really well and appear financially secure.

From my visits to clubs in the region it's clear that many of them are really determined to remain as focal points for the local communities and are working hard to entice people down the club by offering them a wealth of activities and events.

Thankfully we've had fewer club closures over the past couple of years and even a few clubs joining the Union. That probably comes from better management on the part of club officials who have realised that they have to change things around to ensure that they survive. As a club you can't sail along as you did 30 or even 10 years ago, you have to keep moving with the times.

### Q: If the Government offered you a wish on behalf of clubs, what would it be?

I'd like to see the Government giving a bit more leniency to Members' Clubs in certain matters. For example, if a club is struggling to pay its VAT and gets hit with a fine of 15 per cent, it can be a huge hit for a club which is doing all it can to pay the bill but just needs a bit of time to sort out the situation. The authorities don't seem to get the fact that we are run by volunteers and are not-for-profit concerns which benefit the local communities.



Chris O'Neill  
CMD

### Q: What are the most positive signs you've seen in the club sector in the past few years?

I would say it is the increasing number of women who have taken on positions of responsibility in clubs. When women were given full rights as CIU members some years ago and began joining their club committees it was a really positive step for the Union and has helped save many clubs.

It's also great to see clubs moving forward by setting up their own websites (which can be linked for free to the WMCIU website) and also using social media to publicise themselves to their members and the local community.

### Q: If you could award an OCE (Order of the Club Empire) who would it be to and why?

To the members – that's what it's all about. We all talk about clubs as places but it's not the buildings. Whether it's a small club, old club or brand-new club, it's the people who make clubs what they are.

### Q: What is your favourite UK club?

I wouldn't want to single one out because clubs exist for their members and do many different things which are right for their own communities – whether it's sport, games, bingo, live music, pigeons or even jigsaws.

As you find out whenever you walk into a club, every CIU club is remarkable in its own way. That's why the Union is so important in terms of getting clubs to share their solutions to problems that are common right across our sector and help each other.

### Q: Who has been your biggest influence in your club life?

Former General Secretary Kevin Smyth, who always offered me masses of help. In addition, Bernard Guess, the former Secretary of South East Metropolitan Branch. He was a huge help to me in my early days as a Club Secretary and worked hard for clubs behind the scenes for many years.

### New expanded online version of *Club Journal* available

As part of the Union's commitment to offer more to its members, each month we will be publishing an online expanded version of the *Club Journal* which will be available to download from the CIU's official website.

Published a few weeks after the paper version of the magazine, the online version will have an expanded features section with more content.

To visit the Union's official website: [www.wmciu.org.uk](http://www.wmciu.org.uk)



### Last chance to buy tickets for the Dransfields CIU National Charity Raceday at Wetherby Racecourse on November 12



Tickets are still available to order for Dransfields CIU National Charity Raceday at Wetherby Racecourse in Yorkshire on Saturday November 12.

Tickets cost £16 per person and include entry to the special CIU marquee next to the Winners Enclosure, as well as a food and drink deal with Preferred Supplier Heineken UK providing discount beer vouchers.

To book tickets by credit or debit card: Call Wetherby racecourse on **01937 582 035** and quote code 'WSCIU16'. No charge is made for card payment.

You can also pay for tickets by cheque: Simply fill in the form on the Racing Club editorial on page 9 and send with your cheque for the required amount, made payable to: **The Wetherby Steeplechase Committee Ltd.**

## CIU Contracts

The CIU Contracts and Handbook which we produced last year have now been reprinted due to demand and are available to buy from your local Branch. The documents available are:

- **Club Staff Handbook**
- **Club Steward Contract**
- **Bar Manager Contract**
- **Bar/Cleaning Staff Contract**
- **Bar/Cleaning Staff Terms and Conditions of Employment**
- **Bar/Cleaning Temporary Staff Terms and Conditions of Employment**
- **Club Staff Accommodation Contract**

The club documents are priced as follows: £5 for each Handbook; £2.50 for each Contract (except the Club Staff Accommodation Contract which is priced at £1.30 as a special limited edition) and £1.50 for each Terms and Conditions document.

These documents – available from your branch – take in all the current legislative requirements and have been produced to a high, professional standard.



## FINANCIAL CONDUCT AUTHORITY

The CIU has been informed that the Financial Conduct Authority (FCA) will no longer send Annual Return forms to societies. Reminders will also cease to be issued as the FCA seek to reduce costs.

Forms can be downloaded from the FCA website at: <http://www.FCA.org.uk/firms/mutual-societies-forms>

All clubs are reminded to submit their annual return within seven months from the end of the financial year.

For further information please contact:  
**CIU Head Office Manager at: [sgoulding@wmciu.org](mailto:sgoulding@wmciu.org)**