

Club Journal

November 2013

The magazine for all CIU members

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UNION AND sky TEAM UP FOR LIVE SPORT



George Dawson



John Toblin

Live sport is a big opportunity for clubs and the Union has teamed up with Sky to try to make it more affordable.

Sky, who have recently taken over the marketing of the Racing UK satellite channel, are urging any clubs who feel priced out to invite members of their sales team to a Committee meeting.

"Sky is well known for the quality of its live sports content," said Sky Business Sales Director Frank Atkinson. "This means people can mistakenly think they can't afford Sky in their club, but we would encourage Committees to give us a call and allow us to come down to meet their members and talk through the variety of flexible options we now have.

"We're happy to make presentations at Committee meetings and our Account Managers can be available to meet at hours to suit you." Sky recently met members of the National Executive at Head Office and have produced a new set of prices for clubs (below) which as before is based on rateable value. As an additional incentive Sky have a special offer on WiFi that means their service costs less if you take their WiFi as well.

Sky has just become the exclusive sales agent for Racing UK's commercial TV service on satellite (excluding bookmakers). This, alongside its existing At The Races channel, allows clubs to show coverage of every UK and Republic of Ireland horse race, at every racecourse, through a discounted Racing Pack subscription that combines Racing UK and At The Races.



Frank Atkinson: We'll come to Committee meetings.

PRESIDENT UNOPPOSED

Union President George Dawson has been returned unopposed for another two-year term, as has Vice-President John Tobin. Nominations for this year's Presidential and National Executive elections closed on October 14 and ballot papers will be sent out this month.

This year's election sees the size of the National Executive reduced from 15 to 13. The combined Doncaster, Leeds, Wakefield and York City constituency will only elect one member instead of two as will the Heavy Woollen, South Yorkshire and West Yorkshire electoral district.

The only remaining district to elect two members is the Durham and Cleveland constituency and here sitting members Colin Armstrong and David Walton face competition from six other candidates including Cleveland Branch Secretary Arthur Souter.

Two members of the National Executive, Gordon Winn and Roger Oake have retired; Chris O'Neill from the South East Metropolitan Branch returns after a two-year absence.

A full list of candidates is on Page 12.

INSIDE... **Chepstow Racecourse is offering a special deal for the Welsh Grand National on Saturday, December 28. The deadline has now passed for the National Charity Raceday at Wetherby on Saturday, November 16. Racing - Page 19**
We've got 10 DVDs of a special "Comedians" celebrity evening to give away courtesy of Fremantle Media Home Entertainment. See Page 7

The Clubs Deal

Rateable Value	£0 - £3500	£3,501 - £5,000	£5,001 - £7,000	£7,001 - £8,500	£8,501 - £10,000	£10,001 - £12,000	£12,001 - £13,000	£13,001 - £15,000	£15,001+
Sky Price Per Month	£150.00	£250.00	£350.00	£350.00	£550.00	£550.00	£750.00	£750.00	£750.00
Sky Price Per Month with WiFi	£100.00	£200.00	£300.00	£300.00	£500.00	£500.00	£700.00	£700.00	£700.00
Equivalent Weekly Cost	£23.07	£46.15	£69.23	£69.23	£115.38	£115.38	£161.53	£161.53	£161.53

club IN ASSOCIATION WITH MANAGEMENT The co-operative bank

R22 GAS MUST GO

If your club is still using old air-conditioning units to heat your club and they are more than nine years old they will contain the refrigerant R22 gas in them. This is being phased out next year by the European Union.

R22 remains one of the most commonly used refrigerants in the UK so many clubs will be affected by the ban. This will also apply to any clubs who are using very old cellar coolers which will contain this gas and be very expensive to run.

It will become illegal to use any HCFCs to service refrigerating or air conditioning equipment so recycled or reclaimed HCFC may no longer be used. More advice can be obtained from the Union's recommended supplier Smart Energy Projects. See Page 9 for more details.



Club fined for not filing accounts

Clubs have been warned they need to file their accounts or they could end up paying thousands of pounds after Magistrates fined a Yorkshire club £3,000 plus costs. The court heard it had failed to file its annual accounts for more than three years and it was found guilty of offences under the Friendly Societies Act.

Benjamin Evans, prosecuting on behalf of the Financial Conduct Authority, said: "To put it bluntly, the club has failed to file accounts for July 2011, July 2012 and July 2013." The club had also failed to provide accounts for years prior to those dates but legislation limited charges to the last three years.

"Despite requests being made by the Financial Conduct Authority on numerous occasions to provide the accounts as per their legislative obligation, they have failed to do it."

Magistrates found the club guilty of three breaches of the act and fined the club £3,000, plus £1,300 costs and a surcharge of £100.

The club was not represented in court and the Club Secretary told a local paper this was the first they knew about it.

CHANGES MADE TO EMPLOYMENT LAW

This year has seen a range of new employment laws introduced - all with the avowed intention of cutting down on perceived "red tape" and making it easier for clubs to focus on their businesses.

Last year Business Secretary Vince Cable announced a consultation on plans to limit compensation pay-outs to a maximum of 12 months' salary and this came into effect in February. This will not, however, be applicable to discrimination and whistleblowing cases, where the compensation is uncapped.

The Government has changed the name of compromise agreements - where staff receive compensation if they agree to give up their rights to claim against the club - to settlement agreements. Fees for staff who make a claim to the Employment Tribunal were also introduced in July.

These changes are in addition to others made last year, the most important one being that any member of staff employed after April 6, 2012 must now have to have completed two years' continuous service with the club before they can progress an unfair dismissal claim to the Employment Tribunal as opposed to the previous limit of one year.

In 2011-2012 there were almost 300,000 tribunal claims to the Employment Tribunal and there are over 500,000 outstanding claims. The cost of claims can be large - the biggest ever pay-out was for a claim of race discrimination where the employee was awarded £4.45 million and this was without considering the legal costs and time lost to the business in having to defend it.

The most common reason for a claim to the Employment Tribunal is a dispute over working hours, followed by unauthorised deductions from wages. Unfair dismissal, breach of contract and equal pay make up the rest of the top five reasons for claims to the Employment Tribunal.

By Andrew Dane - **The Business Medic**

There are still a number of well-known employment law and HR companies which are unnecessarily alarming clubs as to what staff can do to them. They make the situation worse by wrongly advising clubs that they are helpless to act in certain circumstances or cannot make changes for an early settlement of disputes. Committees should contact their insurers' legal helpline or their Branch before contemplating paying for services.

There are always options, and sometimes clubs need to know the risks and the liabilities when making their decisions. Honest conversations with underperforming members of staff are less risky and are a positive change that has been introduced. In my experience clubs can avoid the cost and disruption of many claims by introducing good employment practices, taking consistent action, followed up by professional practical advice at the first indication of any problem.

Having sound employment contracts, clear and understandable up-to-date policies and procedures for staff, that are fairly and consistently applied and understood, and informing and consulting with staff will go a long way to nipping problems in the bud and significantly reducing claims by staff to the Employment Tribunal. It is apparent to me that we should all be seeking to improve relationships with club staff, and not destroying them.

Manage your money 24/7

It's good to keep an eye on the numbers

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