

# Club Journal

April 2015

The magazine for all CIU members

75p

Union President George Dawson CMD delivers a speech at last year's Annual Meeting



## Stage set for Blackpool 2015

This month's Annual Meeting will once again draw CIU members from all over the country to Blackpool, as the assembled delegates engage in debate as they help shape the future of the Union.

The National Executive Committee has tabled 10 notices of motion regarding changes to the Union's Constitution (the full agenda and list of motions is on page 15).

Blackpool 2015 encompasses several other events for Union members, not least the 24th Beer & Trades Exhibition which starts at 1pm on Friday, April 10, the day before the Annual Meeting.

The newly expanded show, to be staged in the Norbreck Castle Hotel's Norcalymphia suite, will give Union members the chance to network with other clubs as well as with the Union's National Accounts and club suppliers.

The full list of exhibitors is: AON, Aventure, Blackpool AV, BOC, Booker Wholesale, CAMRA, Carlsberg UK,

Chemisphere, Club Control, *Club Journal*, Co-op Bank, Dransfields, Dunlop Heywood, Heineken UK, Redtooth, Sky Sports and Smart Energy Projects.

There will be some famous faces on the Sky Sports stand with former professional darts players Wayne Mardle and Peter Manley inviting club members to come up on stage and throw three darts against them. Anyone who beats either of them will win themselves a bottle of champagne!

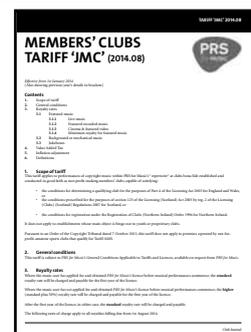
The weekend's activities will conclude with the Dransfields CIU National Quiz Final taking place at 1pm on Saturday, April 11, in the Norbreck Castle Hotel's Boston Suite.

"A huge amount of effort has been put into ensuring Union members have a really worthwhile experience at Blackpool 2015," said Union President George Dawson CMD.

"The Beer & Trades Exhibition, Annual Meeting and Dransfields CIU National Quiz are all part of a key weekend for the Union."

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## PRS Tariff sent out with *Club Journal*

In order to help clubs ensure that they are paying the correct fees to the Performing Right Society (PRS) for the use of music, the full tariff for non-profit-making members' clubs has been included as a supplement in copies of this month's *Club Journal*.

The PRS Tariff is also available to download from the official CIU website:

[www.wmciu.org](http://www.wmciu.org)

• For more information see page 14

# ANY QUESTIONS?



**Club Journal's panel of experts is ready to answer any of your queries regarding running your club**

**Q** Employment law and health and safety are complicated subjects and I struggle to get my head around employment issues. Can you give me some pointers?

*We asked employment law and health and safety specialist Avensure to give an overview of problems which could potentially crop up in CIU clubs:*

Running a club is hard work. It requires a hands-on approach and there is never enough time in the day. You have to thrive under pressure, think quickly and constantly search for new ways to keep your members happy.

Understandably, club officials are often too busy to keep up with constantly changing rules and regulations, not to mention keeping up with employee demands.

Yet they must ensure that they are managing their workforce effectively in order to ensure that their members are enjoying first class service whenever they come into the club.

#### So how can Avensure help?

We are here to help you manage your HR, legal and health and safety obligations. We will provide you with a skilled and friendly team, including senior HR advisors, barrister-trained experts and Health & Safety specialists.

Your team will help create employment contracts and staff handbooks bespoke to your club. They will also offer you face-to-face visits, as well as unlimited telephone and email support, 24/7.

On top of this, all our advice is insurance-backed, meaning we will cover your costs should you ever find yourself in a tribunal court.

#### Key issues for clubs

In terms of club-specific employment headaches, the following issues are likely to be of major interest to your club:

#### Contracts and handbooks:

Many clubs allow for flexible and unregulated employment conditions and lack clear policies and procedures for employees to follow.

Not only does this make it difficult for you to manage employee behaviour and expectations, it also puts you in a potentially hazardous situation should you ever need to justify your actions at a disciplinary hearing or when dismissing staff.

#### Flexible hours:

Your staff work flexible hours, sometimes at short notice. You rely on trust to ensure this arrangement works.

Yet it is not foolproof and staff often let you down by missing

shifts or being absent from work, sometimes for long periods. Rather than letting this problem persist, you should think about how you can implement a secure shift-based system in your club without losing any more members of staff.

#### Theft:

Imagine you've caught your employees stealing from you on a number of occasions. Unfortunately this is not uncommon in the hospitality industry and you should really consider a more regulated code of conduct, including a set disciplinary procedure.

If your club requires help on any aspect of employment law or health and safety, please get in contact with Avensure on 0330 100 8706 or visit us at the Beer & Trades Exhibition on April 10.

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