

CONSERVATIVE CLUBS MAGAZINE



September 2020 75p



Beech Hill Conservative Club Completes Refurbishment

Premier League Fixture Dates Announced

Live Music Update

‘Boycie’ Announces Reopening of Parr Conservative Club

Furlough Changes

For the next few months, there will be various changes to the furlough scheme. Please see a summary of the changes below:

September: The state will pay 70 per cent of wages, up to a cap of £2,190 per month. Employers will have to pay National Insurance and pension contributions, plus 10 per cent of wages to make up 80 per cent of the total, up to a cap of £2,500 per month.

October: The state will pay 60 per cent of wages, up to a cap of £1,875 per month. Employers will then need to pay National Insurance and pension contributions, plus 20 per cent of wages to make up 80 per cent of the total, up to a cap of £2,500 per month.

Other furlough points

From July onwards claim periods must be limited to a calendar month to fit in with the changing level of grant; overlapping months will only be permitted before July. Employers do not have to end an employer's furlough period and re-start it each month from July onwards; it is the claim period and not the furlough

period that must fit in with the monthly criteria. For further detail see our FAQ on whether employers have to end furlough and re-start it each month from July onwards.

The period claimed for needs to be for at least three weeks before July and at least one week afterwards, although monthly or fortnightly pay periods can be used.

The extended furlough agreements must be confirmed in writing. For employees who already have written furlough agreements there will be no need for a new furlough agreement in order to transition into flexible furlough. However, the employer should check the wording of the agreement and may need to agree the hours or days which the employee is now going to work during the furlough period. Employers must also report the hours employees have worked compared to the hours the employee would usually work. The grant claim will be based on the percentage of hours not worked and between July and October the grant cap will be proportional to the hours not worked.

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CONTENTS

Message From The ACC Chairman	3
ACC Services	4
Club Law and Management	5, 6, 7, 8, 9
Premier League Fixture Dates	8
'Boyce' Announces Reopening of Parr Conservative Club	9
Beech Hill Conservative Club Completes Refurbishment	10, 11
Pages From The Past	14
Coronavirus Support for Social and Sporting Clubs	15
ACC Order Form	16

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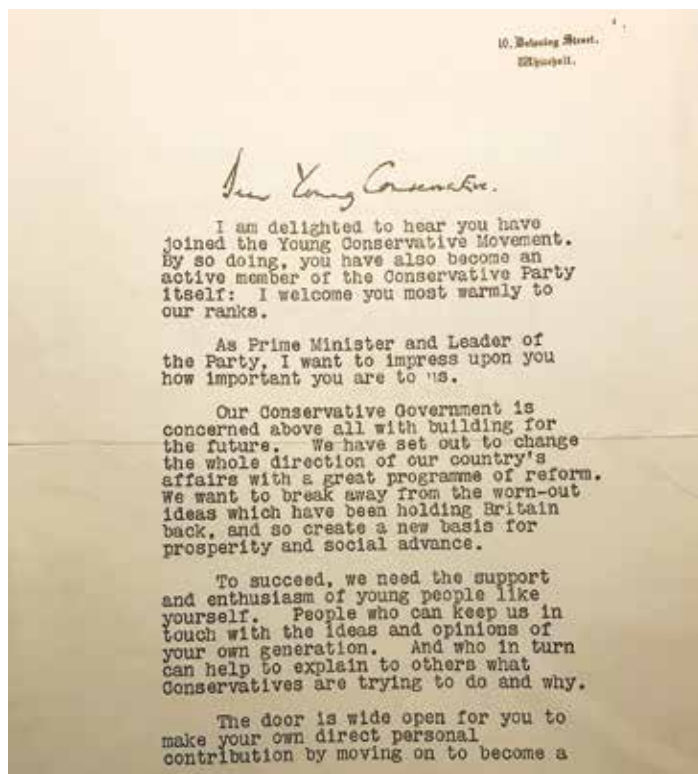
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Message From The ACC's Chairman

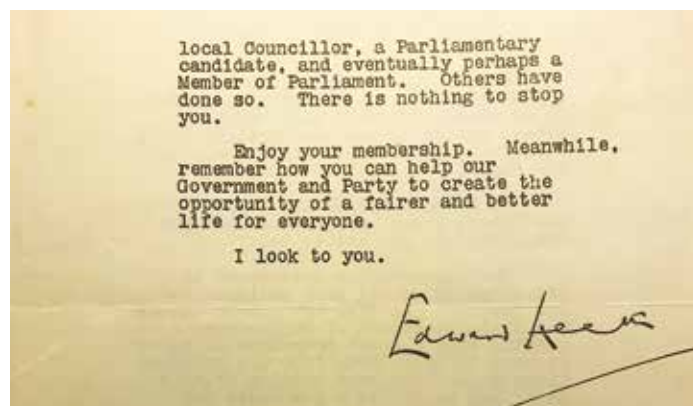


"Fifty years ago I joined the Conservative Party as a Young Conservative, shortly after the famous election win of 1970. Now I am well aware this is but a short time of service to our Party compared to many readers, but it is a landmark to your Chairman! The then PM Ted Heath told me in the letter I have kept to this day "The door is wide open to you to make your own direct personal contribution by moving on to become a local Councillor, a Parliamentary candidate and eventually perhaps a Member of Parliament."

I am proud to have taken him at his word, with thirty two years as an MP, including serving three Prime Ministers in eleven

years a Minister, two Leaders as their Parliamentary Private Secretary, and also as Deputy Party Chairman. But I think I am now proudest of all that I am back where I began. My first ever speech in 1970 as a YC was at the Huntley Unionist Club, the "Duck Club" in Bury at the invitation of Bill Hemingway, and to hold my latest role for the Party fifty years later as Chairman of the ACC is, as far as I am concerned, more than the icing on the cake.

So thank you to all in the Clubs for the support given to me and my colleagues over so many years, not least during this trying summer, and here's to all the rest of you with more than my fifty years of service as you go for the next fifty!"



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ACC Services

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Documentation Available Free Of Charge

ACC Room Hire Agreement - The room hire agreement is designed to be completed at the time a booking and includes space for a deposit to be taken to secure the room is applicable.

ACC Catering Franchise Pack - The ACC Catering Franchise pack can be used by Clubs which have a franchisee who uses the Club's facilities to prepare and serve food within the Club. The Franchisee Contract permits the Committee to decide if the franchisee shall pay a set fee per month to the Club for use of the Club's facilities, shall pay to the Club a percentage of the profits from the sale of food or that a combination of both methods of remuneration shall be utilised.

Health and Safety and Risk Assessment Documentation - The ACC has extensive documentation to assist a Club in creating a Health and Safety policy and conducting regular risk assessments. This documentation is available free of charge. Examples include template health and safety documentation, risk assessment forms and practical advice on completing a Club risk assessment and first aid information.

Candidates for Admission Sheets - The admission sheets can be posted on the Club's Notice Board to detail prospective new Members and have spaces for: Date, Candidate Name, Address, Occupation, Proposer, Seconder.

Sale and Leaseback

Since launching the ACC Sale and Leaseback service, over 70 Clubs have entered into this arrangement with the ACC.

Under what circumstances would a Sale and Leaseback be appropriate? The most successful examples of ACC Sale and Leasebacks are Clubs which have a dedicated Committee and Membership and want to secure their Club's future. By unlocking the Club's freehold, Clubs can be provided the means of repaying debt, often undertaking refurbishments and providing a significant cash sum. The rent payable to the ACC following the completion of a Sale and Leaseback can often be less than a Club was paying for servicing debt.

Trusteeship

The ACC Trusteeship Service is a free facility offered by the ACC. The transfer of Trusteeship to the ACC has increasingly become popular amongst unincorporated clubs and there are two main benefits for the Club. The first is that the ACC will pay for all legal expenses involved with the transfer of Trusteeship. The second is that the Association's financial and legal resources are such that the Club's position will be greatly strengthened when negotiating loans or defending itself against legal action taken by a third party.

The ACC do not become involved with the day to day business of any Club for which we act as Trustee. The Club will continue to be able to call upon the ACC for advice on any matter without needing to make reference to our Trusteeship. We will only act on behalf of the Club in accordance with the lawful instructions of the Committee and Members. The Club Committee will therefore continue to run the Club's affairs and will only refer matters to the ACC as and when they consider it appropriate to do so.

To obtain any of the documentation packages please email charles@toryclubs.co.uk or phone 0207 222 0843. To enquire about any of the ACC's financial assistance packages please email assistance@toryclubs.co.uk or phone 0207 222 0843.

ACC Contracts of Employment

The ACC are pleased to supply a range of Employment Contracts. These contracts are designed specifically to comply with the needs of ACC Clubs and are produced to a high quality with a glossy finish. All Contracts were fully revised and updated in 2015, with minor revisions made in 2016, and are compliant with all current UK legislation. We recommend that all Clubs use our current contracts of employment for their employees.

All Contract Packs now include a high quality and durable employee disciplinary and grievance policy handbook which should assist both Clubs and employees when these issues arise. Contracts for use with employees who live on the Club's premises now come with a specifically drafted Service Occupancy Agreement for the employees, and their partners if applicable, to sign in relation to their accommodation.

Our newest introduction to our contracts range is a contract of employment for use by Clubs which employ Bar Managers. We know that many Clubs employ Bar Managers as opposed to Club Stewards and we are pleased to now supply a specific contract pack for Bar Managers.

The contracts which are offered by the ACC are as follows:



Club Secretary/Administrator Contract
Appropriate for Clubs which employ, rather than elect, a Club Secretary. Each contract pack costs £20 and includes:
2 x Club Secretary Contract
2 x Club Employee Disciplinary and Grievance Policy Handbook.



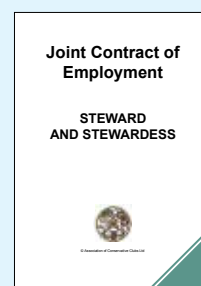
Steward Contract
Appropriate for a Club employing a Steward with or without accommodation included. Each contract pack costs £25 and includes:
2 x Club Steward Contract
2 x Service Occupancy Agreement
2 x Club Employee Disciplinary and Grievance Policy Handbook.



Bar Manager Contract
Appropriate for a Club employing a Bar Manager without accommodation. Each contract pack costs £20 and includes:
2 x Bar Manager Contract
2 x Club Employee Disciplinary and Grievance Policy Handbook.



Standard Terms and Conditions of Employment
Appropriate for a wide range of Club Employees (bar employees, cleaners, general part time employees etc.). Each contract pack costs £15 and includes:
2 x Standard Terms and Conditions of Employment Contract
2 x Club Employee Disciplinary and Grievance Policy Handbook.



Steward and Stewardess Joint Contract
Appropriate for a Club employing a Steward and Stewardess on a joint contract of employment with or without accommodation included. Each contract pack costs £25 and includes:
2 x Club Steward and Stewardess Contract
2 x Service Occupancy Agreement
2 x Club Employee Disciplinary and Grievance Policy Handbook.

Please contact the ACC with any questions regarding the new contracts of employment.

To order any of the above contract packs please place an order online at www.toryclubs.co.uk, email charles@toryclubs.co.uk or phone 0207 222 0868.

CLUB LAW AND MANAGEMENT

ACC Club Survey

Thank you to all ACC Clubs who have completed our ACC Club Survey. We are still accepting submissions and these can be completed online by going to our website and clicking the tab which says 'Coronavirus Updates' and then clicking the survey link at the top of the page. The results of the survey will help us provide support to Clubs regarding the current Coronavirus situation and also allow us to tailor ACC Services going forwards to best assist Clubs.

Further details of the Job Retention Bonus announced

Further details of how jobs will be protected through the government's new Job Retention Bonus were unveiled by HMRC recently.

- Employers can claim the bonus for all eligible employees who have been furloughed
- It comes as employers set to start contributing to the furlough scheme as staff return to work and the economy reopens

The bonus – announced by Chancellor Rishi Sunak as part of his Plan for Jobs last month – will see businesses receive a one-off payment of £1,000 for every previously furloughed employee if they are still employed at the end of January next year.

The scheme is designed to continue to support jobs through the UK's economic recovery from coronavirus by encouraging and helping employers to retain as many employees who've been on furlough as possible.

A policy statement published by the HMRC today gives employers further details on eligibility requirements and how they can claim the bonus. Under the terms:

- employers will receive a one-off payment of £1,000 for every employee who has previously been furloughed under Coronavirus Job Retention Scheme (CJRS) – if they remain continuously employed to the end of January 2021
- to ensure the jobs are meaningful well-paid, employees must earn at least £520 (the National Insurance lower earnings limit) a month on average between the beginning of November and the end of January
- those who were furloughed and had a claim submitted for them after the 10 June (when the CJRS closed to new entrants), because they were returning from paternal leave or time serving as a military reservist will also be

eligible for the bonus as long as they meet the other eligibility criteria

- employers will also be eligible for employee transfers protected under TUPE legislation, provided they have been continuously employed and meet the other eligibility criteria and the new employer has also submitted a CJRS claim for that employee

Chancellor of the Exchequer, Rishi Sunak, said:

Our successful furlough scheme will continue to help businesses and protect millions of jobs until the end of October – and our additional £1,000 job retention bonus will ensure this support continues as our economy reopens and people return to work.

We will support jobs and businesses as we come out of this crisis just as we did as we came into it.

As the scheme is designed to protect jobs, those who are serving notice for redundancy will not be eligible for the bonus.

The publication comes as changes to the CJRS – which has so far protected 9.5 million jobs across the UK – come into force. From August, the government will continue to pay 80% of furloughed employees wages, but employers will have to pay employers National Insurance Contributions and pension contributions for the hours the employee is on furlough.

The changes to the CJRS are part of the government's economic plan to tackle coronavirus. The first phase was about protection, safeguarding millions of businesses and jobs through our unprecedented loans and employment support schemes. The second, as the Chancellor set out earlier this month, was about protecting, supporting and creating jobs. The third and final phase is to rebuild at the Budget and Comprehensive Spending Review in the Autumn.

Redundancy Payments Update

The government has passed new regulations intended to ensure that furloughed employees who are made redundant receive statutory redundancy and notice pay based on their "pre-furlough" rate.

The Employment Rights Act 1996 (Coronavirus, Calculation of a Week's Pay) Regulations 2020 were announced on the morning on 30 July, passed the same day and come into force the following day, 31 July 2020.

The furlough scheme requires employers to ask employees for their consent to be furloughed. When doing this, many employers made a commitment that if an employee subsequently had to be made redundant, they would pay notice or redundancy pay based on the employee's pre-furlough wages or salary. However, not all employers were so generous. The government has become concerned by what it sees as a "loophole" allowing employers in some cases to pay severance sums based on less generous furlough pay (80% of normal pay, capped at £2,500 per month).

The government has now moved to address this. For employees with normal working hours, if the calculation date for statutory redundancy pay or statutory notice pay falls on or before 31 October 2020 (when the furlough scheme comes to an end), the amount which is payable "is to be calculated disregarding any reduction in the amount payable as a result of [the employee] being furloughed". This also applies to contractual notice, if this is not at least one week more than statutory minimum notice.

Similar provisions apply for employees whose pay varies with the time of or amount of work, or who have no normal working hours. In these cases, pay is normally averaged over the last 12 weeks. The new rules apply where this period includes at least one week during which the employee was furloughed and ensure that the averaging is based on full rather than reduced pay.

The new regulations also protect employees' pre-furlough position in respect of certain other claims where the calculation of a week's pay is relevant, such as unfair dismissal basic awards, and claims relating to a failure to provide a statement of employment particulars.

There has been no change the cap on a week's pay for the purpose of calculating statutory redundancy pay (currently £538), so there is no effect on the overall maximum statutory redundancy payment or unfair dismissal basic award that an employee can receive (currently £16,140). The new rules also do not preclude employers paying a lower rate of pay for contractual notice periods which exceed the statutory minimum by at least one week. The overall effect is therefore likely to be modest but could still mean a lot to newly redundant employees facing a desperately difficult jobs market. Or, for that matter to employers for whom every penny counts when seeking to stay afloat. As the regulations come into force on 31 July 2020, any redundancy or notice payments already made before that date will not be covered by the new rules.

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Outdoor Events Guidance During Covid-19

There has been some confusion regarding which outdoor events can take place. The Local Government Association (LGA) has brought together relevant guidance on outdoor events to provide an overview of the current position.

We know that there has been some uncertainty about the extent to which outdoor events, particularly large events, are currently permitted to take place, with both councils and business organisations raising this issue. We also know of concerns among councils at the prospect of festival type or very large events being organised in their areas. These notes are intended to bring together relevant guidance on this, given the different regimes that apply and sectors that are affected, and set out what we understand to be Government's overall approach towards events. Please note that this sets out the current position as it applies to parts of the country not impacted by specific local regulations and is subject to change depending on the prevalence of the virus in a particular area.

Overall position

We have liaised with the Business for Energy, Innovation and Skills (BEIS) who have confirmed that the Government's intention is that outdoor events should go ahead where they can do so safely – recognising that some planned easing of the lockdown (eg, weddings etc) were paused on 1 August but subsequently allowed later in August. Many outdoor events are already permitted provided they have carried out a thorough risk assessment and taken all reasonable steps to mitigate the risk of transmission

in line with COVID-19 Secure guidance (see guidance published for performing arts and sports and recreation). Where those steps have been taken outdoor events that are organised by businesses, charitable organisations, and public bodies, are not restricted to 30 attendees although it is against the law for group sizes to exceed 30 people, except for a limited set of circumstances set out in law.

Event organisers should always speak to local authorities as soon as possible to discuss plans for outdoor events and how they can be managed safely. Through this process, councils can advise on safe working practices, support events to comply with relevant requirements and help address any concerns early on and advise on any local restrictions.

Most councils will have a Safety Advisory Group (SAG) which brings together representatives from the LA, emergency services and other relevant bodies who can help advise event organisers on the safety of very large events taking place in their areas. Given the current impact of COVID-19, it will be helpful to include environmental health services in these discussions. This is an important step especially for larger events.

COVID-19 secure guidelines

With the exceptions of large sporting events, current government guidelines allow for outdoor events that are organised by businesses, charitable organisations, and public bodies to take place provided they have carried out a thorough risk assessment and taken all reasonable steps to mitigate the risk of viral

transmission, taking into account that risk assessment, in line with COVID-19 Secure guidance.

This includes ensuring that social distancing between different households or support bubbles, and between those working at events and customers is maintained. The Events Industry Forum has published some useful guidance (pdf) on outdoor events which has been developed with input from DCMS.

Although the COVID-19 Secure guidance itself is not legally enforceable, the Health and Safety at Work Act 1974 (HSWA) provides a framework for considering the

steps businesses should take to ensure they are operating in a way that is safe and can help to prevent the spread of COVID-19.

During an event as enforcing authorities under the HSWA councils have powers to act if there are concerns about the extent to which an event is compliant with the guidance on being COVID-19 secure. The approach to doing so will mirror how businesses manage other health and safety risks in the workplace usually starting with advice and guidance to support compliance, but could also mean a fine, prohibition notice or prosecution.

Live Music Update – England relaxes lockdown to permit live socially distanced music performances.

Clubs in England can now host live music but both the singer and the audience must remain socially distanced.

For Clubs who are considering allowing live music please see the following information you may want to use to assist with risk assessments.

Live Performances:

To ensure we meet the Governments Covid-19 Guidelines performers are asked to adhere to the following.

- To the artist – Live performances are restricted to the stage area only.
- To the artist and audience – Moving around the club is prohibited during a live performance.
- To the artist – You must remain 3-6 meters away from the audience.
- To the artist – You must use your own microphone.

- To the artist – We ask live performances to keep the volume to an acceptable noise level, to prevent the audience from having to raise voices / shout.

- The audience must remain seated at all times. The club staff will enforce this.

- The audience are not permitted to get up and dance. The club staff will enforce this.

- To the artist – The Club will provide you facilities to change, and take a break. Hand sanitiser and sanitiser wipes are provided.

- To the artist – You will be paid in full at the end of your performance. This will be left in an envelope at the end of the bar for you to collect.

- To support the Governments 'Test and Trace', you will be asked to purchase a ticket and provide your personal information.

- Everyone MUST adhere to social distancing throughout the event.

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Questions and Answers

Q With the recent announcement of the VAT discount for food and soft drinks, can you confirm if this applies to Clubs and, if it does, do we need to pass this discount onto our Members?

A We can confirm that VAT discount does apply to Clubs.

If you supply food and non-alcoholic beverages for consumption on your premises, for example, a restaurant, café or pub, you're currently required to charge VAT at the standard rate of 20%. However, when you make these supplies between 15 July 2020 and 12 January 2021 you will only need to charge 5%. Crisps and nuts are classified as food.

You do not need to reduce the final price to the public, you could keep the prices as they currently are but simply increase the profit margin on the items sold.

Q During lockdown we have been reviewing our contracts and there are several that we no longer require. However, upon reviewing the details of the contracts it seems that they were all for lengthy initial periods and they automatically renew for the same length unless notice to quit is given at a specific point prior to the renewal date of the contract. In practice, this means that as we missed the original chance to cancel the contract it has now renewed for a further number of years. Is there anything we can do to escape this contract?

A I think this is a lesson for all involved to carefully read agreements before committing to them. The issue with them is that they automatically renew and you are limited as to when you can give notice. The problem is that these contracts do specify this as a term and condition albeit that this provision is tucked away in the small print. Before signing any contract the key questions to ask are how long is the initial contract valid for, when and how can I cancel the contract and after the initial contract period does the contract automatically renew for another term and, if so, how long for.

We do not like these types of

agreements since they are lengthy to start with and then automatically roll over to another, typically, 3 year period. We do not believe these agreements require such a lengthy minimum term such as, for example, 3 years, nor should they automatically roll over to another three year period and we have concerns about how clear this is made to Clubs when signing them. Nonetheless, these stipulations are stated in the contract albeit in the small print. Since these contracts are considered 'business – business' rather than 'business – consumer' the usual protections regarding unfair contract terms do not apply.

Therefore, the Club could give notice now but it will not expire until the end of current contracted period which could be a number of years away. The Club could, alternatively, request that the ACC writes to the Companies involved requesting that the Club is let out of this agreement. We are happy to do this but historically these types of companies have taken a rather robust stance towards defending its contracts and seldom in our experience will they willingly allow a contract to be ended early. Thirdly, the Club could contact the companies directly and ask that the payments required are reduced, potentially offering a further extension to the current contract as an inducement. This only slightly solves the problem but reduced payments may be better than nothing.

Finally the Club could simply stop payments. It is likely that the affected companies would take legal action against the Club but it is also possible that a settlement agreement could be entered into. This is a high risk option and, again, these types of companies do tend to pursue payment and legal options if a contract is breached.

I am afraid there is no best way forward. The Club is legally bound to the contracts, even though we do consider them to be very one sided.

Q Have been told that as the Club is classed a Social Club that our Members now need to wear masks inside the Club. Is this correct?

A We understand that Private alcohol do not come into this social club category. Private Member

Clubs are classed alongside 'restaurants with table service and pubs' as venues which do not require mask usage when customers are inside the premises. Therefore, Members and their guests can continue to use the Club without needing to wear a mask

Q Can you give us some guidance on whether Dominos can currently be played inside the Club? There are some Members which are keen to resume this activity.

A This is a decision for the Committee to make but in light of the health and safety implications of allowing Members to play Dominos we would recommend that playing Dominos not be permitted at this stage. The problem is, of course, that Members touch the dominos during each game and so it is a high risk of infection between the two people playing the game.

Should the Committee decide to allow Dominoes to be played then we would suggest that specific safety measures are put in place such as sanitising the pieces between games to help reduce any possible point of virus transmission.

Q The committee recently suspended a member for a period of three years which we have been informed may be unlawful. There is nothing specific in our rules concerning suspension and the committee have asked for your recommendations.

A Most clubs restrict the maximum period of suspension to one year. The reason for a one year limit is due to the fact that a suspended member remains liable to pay his subscription. To expect a person to continue to pay a subscription for a great length of time may be considered unreasonable. It is also considered that any misconduct requiring a suspension period of more than one year should probably be dealt with by expulsion.

If your club has no specific rule precluding a ban of more than one year then there is no reason to suggest that your decision to suspend for a three year period is unacceptable. However, if the person in question does not pay his subscription, his membership will

lapse and he will need to re-apply for membership following the three year suspension instead of being automatically re-admitted.

I would suggest that in the future any member whose conduct warrants a suspension period of more than one year is expelled.

Q Given the current situation, we are trying to work out if we should hold an AGM this year and, if so, how it can be safely held given the limits on numbers present. Do you have any advice?

A For legal reasons, an AGM should be held this year if possible. We are therefore now suggesting that when and where possible, small scale AGMs are held just to confirm the accounts and to endorse the Committee to continue until the next regular AGM in 2021.

An AGM held on this basis should be attended only by the numbers required to observe quorum limits. Essentially, the objective is to get the AGM done this year for legal purposes and aim to revert to the normal full AGM next year.

Q I have been informed that a single objection to a membership application from an existing member should disqualify the candidate from election to membership. I have always been under the impression that the Committee had sole discretion over membership applications.

A You are correct. Whilst members may object to a person's application for membership, it is the Committee that makes the final decision in accordance with the requirements of the club's own individual rules. It is usual for two votes against admission to exclude a candidate.

Therefore, it is possible to have a situation whereby no members object to a nomination but the candidate is rejected by a Committee, or where several members object to a nomination and the Committee elect the candidate to membership. Ultimately, the authority to elect or reject candidates for membership is vested solely in the Committee.

However, a Committee would

To page 8 ►

◀ From page 7

be wise to consider the views of members when making their decision to elect a candidate for membership, since this is the reason why candidates' names are posted on the club Notice Board prior to election taking place.

Q We have been informed by a Member that we are required to offer wine in measurements of 125ml in addition to the 175ml and 250ml measures already offered? Is this the case?

A In October 2010 a new mandatory code for selling alcohol came in to force and as part of this was the requirement that wine must be offered to customers in 125ml measurements.

In practice, this means:

All wine lists must state that 125ml measures are available

This must not be hidden in the small print but made very clear - font size should match that used for larger measures

However, it is not necessary to show prices for 125ml measures and a simple one line explanation such as this will suffice: "We also serve wine in 125ml measures. Please ask at for more details."

Q A member of our club has been nominated for election to the committee. This person is, however, also a member of another club in the town and is an officer of that club. Is it in order for him to hold office in both clubs?

A A member of two clubs is not A debarred from holding office in one club due to the fact that he holds office in the other, unless the rules of either club expressly disallow such a right. A member of two clubs is entitled to the membership privileges of each, including the right to hold office.

It must be left to the good sense of the members to elect suitable persons to office. If this member is successful in being elected to your committee then it would be perfectly in order for the Chairman

to remind him that information he receives as a member of the committee is confidential.

Q My Committee have been informed that if you put our Club's name into Google, the Club comes up as a party venue by several different websites. There are at least a page of websites promoting the Club that I have no knowledge of and they are promoting us as a Private Members' Club party venue. Is it usual for Conservative Clubs to be classed in this way?

A I am aware of these types of websites and they will apply to almost any Club which you type into Google. Indeed, they apply to almost every shop, pub, restaurant, hotel etc.

They are effectively local directories which make their money through advertising when they can ever get advertising placed. Most establishments, of course, would never have anything to do with this type of operation.

Since the Club is listed as a Private Members Club and has function space available, these companies will display in their local directory that you, together with a number of other Clubs and establishments will have the ability to host a private party or event.

Personally, I would prefer this type of blanket advertising not to happen without the specific consent of each establishment being obtained. Sadly, however, this is almost impossible to enforce. Therefore whilst I understand your annoyance and concern, I do not think you will ever be able to achieve a complete removal of the Club from this type of online directory.

Since, ultimately, the Club is a private establishment and can choose who comes in and who does not, I would suggest that you do not spend too much time pursuing this as it is fairly easy for you to turn down any request for room hire etc if you have any concerns regarding the person making the request.

The Premier League fixtures for the 2020/21 season have been announced.

Kick-offs are 15:00 for Saturdays and Bank Holidays although there will be considerable movement on the specifics of each weekend depending on which games are picked to be televised. Fixtures are subject to change.

Saturday 12 September

Crystal Palace v Southampton
Fulham v Arsenal
Liverpool v Leeds Utd
Spurs v Everton
West Brom v Leicester City
West Ham v Newcastle Utd

Monday 14 September

20:00 Brighton v Chelsea
20:00 Sheffield Utd v Wolves

Saturday 19 September

Arsenal v West Ham
Aston Villa v Sheffield Utd
Chelsea v Liverpool
Everton v West Brom
Leeds Utd v Fulham
Leicester City v Burnley
Man Utd v Crystal Palace
Newcastle Utd v Brighton
Southampton v Spurs
Wolves v Man City

Saturday 26 September

Brighton v Man Utd
Burnley v Southampton
Crystal Palace v Everton
Fulham v Aston Villa
Liverpool v Arsenal
Man City v Leicester City

Sheffield Utd v Leeds Utd
Spurs v Newcastle Utd
West Brom v Chelsea
West Ham v Wolves

Saturday 3 October

Arsenal v Sheffield Utd
Aston Villa v Liverpool
Chelsea v Crystal Palace
Everton v Brighton
Leeds Utd v Man City
Leicester City v West Ham
Man Utd v Spurs
Newcastle Utd v Burnley
Southampton v West Brom
Wolves v Fulham

Saturday 17 October

Chelsea v Southampton
Crystal Palace v Brighton
Everton v Liverpool
Leeds Utd v Wolves
Leicester City v Aston Villa
Man City v Arsenal
Newcastle Utd v Man Utd
Sheffield Utd v Fulham
Spurs v West Ham
West Brom v Burnley

Saturday 24 October

Arsenal v Leicester City

Aston Villa v Leeds Utd
Brighton v West Brom
Burnley v Spurs
Fulham v Crystal Palace
Liverpool v Sheffield Utd
Man Utd v Chelsea
Southampton v Everton
West Ham v Man City
Wolves v Newcastle Utd

Saturday 31 October

Aston Villa v Southampton
Burnley v Chelsea
Fulham v West Brom
Leeds Utd v Leicester City
Liverpool v West Ham
Man Utd v Arsenal
Newcastle Utd v Everton
Sheffield Utd v Man City
Spurs v Brighton
Wolves v Crystal Palace

Christmas Fixture Line up

Saturday 19 December
Brighton v Sheffield Utd
Burnley v Wolves
Chelsea v West Ham
Crystal Palace v Liverpool
Everton v Arsenal
Man Utd v Leeds Utd
Newcastle Utd v Fulham
Southampton v Man City
Spurs v Leicester City
West Brom v Aston Villa

Saturday 26 December

Arsenal v Chelsea
Aston Villa v Crystal Palace
Fulham v Southampton
Leeds Utd v Burnley
Leicester City v Man Utd
Liverpool v West Brom
Man City v Newcastle Utd
Sheffield Utd v Everton
West Ham v Brighton
Wolves v Spurs

Monday 28 December

Brighton v Arsenal
Burnley v Sheffield Utd
Chelsea v Aston Villa
Crystal Palace v Leicester City
Everton v Man City
Man Utd v Wolves
Newcastle Utd v Liverpool
Southampton v West Ham
Spurs v Fulham
West Brom v Leeds Utd

Saturday 2 January

Brighton v Wolves
Burnley v Fulham
Chelsea v Man City
Crystal Palace v Sheffield Utd
Everton v West Ham
Man Utd v Aston Villa
Newcastle Utd v Leicester City
Southampton v Liverpool
Spurs v Leeds Utd
West Brom v Arsenal

'Boycie' Announces Reopening of Parr Conservative Club



The reopening of a Parr Conservative Club has been announced by a familiar television figure. Only Fools and Horses' Boycie swapped The Nags' Head for Parr Conservative Club ahead of the venue's relaunch to announce through an online video that it will be back open for business.

Parr Conservative and Workingmen's Club on Broad Oak Road reopened its doors in August.

The club has been undergoing a renovation during its closure. The venue has become known for hosting snooker exhibitions with professionals including Steve Davis, Mark Allen and Cliff Thorburn among those to have appeared at the club in recent years.

The character Aubrey 'Boycie' Boyce was portrayed in the long-

running classic sitcom by actor John Challis from 1981 to 2003 and then was also the protagonist of follow-up spin-off series The Green Green Grass. A younger Boycie also appeared in prequel spin-off Rock & Chips, making him one of only two characters to have appeared in all three shows.

In the video, Boycie quips: "It is my great pleasure to tell you that the Parr Conservative Club in St Helens is going to be open for business again. Brian Potter and the committee will welcome you back and the bar staff will be waiting for you with open arms and the low price beer will be flowing."

Del Boy, Rodney, me and the rest of the gang will be seeing you lovely people soon!"



Linneweber Update from Ian Spencer

Ian Spencer has kindly provided us with the following update regarding Linneweber claims:

Dear ACC Clubs, I have a friendly contact at HMRC who keeps me updated on how things are being dealt with by HMRC.

What I have gleaned is that HMRC are operating an initial triage system where they are rooting out claimant that either don't have a valid claim, or don't have a valid appeal – HMRC are then writing to these clubs saying that the claim is rejected and giving the reasoning – but no instruction on how to resolve this.

With the valid claims rejections there is potentially a way around this but only for those clubs that wrote to HMRC and asked for repayment but didn't follow up – I've dealt with several over the years.

With the no valid appeal rejections this relates to the protective assessments that HMRC issued that after the test case taken in 2016 have to be joined by formal Application to the Tribunal to the original appeal.

My contact at HMRC advises that a copy of the original protective assessment letter needs to go with the application – HMCTS are insisting on this.

This means that any club that hasn't made the necessary application will receive rejection – this can be got around though as can the issue with the protective assessment letters.

Clubs should not give up if they get one of these letters. As ever I am happy to assist but would want to agree a fee with any club that wants me to assist.

Ian can be contacted at ianspencer@vatproblemssolved.com

Signing In Book Product Update

Following feedback from Clubs, we have taken the decision to merge the Members' Guest Signing In Book and the Inter-Affiliation Signing In Book. Going forwards, instead of Clubs requiring both books, they can purchase a single ACC Signing In Book which can be used for both purposes. We hope that this will assist in streamlining Club operations and making the sign-in process easier for all. This will be particularly helpful in this new era of track and trace since it will now be much easier to see, at a glance, everyone who was in the Club at any specific date and time.

We have now run out of the

original Members' Guest Signing In Book so all orders received for this book going forwards will be fulfilled using the new general ACC Signing In Book. We still have a few Inter-Affiliation Signing Books in stock should any Clubs wish to place a final order for this book before the existing stock is sold through. Once this book has run out, all future orders for this book will also be fulfilled using the new book and we will shortly be updating the website and order form to reflect the discontinuation of the original books and the replacement of both books with the new combined single ACC Signing In Book.

By entering your personal details, you are consenting that your information may be viewed by any person who has access to this Signing In Book

PLEASE USE NEXT AVAILABLE CLEAR LINE WHEN SIGNING IN

MEMBERS' GUESTS					INTER-AFFILIATION TICKET HOLDERS			
<small>Notice: Guests of Members are required to abide by the Rules of the Club whilst on the Club's Premises. No betting, unlawful gaming, drunkenness, bad language or disorderly conduct shall be permitted. Any infringement of these terms shall result in immediate expulsion from the Club and shall render the introductory Member liable to disciplinary action.</small>					<small>Notice: You are bound by the Rules of the Association of Conservative Clubs Ltd (ACC) to produce your IA Ticket whenever you are requested to do so while on the Club's Premises and have pledged yourself to abide by the Rules and Bye-Laws of this Club and of the ACC whilst visiting it as an Inter-Affiliated Member.</small>			
DATE	NAME	ADDRESS	INTRODUCED BY	GUEST SIGNATURE	NAME	NAME OF CLUB	NO. OF IA TICKET	IA HOLDER SIGNATURE

Beech Hill Conservative Club

The ACC is pleased to announce that the Beech Hill Conservative Club, Luton, has completed a magnificent refurbishment of its premises. We hope Clubs will enjoy seeing before and after pictures of the refurbishment work and hearing from both K and M Club Refurbishment who completed the work and from the Club itself.

K and M Club Refurbishment Statement:

In early 2019, as the sole Refurbishment Contractor, to the Association of Conservative Clubs, we were invited by the Committee of Beech Hill Conservative Club, to attend a site meeting and discuss a proposed refurbishment scheme, to the Club's Lounge Bar.

The Committee, headed by Jill Cummins, Club Chairlady, explained that they had undertaken a Sale and Lease back scheme, with the Association of Conservative Clubs and now wished, for the benefit of their Membership, to invest some of the finance released, into the total transformation of their Lounge Bar.

The Officers confirmed that the Lounge Bar needed to be a multipurpose room, able to provide quality Entertainment at the weekend, a relaxing drinking/dining area during the week, whilst also being able to supply a considerable amount of refreshment, in a short period of time, to Members, prior to the home games of Luton Town Football Club.

We prepared a comprehensive design scheme, incorporating Computer Aided Design drawings, a detailed specification of works, a proposed programme of works, colour and finishes mood board and a fixed quotation.

The scheme incorporated a new stage with enlarged dance floor area, an Ash hardwood bar

servery with bespoke wash up area, a suspended ceiling with LED decorative and dance floor lighting, decorations with feature walls, fixed and loose furniture, handmade curtains and contract floor coverings. With very minor amendments the scheme was accepted and work commenced on Monday 6 January 2020, with work being completed to schedule, on Thursday 19 March 2020.

Unfortunately, due to the Government's Covid-19 regulations, the Lounge Bar Grand Opening on the following Saturday had to be cancelled. However, after the removal of the restrictions, the Committee were able to showcase the contemporary room to the Members.

The Committee and Membership, were extremely pleased with the design and standard of workmanship and considered that although the room had been totally transformed, it still retained its homely and comfortable feel that the Club was renowned for.

We would like to thank Jill Cummins, Club Chairlady and the Committee for being an outstanding Client and entrusting us with the project. We wish the Club every success for the future.

Kelly Woodward & Mike Godfrey (Directors)
K and M Club Refurbishment Limited



Before and after pictures of the renovation project at Beech Hill Conservative Club.



b Completes Refurbishment



Beech Hill Conservative Club Statement:

We recently had our lounge bar refurbished by K&M Club Refurbishment and are extremely happy with the transformation.

From planning through to the end result Mike and Kelly made many visits to our Club and were extremely helpful and friendly, as were all of their staff/contractors.

All stages of the refurbishment were on time and to the highest standards and we were kept informed of progress throughout. Our Committee would recommend K&M Club Refurbishment without any hesitation.

Jill Cummins (Club Chairlady)



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This has been an unimaginably challenging time for people up and down the country, but none more so than for clubs like yours. We've worked with organisations like yours for over 20 years, so we understand the pressure you're under.

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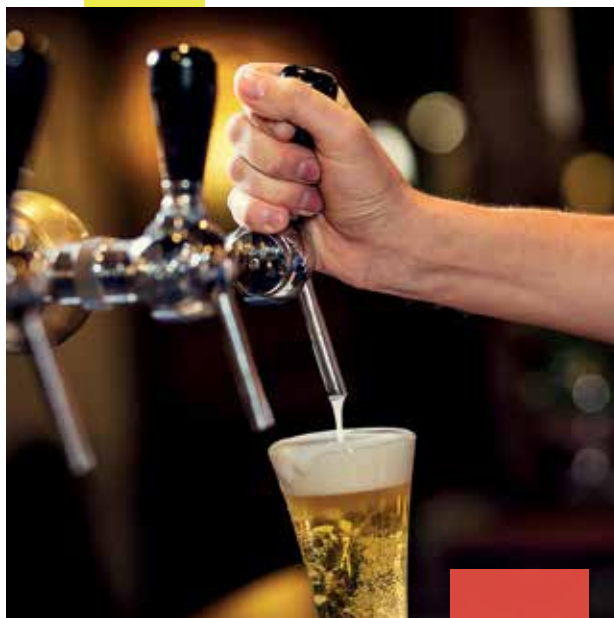
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Pages From The Past

In this month's Pages From The Past we go back to October 1910 which featured an article on whether Members of Parliament should be paid.

An interesting article, debating a possible initial £300 salary for MPs (who at that time

were unpaid) and gave the amusing anecdote on an advert being posted for such a salary with the following requirements:

£300 a year. Applications invited for employment of political nature, for men only. No special

qualifications essential, but candidates should be of good appearance and accustomed to public speaking.

Historically, before the twentieth century, members of parliament were unpaid as it was assumed they would have another income. Our former chancellor George Osborne took this advice literally

during the period when, whilst elected as MP for Tatton, he also assumed a secondary role editing a local regional newspaper called the London Evening Standard.

Contrary to the article's expectation that the first salary would be £300, it was actually first set at £400 per year, when it was introduced in 1911. Some subsequent salary levels were £1,000 in 1946, £3,250 in 1964, £11,750 in 1980, and £26,701 in 1990.

Obituary

Anthony McCalmont Woods 1932 --2020

Tony was a very senior and long serving member of the Maghull & District Conservative Club Ltd.

Tony served on The Kensington House Sports & Leisure Club as a Committee Member and Chairman for a number of years when the Club changed the name. During his long a valued service to the Club he was made a Life Member.

Tony was elected to the Maghull & District Conservative Club Ltd as a Director of the Board. A role he filled with his expertise as a former teacher and his experience as member of Maghull Town Council in previous years.

Tony will be sadly missed by all his colleagues and friends.



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SHOULD MEMBERS OF PARLIAMENT BE PAID ?

By ARTHUR H. LEE, M.P.

As an outcome of the Osborne judgment, a controversy has arisen concerning the advisability or otherwise of paying M.P.'s for their services. Below we give the opinions of Mr. A. H. Lee, Unionist M.P. for S. Hants, and Civil Lord of the Admiralty in Mr. Balfour's Administration.

The Osborne judgment has created a political situation which is undoubtedly of great interest and importance, but there is no need to lose our heads over it. The contention that it may destroy working-class representation in Parliament, if justified, would indeed constitute a strong argument for its modification or reversal; but no one seriously believes that it will do anything of the kind. Now, if there is one of the stock Radical nostrums which has been more consistently opposed by the Unionist Party than any other it is surely payment of members. During the last seven years there have been three debates on this subject, and on each occasion the Unionists have steadfastly repudiated this "reform."

As lately as May 12th, 1909, the Unionist Party in the House of Commons voted solidly against payment of members; and the division list shows that Mr. Balfour, Mr. Austen Chamberlain, the Chief Whip, and twelve other members of the late Government went into the lobby against it. There has been no sign of wavering amongst our leaders in connection with this question, and there is not likely to be now. To assume the contrary would be to contemplate a schism which would split the party from top to bottom and postpone to the Greek Kalends the great reforms upon which our hearts are set.

So much for the general situation; but as this question will be much discussed during the coming months, perhaps I may call attention to one or two considerations affecting it. I do not wish to repeat the well-known and powerful arguments against payment of members; the lowering of the tone and prestige of Parliament; the dominance of the professional politician; the impossibility of preventing the spread of the system to other public bodies; and what Lord Esher has called the withering in our people of the spirit of voluntary service. These objections have figured in all recent debates and are familiar to every political student; but, in considering the financial effect, it appears to have been generally assumed that the new burden upon the taxpayer would be limited to some £200,000 a year. This is an obvious under-estimate. It merely contemplates a salary of £300 a year for every member of Parliament and makes no provision for the payment of official election expenses to all candidates alike, which forms the inevitable (and far less objectionable) accompaniment of any scheme which has yet been proposed.

But what hope is there that the salary would be limited to £300 a year? Is the toiler in the "Mother of Parliaments" (with its longer Sessions and longer hours than other Legislatures) to be considered worthy of less hire than his colleagues in South Africa, Canada, and Australia, who receive £400, £500, and £600 respectively? And even if the initial salary should be modest, what security is there that it would not be periodically increased? We have before us the object-lesson of the United States Congress. Under the Act of 1789 members of the Senate and House of Representatives were paid 6 dols. for each day of the Session, or an average of about £180 a year. In 1818 members of both Houses of Congress voted up their salaries to £240 a year, in 1856 to £600, in 1866 to £1,000, and within the last three years to £1,500. This is exclusive of travelling allowances, franking privileges, and other extras.

Once let us confer upon the British House of Commons paid membership, coupled with exclusive financial control, and our legislators will not long be content to figure as poor relations of their Colonial and American colleagues. Then the additional burden upon the taxpayer will not be £200,000, but many times

that sum. Can we afford this luxury? Some of us think not. At any rate it ill becomes those who are chiding the present Government for its reckless increase of the Civil Service Estimates to urge upon it this new and infectious expenditure.

Even if the remuneration should be relatively small to begin with, it is, as the *Spectator* justly observes, "not the British way to let salaries of £300 a year go a-begging." It is not indeed. Last week a friend of mine, who is interested in this question, inserted the following advertisement in a few of the London newspapers:—

"£300 a year. Applications invited for employment of political nature, for men only. No special qualifications essential, but candidates should be of good appearance and accustomed to public speaking. Apply by letter, in first instance, to, etc."

The qualifications outlined are all that would be necessary for Parliamentary candidates under the new system proposed, and the response was instructive and overwhelming. Within forty-eight hours there were over 800 applicants for the job; and the imagination boggles at the number who would apply for Parliamentary salaries if there were 670 appointments thrown open to competition under all the conditions of publicity and excitement that accompany a General Election.

What would become of the genuine Labour candidate in this indecent scramble is a matter for speculation; but if it is only the interests of the Labour Party that Unionists now have to consider it is just as well to note that the present leaders of that party emphatically repudiate the suggestion that payment of members would meet their grievance, or in any way weaken their demand for a reversal of the Osborne judgment. The Socialist bird is not to be caught by the putting of that salt upon its tail, and even if it were I venture to suggest that this form of fowling is hardly worthy of the Unionist Party.

Payment of members may be forced upon us by a Radical-Socialist majority, but it does not seem either necessary or seemly that Unionists should assist in the interment of one of the greatest and most beneficent of British Parliamentary traditions. They could only do so by repudiating their principles and swallowing their convictions. Nor would such a cynical exhibition of opportunism win them an ounce of gratitude from the Labour Party or the smallest advantage at the polls. Their attitude could be too justly satirized as a case of—

"I could not love thee, dear, so much
Loved I not office more."

The Socialists and Trade Union leaders are not so easily fooled. We can put up with their hostility, but we need not invite their contempt. Nor should we fare any better with the working-class vote, which is always ready to follow a strong and honest lead in the direction of Unionist ideals, but which despises and spurns any party that fawns upon it.

For the Unionists to attempt to dish the Radicals by bribing the electors with tit-bits from the Newcastle programme would be neither convincing nor effective; and as a humble member of the Party, who is irreconcilably opposed to the payment of members, I venture to hope that the movement in its favour, may die a natural death along with the other controversies that enlivened the silly season.

Pamphlets for Speakers and Workers.

The National Union of Conservative Associations is issuing a series of new pamphlets. These have been compiled to supply precise information on political questions now before the public. The series will number about ten. "Socialism," "Ireland," and "Agriculture" have just been published, price sixpence. For members of Speakers' Classes, Debating Societies and Canvassers these pamphlets will be of great service. To get copies write to the Secretary, National Union, St. Stephen's Chambers Westminster, S.W.

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Criteria	Must be eligible for small business rates relief.	Club premises with a rateable value between £12,000 (£15,000 in England) and £51,000.	Any business in the retail, hospitality or leisure sectors	All UK businesses operating a payroll and who have enrolled for PAYE on-line.	All UK businesses.	All UK businesses.	All UK businesses with less than 250 employees.	May not be available to social clubs only sports clubs.
How to apply	Local authority. Check the authorities website as procedures vary greatly.	Local authority	Automatic, the council will not seek to collect rate demands from April.	Submit information to HMRC about the employees and their earnings through a new online portal.	Automatic, clubs do not have to apply. VAT returns should still be submitted as normal.	The number of HMRC helpline is 0800 0159 559.	Submit information to HMRC through payroll.	All the major banks.
Comments	If the club has two properties, gym, changing room, betting shop, etc. it may be eligible for grant for each property.	Some authorities have already made payment.	Available for 2020/21 only.	The scheme will not open before the end of April, if you don't have a PAYE on-line account you should apply now. Office holders are eligible under the scheme.	If a club wishes to take advantage of this support it has to cancel its VAT direct debit mandate.	Will allow overdue tax to be paid over a period of time.	Commenced from 13th March, for most replaced by Job Retention Scheme.	Interest free for first 12 months. Capital repayment holiday at lenders discretion.

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