

Summary Minutes of Canton Liberal Club Committee Meeting 13th January ,2022

Meeting Started: 19:03 Length: 49 minutes

The Chairman opened the meeting and then the Secretary read the previous minutes. These were accepted. The Secretary commented about the discussion the previous week about changes to hospitality law/guidance from the Welsh Government. He said it was not easy to find the text as it had again been put out via the UK Hospitality website – Wales section. It was mainly guidance backed by law if the club failed to act reasonably in following the guidance. He noted you could hold wedding and funeral events up to your Covid social distancing limits e.g., 114 for our Hall.

The Acting Treasurer then presented the ‘Accounts for Payment’ and ‘Treasurer’s Account’. An error by NatWest was noted and the Secretary said that NatWest’s process for automated deposits were not really satisfactory from our point of view and need some reviewing. The reports were accepted.

Correspondence: some bookings were passed to the Entertainment Secretary and some membership enquiries were received to be dealt with by the Secretary.

Duties were allocated.

Any other business:

The Secretary then updated the Committee on the tribunal hearing the previous week which was the Club vs an ex-employee. The tribunal was held online on the 6th and 7th of January. The Chairman and the ex-Secretary were witnesses and the Secretary attended part-time on the 6th but was present to represent club on the 7th.

In brief, the judge did not agree the process followed at that time was fair, so the judge ruled dismissal unfair. This would lead to a statutory award of £7800 plus £1610 in loss of wages.

He then considered what would happen if a fair procedure had been followed. The conclusion was the ex-employee could still have been dismissed. Then he considered whether the ex-employee was to blame for the dismissal and concluded the ex-employee was 75% at fault. The awards were reduced by 75% and the Club liable to pay a total of £2352.50 rather than £9410.

The Secretary outlined the changes put in place since the start of that case. Firstly, a new staff handbook had been issued to all staff. Secondly, apart from following the procedure in the new Handbook for discipline, the club will follow ACAS guidelines and get legal advice at every stage of a disciplinary process. The Club now has valid insurance with legal insurance as some years ago the failure to have an electrical certificate and proper fire alarm system meant that while we paid for insurance it would have not paid out. Those two items have been rectified over the last year despite the poor state of the Club’s finances due to Covid lockdowns and restrictions.

The Chairman then outlined details of an Open Mic Night which is the first step to changing the use of the Club and increasing revenue.

The Chairman then asked for the various sub-committees to reconstitute themselves and report back.

It was agreed that a show of cards be instituted once membership collection has ceased.

The Vice Chairwoman requested that volunteers help Spring Clean Club.

The Chairman closed the meeting.