



 Denis O'Flynn,
 president, CSNA

CSNA Affinity Partner: Ampersand expands portfolio with two new strong sellers

Ampersand is a leading FMCG company with a fully direct nationwide sales team providing sales and merchandising services to over 3,000 customers.

Ampersand trades with all retail groups, is a key distributor in the convenience sector, and has full central billing arrangements with all Irish operators. Ampersand is long established with over 70 years' experience in the FMCG industry.



A M P E R S A N D



Corny Big Cereal Bars and Scratch My Pork Irish Pork Scratching are now included in Ampersand's portfolio

In 2016, Ampersand added two new brands to its portfolio - Corny Big Cereal Bars and Scratch My Pork Irish Pork Scratching. Corny Big is the number one cereal bar in Germany, with over 80% market share in one of the most competitive FMCG markets worldwide. Corny is also the market leader in cereal bars in over 20 European markets. Scratch My Pork is made from 100% Irish Pork rind and is cooked to specific temperatures with unique spices which results in a crunchy, crispy, flavoursome and nutritious snack; pork crackling with an Irish twist!

For more information, call the Ampersand sales service team on (01)4130150 or contact the company through either info@ampersandsales.ie or at www.ampersandsales.ie

Labour Court Sunday Premium

With effect since 1 October 2015, WRC Inspectors are responsible for ensuring compliance with the provision of compensation for Sunday Work pursuant to Section 14 of the Organisation of Working Time Act, 1997. In this regard, the amount paid in respect of a Sunday Premium must be **"reasonable ... having regard to all the circumstances"**.

The precise method of compensation must also be clearly set out in the written statement of terms and conditions of employment (see Labour Court case DWT 15104), including in situations where a composite hourly rate is being paid. In addition, the premium cannot be taken into consideration by



A lawful Sunday Premium rate must be "reasonable ... having regard to all the circumstances"

means of food provided (see Labour Court case DWT 1467).

Employers are advised that the WRC website contains details of previous Sunday Premium cases determined by the Labour Court which can provide indicators of

sectoral amounts. The online schedule is **not** exhaustive and is subject to change as new cases come before the court. Parties are reminded that the onus rests, in the first instance, with the employer and the employee to agree compensation for Sunday Work that is "reasonable".

OPINION

A fair margin

Recent changes in the cover prices of a number of titles published by INM and DMG Media Ireland had significantly different outcomes for retailers.

From a legal standpoint, retailers are free to charge whatever they choose for the various titles yet this is very rarely any different from the printed RRP.

In return for providing readers a high level of price uniformity throughout the country, our trade has, until very recently, been able to rely on publishers honouring the margins that are contained within the wholesale price they advise distributors to apply.

Pressures coming from declining sales, reduced income from advertising and costs of newsprint have caused both the *Irish Independent* and *Irish Daily Mail* to alter the RRP of their titles with significantly different outcomes for the retail trade.

INM has introduced a rebate scheme to be paid for by retailers from monies saved by INM by way of reduced margins on four of its titles, three of which had increases in the RRP applied; increases that retailers did not derive any financial benefit from.

In contrast, when the *Irish Daily Mail* increased the RRP for its Monday to Friday and Saturday editions, the company continued the long-standing trade protocols of maintaining discount margins.

It should be acknowledged that retailers selling an *Irish Independent* will achieve a considerably higher profit earned per copy sold when compared to the equivalent edition of the *Irish Daily Mail* if you believe that the two titles operate in the same consumer 'pool'.

Retailers react to demand. We provide products our customers want; we won't restrict choice because one title has a higher or lower RRP and all we require in return is to be treated to a fair return for the work involved in assisting the sale of news and magazines.

Have you checked your credit card rates?



New credit card rates have come into effect from this month onwards. It is so important that we monitor our expenses and ensure we are availing of the best value.

The new rates are now charged to the retailer as a percentage of the overall value of the transaction. A €10 transaction on a consumer's debit card can be as low as 4c or a €5 transaction could cost 2c, this translates as a significant saving to us as retailers. These rates will differ depending on provider so check your rates to ensure you are getting the best that are available.

There may no longer be a different rate for contactless cards, rental charges may still apply. What's more, there may be a PCI compliance fee but the non-compliance fee is discontinued.

If you require further information, please contact the office for details on different providers and rates available.

CSNA moves into new office

CSNA moved into their new offices on 20 February at 22 Naas Road, Dublin 12. We would like to thank our staff, Vincent, Amy and Laura for their help and co-operation with the move, also NEC members Joe Manion and Noel Kelly for their tireless work over recent months. The new office is more conveniently located, spacious and brighter than our former office.

The new premises come with sufficient parking to accommodate both staff and NEC requirements. We are most grateful to Cieron Schollard and his staff at Ampersand for their assistance and the warmth of their welcome.

CSNA is an organisation of retailers working for retailers and broadly speaking working on a breakeven basis. We feel this relocation together with the ongoing reorganisation, initiated during Stephen Daly's term in office, will further enhance our ability to represent our members' interests across all areas of retail.

We would like to extend an invitation to any of our members, who are passing, to pop in, where they will receive a warm welcome from Laura and maybe even a cup of coffee! ■