

client matters

a newsletter from **pkffpm accountants**

PKF-FPM Win Top UK Accountancy Employer Award

Leading island based accountancy practice PKF-FPM Accountants won the Accountancy Age Top UK Accountancy Employer Award at the glittering British Accountancy Awards Gala Banquet Ceremony which took place on 24 November 2015 at the Brewery, in London. The Awards Ceremony, hosted by comedian, presenter and actor Rufus Hound attracted upwards of 1,000 guests, including high profile leaders from the UK business and accountancy sectors.



Team PKF-FPM, left to right, Malachy McLernon, Brenda O'Hare, Feargal McCormack, Teresa Campbell, Nicole Curran & Frank Shields.

The 2015 Accountancy Age Best Employer Award sought to identify and recognise the best accountancy practice to work for in the UK. The project was a joint effort between Accountancy Age and the Best Companies Group. Over the previous six months, Employer and Employee surveys were completed, with participating firms being judged on their working environment, training, remuneration and employee benefits package. PKF-FPM were announced by Andrew Bell, Accountancy Age Jobs Editor as the Top UK

Accountancy Employer of the Year, to much applause.

On receiving the award on behalf of PKF-FPM, Founder and Managing Director, Feargal McCormack stated that he was

"humbled by the recognition of the PKF-FPM practice as the Best Employer in the UK, but greatly honoured to accept the premier Accountancy Award on behalf of TEAM PKF-FPM". He added, "PKF-FPM has been successful in managing talent and developing and building a strong integrated client focused business team, to ensure excellence in service delivery, with priority given to collaboration, communications, innovation and creative thinking. Multi-disciplined teams are utilised at all levels, involving input from trainees to Directors. Within PKF-FPM significant emphasis is placed on shared responsibility, internal communications and continuous improvement". Feargal was joined at the presentation ceremony by a cross section of members of TEAM PKF-FPM.

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Willie Walsh to be Keynote Speaker at Leadership Talk

Leading international businessman, Willie Walsh will be the Keynote Speaker at the forthcoming PKF-FPM Leadership Talk which will take place as part of 2016 MLN Management Month in association with the Ulster University Business School at the Ulster University, Belfast Campus, York Street, Belfast on Tuesday 9 February 2016, when TV / Radio personality Gerry Kelly will host a Leadership chat with him.

Willie Walsh became Chief Executive of International Airlines Group (IAG) in January 2011, joining from British Airways where he was Chief Executive from October 2005.

IAG is the parent company of Aer Lingus, British Airways, Iberia and Vueling. It is one of the world's largest airline groups with 525 aircraft flying to 255 destinations and carrying nearly 95million passengers each year.

Previous to his role at British Airways, Willie was Chief Executive of Aer Lingus from October 2001. He joined the airline in 1979 as a cadet pilot and became a captain in 1990 before moving into management roles.

Originally from Dublin, Willie is also Chairman of Ireland's National Treasury Management Agency (NTMA). Willie is married with one daughter.

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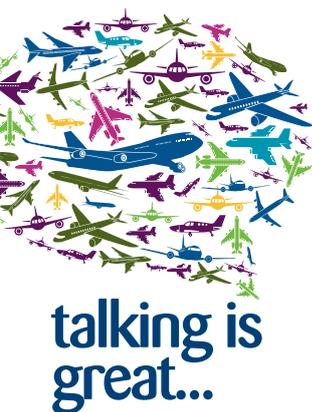
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about us

PKF-FPM CORE VALUES

- Passionately believe in caring for our clients, colleagues and community.
- Listen, understand and solve, to make it happen.
- Invest in the Best!
- Pushing out boundaries and creating opportunities.
- A culture of ethical business and trust.
- An ethos of positivity, enthusiasm and fun!

PKF-FPM CORE FOCUS

- Caring and proactivity are at the heart of everything we do;
- We commit to helping you maximise your wealth and lifestyle aspirations, through understanding you and your business; and
- We have a proven track record in delivering simple solutions to complex problems.

PKF-FPM THREE UNIQUES

- (1) We 'get' you, and foster a sense of urgency, with a bias towards passionate thoughtful action – (we're business owners ourselves).
- (2) We're different ("brave, bold and gutsy", we tell you what we think, rather than what you would like to hear).
- (3) Acknowledged independently at local, regional and national level as "best in class" with unique Cross Border expertise.



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All details and tax data correct at time of going to press. PKF-FPM cannot be held responsible for any errors, omissions or action taken as a result of the enclosed information. PKF-FPM always recommend that you seek professional advice and consultation.

NEWS

New corporate tax rate should be 'Shop Window' for promotion of Pro-Enterprise NI - CIOT Chairman

Speaking at the annual dinner of the Chartered Institute of Taxation (CIOT) Northern Ireland Branch PKF-FPM Director Malachy McLernon, Chairman of the CIOT in Northern Ireland, said:

"The power to set corporation tax rates is an exciting opportunity. A big rate cut will send a message that we see ourselves becoming a more entrepreneurial society with a growing private sector. But it should not stand

alone. To achieve its full potential it should be used as the centrepiece of a broader 'agenda for enterprise' package showing how Northern Ireland is committed to increasing its competitiveness and reinventing itself as a leading location for international business.

The metaphor I would use is that of a 'shop window' where the low rate of corporation tax is what grabs the attention of the international business community, and entices them into the shop to look more closely at the full range of what we have to offer."

Malachy McLernon's comments followed the announcement in November that the corporation tax rate in Northern Ireland will be cut to 12.5% in 2018. The rate is currently 20% though due to fall for the whole of the UK to 19% in 2017 (and to 18% in 2020).



Malachy McLernon Chairman of the CIOT in NI, pictured at the CIOT Annual Dinner with his PKF-FPM colleagues. Left to right: Feargal McCormack, Sarah Maneely, Patrick McKenna, Maria Crudden, Ruairi Cunningham, Malachy McLernon, Kelly Anne Murtagh, Stephen Elliott, Dermot Morgan, Brian Kelly and Seamus McElvanna.

First Minister Hosts PKFI CEO

Recently appointed First Minister, Arlene Foster MLA hosted PKF International Chief Executive John Sim and his wife Pattra along with PKF-FPM Managing Director Feargal McCormack to a short courtesy meeting at Stormont House recently. During the course of the short meeting, John Sim outlined to the First Minister, PKFI's support for the development of PKF-FPM on the island of Ireland and PKFI's aggressive growth strategy for the global market.



Pictured left to right are Pattra Sim, John Sim, First Minister Arlene Foster and Feargal McCormack.

PKF-FPM Win Top UK Accountancy Employer Award

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PKF International CEO John Sim commented, "Having just returned from a most enjoyable visit to meet TEAM PKF-FPM at their offices in Ireland, it is easy to understand why the firm won this award. PKF's current focus is to be known globally as a great place to work and we are

building on PKF-FPM's experience and rolling it out globally"

Francois Duhau the Chairman of PKF EMEI Region said, "this award will come as no surprise to anyone who attended Feargal's presentation at our 2015 EMEI regional conference in Dublin earlier this year."





ADVICE

Beware of HMRC liabilities on Voluntary Arrangements

» Beware of HM Revenue & Customs liabilities in an Individual Voluntary Arrangement ('IVA')/ Company Voluntary Arrangement ('CVA')

As we move out of the recession there are still a number of people who are struggling with legacy debts to HM Revenue and Customs across all the tax heads. Unfortunately compliance and outstanding liabilities to HMRC affects all types of individuals from sole traders, family business, partnerships and companies.

PKF-FPM Accountants Ltd has helped many individuals during the past 12 months in offering a full and final settlement to HM

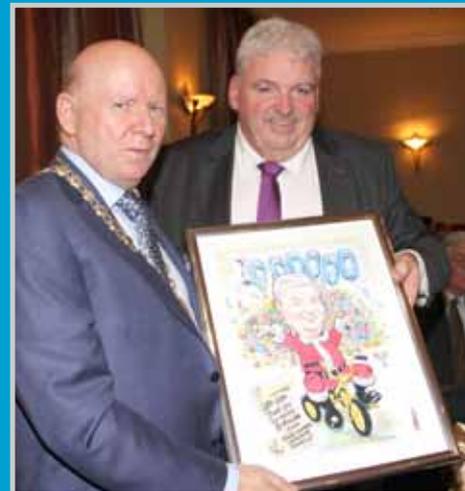
Revenue & Customs which allows them to deal effectively with the legacy debts that had accumulated due to difficult trading conditions.

General advice for those seeking to come to a resolution in respect of their HM Revenue & Customs liabilities includes:

- Making sure all statutory returns are filed on time, even if payment can't be made;
- Engage with HM Revenue & Customs and keep them fully informed as to your current payment capacity;
- Consider setting up a formal payment plan;
- Ensure that advice is sought to ensure the correct and accurate returns are submitted;

- If it is intended to continue to trade on in an arrangement either as an individual or company it is essential that a cash flow forecast is provided to evidence that the business is expected to be viable and can pay its liabilities as they fall due.
- Finally seek professional advice at the earliest convenience so that your options can be discussed and a preferred strategy agreed and implemented.

If you have any queries, please do not hesitate to contact Alison Burnside or Conal Doherty at the Belfast office on 028 9024 3131.



Newry Chamber President Michael McKeown presents Feargal McCormack with caricature.

Succession Planning in Pharmacy Sector



Keith McLernon pictured with Feargal McCormack at the "Driving Up Profits" Seminar.

» Feargal McCormack gave a presentation on Succession Planning, for the pharmacy sector at the very successful "Driving Up Profits" Seminar hosted by McLernon's Computers and Pharmacy Software together with their partners Real World Retail in Belfast Malone House recently.

The theme of the event was "Driving Up Profits" and was primarily focused at ways in which community pharmacists could increase their turnover and drive up their profits and it was acknowledged that succession planning was an integral part of successfully managing pharmacy practices. In excess of 60 community pharmacy contractors participated in the event and speaking after the event, Keith McLernon, Managing Director of McLernon Computers, said "I was absolutely blown away by both the turn out and the incredibly positive responses I have had post-event. It was the wisdom and contribution of the speakers which made this a 'must attend' event for community pharmacy".

"Thanks a Million" Feargal

PKF-FPM Managing Director Feargal McCormack was presented with a specially commissioned caricature by Newry Chamber of Commerce & Trade President Michael McKeown at the Newry Business Christmas Charity Dinner 2015 as a gesture of thanks for his 15 years of effort and leadership in co-ordinating the Newry Business Christmas Charity Dinner, helping to raise over £1 million, up to 2014.

Feargal was very humbled by the acknowledgement of the Newry Business community, but stressed it was a team effort thanking his fellow committee members and colleagues at PKF-FPM.

The Annual Newry Business Christmas Charity Dinner 2015 proved again to be a tremendous evening with Brian Kennedy a delightful guest and ensuring that the Newry Christmas celebrations got off to an appropriate start, and also that local charities received valuable assistance at Christmas time.

USPCA Animal Hospital is officially opened by Lady Ballyedmond

» PKF-FPM client, the USPCA (Ulster Society for the Prevention of Cruelty to Animals) officially formally opened its doors prior to Christmas when Lady Ballyedmond, Deputy Chair of Norbrook Laboratories cut the ribbon to officially open the USPCA Animal Hospital in Newry. Speaking at the launch, Lady Ballyedmond stated "respect and consideration for animals, wild and domestic, is a mark of our own moral standing.

The provision of this facility is a wonderful development for the province; not only does it give X-ray and other diagnostic and surgical resources, but also advice and education in the nutrition and general care of animals".

Lady Ballyedmond cutting the ribbon with Helen Wilson, Chairperson USPCA.



S&S Communications Relocate

PKF-FPM client S&S Communications have moved back to newly refurbished premises in Greenbank Industrial Estate after the flood damage to their premises in November 2014. Sales Manager, Karen McGivern confirmed that they were delighted to be back in their refurbished office premises and stated that 2015 had been a great year for the business.

Business Closures at lowest rates since 2008

Published figures from The Office for National Statistics confirms the number of UK businesses that ceased trading in the 2013/14 year decreased from 9.7% to 9.6% which is the lowest fall rate since 2008.

FAMILY BUSINESS

Getting a grip on your family

Family businesses are at the heart of our economy. Three quarters of all businesses in the UK and Ireland are family owned and it is estimated that together they employ more than 50% of the entire workforce. While their unique ethos can be a competitive advantage, family owned entities are as susceptible as any other business to the pitfalls of failure. Effective leadership is the key to success and getting a grip on the business is the first step towards building a sustainable future, *writes Feargal McCormack.*

FAMILY VALUES

FAMILY VALUES

What differentiates family owned entities from other businesses is their unique ethos. Although intangible, this manifests itself in positive attributes such as a willingness to share knowledge, commitment, a stable culture, speedy decision making, flexibility, long range thinking, reliability and pride. Family businesses are characterised by their sense of belonging, a common purpose that unites the workforce. Although more conservative than other businesses during boom times, family owned entities often outperform their competitors during a downturn.

Like all businesses, family businesses evolve over time. Alongside the owners, stakeholders may extend to include:

- family members who are not actively involved in the business either as employees or owners,
- family members who own shares in the business but who are not employees,
- external investors who own part of the business but who do not work in it and are not members of the family,
- non family management and employees,
- owners who work in the business but who are not family members, and
- family members who work in the business but who do not own shares.

Balancing the commercial interests of the business with the aspirations of these diverse stakeholders is a challenge that requires considerable leadership skill. Conflict can arise for many reasons — resistance to change, emotional issues, lack of financial resources to fund succession, lack of a formal business strategy and issues related to leadership and legitimacy.

An ad hoc management style that served the business well in its early days can become a disadvantage over time and a threat to long term sustainability.

While almost 9 out of 10 family business owners believe their family will still control their company in five years time, emotional factors often blur that vision. Statistics show that poor succession planning is one of the key reasons why fewer than a third (30 percent) of family businesses survive beyond the second generation. Indeed, just 12 percent are in business after the third generation and only 3 percent outlast the fourth.

More than any other factor, the quality of its leadership determines whether businesses succeed or fail.

LEADERSHIP

LEADERSHIP

To get a grip on the family business, the first task for the leadership team is to ensure that everyone understands the business's core values, focus and what differentiates it from its competitors. A united team with a common vision and purpose is required to deliver sustainable growth. All members of the team must become warriors, committed to their jobs, meeting client expectations and identifying future business opportunities. No one should be work shy. With the right people on your team, everything becomes possible.

An effective organisational structure establishes and aligns individual roles.

- The Board oversees the business's vision, values, strategic direction and focus. The role of the Board is important and family businesses should consider bringing in non-executive directors to strengthen the board's effectiveness and independence.
- Senior management is responsible for translating the Board's vision into a strategic business plan that they then implement, supported by unit managers.
- Unit managers supervise the business's functional operations, and
- Employees are responsible for carrying out their duties in a manner consistent with the organisation's vision and values.

Successful businesses place a strong emphasis on internal communication and create a customer-led, sales-driven culture. They differentiate themselves from their competitors by establishing a reputation for lateral thinking, innovation and organisational excellence. They invest in innovative and efficient IT systems. All of this is underpinned by effective cost control, working capital management, people management and staff retention.



business...

SCORECARD

BALANCED SCORECARD

Ready access to quality information is essential for good decision making. A balanced scorecard is a performance management tool that presents a holistic view of a business. It provides a consistent means of measuring performance in areas such as finance, processes, customers and learning and development. It does this by monitoring indicators, such as:

- Finance: Return on investment, Cash flow, Return on capital employed, Financial results
- Processes: Activities per function, process alignment, process bottlenecks, process automation
- Customers: Delivery performance, quality, customer satisfaction, customer percentage of market, customer retention rate
- Learning & Development: Skills levels, employee turnover, job satisfaction, training/learning opportunities



When correctly implemented, the balanced scorecard delivers ongoing meaningful insights into business performance and ensures that goals and objectives are co-ordinated so that efficiencies can be achieved.

Reliable management information, tracked

consistently over time is useful when a business needs to demonstrate a track record of steady growth. It can also help owners to achieve a higher return on investment when the time comes for them to exit the family business.



SUCCESSION

SUCCESSION PLANNING

One significant reason why so few family businesses survive in the long-term is because they fail to pay sufficient attention to succession planning. The lifecycle of a family business owner can be broken down into three distinct stages: the first stage is devoted to growing the business; the second should be about developing a strategic plan for the owner's future exit which may involve passing on the business to the next generation, selling, merging or liquidating the business. The third and final stage is when the exit transaction takes place.

Getting to grips with succession planning will be our topic in the next Client Matters. In the meantime, if you have questions on this article or would like to discuss your specific situation, please contact a member of our team.



Feargal with Michael McKeown

Family Business Seminar

PKF-FPM Managing Director Feargal McCormack was the guest speaker at a Family Business Breakfast Seminar hosted by Newry Chamber of Commerce & Trade in December 2015 which aimed to identify and resolve common challenges and issues faced by family businesses. The event attracted a large number of delegates and Chamber Secretary Orla Jackson confirmed there had been very positive feedback at the Chamber meeting which followed the event.

Speaking at the conclusion of the event Michael McKeown, President of Newry Chamber of Commerce shared his own business experience and said that he could identify with many of the issues discussed during the very informative seminar and he found the presentation and the subsequent discussion fascinating.

Marathon Men!

PKF-FPM directors, Ruairi Martin and Malachy McLernon, achieved a lifetime ambition when they successfully completed the Dublin marathon on the 26 October 2015. They enjoyed the experience so much that they are already back in training for another challenge - New York beware!



Upcoming Post Budget Breakfast Seminar

Following the UK Budget on 16 March 2016, PKF-FPM will host their annual Post Budget Breakfast Seminar on Wednesday 23 March at 8am at The Quays Omniplex, Newry

FAMILY BUSINESS Succession

CAN BE A TICKING TIME BOMB
DON'T DELAY!

Key changes to UK Auto Enrolment Phasing Dates

Northern Ireland and UK clients are becoming more familiar with the whole concept of automatic enrolment duties which includes the amount they and their staff pay into their pension over a number of years. This is known as "phasing". The date the minimum contributions were due to be increased has changed in order to align with the tax year. So now, instead of contributions increasing from 2% to 5% in October 2017, and from 5% to 8% in October 2018, they will now rise in April 2018 and 2019.

What rights might a secured creditor have on the restoration of a UK dissolved company?

The background to this issue is that it is understood that assets vest in the Crown under the Bona Vacantia Rules when a company is dissolved.

The High Court has given very useful guidance in a judgement arising in 'RE Fivestar Properties Ltd (2015) EWHC2782 (CH).

Essentially the secured creditor applied for the restoration of the company to the register in order to realise property over which it had a charge. In this instance the company had been in an Administration process which it exited through dissolution under the relevant legislation. The tenant in the property had served notice to the Crown for a new lease. The Crown disclaimed its interest in the property.

This meant that the secured creditor could realise the asset as if the company had never been dissolved. Guidance was also given as to the impact of a disclaimer by the Crown.

This is a complex issue and is very much case dependent, however if you wish to discuss these issues, please do not hesitate to contact Alison Burnside on a.burnside@pkffpm.com or on 028 90243131.

NEWS & ADVICE

Dundalk RDC Launches a Competitive Prize Fund for Entrepreneurs

The Regional Development Centre (RDC) in Dundalk Institute of Technology; a campus based innovation and business incubation centre, recently announced their Competitive Prize Fund sponsored by AIB, PKF-FPM Accountants Limited and the RDC totalling a value of €13,000 targeted to its Enterprise Ireland funded New Frontiers Programme Phase 3 participants.

Commenting on this initiative, Aidan Browne, Incubation Centre Manager at the RDC, said "we are very proud to collaborate with both AIB and PKF-FPM, who are long time advocates of the work we do for the start-up community. This sponsorship allows us to add an additional dimension of support to our New Frontiers Programme participants".

Michael Farrell, Director of the PKF-FPM Dundalk Office demonstrated his enthusiasm for the initiative by stating "we are absolutely delighted and proud to be supporting the excellent work that the team at the RDC are delivering in supporting the participants on the



Pictured left to right are Mandy Murphy, North East Regional Business Banking Manager at AIB, Garrett Duffy, New Frontiers Programme Manager, Aidan Browne, Incubation Centre Manager at the RDC and Michael Farrell, PKF-FPM Director.

New Frontiers Programme and to assist them in commercialising their business. PKF-FPM have a strong track record on working with start-ups and international

growth companies and are looking forward to working with the team in assisting in bringing these companies to market".

Blue Acre Technology Limited Lands €4.5m H2020 Project

PKF-FPM client Dundalk based Blue Acre Technology recently secured a role in a €4.5m EU research project developing next generation surgical devices with eight other companies from Europe. "Openmind" - part of H2020 is the name of the new EU funded project, with Blue Acre Technology initially starting on the development of guide wires, which play a role in minimal invasive surgical procedures.

MLK Restaurants Limited Celebrate 20th Anniversary

PKF-FPM client MLK Restaurants Limited which operate McDonald's franchises in Drogheda and Navan recently celebrated their 20th Anniversary. It was back in 1995 that Mike Ruding and his wife took on the McDonald's franchise in Drogheda. Despite two decades of changing tastes, recession, competition and the introduction of the M1 motorway taking a substantial amount of traffic out of the town, the restaurant has seen the business continue to grow.

Large Attendances at Farming Roadshows

There were large attendances at six farming roadshows organised by PKF-FPM throughout the Province prior to Christmas. The roadshows were organised in conjunction with CAFRE, Rural Support, The Ulster Farmers' Union, the Young Farmer's Clubs of Ulster, Danske Bank, Ulster Bank and Bank of Ireland.

Topical farming issues were addressed such as stabilising the farm, cash flow, survival tips, tax strategies, benchmarking and business planning incorporating succession planning for farm families.

PKF-FPM Director Lowry Grant said that it was very evident from the farm series and question & answer sessions that followed, that there is a growing realisation that planning for the future of farming requires forethought and understanding which is why these seminars have a key role in advising farms of the latest issues.



Pictured left to right are speakers from the farm seminars: Malachy McLernon - PKF-FPM Tax Director; Norman Michael - Rural Support; Lowry Grant - PKF-FPM Farming Director; Ciaran Hamill - CAFRE; and Seamus McElvanna - PKF-FPM Senior Tax Manager.



McGreevy Wins NI Young Business Personality of the Year Award



Connaire McGreevy of CTS Projects and Mourne Mountains Brewery Limited receives the Young Business Personality of the Year Award from Paul Crosby of Category sponsor Flowgas Natural Gas with Flybe Cabin Crew, Lesley Johnston and Ken Boyd.

PKF-FPM client Connaire McGreevy was named Northern Ireland's Young Business Personality of the Year at the 2015 UTV Business Eye Awards held in November 2015. The Awards which are one of the most prestigious events in the business calendar, honour the high achievers in the business community. 33 year old Connaire is the founder and sole shareholder

of two successful businesses: CTS Projects Limited (construction and heating specialists) and Mourne Mountains Brewery Limited (craft beer brewer).

Richard Buckley, Awards Judge and Editor of Business Eye said: "Connaire was the stand out candidate in a very strong entry for Young Business Personality of the Year. The development and growth of CTS Projects

and the company's innovative approach are impressive as a standalone, but when combined with his launch and early stage growth of the Mourne Mountains Brewery; he had a clear edge over other contenders in a hard-fought category".

Commenting on the win, Connaire said: "I am really delighted to receive this award, particularly given the strength of the competition. I started CTS Projects just after leaving university and it was difficult at first to be taken seriously due to my young age".

Connaire's second business, the Mourne Mountains Brewery was officially launched in 2015 with a core range of five quality craft beers made with the beautiful Mournes water.

Connaire concluded by stating: "The team is what drives me to be the best I can be and I'm very grateful for their hard work and support. The future looks bright for both businesses and I am looking forward to what 2016 has in store".

Friels Bar and Bistro Win NI Rural Pub of the Year



Caitriona and Dermot Friel celebrate their success as Ulster's Rural Pub of the Year.

PKF-FPM client Friels Bar and Bistro (The Rafters) located in Swatragh, Co. Derry recently won the Northern Ireland Rural Pub of the Year Award. Owned by husband and wife team Dermot and Caitriona Friel, The Rafters has long been recognised as one of Northern Ireland's top pubs. Talking about Friels triumph in the Pub of the Year Award Category the judges said "We loved the relaxed and comfortable atmosphere, attentive and efficient staff, the great range of drinks on offer and a food menu providing options for breakfast, lunch, evening meals and Sunday lunch. This is a fantastic destination pub that greatly adds to the local area".

Proprietor Dermot Friel stated on receiving the award "To be named Rural Pub of the Year at Hospitality Ulster's Pub of the Year Awards is such a big boost for our entire team. We strive to provide a place of welcome to our loyal customers and it's fantastic to have our hard work recognised at these prestigious national awards".

"Friels is a fourth generation family-owned pub, which has been handed down through the generations. My mother, Maura has been at the helm of the business for 50 years and is still heavily involved in the upkeep of the business and this award will mean the world to her. We would like to thank our staff and customers for their continued support".

Milestone Wins NI Retailer of the Year Award

PKF-FPM client Milestone Nisaextra, located in Rathfriland, Co. Down, was crowned Northern Ireland Retailer of the Year at the annual Northern Ireland Neighbourhood Retailer Awards 2015 which took place recently at the Ramada Plaza, Shawsbridge. Milestone Nisaextra not only won the most coveted accolade of the evening but also managed to take home the Deli of the Year title as well.

Commenting on the wins, Tom McAvoy who owns the business along with his wife Anne said "It's absolutely unbelievable to have won these awards. It was completely unexpected, and I'm quite shocked – it truly feels unreal. I consider winning these awards as a big success for the company and we've worked very hard this year to reach the standard that we've achieved. I am very thankful to all the staff at the Milestone".

The sponsor of the Retailer of the Year Category was Imperial Tobacco and their Retail Development Coach, David Atkinson stated "We congratulate Milestone Nisaextra on this tremendous achievement – they truly deserve it".



Tom McAvoy with his wife Anne pictured with David Atkinson, Imperial Tobacco celebrate their success at the Neighbourhood Retailer of the Year Awards.

Lifetime Achievement Award for Jim Hughes



Grainne Hughes, winner Jim Hughes, Noreen Hughes and Michael Stewart from category sponsor PRM.

PKF-FPM client Jim Hughes, owner of Hughes Nisaextra in Camlough received the Lifetime Achievement Award for 2015 at the Northern Ireland Neighbourhood Retail Awards held recently.

Jim has enjoyed a retail career that spans almost 30 years, and the well respected retailer shows no sign of slowing down.

Speaking after being presented with his lifetime achievement award by Sky TV personality Eamonn Holmes, Jim stated "This was completely unexpected, a huge surprise and it's absolutely fantastic, I feel very humbled by this award. I have been surrounded by a team of dedicated staff that work very hard, day in day out, and I feel very honoured to have been chosen to receive this award".

Michael Stewart, Commercial Manager at the PRM Group that sponsored the award stated "Hughes Nisaextra has always been an outstanding business, and it is great to acknowledge all the work Jim and his team have put in over the years. We are delighted to be associated with this award".



Brenda Buckley of Category Sponsors Business Eye presented the Best Online / Digital Company of the Year Award to Clare Valley, Director of The Rug House.

Rug House Success

PKF-FPM client The Rug House scooped another award at the prestigious UTV Business Eye Awards 2015 when they won the Best Online / Digital Company Award after taking home the Small to Medium Enterprise gong in the 2014 Awards ceremony.

The 2015 event was held in the Culloden Estate and Spa and was attended by over 600 of Northern Ireland's most successful business people.

Speaking after the announcement, the judging panel said: "The Rug House have demonstrated the most successful and most innovative use of online / digital technology to advance its business aims in Northern Ireland in 2015 and we are delighted to announce them as winners of our Best Online Category".

Speaking at the awards Clare Valley who along with her brother Paul, owns and manages The Rug House, commented: "We are absolutely delighted to win Best Online Company 2015. We believe this award will help to create better awareness of our website and products".



STAFF

Christmas Jumper Day in aid of Autism Families

PKF-FPM were delighted to have had an opportunity to support Autism Families with their Christmas Jumper day across all five offices.



PKF-FPM Newry staff participating in the Christmas Jumper Day in aid of Autism Families.



From left to right; Eoin Brannigan, PKF-FPM, Imelda McGucken, Sarah Maneely, PKF-FPM and Ryan Wylie, a representative for one of the sponsors Axon Power & Control Ltd.

Mid-Ulster Excellence in People Development Award

➤ In November 2015, PKF-FPM Accountants secured the Excellence in People Development Award at the Mid Ulster Business Awards, which were held at the Glenavon Hotel in Cookstown. The Awards Ceremony was attended by over 500 guests from both the business and voluntary sectors.

PKF-FPM Dungannon Director, Ruairi Martin stated that, "the Award is due recognition of the emphasis which PKF-FPM places on managing talent and on the continued development of a fully integrated client focused business team. PKF-FPM seeks to attract and reward the very best talent, this being instrumental to the success of our own business and that of our clients".

Joseph Counts on Success



Brenda O'Hare with Joseph Grant.

➤ PKF-FPM trainee Joseph Grant who joined the practice through the PKF-FPM Academy, was recently acknowledged for achieving a distinction in the first year of his Higher Level Apprenticeship for Accounting Technicians being delivered by the Southern Regional College (SRC).

Speaking about his experience to date Joseph stated "I can see my practical skills in business and accountancy developing through the opportunity to work in a great company at such a young age and the complimentary educational knowledge I am gaining from participation in the Higher Level Apprenticeship with the SRC through the PKF-FPM Academy".

Employment and Learning Minister Dr Stephen Farry said "the work that the SRC is undertaking with PKF-FPM Accountants is the outworking of the new

higher apprenticeship strategy that I announced in June 2014. The benefits of Apprenticeships are well documented with apprentices able to earn while they learn, develop and practice skills in the work environment and enhance their future career prospects".

Brenda O'Hare, Associate Director at PKF-FPM said "In 2014 PKF-FPM Academy, targeted specifically at high achieving school leavers and offering a fast track five year employment and training contract with associated bursary opportunities. Currently this is achieved via a partnership between PKF-FPM and the Southern Regional College. We have found the apprenticeship hugely successful and have witnessed Joseph's gradual development through continuous mentoring from a school leaver to a significant member of the Accounts and Audit Team".

MUYP Raise £1,000 for Charity

Mid Ulster Young Professionals Group, currently Chaired by PKF-FPM employee Ruairi Cunningham, recently organised a very successful charity quiz evening with the proceeds going to the Charis Integrated Cancer Care Charity. Imelda McGucken, Centre Director for the Charity, gladly received a £1,000 cheque in the snow at Lough Fea, Cookstown on Friday 15 January 2016.



PKF-FPM Director, Ruairi Martin was presented with the Excellence in People Development Award by sponsor, David McConaghie of Henry Bros. Also pictured are event MC, Adrian Logan and Patrick Cullen, Mid Ulster Mail and Tyrone Times Advertising Team Leader.



Michael Farrell behind jail bars.

Michael released from Jail

Following his detention in Crumlin Road Gaol overnight on 6 November 2015 sufficient funds were raised to have PKF-FPM Director Michael Farrell released from Jail. Michael participated in the charity fundraiser for Down GAA and would like to thank all who supported him for their generous support.