

# NATIONAL JOINT COUNCIL FOR STABLE STAFF

## MEMORANDUM OF AGREEMENT BETWEEN THE NATIONAL TRAINERS FEDERATION & THE NATIONAL ASSOCIATION OF STABLE STAFF

### Preamble

1. The Agreement provides for a Racing Industry Minimum Rates of Pay Structure and certain standard conditions of employment for Stable Staff employed by Trainers in the racing industry. This Agreement is effective 1<sup>st</sup> December 2012 until 30<sup>th</sup> September 2013.

**Note October 2013 – the minimum rate for Grade B/C workers aged 21 plus was affected by the rise in the National Minimum Wage on 1<sup>st</sup> October 2013 and where trainers are paying the minimum rate, this must be increase from 1<sup>st</sup> October 2013 to £252.40 for a 40 hour week and £280.80 for the standard consolidated week. The other pay rates are not affected by the increase in the National Minimum Wage. Note this agreement continues post September 2013 to set out the minimum terms and standards until any revision is jointly agreed by the NTF and NASS acting as the NJC.**

### Racing Industry Minimum Rates

2. The Grade A Racing Industry Minimum Rate for 40 hours for stable staff will be £282.52 subject to the following conditions:
  - (a) staff who have completed seven years continuous service in racing; or
  - (b) staff who have completed five years continuous service in racing and achieved NVQ Level 3 or Level 3 Diploma in Work Based Racehorse Care and Management.
3. The Grade B/C Racing Industry Minimum Rate for 40 hours for stable staff aged 21 or over will be £248.06 **See October 2013 note above**
4. The Grade B/C Racing Industry Minimum Rate for 40 hours for stable staff aged 18 – 20 will be £203.18
5. The Grade D Racing Industry Minimum Rate for 40 hours for stable staff aged 16 – 17 will be:
  - (a) for Grade D employees with no qualifications or NVQ1 or Level 1 Diploma in Work Based Horse Care or Work Based Racehorse Care and Riding £150.14
  - (b) for Grade D employees with NVQ2 or Level 2 Diploma in Work Based Racehorse Care and Management £179.51

### Hours of Work

6. The normal working week shall be 40 hours (excluding meal breaks) starting on Monday morning and ending 12.45 pm on Saturday i.e. working 40 hours over a five and one half days period. (There is no set pattern on how a yard should work these hours, and provided that the 40 hours is spread over a five and one half days period the operation of these hours shall be accepted in contract form).
7. Having regard to the nature and requirements of the industry, stable staff shall work during weekends, subject to their right to one weekend in two free from duties on a rota basis and