

## Increases in Government minimum pay rates from 1<sup>st</sup> April 2020

The National Minimum Wage and National Living Wage figures effective from 1<sup>st</sup> April 2020 have been published and the effect of the changes is that the NJC minimum rates for Scale 1 -4 will require a further increase from that date.

The increase on the current racing minimum rates are minimal for 16 and 17 years old in scale 1 -3 but more significant for older workers, namely around a 3% in the minimum rate for those aged 18 - 20, a 4.5% increase for those aged 21 to 24 and a 3% increase for workers aged 25 and over (these percentages are rounded up or down).

These increases are on the minimum rates only, which were increased by 2% last December.

The rate for Scale 4 will also be adjusted and the NTF Council will meet soon to agree its policy for that figure.

The accommodation offset also sees a significant rise from £7.55 to £8.20 per day (£57.40 per week) and so where accommodation is provided as part of the job that can be factored into wage calculations.

The effect of these increases are:

Scale	Explanation	40 hours wage and hourly rate
Scale 1 Trainee	For those with no experience or limited experience in horse racing.  It is unlikely that people in this role will have qualifications higher than NVQ1 or equivalent.	Age 16/17 £182.00 (£4.55 per hour) Age 18 to 20 £258.00 (£6.45 per hour) Age 21 to 24 £328.00 (£8.20 per hour) Age 25 and over £348.80 (£8.72 per hour)
Scale 2 Improver	People on this scale are likely to have some experience and have NVQ2 or equivalent skills.	All ages
Scale 3 Rider/Groom/ Yard Person		Age 16 to 20 £258.00 (£6.45 per hour)
Scale 4 Senior Rider/Groom/Yard Person	People on this scale may hold NVQ3 or equivalent	This will need to be at least £348.80 (£8.72) and discussions will be had within the NJC as to the differential between Scale 4 and Scale 3.

NTF 14<sup>th</sup> January 2020