



Stable staff pensions – an overview

Brief Explanation

Under Rules of Racing trainers have to contribute to a pension scheme for eligible employees (see Rule Book, Manual C Schedule 2)

Eligible Employees

Eligible employees are those aged between 18 and 65 and working as full time paid employees with a licensed racehorse trainer. Nine months continuous service with the current trainer is required unless the employee was working as a full time stable employee on 31st May 2001 and was born on or before 1st December 1980 or was otherwise eligible for the pension contributions on 1st June 2001.

Data as to eligible employees is obtained from the Stable Employees Register and it is therefore important that trainers ensure that employees are correctly registered on the database.

Pension contributions are only collected where the employee has a valid UK National Insurance number on the database. It is the employee's responsibility to obtain a NI number. It is the trainer's responsibility under the Rules of Racing to ensure that once he has been provided with the NI number by the employee that it is included on the Stable Employees Register. Any contributions otherwise payable but not collected because the employee does not have a valid UK NI number will be collected once the employee has an NI number so long as he or she remains with the same employer.

Amount of contribution

As from time to time agreed between the NTF and the NASS. The current rate (October 2010) is £440 p.a (£110 per quarter). Between December 2001 and September 2010, the rate was £400 p.a.

Pension scheme

The industry has a pension scheme set up for stable staff with Friends Provident Life and Pensions Limited. This is known as the National Trainers Federation registered stakeholder pension scheme. If an employer or employee wishes the pension contributions to go into another pension scheme then the employer must advise Weatherbys (either direct or through the NTF) that the employee has other pension arrangements.

How does the administration work?

Following each pension run date Weatherbys provide trainers with a list giving details of their employees eligible for the pension contribution. Weatherbys will deduct the relevant sum (£110 per qualifying employee (rate correct October 2010)) from the trainers' Weatherbys account and the data is forwarded to Friends Provident to process the contributions.

When an employee qualifies for the pension contribution for the first time, he or she is automatically joined into the pension scheme at Friends Provident and sent through policy paperwork. This will include a form for the employee to complete if he or she wants to cancel her pension policy either because the employee has other pension arrangements or does not wish to receive the pension contribution.

What about other arrangements?

If the employer or the employee has another pension scheme they wish to use rather than the NTF registered stakeholder pension with Friends Provident, the employer must notify Weatherbys either direct or through the NTF office to flag the employee as having "other pension arrangements". If this is not done then the £110 will automatically be collected in the pension run sent to Friends Provident. Where the employer or employee are using other pension arrangements, then the employer's office has to make arrangements itself to pay the £110 per quarter into the pension account. Only payments into the Friends Provident scheme are made via the run administered by Weatherbys. Where new employees join who already have other arrangements, the trainer should check whether they wish to join the industry scheme with Friends Provident (in which case the trainer must notify Weatherbys to remove the "other arrangements" flag) or if the employee wishes to continue having the pension paid into the other arrangement in which case the trainer must make these arrangements direct.

Employee's own contributions

Employees do not automatically contribute into the pension scheme. However if an employee wishes to make his or her own contribution this can be arranged. Contact the NTF office for information.

Further information and queries

For further information on the administration of the scheme and the Rules of Racing relating to the pension scheme or with any queries relating to eligibility please contact Dawn Bacchus at the National Trainers Federation office on 01488 71719 or e mail at d.bacchus@racehorsetrainers.org The NTF office cannot provide financial advice in connection with the pension scheme and if any employer or employee requires financial advice, they should speak with an independent financial adviser.