

Newsletter

The Voice of Britain's Racehorse Trainers



ARC Chief Executive to speak at the AGM – Thursday 25th February

Martin Cruddace, Chief Executive of Arena Racing Company, will be our guest speaker at the 2016 Annual General Meeting on Thursday 25th February at the Turf Club in London. We are delighted that Martin has agreed to give members an insight into ARC's strategy and answer questions. Through its large share of fixtures and dominance in All Weather, ARC's policies have a major impact on horsemen. There have been controversies along the way but Martin appears to be bringing a fresh approach and ARC is at the forefront of the Authorised Betting Partner initiative. ARC's decision to reopen Hereford Racecourse from this autumn is another positive step to give horsemen encouragement for the future and support grassroots jump racing. Martin's presence at the AGM therefore continues our tradition of inviting a guest to add a particularly stimulating aspect to the meeting.

We ask that you reserve the date and hope you will be able to attend. Formal notice of the meeting and associated documentation is currently being prepared and will be sent to members on 8th February.

Renewal of NTF Members' legal protection policy and claims procedure

The NTF's Legal Assistance Scheme continues in 2016 and we have renewed the Commercial Protection insurance policy that covers all members. An updated explanation, key facts and policy wording are on the NTF website using the link in the named panel on the home page.

This is a valuable membership benefit as equivalent cover would be unobtainable in the market at the price we have secured. The main risks covered by this policy are (subject to terms and conditions):

- Employment disputes, including tribunal representation
- Employment tribunal awards (basic and compensatory)
- Tax investigation and VAT disputes
- Compliance and regulation, including costs of BHA disciplinary matters
- Property matters, including property damage, nuisance, trespass and recovery of possession from an employee
- Legal defence at a criminal investigation by the police, HSE or other similar body with the power to prosecute
- Contract disputes and debt recovery
- Employee's extra protection and identity theft

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National Trainers Federation

January/February 2016
Issue No. 1091

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Another valuable part of the insurance scheme is the telephone helplines which provide back up to the advice and assistance provided from our in-house legal executive Dawn Bacchus. The 24/7 helpline numbers have changed for 2016 and now are:

For employment	01488 71729
Other business legal advice	01206 826143
To make a claim	01206 826143 between 9.00 – 5pm weekdays

If you are uncertain how to deal with an employment matter that arises early morning, late at night or over a weekend, then please do not hesitate to call the helpline rather than risk handling the problem using incorrect steps which may prejudice your position later.

The insurance cover is “merits based” so for cover to be available the claim must always have a reasonable prospect of success and must be reported to the insurers immediately after you first become aware of the circumstances which could give rise to a claim. A claim is only considered to have been reported when the NTF member has submitted a fully completed claim form to the insurers. For full details of cover and the terms and conditions, please refer to the policy on the NTF website.

“...call the helpline rather than risk handling the problem using incorrect steps.”

European Trainers Federation bringing you benefits

When you receive your free copy of Trainer Magazine, you may not appreciate that it comes to you via the NTF’s membership of the European Trainers Federation (ETF). This is another benefit of your NTF membership.

The ETF comprises the following countries: Belgium, Britain, Czech Republic, France, Germany, Hungary, Ireland, Netherlands, Norway, Poland, Slovakia, Spain and Sweden. Representatives of each country meet annually to discuss subjects that are of mutual interest to trainers across Europe. This means that when our own members have questions about racing in other European countries, we have a network of contacts to whom we can go to get the answers.

In December 2015, ETF delegates travelled to Ireland for the meeting in Newbridge, Co. Kildare. In addition to Rupert Arnold, the NTF was represented by Harry Dunlop, who has a flourishing racing record on the continent. The meeting is funded by a contribution from Trainer Magazine and sponsorship, this year from Connolly’s RED MILLS, Foran Equine Products, Bedmax Shavings and Irish Thoroughbred Marketing.

A visit to the Racing Academy and Centre of Excellence (RACE) at the Curragh enabled us to compare the jockey and stable staff training regime with our own. We were drenched by torrential rain visiting Willie Mullins’ Closutton stables but privileged to see the host of jumping superstars and training methods that balance a back to basics approach with a high level of delegation to the staff. The morning was rounded off at Connolly’s RED MILLS feed manufacturing plant where we witnessed incredible attention to detail and professionalism. However, at the centre of the AGM is the business meeting. This included a discussion with Dr Paull Khan, Secretary General of the European and Mediterranean Horseracing Federation investigating the opportunities for collaboration to lobby the European Parliament on issues affecting trainers. The meeting also exchanged views on the most likely horseracing rules where harmonisation could be achieved and how changes to animal welfare rules might affect racing.

Restriction on running twice at the Cheltenham Festival

The growing popularity of the Cheltenham Festival means that more horses are being balloted out of the handicaps. At the NTF's West Midlands and Wales regional meeting, trainers suggested the ability to run twice at the Festival should be restricted as it was particularly frustrating when a horse that had two engagements was declared a non-runner in one after declaration.

Cheltenham Racecourse executive floated the idea in talks with trainers during the summer and found trainers largely supportive.

Statistics show that only three horses have run twice in Festival handicaps between 2011 and 2015 inclusive and in the same period 6 non-runners had previously run in a handicap at the Festival or went on to run in a handicap having been declared a non-runner.

In October the BHA's Jump Racing Committee approved a change to handicap race conditions to prevent horses which are currently declared to run in a handicap from declaring to run in another handicap staged at the Festival. Once they have run, they can declare the next morning for a race the following day.

“...only three horses have run twice in Festival handicaps between 2011 and 2015...”

Veterans' Chase Series renewed for 2016

The BHA has announced that the popular Veterans' Chase Series will be repeated in 2016 funded by the residue of the Additional Voluntary Contributions, which ceased on 31 December 2015.

The 2015 Chase Series delivered competitive qualifiers and a thrilling Final. Average field sizes across the 11 races reached 9 runners, well above the average field size for Chase races which was around 7.25 in 2015. Once again, the series will be run over 10 qualifying races from February 2016, culminating in a final at Sandown on Tolworth Hurdle day, and again with eight of the races being programmed on a Sunday. Each of the 10 qualifying races will have a minimum total prize fund of £30,000 with the final offering £100,000 in prize money. Any horse that takes part in one of the qualifying races will be eligible to enter the Final.

The NTF put forward ideas for using the remainder of the AVC money. These ideas, involving high value flat races at Class 4 level on Sundays, are still under discussion.

Mare Owners Prize Scheme – next deadline looming

In the last edition we reported on the instigation of incentives for owners of jump mares – the NH Mare Owners Prize Scheme – by making serious additional prize-money available for wins by British-bred mares in Mares-only races as follows:

£10,000 for wins in Mares-only Class 1-2 Open races, Class 1-4 Novice Chases & Hurdles, and £5,000 for wins in Mares-only NH Flat races. Trainers, jockeys and stable staff also share the prize according to standard percentages.

Registrations for fillies born in 2012 were required by 31st January 2016 but we wanted to make sure trainers were aware that 2013-born fillies needed to be registered by **31st March 2016** to avoid missing out on the lucrative prizes. Nominations cost a one-off fee of £50 for members of the TBA or ROA and £150 otherwise. If you have any question or to nominate a filly, contact the TBA at 01638 661321 or email Louise Kemble at louise.kemble@thetba.co.uk.



Flat novice and maiden programme

The programme for Flat 2 year old novice and maiden races is transformed this year from the start of the turf season through to the end of June; it will be appearing on the BHA Racing Admin Site shortly. Of the 213 races, 33 races (15%) are Maidens and 180 races (85%) are Novices. The spread of Auction and Median restricted races remains in line with previous years, as does the number of Fillies' races at roughly 23%.

One change for 2016 is the addition of a 'Newcomers' restriction to a small number of the remaining Maiden races, for horses which have never raced. Seven opportunities will be restricted in this way and it will be interesting to see how they perform.

Following consultation with trainers during the autumn, the base weights first proposed have been lifted to take account of jockeys' riding weights. In all cases colts will be set to carry a base weight of 9st 2lbs and fillies 8st 11lbs. Penalties have been varied according to race class. (Selling and Claiming races excluded for the purpose of penalties). The details are set out below:

Penalty Structure in 2-y-o Novice Stakes

Open Novice Races		
Class 5 and Class 6	Penalties, for each Median Auction or Auction race won	4lb
	For each other race won	7lb
Class 4	Penalties, for each Median Auction or Auction race	3lb
	For each other race won	6lb
Class 3	Penalties, a winner of a race	6lb
	Of 2 races	10lb
Median Auction and Novice Auction Races		
Class 5 and Class 6	For each race won	7lb
Class 4	For each race won	6lb
Class 3	Penalties, a winner of a race	6lb
	Of 2 races	10lb
2-y-o Conditions Stakes		
Penalties	Penalties, a winner of a race	4lb
	Of 2 races	8lb
	Of 3 or more races	10lb
(Half penalties for wins achieved in Median Auction and Auction Restricted Maiden and Novice Races. A horse may only claim a half penalty if all wins were achieved in Median Auction and Auction Restricted Races)		

Clearly for the races to work it is essential that the penalties create the right balance of winning opportunities between winners and non-winners. The BHA has promised to keep the weights and penalty structure under review so that adjustments can be made in the light of experience. The Racing Department welcomes trainers' input on how the penalty structures are performing and the spread of races, once the initiative is underway.

“Following consultation with trainers...the base weights first proposed have been lifted to take account of jockeys' riding weights..”

ROA Jackpot scheme revised for 2016

The Racehorse Owners Association has announced the renewal of the ROA Owners Jackpot for 2016, which will give £100,000 in bonuses away over the 12 months, and has already paid out over £20,000 to trainers since its inception.

In 2016 to further fuel the excitement and accessibility of the scheme and to support 'grassroots' racing, every week one horse race in Britain will be chosen for a £2,000 bonus. If the winning horse belongs to an ROA member, the extra payment is made on top of the prize-money on offer from the racecourse. If the race is won by a horse belonging to an owner who is not part of the ROA, the bonus will be rolled-on to another race later in the year.

The new-look ROA Owners Jackpot, kindly supported once more by the Racing Post, is the development of a scheme that has paid out almost a quarter of a million pounds in under two years. Previously a £10,000 jackpot has been divided at one fixture per month, but following feedback from owners and trainers, the new bonus becomes weekly at racecourses which have signed up to the racing industry's Prize-Money Agreement.

Pattern Race changes approved by the European Pattern Committee

At its annual meeting held on Monday 18 January, the European Pattern Committee (EPC) considered a number of changes to Flat Pattern and Listed races in Europe for 2016.

Upgrades

Curragh Cup Stakes (for 3yo+ 14 furlongs) Group 2 from Group 3.
Minstrel Stakes (run over 7 furlongs) Group 2 from Group 3
Flame of Tara Stakes (2yo fillies, 8 furlongs) Group 3 from Listed
City of York Stakes (3yo+, 7 furlongs) Group 3 from Listed
Aston Park Stakes (4yo+, 12 furlongs) Group 3 from Listed
Prix Bertrand De Tarragon (3yo+ fillies, 1800m) Group 3 from Listed.

Downgrades

Gran Premio Di Milano run over 2400m Group 1 to Group 2
Presidente Della Repubblica (to be run over 1800m this year) Group 1 to Group 2
Carlo Vittadini (3yo+, 1600m) Group 2 to Group 3
Omenoni (3yo+, 1000m) Group 3 to Listed contest.

Sprint and staying programme development

The EPC expressed delight with the outcome in year one of races upgraded last year to establish an improved Three-Year-Old Sprint programme, yet agreed to keep these races under review for at least the next three years.

The EPC commented that in recent years there has been a worrying trend towards decline in the pool of staying horses in Europe so the Committee is looking to build a stronger foundation for staying horses in the future. A sub-committee will meet in the spring of this year to consider possible enhancements to the programme at Pattern and Listed level (akin to the work recently carried out for sprinters) that would ensure the gene pool for stayers was at least maintained and the recent trend towards decline is reversed. Where possible the existing programme will be reviewed, and added to, in order to create a meaningful incentive for owners and breeders to produce and retain staying horses.

Longchamps transfers

The Committee sanctioned the transfer of all Group and Listed races away from Longchamp Racecourse in 2016, on account of the venue's redevelopment. It was anticipated that Longchamp would reopen in September 2017.



Chelmsford City Racecourse – Prize Money Boost in 2016

As part of its significantly increased £2.5 million Executive Contribution towards its total prize money in 2016, Chelmsford City Racecourse (CCR) has announced enhancements to all of its Class 4, 5, 6 and 7 races from January to June 2016.

During this period of 29 fixtures, all Class 4-7 races will be run at the maximum permitted prize money level for the class of race. By way of examples in Class 4 and Class 5 events:

All Class 4 races, which have minimum values of £6,100 and £7,250 for 2yo races and 3yo+ races respectively, will be run at £11,000 and £12,500.

All Class 5 races, which have minimum values of £4,500, will be run at £7,000 and £8,000 for 2yo and 3yo+ races respectively.

Fraser Garrity, the Racecourse Manager at CCR, said, “As a Premier Tier racecourse we have always run most of our races above the stipulated minimum value since opening in January. Now we will actively be running a lot of our races at the maximum value allowed. We’re committed to providing good prize money and hopefully the Horsemen will be pleased that we are continuing to raise the bar on AWT prize money nationally.”

“...all Class 4-7 races will be run at the maximum permitted prize money levels for the class of race.”

Win more prize money in 2016 with Plus 10

Flat Trainers with Plus 10 eligible two-year-olds are encouraged to finalise scheme registration before the end of February to win their owners more prize money and to collect a share of bonuses won on the track.

The Plus 10 bonus scheme will pay £10,000 bonuses to the connections – including trainer, jockey and stable staff – of qualified winners of more than 550 two and three-year-old Plus 10 races in Britain and Ireland this year.

The third and final ‘Owner Registration’ fee is due by 28 February for 2014 foals and costs £350 per horse; registration forms are available at www.plus10bonus.com.

Each time a horse wins a bonus, the trainer, jockey and stable share in £500 or a 5% share of the £10,000 Plus 10 bonus, with £7,500 paid to the horse’s owner – more than 21 times return on the owners’ investment.

Plus 10 bonuses will feature on the following British races in 2016:

2YOs: All Class 2, 3 and 4 Maiden, Novice and Conditions races; all Class 5 Fillies’ Only Maiden and Novice races.

3YOs: All 3YO Only Class 2, 3 and 4 Maiden and Conditions races; all Class 5 Fillies’ Only Maiden races.

Visit www.plus10bonus.com or contact 020 7152 0026 for more information.

The Equi-Trek & Jockey Club Racecourses SW region Frequent Runner Championship

Win a horsebox for a year or an all-expenses paid table for ten at The Festival, 2016

The Frequent Runner Championship is aimed at rewarding trainers who run horses regularly at Jockey Club Racecourses in the South West Region, namely, Cheltenham, Exeter, Warwick and Wincanton.

The format has changed this year to make it more inclusive and reward trainers from both large and small yards. There will be two categories with one for trainers who have more than 45 horses in training and one for trainers with 45 or below from totals registered in November.

The Championship for the 2015/2016 season started at Cheltenham on 23rd October and will include all races up to and including 10th May (excluding The Festival and Hunter Chases). You can find more details about the scoring system at Cheltenham website (www.cheltenham.thejockeyclub.co.uk) in the Owner and Trainer section.

Stabling and stable staff arrangements for Cheltenham Festival

Cheltenham Racecourse has written to trainers with details of the stabling and stable staff arrangements for this year's Festival. We included the details in the NTFW email on 28th January.

The information covers stabling and security; regulations relating to leading and riding horses on racecourse property, the use of safety vests and skull caps, equine physiotherapy; access to the racecourse enclosures; stable employee accommodation; and contact details for any questions.

Rather than include the whole letter in the email, we uploaded it to the *ntfmuse* website (<https://ntfmuse.wordpress.com>) and you can find it by navigating to the On the Racecourse category.



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Progress on redevelopment of the Racing Admin online system

After many months of development and help from both Weatherbys and BHA operational teams, the team responsible for the re-write of the Racing Admin systems has released the code that trainers will see in their new site. During January and February, extensive live testing is taking place at Weatherbys to ensure that the product is as good as expected before launch.

The re-write includes all of the main functions of the current Racing Admin site with various improvements and additional features to make life easier. The release will include:

- Entries & Declarations
- Entries & Declaration Tracking
- Going reports
- Non Runners
- Results
- Horses In Training (now called horse management which includes the new “care / control functions”)
- Basic Race Search (a vastly improved search engine will be built during 2016)
- Jockey Bookings
- Stable Employees has just finished its build and will be deployed in March

The start of the rollout will begin in March and will take around 6 months to complete. Trainers will be contacted with full details and support when the time comes to transfer over to the new site.

So far, all trainers have access to complete their online license renewals using the new site. You will use the same login details for the additional functions when launched. When roll out begins, the development team will be in touch with trainers with instructions detailing how other members of staff who require access to Racing Admin will login. It is worth thinking now about that as each individual will need a unique email address as their login, you should start giving thought now to the emails they will use.

Support will be on hand through the Weatherbys support desk and also through online help guides. There will also be drop in sessions at various locations during the rollout if people are interested in some first-hand support. Having said that, the site has been designed to be intuitive and well-structured so navigation should be straightforward.

Contribute to survey on saddles and back problems

Dr David Marlin is conducting a survey on saddles and back problems in both horses and riders. This is the first stage of a large collaborative project involving biomechanics, medical and other scientists. There is very little structured information about saddle use and whilst anecdotally saddles and back present problems, there is a need to collect structured information to help direct research priorities and support funding.

We are pleased to offer our members the opportunity to contribute to this survey, which needs the views of both trainers and riders. A summary of the results will be made available NTF to report to trainers prior to public release.

The survey can be completed anonymously, no individual data will be shared and those taking part will not receive any marketing emails from 3rd parties should they choose to leave a contact email.

To complete the survey, go to https://www.surveymonkey.co.uk/r/racing_saddle_survey_released



Positive response to Running and Riding Rules Seminar

The first of a series of seminars on the BHA running and riding rules was held at Taunton racecourse. The seminar presented by Roderick Moore, barrister and partner in Slee Blackwell solicitors, explained in detail the rules, how breaches can arise and the obligation upon trainers with regard to instructions and jockeys with regard to the ride.

Members and a number of senior staff who are the trainer's raceday representatives were also given guidance on the conduct of enquiries and how to best present their evidence. The seminar was well received with one trainer remarking that attendance should be compulsory for all new trainers. Questions raised by attendees led to a discussion on the riding instructions for a horse that needs to be settled at the rear of the field and the appropriate instructions to apprentices and conditionals on the use of the whip.

The next seminar is at Newmarket on 8th February. To reserve a place for you and/or your representative please either email Dawn at d.bacchus@racehorsetrainers.org or ring the NTF office on 01488 71719.

Prepare your two year olds with Pre-race Stalls Assessments

The BHA's pre-race stalls assessments for any unraced horse give your horse valuable experience at the track and enable starters get prior knowledge of any horse that needs special treatment so it receives this when it comes to race. The horse may also qualify for a late load without incurring a criteria failure. Booking a pre-race stalls assessment is done in the same way as for stalls tests.

Certain horses that have already raced are also allowed to undergo an assessment. Only horses that are deemed suitable from their behavioural records would be granted the opportunity, e.g. one that is stubborn and plants itself. A horse that has shown a tendency for unruliness outside the stalls or when in, will not be allowed to undergo an assessment. Having been granted special loading privileges, these will be adopted on a raceday with prior agreement from the trainer. If they prove unsuccessful, the horse will be withdrawn. To take advantage of this, you must apply to Robbie Supple by email at rsupple@britishhorseracing.com or telephone, office 01327 352879, Mobile 07771 376326.

Flat Jockeys seminars

If you employ an apprentice jockey with a 3lb or 5lb claim, you (and the rider) will have received notification from the BHA of the mandatory Jockeys Seminars taking place in April. The employing trainer has some responsibility for ensuring the rider attends one of the seminars and a rider's failure to do so or late arrival may result in disciplinary action. Bear this in mind now as the timing (agreed between PJA and BHA) is bound to cause some disruption to your yard's working schedule. The dates of the seminars are:

- 📅 Tuesday 12 April at Newmarket Racecourse
- 📅 Friday 15 April at Newbury Racecourse
- 📅 Wednesday 11 May at York Racecourse

We have asked the PJA about the timing of the seminars. Paul Struthers explained that the BHA wants to speak to jockeys at the earliest opportunity in the turf season bearing in mind riders overseas need to have returned, meaning that April and May are the only times the seminars can be held. Jump Jockeys' seminars are almost always held on non-racing days but that option isn't available for flat racing given that there isn't a single midweek day with no flat racing. The early timing is due to a large number of jockeys either having to leave early to ride or to go for a run or get in the sauna to shed a pound or two.



Encouraging changes to working practices

When in the last newsletter we confirmed the conclusion of the annual negotiations with NASS on pay and terms of employment, we said the NTF was working with NASS “on separate guidance suggesting ways trainers could use their discretion to introduce improved working conditions that may assist with recruitment and retention of staff.”

That work has resulted in a document that sets out some options on working practices that are already being used by some trainers and have been shown to be achievable for their business. We acknowledge that trainers operate different systems according to their individual circumstances and that in responding to an array of business pressures, trainers are already adopting unconventional operating methods. The Memorandum of Agreement (MoA) provides the agreed minimum terms of employment recognised by trainers and stable staff. The new guidelines sit outside the MoA and are therefore not binding on employers and employees but we hope they will act as encouragement for the adoption of changes to working practices that contribute towards making the stable staff role more attractive, enabling us to promote careers in racing and retain valued staff.

Weekend working is a central issue. The racing fixture list piles pressure onto trainers and their staff towards the end of the week and at weekends. Understandably employees want to mitigate the obligation to be available at weekends to travel to the races and care for horses in the yard. At the same time, trainers have no choice but to organise their business around the fixture list and opportunities to campaign their horses to best effect in the owners’ interests.

The guidelines, which also refer to employment contracts and differentials in rates of pay, outlines two different ways of providing additional time off in recognition of the inevitability of weekend working. It also advises on implementation through consultation and trial periods. The document is available on the NTF website under Information – Employment.

Train your own people with industry financial support

Following the recent introduction of the new Employer Led Training (ELT) initiative, a number of employers have expressed an interest in participating in the programme which enables them to access up to £2,500 of support funding for employing unskilled new entry stable staff, aged over 19, and training them to an industry recognised standard.

The pilot, which provides for 20 places on the programme, does not require the employee to attend a course at either of the racing schools – all the training takes place on the yard and is the responsibility of the trainers.

There are a number of places left on the programme. Further information and details of the application process can be accessed from Dawn Bacchus at the NTF or Gill Greeves at the BHA on 07887560994 or at email address ggreeves@britishhorseracing.com. We have also posted an explanation of the initiative and a fact sheet on the *ntfmuse* website in the Employment Matters section.

Cheshire Racing Hub promotes careers in racing

The December blog from Sean O’Connor, who manages the Racing Together strategy, reports on a very positive initiative that aims to encourage young people to work in racing.

‘Racing Through Education’ has been launched by the Cheshire Racing Hub to promote the wide choice of attractive careers available in the industry to secondary school pupils, college students and veterinary undergraduates. The Hub was formed in 2013 to promote horseracing careers and encourage the growth of equine business and investment in the area.



The first taster day was conducted at Reaseheath College for students on Further Education programmes. Following a series of talks by industry professionals, students enjoyed an arena demonstration, 'A Day in the Life of a Racehorse and Stable Staff' with two horses from Oliver Greenhall Racing, compered by ex-jockey Carrie Ford. Students were also provided with talks on career options within racing, insight into the life of a jockey, and guidance on riding technique.

Recruiting from abroad increasingly difficult

With the difficulty of sourcing the number of skilled stable staff trainers need, recruiting from abroad has long been part of the NTF's strategy to help fill the skills gap. We opened up the flow of non-EU migrant workers back in 2002 but you will be well aware of the more recent restrictions imposed by Government immigration policy.

The Migration Advisory Committee (MAC) has published its report following a review of Tier 2, under which British trainers used to be able to recruit Work Riders from outside the EU. The NTF submitted a response to the review though having met MAC representatives last autumn, we were aware that it did not include a review of the eligible occupations.

The MAC has recommended the minimum salary threshold should rise to £30,000; an Immigration Skills Charge of £1,000 per year per migrant to act as a skills levy on firms using migrant labour; the Resident labour market test (RLMT) should be extended to all in-country switchers; when an occupation has been on the Shortage Occupation List (SOL) for a number of years, employers should provide sufficient evidence for its retention.

The MAC did not recommend any redefining of Tier 2 jobs in terms of genuine skill shortages or highly specialist experts.

In addition, the MAC did not recommend restricting eligibility for Tier 2 (General) only to occupations on an expanded SOL as such an approach would be extremely challenging to implement given the difficulty in reliably determining which occupations were most in shortage and/or involve highly specialist experts.

Pennington's Immigration update notes:

"...whilst the MAC was commissioned to advise on 'significantly reducing the level of economic migration from outside the EU' it found that even if non-EU worker net migration was zero, overall net migration would still exceed 250,000. This begs the question... what actual results such recommendations will achieve, other than to further restrict UK businesses from accessing and employing the talent they need to grow and help plug the skills gap."

We fully concur with this assessment and as soon as the Government commissions the MAC to review the SOL, we will be collating evidence for the inclusion of highly skilled Work Riders. We have taken advice on the arguments that have most chance of success.

European recruitment campaign

In response to the non-EU restrictions the NTF funded a digital recruitment campaign in December across ten European Union countries – Bulgaria, Czech Republic, Greece, Hungary Italy, Poland, Romania, Spain and Slovakia. Targeted social media ads were used encouraging people who had demonstrated an interest in working with horses to click through to a dedicated page on the Careers in Racing website, where half a dozen trainers' job vacancy adverts were displayed.

Although there was a high volume of click throughs (e.g. 22,720 from Facebook alone) and it could be shown that users spent a reasonable time on the page, very few went on to complete an application form. This result and our awareness through the European Trainers Federation of the minimal exposure to horseracing in many European countries even where there is general equine interest, demonstrate again the barriers we are facing in the recruitment drive. We have some budget remaining so will regroup and try some alternative approaches.



Assessing the risks of clipping

We were recently called to advise on the risks when horses are being clipped. Some trainers will have their own employees who clip the yard's horses, whilst others will pay a third party but whoever is doing the clipping the combination of electrical equipment and horses is potentially hazardous.

You should have a risk assessment relating to clipping and this must be applied to each individual horse. Even where a third party is being paid to do the clipping, the trainer employing the contractor needs to be sure that the person is competent and must assess the risks to the contractor, including ensuring that a suitable and safe environment is provided, that there is a circuit breaker on the power supply being used and that the contractor is made aware of any particular characteristics of any of the horses.

Trainers should also satisfy themselves as to the insurance the contractor has in place. The trainer's employees or clients or client's property (the horses) may be at risk from the activities of a contractor. Where the clipping is being done in-house, then the activity must be properly risk assessed and the trainer must ensure that the employee is competent and properly trained. For trainers looking for training for their employees, the British Racing School runs "bite sized" courses on clipping and details are shown on their website.

Correction to mental health item in last edition

In the last newsletter, we reported on steps to raise awareness in racing of mental health issues and the BHA's promotion of the Mental Health Charter for Sport and recreation. We have been asked to correct any erroneous connection made in our article between the causes of Pat Eddery's death and mental health in general. We apologise for any upset this might have caused.

Racing launches new welfare Support Line

On 18th January, Racing Welfare unveiled a new and important extension to its current services. Racing's Support Line will provide new ways for people to receive support from the charity as well as continuing to offer the 24-hour telephone helpline that has been in operation since 2009.

Funding from The Racing Foundation and Darley has made the development of Racing's Support Line possible. Both organisations recognize that extending the charity's service delivery through a digital platform will allow its services to reach more people; particularly those who are living and working in rural areas away from the main racing centres. More details are available in the full press release, which we have posted on the ntfmuse website. The remaining launch events are being held on the following dates:

- 16th February – Malton, Jack Berry House
- 17th February – Middleham, The Key Centre

If you would like to go along, please contact Rachel Cawley on 01638 560763 or at rcawley@racingwelfare.co.uk.



**AUTHORISED
BETTING PARTNER
SUPPORTER**

Racing Foundation grants enhanced in 2015

Last year the Racing Foundation began an enhanced range of grant programmes with a greater interaction with charities to provide advice and guidance on applying for grants. As a result, the number of grant applications rose by 70% and the number of successful applications reached an all-time high, with 95% of grants requested in the final funding round of the year being awarded. These grants totalled just over £800,000, representing the highest amount given in one round since inception and took the total value of grants awarded in 2015 to just over £2.3million. The allocation was split as follows:

- Social Welfare: £363,884
- Education and Training: £531,097
- Equine Science Research: £200,000
- Thoroughbred Horse Welfare: £225,350
- Heritage and Culture: £500,000
- Pro-active Funding Initiatives: £517,238

The Racing Foundation has confirmed that the number of applications has continued to rise, with the first funding round of 2016 receiving the highest number in a single round, to date.

The Foundation's funds are derived from the sale proceeds of the Tote. It announced recently that former RCA Chairman, Ian Barlow; solicitor and stud owner, Jane Keir; and racehorse owner and Jockey Club member, William Rucker, have been appointed as new Trustees. They join Sir Ian Good and Kirsten Rausing, who were appointed at the charity's inception. The appointment of Trustees is the responsibility of the Foundation's founding members - BHA, Horsemen's Group and RCA.

Understanding the Authorised Betting Partner scheme

Racing is working hard to further develop the Authorized Betting Partner (ABP) scheme and encourage all bookmakers who accept bets on British horseracing to sign up and thus maintain a mutually beneficial funding relationship with the sport.

The scheme is backed by the BHA, major racecourse groups and independents and the Horsemen's Group. The NTF supports the ABP scheme and several trainers have expressed their support publicly but major high street betting chains are pulling out all the stops to test racing's resolve and it would be understandable if some in racing have questions. Therefore it's important that trainers know how to access the official information.

The BHA website hosts a useful website dedicated to the ABP scheme. You can find this at www.britishhorseracing.com/bha/authorised-betting-partners/abps/ where you will find a full explanation plus a link to the rate card showing how much racing is asking bookmakers to pay on their remote profits on British racing to qualify for ABP status. Recently Corals Chief Executive wrote a detailed letter to the Racing Post stating the company's objections to the scheme and making an open offer on its levy and offshore profits. Racing's response to that wasn't published in full but you can read it on the ntfmuse website. See "Full response from racing to Corals letter on ABPs" published on 14th January.

The key principle at stake is that all betting operators who take bets from British customers on British horseracing should pay an agreed percentage of profits in order to make a fair and sustainable contribution to the future health of the sport. They are required to do this by law (i.e. the levy) on their retail business. With 40% of business on horseracing now transacted in the offshore market, it is essential for payments to be made on those profits if racing is to continue providing an attractive product for betting and sustain the livelihoods of participants in the sport. While racing's major aim is a new Horserace Betting Right, the ABP scheme is an interim measure until the required legislation is introduced.



Foals must be registered under Anti-Doping Rules

Registration of foals to comply with the Equine Anti-Doping Rules (EADR) may not apply to many trainers but we still thought it was worth passing on the BHA's reminder that a completed application must be submitted to register all horses born in Great Britain from 1 January 2015 with the General Stud Book within 12 months of their birth.

Horses in the 2015 foal crop that have not had their complete application received by the General Stud Book within 12 months of birth will not be permitted to race or be trained in Great Britain. Details on Stud Book registration can be found at <https://www.weatherbys.co.uk/horses-racing/bloodstock-studbook/gb-registrations-and-applications>.

Anyone who has a horse that is not yet registered but will shortly exceed the specified 12 month time frame should contact anti-doping@britishhorseracing.com in advance of this period expiring.

When this reminder first appeared in our weekly email news, we were asked whether trainers could assume that any thoroughbred with a passport had been properly registered. The BHA has told us that if a British-bred horse is not eligible to race because it hasn't been registered in compliance with EADR, its passport will be stamped by Weatherbys. Of course this requires access to the passport, so you are advised to do due diligence by asking the horse's owner at the time of purchase or when you become the Responsible Person for that horse.

The BHA is working on some additional ways to assist trainers by making this information accessible in other formats. In addition, we have asked that the racing administration system flags up imported horses that require a sample analysis before they are eligible to race in Britain.

“...if a British-bred horse is not eligible to race because it hasn't been registered...its passport will be stamped by Weatherbys.”

NTF Members Health Insurance, Life Cover and Critical Illness Cover

Leading UK insurance broker, The Right Mortgage & Protection Network, and we provide NTF members with Private Health Insurance, Life Cover and Critical Illness Cover. We have access to memberships, rates, discounts and offers, some of which aren't even available from the insurers directly.

If you already have these types of insurance we would welcome the chance to find you more cost effective memberships as most people are paying more than what they should. Alternatively, you may not have anything at present and would like some initial quotations and information.

If there anything that you think we might be able to help you with, whether it be reducing your existing premiums or exploring specific memberships for the first time do contact Tim Francis for quotations and/or further information.

Tim can be contacted at either tim.francis@therightprotection.net or on 07785 921234



Regulation deadlines

- Pension auto enrolment staging dates*
 - **1st June 2015 to 1st April 2017** for businesses with fewer than 30 employees. Date for each business depends on last two letters of the PAYE reference.
 - *Number of employees in PAYE scheme at April 2012. It is essential that you check your staging date on the Pension Regulator website using your full PAYE reference.**
- 1st January 2016** – updated duties to owners when selling them a horse.
- 1st January 2016** – anyone with regular access to your yard should be entered on Stable Employee Register.
- 1st April 2016** – Introduction of Living Wage, £7.20 per hour for time away from the yard outside normal working hours for those aged 25+
- 31st December 2016** – deadline to replace skull caps that meet the (BS or CSN) EN 1384:2012 standard.

Important rule changes in France on shoeing and entries

We are grateful to the Association des Entraîneurs de Galop (French Trainers Association) for drawing our attention to two new rules taking effect from January in France.

Mandatory shoeing rule in France

Article 138 of the French rules states that a horse has to be fully shod when racing. Horses are not allowed to run without shoes but, in exceptional cases, the Stewards can authorize a horse to run without hind shoes if the trainer has applied with an acceptable explanation. Applications must be sent to France Galop at least 48 hours before the race. With regard to all shoes, the Stewards consider a horse is properly shod only if the shoe gives protection to at least half of the hoof wall.

Making entries in France for horses trained outside France

Article 111 relating to entries for horses trained abroad.

“In order for a horse trained outside of France to be entered in a French race for the first time in public, it must be duly declared by its trainer on the France Galop IT server at least 15 days before the intended race. The declaration of the horse must be complete, including its name, sex, age, colour, breeding (sire, dam and damsire) and its country suffix (eg.GB).

Furthermore, if the race in question takes place more than 15 days after the initial entry stage, the aforementioned declaration must be completed by no later than the day before entries close.

If France Galop do not make an entry for the horse as a result of connections failing to adhere to this rule, there will be no appeal.”



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Minimum cover for Public Liability under discussion

We have quoted below a paragraph that trainers will read in their licence renewal this year. It relates to discussions the NTF is having with the BHA about the minimum level of indemnity that trainers should have as part of the licensing criteria. Lycetts concurs with the general principle but we are working with them on a scheme that will minimise any resulting cost increase. Until that research is completed the PL limit will remain at £2m.

“The BHA has been looking at Public Liability cover held by the sport’s participants and it has become apparent that the minimum cover required for Trainers is significantly lower than that held by others, which we are concerned could put Trainers at risk in the event that a claim is brought against them either directly, or as part of a litigation chain. As a result, we wish to advise applicants that the required minimum level of Public Liability Insurance cover may be raised to £5 million in the next 12 months. The NTF are presently investigating options to ensure cost implications are kept to a minimum and Trainers will be advised of any changes, including lead time in due course. We recommend that applicants take the above into account and discuss business risks with insurance companies to determine appropriate levels of cover when taking out or renewing policies.”

NTF Meeting Dates

Region	Date	Location
Annual General Meeting NH Committee	Thursday 25 February	Turf Club
Council Flat Committee	Monday 18 April	London
Council NH Committee	Monday 1 August	London
Council Flat Committee	Monday 5 December	London

Executive month, December 2015 and January 2016

Trainer representation by Rupert Arnold, Dawn Bacchus, Jill Crook and George Noad unless otherwise shown.

- NTF Council and Flat Committee
- BHA Board
- BHA Members Committee
- Industry Training Review
- Industry Insurance workshop
- Askham Bryan College visit
- Horsemen’s Group Board
- Horsemen’s Group Taxation Committee
- European Trainers Federation AGM
- Stable Employee Pension plan update
- Shoeing regulation meeting
- Legal Assistance Scheme renewal
- Darbys review meeting
- Racing Together Steering Group
- BRS Trainers Course
- Friends Life system review
- Running and Riding Seminar



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