

# Newsletter

The Voice of Britain's Racehorse Trainers



## National Trainers Federation

July/August 2015  
Issue No. 1088

### Why the Racing Right and Growth Strategy are crucial

The Horserace Betting Levy Board (HBLB) has forecast that calendar year 2015 will see the highest financial contribution by the Board to racing since 2009. It anticipates spending nearly £57m on prize money including Additional Voluntary Contributions (AVC) from the four largest retail bookmakers. The Board made significant grants of £1.8m to veterinary research and £1.275m to Racing's recruitment, training and education.

However, the future is not bright. Total income fell by £6m in 2014/15 compared to 2013/14, prompting a deficit of £4m in the year. Reserves at the end of the year stood at £41m, down from £45m at the end of the previous period. Expenditure in calendar year 2016 is anticipated to fall by £4m on 2015 despite continuing voluntary payments by offshore-based Betfair and Bet365.

Introduction of the "Horseracing Betting Right" is part of the industry's strategy to address this impact. To date, there has been steady progress towards the creation of a betting right for horseracing with the Government accepting the industry's case and committing to legislate. As expected, the betting industry will oppose the right and is already flagging legal challenges. Racing has prepared for this on both legal and political fronts but all constituent organisations are enlisting members' support for racing's case.

Racing's Growth Strategy, as outlined at the briefings held around the country earlier this year, is the other vital part of the response to long term falling trends on levy yield. Each aspect of the growth "pillars" aims to increase inward investment and grow revenue streams. These include ways to reverse the negative trends in betting on British horseracing; targeting potential owners and ensuring all owners have the best experience from their involvement; understanding racing's customers and using customer data to drive revenues, especially from sponsorship; and to attract Ultra High Net Worth families and family-led companies, predominantly from overseas. There is no room for cynicism about the growth strategy. It is essential if the sport is to thrive.

### 2015 Alex Scott Assistant Trainers Travel Scholarship – Applications invited

When you were planning to start training on your own account, you will have wanted to take every opportunity to gain experience and knowledge. It has become a feature of successful young trainers to travel abroad, working for a trainer in another country to add to the array of knowledge needed and to acquire new insights.

*continued on page 2*

### Inside this issue

Industry News .....	2
Race Planning .....	3
On the Racecourse.....	5
Employment Matters .....	7
Veterinary Notes .....	11
Business Section.....	14
Regulation .....	15
Membership .....	16

### Articles of Special Interest

Mares' jump programme ...	3
Notifying non-runners.....	4
Staff needs survey.....	7
Linking with schools .....	8
Medication Book reprinted .....	11
New detection times .....	11
Research into arrhythmias .....	12
Reducing Non-Domestic Rates .....	14

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*continued from page 1*

For those without the necessary funds, these opportunities may seem beyond reach. One reason for setting up the Alex Scott Assistant Trainers Travel Scholarship was to provide that opportunity for those who wouldn't otherwise be able to go abroad.

The NTF is responsible for promoting and managing the award, which is funded by the British Horseracing Education and Standards Trust (BHEST.) The winner will receive a grant of £3000 towards their travel costs and living expenses. The NTF will assist the winner to plan their trip and if necessary will facilitate introductions to a trainer abroad.

Previous winners include successful trainers James Given, Charlie Longsdon, Amy Weaver and Eoghan O'Neill. To get an idea of the hugely valuable experiences these and others have gained, reports from the last two winners, Ross Birkett and Charlie Duckworth can be viewed on the website.

Applications, which must be received by 30th September, can be made by downloading the form from the special Awards page on the NTF website here:

<http://www.racehorsetrainers.org/aboutthentf/alexscott.asp>

We hope you will bring this opportunity to the attention of your assistant in recognition of the huge part winning the award could play in helping his or her career.



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## **BHA Integrity Review underway**

The BHA has announced that it is carrying out a review of the Integrity department. Among the aims are to develop a modern and contemporary approach to integrity, improve efficiency and consistency and demonstrate greater openness. The public announcement stated, "Whilst not a reaction to the outcome of the McGrath and Apsey case, it will pick up on some of the issues which arose within it."

The NTF welcomes the review. For some time we have been pointing out to the BHA the shortcomings of its investigatory processes. In particular we have been concerned about the length of time taken, the inadequate communication with those under investigation, the lack of consideration of the imbalance of resources between the regulator and licensed people, and the undue pressure on the livelihoods of those under investigation before any wrong doing has been established.

We have already been consulted on several issues as part of setting up a "Challenge Panel", which will provide independent scrutiny of the Integrity review. This is an essential measure to avoid the accusation that the review is being conducted by the same people who are responsible for the integrity functions. We expect the Challenge Panel to be chaired by a senior independent figure from outside racing with racing knowledge and experience represented by other Panel members.



## More incentives to buy mares' with improvements to mares' jump programme

Following the announcement that a Mares' Novices' Hurdle has been added to the Cheltenham Festival, the BHA has outlined further enhancements to the mares' programme, both in the short and longer term. The enhancements have the objective of providing further incentives for owners and trainers to own mares and keep them in training.

In addition to the new race at The Festival, the Weatherbys Jane Seymour Mares' Novices' Hurdle (Listed), run at Sandown in February over 2 miles about 4 furlongs, has been upgraded to Grade 2 status. The result is that there are now nine Pattern or Listed Mares' Novices Hurdles over the course of the season.

In the longer term the BHA is working with Cheltenham to explore the possibility of a Mares' Chase being added to The Festival in the coming years, to be supported by a programme of Pattern and Listed Steeple Chases for mares. To pave the way for this, invitations have been sent to racecourses for applications for two new Listed Mares' Chases to be run in November and February, joining the existing Mares' Chase that was added to the programme last season at Doncaster in December (rescheduled in January due to abandonment).

Should the addition of a Mares' Chase at The Festival occur it is intended that a further three Pattern/Listed races will be added to the Mares' Chase programme. This will have the effect of ensuring that an aspirational and valuable programme of races will exist for mares over fences, and as such a genuine incentive to keep talented mares in training.

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## Buy Plus 10 to win £10,000 more

Trainers are encouraged to target Plus 10 yearlings in the sales ring to significantly enhance potential winnings and stake a claim in the £5.5 million worth of bonus prize money on offer to qualified two and three-year-old horses. Plus 10 registered horses will be flagged in all yearling sale catalogues in 2015 and will wear Plus 10 rump stickers in the sales ring.

After purchasing a Plus 10 horse, the subsequent owner need only pay a final registration fee of either £300 by 31 December 2015, or £350 by 28 February 2016, to qualify the horse and return up to 25 times their investment into the scheme. While the owner receives £7,500 on top of the race prize money each time their horse wins a Plus 10 bonus race, the trainer, jockey and stable staff also benefit, receiving £500 for a bonus winner.

It took just three months in 2015 to reach £1 million worth of bonus winnings in Britain and

Ireland and so far in Britain alone more than 70 different owners have collected bonus winnings.

A qualified horse can win an unlimited number of Plus 10 bonuses across the following races:

- 🏆 2YOs: All Class 2-4 Maiden, Novice, Conditions and Class 5 Fillies Only Maiden races
- 🏆 3YOs: All Class 2-4 Maiden, Conditions and Class 5 Fillies' Only Maiden races (for 3YO only races of this type)

Yearlings purchased unregistered for Plus 10 cannot be entered into the scheme retrospectively.

For more information on the bonus scheme, including the race programme, and a full list of eligible horses, visit [www.plus10bonus.com](http://www.plus10bonus.com).

To speak with a Plus 10 representative contact 020 7152 0026.



## Notification of Non-Runners

Weatherbys has been discussing with us the times when the call centre is open for trainers to notify Non-Runners. Over the last couple of years, demand in certain time slots has become negligible and Weatherbys therefore believe that current resources could be better allocated.

We have consulted the NTF Council and as a result two minor changes will be made to the opening times of the Racing Operations department with effect **from 1st August 2015**.

1) The Non Runner Line will open at **08.30** (previously 08.00) on an on-going basis.

2) At weekends, the Non Runner Line will close at 1300 (previously open until 17.00.)

All trainers will of course be able to continue to notify Non Runners via the Racing Admin website or direct to the Clerk of the Scales on the racecourse.

### Non-Runner riding fee

Please remember that a booked jockey receives a partial payment (40%) of the riding fee if the horse is declared a non-runner after 9.00am on the day of the race. When at all possible, please declare Non-Runners **before 9.00am** to save costs for your owners.

## New handicap rating protocol in Ireland

The Turf Club in Ireland has notified us of a new Protocol relating to the allocation of handicap ratings for runners in Irish handicaps.

The Flat Handicappers now have discretion to “exclude a horse with a current handicap rating from a handicap where the distance of some or all of its qualifying runs for a handicap mark is considerably different from the distance of the proposed handicap.”

In exercising this discretion, they will have regard to all relevant circumstances including:

- Whether or not it was practically possible for a horse to run at or near the distance of the handicap race
- The time of year and the availability of races to run in to meet this requirement
- The age and profile of the horse
- Whether the horse had already competed in handicaps at a different distance or is entering handicap company for the first time
- The distance of its most recent start or starts

## Three year old weight for age allowance under scrutiny

The BHA Flat Racing Committee has been considering statistics supporting a reduction in the weight for age (WFA) allowance received by three year olds in all aged races over middle distances from July onwards. The figures were mainly based on the results in relevant handicaps as they provide a larger sample size than using Pattern races.

In its consultation response the NTF's Flat Committee expressed the view that the existing WFA scale should not be changed because it encourages three year olds to run in races such as the Eclipse Stakes and the King George VI and Q Elizabeth Stakes. In addition, there are reasons to believe that the evidence from all-aged handicaps should be treated with caution. Many three-year-olds will be stepping up in distance as they progress through the year and will improve for racing over further. The BHA has agreed to do more research before making a final decision about changes to the WFA scale.



## Track improvements at Musselburgh

Musselburgh Racecourse has started a £140,000 track improvement project on its winning post bend. The cambering work is necessary to improve the quality and safety of flat racing at the East Lothian track.

Funded in part by a Racing Foundation grant and a loan from the Horserace Betting Levy Board, the work is expected to be completed by the next race meeting on 21 July, however racing on the Flat track around the winning post bend will not recommence until the 2016 Flat season.

Musselburgh Racecourse general manager, Bill Farnsworth, explained: “As a temporary measure we will use the jump track for flat racing from the 3f marker, making use of the fibresand bend, before rejoining the Flat track at the 9f marker.

“The work will greatly improve the safety of the winning bend on the Flat course and we are grateful for the support of both the Racing Foundation and the Horserace Betting Levy Board which has enabled us to make these necessary improvements to the track.”

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## Explanation of Yarmouth fixture transfers

You will already be aware of the details of fixtures transferred from Yarmouth due to ongoing track work but for the record they are:

- 🏇 Thursday 23 July – Wolverhampton (AWT)
- 🏇 Tuesday 28 July – Wolverhampton (AWT)
- 🏇 Wednesday 5 August – Newcastle
- 🏇 Thursday 6 August – Wolverhampton (AWT)
- 🏇 Thursday 13 August – Ffos Las
- 🏇 Tuesday 25 August – Chepstow

Interestingly, the BHA announcement described the track levelling work as “essential” though there is some difference of opinion amongst horsemen on that.

We have been asked why the fixtures had to be moved so far from their original home. The BHA’s explanation is that they aimed to keep as many on turf as possible and looked at turf racecourses within a reasonable distance (Leicester, Nottingham and Newmarket) but were advised by the BHA Racecourse Inspectorate that these had no capacity for additional fixtures. In reality it is a difficult time of the year to get any additional fixtures onto turf racecourses. Although Chelmsford City was considered, the recent surface work created some uncertainty. The outcome was a balance between geography and surface and though less than ideal, is probably as much as could be achieved in the circumstances.

Programmes will closely resemble those originally advertised, except for necessary alterations to distance, safety factor and weights, where required.

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*“...the BHA aimed to keep as many on turf as possible...”*

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## Owners access to racecourse stables

The BHA Integrity Department has asked us to remind you of the relevant restrictions relating to access to the secure Racecourse Stable Area on race days. Although the Rules do not permit access be given to owners, only to trainers and stable employees, it is at the BHA's discretion to allow an owner of a horse running on that day to enter the stables. In any case where the owner is attempting to gain access, they must be accompanied by the trainer of their horse.

Under no circumstances should a trainer attempt to sign in anyone other than the listed owner of the horse.

*“Our aim is to ensure buyers are protected...”*

## Anabolic steroid testing at the sales

During the consultation on the BHA's Equine Anti-Doping rules introduced in March 2015, there were discussions about ways to protect purchasers at bloodstock sales against acquiring a horse that might subsequently fall foul of the new rules and potentially be banned from racing.

Although the NTF proposed that the onus should be on vendors and sales companies to provide confidence in the market place, you may be aware that the BHA has been talking to sales companies in Britain and the USA about making a post-sale test available to buyers.

A recent announcement from Keeneland indicates that a post-sale test has been agreed. We have contacted the BHA to request more clarity about the test that will be offered and how it fits with the BHA's equine anti-doping policy more generally. Our aim is to ensure both that buyers are protected and also that horses racing in Britain are competing on equal terms irrespective of their country of origin.

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## Turning round the stable staff shortage

We have covered the stable staff shortage in the newsletter since the beginning of the year; at the end of July the severity of the situation hit the racing media. It is true that the imposition in 2011 of tougher controls on racing's ability to recruit work riders from outside the EU would have a predictable impact on stable staff numbers within a five year period. The NTF highlighted this during the BHA's strategic review of career marketing and the workforce and we did extensive work with the BHA and our partners IEPUK on an alternative non-EU worker strategy but were continually blocked by the Home Office.

In spite of having previously accepted our case to fill skills gaps with non-EU workers, the Government now expects racing to do more to meet its labour requirements from within Britain and the EU. We organised the Stable Staff Summit at York in April to pull together a plan with the BHA and Training Providers and now have short, medium and long term initiatives in place to maximise the sport's ability to attract the right people to meet employers' needs. In our opinion, due to the diminishing pool of people with the necessary attributes or innate ability for the roles, it is still likely that we will need to recruit from outside the EU in the future.

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## Staff needs survey results

We are grateful to the 119 trainers who responded to our staff needs survey in May. This represents a 23.3% response rate, which is regarded as positive and produces reliable results.

Over 60% of replies were from Flat trainers reflecting the impression earlier in the year that Flat yards were most severely affected by the shortage. The range of size of yard followed the general profile of trainer scale so the results are likely to represent a fair cross section of the market.

37% of trainers responding needed no additional full time staff. 54.7% needed between 1 and 3 additional full time staff. 8% needed more than 4. 31% of trainers were looking for between 1 and 3 additional part time staff.

77.7% of trainers responding had been short of staff in the previous six months. This indicates that the number of vacancies at the time of the survey was probably understated. Feedback to the NTF from trainers is that peak demand for Flat yards is between December and March.

It was not surprising to see that the overwhelming need is for experienced riders. Nearly 17% of responders needed experienced yard staff but staff who can both ride and do yard work are preferred.

An extrapolation of the data suggests that at the time of the survey, there was a requirement for an additional 500, mainly experienced, stable staff.

You might say that the survey only told us what we already knew. That is correct but there is additional value in having the empirical evidence for what we thought we knew. This is essential for gaining the support for our policies from other organisations and agencies.

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*“54.7% of trainers needed between 1 and 3 additional full time staff...”*

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## Project on improving staff retention

As trainers will know from their recruitment needs, the retention of good stable staff is of great importance and particularly important is keeping young people in the industry when time and money has been put into training them.

Rachel Flynn is currently undertaking a project for the British Racing School to try to understand at a practical level the measure trainers take to ensure the health, safety and wellbeing of trainees, all of which can help retention of people in the industry.

The BRS has already written to a considerable number of trainers about this project and Rachel is now contacting trainers to book appointments. We want to encourage all trainers contacted to find some time to talk to Rachel and provide the feedback she needs.

If any trainers would like to know more about this project or would like to discuss it further, please contact Lawrie or Sarah at the BRS on 01638 665103.

## Linkage with schools to improve recruitment

The NTF used the inaugural running of the Clock Tower Cup at Doncaster on 26th June to bring together professionals involved with young people's education and careers with NTF and BHA representatives involved in recruitment and training. The Clock Tower Cup gave stable staff a chance to live the dream of riding in a race. Our aim on the day was to share ideas for improving stable staff recruitment and retention and building relationships with schools and organisations training young people.

The good news is that the education professionals thought racing had plenty to offer and had many of the right elements in place (e.g. training schemes, terms of employment.) The missing part is to link up better with schools to promote careers in the sport at an early stage. This is an area that the NTF and BHA are focussing on in the plan of action resulting from the stable staff summit at York and the strategy work done by the BHA with stakeholders in the last eighteen months.

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## Horse welfare case in France involving exported mares

The BHA has received intelligence regarding a Nicola Elstow, who was convicted of three counts of failing to ensure that an animal's welfare needs had been met, and was subsequently banned by the RSPCA from keeping horses for five years in 2013.

The intelligence suggests that Elstow is now living in Domeyrot, France and may be going by the name of Nicola Brow. She is exporting British-registered mares and breeding from them in France. Many of the mares are in poor shape.

Equine Rescue France have attempted to prevent this from taking place but are powerless in doing so as Miss Elstow has an export licence. Given Miss Elstow's current ban from keeping horses and the welfare issues that led to the ban, we thought it worth passing on this information to you in order to prevent any horses from being exported to France where they may potentially be kept in poor conditions and become welfare concerns.

The BHA will let us know if they receive any further information. If you have any information regarding Elstow and her operation, could you please contact us or Joe Peploe at the BHA on 0207 152 0169. All information will be treated confidentially.



## European digital campaign

With non-EU workers beyond our reach and a skills shortage in Britain, Europe is clearly the place to look for immediate help to find experienced riders. As with other areas of business, recruitment is now a digital process. The BHA has been working with RH Partners, a digital marketing agency, to direct potential applicants to the British Racing School and Northern Racing College. Now the NTF is funding a recruitment campaign for experienced riders across a selected number of European countries in partnership with the BHA and RH Partners.

*“...recruitment is now a digital process...”*

## Fit For Work service offers work-related health advice

Fit for work is a new Government advice service offering work related health advice and a referral scheme to occupational health for employees who are off work sick for more than 4 weeks.

Sheffield, South Yorkshire and Bassetlaw, North Yorkshire and the Humber

Kent and Medway

Thames Valley

The scheme is being rolled out across the country and is now live in the areas below so it is possible that trainers may start receiving correspondence either from a Fit for Work case manager or receiving a Fit for Work Return to Work Plan from an employee who has been referred by their GP to the service. In time employers will be able to refer employees who are absent for more than 4 weeks to the service but at present it is GP-referral only. It is available in:

Betsi Cadwaladr, Abertawe Bro Morgannwg and Powys Teaching.

Chapter 10 of the Employment Guide on the NTF website is undergoing a comprehensive update and will include information on the new Fit for Work service. Whilst that is being prepared, there is separate guidance on this scheme on the NTF website and, as ever, advice is available from the NTF office or the NTF employment helpline.

## Risk of penalties from using “self-employed” people

Assuming that any worker offering their services as “self-employed” is genuinely of that employment status is a risky business. You may face stiff tax and NI penalties if you treat them as self-employed but a subsequent tax inspection decides they should have been treated as employed.

The NTF has guidance on its website to help you avoid these penalties by explaining how to identify someone’s genuine employment status. See Employment Status Advice in the Employment section. Here is an excerpt from the advice:-

“...it is firmly the employer’s responsibility to determine their worker’s tax status. If the tax status of the worker is wrongly determined then it is the employer who is responsible for any arrears of tax and National Insurance Contributions that may be due. It is possible that an individual might be self-employed in one capacity, but employed in another. Where the self-employed worker carries out the same duties as employed staff it is probable that he/she will be an employee for tax and NIC purposes. This is equally true for casual staff.”



## Equine Anti-Doping – Reminder about transferring responsibility

We have been told that some trainers have not grasped their obligations under the BHA's Equine Anti-Doping rules that came into effect on 2nd March this year. You will find a full explanation in the NTFW email dated 5th March. In brief:

From now on you must follow certain procedures immediately when a horse enters or leaves your care and control. This is to ensure it is clear who is the Responsible Person under the rules.

To do this you must use a specific form and follow the procedures shown. Full details of the Equine Anti-Doping rules can be found on the Anti-Doping and Medication Control pages of the BHA website and the forms you need are also on the NTF website under Information - Veterinary.

Failure to follow these procedures may lead to your being in breach of the Anti-Doping Rules. Registered owners have been informed of the rules so should understand your notification of transfer of responsibility.

## NTF Employment Manual update – Chapter 1, Starting Employment

Chapter 1 "Starting Employment" has been updated to reflect some further information from UK Visas and Immigration about Biometric Residence Permits (BRPs).

BRPs are immigration documents which are issued in the UK to migrants and the UKVI are gradually rolling these out replacing the UK visa. The BRP is proof of the person's right to stay, work or study in the UK. It is a credit card sized permit which includes a digital image of the holder along with other information – there is detailed information on the Home Office website showing the design and contains of a BRP – go to [www.gov.uk](http://www.gov.uk) and search for biometric residence permit guidance.

Trainers are reminded that due to the restrictions on immigration it is almost impossible for trainers to recruit from outside of the EEA or Switzerland and trainers must ensure that all the correct checks are carried out to ensure that any worker has the right to work for them.

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## Do you have a Home Office Sponsor Licence?

If you have a Home Office Sponsor licence you must never give your login details to anyone; these login details are for the named authorised individual alone. Providing these details to anyone could result in another party issuing sponsorship to someone you do not know. If this happens the Home Office will take action against your licence. If your licence is revoked then all migrant workers you are sponsoring will no longer be able to work for you. What is more, your Authorising Officer is responsible for all activity relating to your licence; is this you? Action the Home Office could take against you can include fines of up to £20,000 per illegal worker and/or up to 2 years imprisonment. Do not take the risk; keep your login details secure. Also note that the email for key personnel must be secure, personal to, and only accessible by the key personnel.

If you think your details might have been provided to someone else, then login and change the password. The Home Office seem to be working its way around trainers' yards so ensure you are compliant today. If you have any questions do get in touch with the NTF on 01488 71719 or contact IEP Management on 01572 823934.



## NTF Medication Record Book reprinted thanks to the BAEDT

Our Medication Record Book has been updated and reprinted. We are extremely grateful to the British Association of Equine Dental Technicians for their sponsorship and to the BHA for advice on the content. The layout will be familiar to you but some changes have been made to the detailed notes for ease of interpretation and to clarify the information required.

- 🛡 Horse Identification: the registered name of horse or for un-named horses the dam and year of birth must be recorded.
- 🛡 Drug used has been altered to “Treatment used” in order to incorporate other treatments and is not limited to veterinary medicines.
- 🛡 Dosage must be quantified with units such as mg or ml , enter the amount to be given each day and the number of day’s treatment prescribed.
- 🛡 The person authorising or prescribing treatment is recorded for each entry and in accordance with strict liability the Trainer will be assumed to be the person authorising treatment unless specifically stated otherwise in the comments section.
- 🛡 A comments column has been added. This could be used where veterinary procedures could be recorded alongside the treatments used.
- 🛡 Sources of medicines: be especially careful with purchasing medicines over the internet.
- 🛡 There is a reference to the new BHA Equine Anti-Doping rules.
- 🛡 The BHA requires the recording of supplements and it is strongly recommended to use a separate record kept in the feed room and to record their use with cross references to invoices and batch numbers. (See below)
- 🛡 The list of official Detection Times has been removed because the most up to date published information can be found on BHA’s website

We have been discussing with the BHA which substances trainers are required to record under the rules of racing. This followed a testing in training visit when the trainer was told that all feed supplements should be recorded. Our conclusion is that you should continue to use the Medication Record Book in the normal way for medicines and veterinary treatments. In addition, you should maintain separately a record of all products fed to your horses including supplements. This feed record should include batch numbers of feed products and the suppliers’ names to assist in the tracing of any feed contamination. See the NTF’s advice sheet on our website under Information – Veterinary.

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### Prohibited substances – Two new detection times announced

The BHA has announced detection times for two substances for which there were no official detection times. These are Dexamethasone Sodium Phosphate and Dexamethasone Isonicotinate. The details, including preparation, dose and route of administration are shown in the BHA notice attached to the NTFWeekly email on 2nd July 2015 and appear on the Anti-Doping and Medication Control pages of the BHA website.

As ever, please note that time must be added to the detection time to arrive at a safe withdrawal time.



## BHA Reminder – Stand down period for intra-articular corticosteroid treatment

On 16 July 2015 the Disciplinary Panel of the BHA heard an inquiry into an alleged breach of the 14-day Stand Down period following administration of an intra-articular corticosteroid (contrary to Schedule (B)3 of the Rules of Racing - Requirements of horse to run).

The BHA would like to take this opportunity to remind Trainers, and their veterinary surgeons, of the **14 day Stand Down Rule following administration of any intra-articular corticosteroid**. Paragraph 11.A of Schedule (B)3 states:

“The horse must not have been administered any intra-articular corticosteroid on the day of the race or on any of the fourteen days before the day of the race in which the horse is declared to run”.

In practice, this Rule equals to 14 clear days, i.e. the date of administration and day of the race must not be included when calculating the 14 day Stand Down.

This Rule sits separately from the existing requirements for a horse to be clear of these substances on raceday, and the 14 day stand down is not to be mistaken or substituted for the BHA recommended detection time. Where the substance has a withdrawal time longer than 14 days, it will not be a defence to a positive test that the substance was administered 14 clear days before the day of the race. It is also not a defence to a breach of this rule that the horse was tested on the day of the race and returned a negative result.

If you require further clarification please contact the Equine Health and Welfare Department at [equine@britishhorseracing.com](mailto:equine@britishhorseracing.com).

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## Research into exercise-associated arrhythmias in British Thoroughbred Racehorses

A research project will shortly be launched on racecourses in the Midlands. A veterinary team led by Celia Marr will be recording ECG in horses shortly after racing in collaboration with the University of Nottingham. Horses often have subtle cardiac rhythm variations after strenuous exercise and fortunately most of these are of little consequence. However, there are some cardiac rhythm irregularities such as atrial fibrillation that significantly impact on the horse. The study will benefit racehorse health by providing essential information on cardiac rhythm irregularities needed to help vets use new technology to treat horses more effectively.

Participation in the study is entirely voluntary and trainers are not obliged to be involved. The horses will be chosen at random after declarations are made and trainers will receive an email giving them the opportunity to decline.

The results will be confidential, shared only with the trainer. In a small proportion of horses, clinically significant irregularities will be detected and in order help these horses receive appropriate treatment, with the trainer's permission, the ECG findings will be shared with the attending racecourse vet and the trainer's own vet. The BHA Veterinary and Integrity Departments and NTF and ROA have approved the study protocol and the researchers will not be reporting the study ECG findings to the BHA veterinary officers.



## Dealing fairly and fully with disciplinary procedures

We don't very often include in the newsletter employment law case notes but felt this to be an interesting case to show the need for a reasonable and fair disciplinary investigation and that an employer must consider fully any new evidence put forward at an appeal against a dismissal.

Earlier in the year, a bus driver who was dismissed after testing positive in a saliva test for cocaine was awarded £84,000 for unfair dismissal by the Employment Tribunal. The bus driver persuaded the Tribunal that the positive drugs test had resulted from him handling bank notes contaminated with cocaine by passengers and not from his personal use of cocaine.

The driver stated that he had been counting cash whilst eating his sandwiches so increasing the likelihood of transfer. A study back in 2010 found that almost every bank note in circulation is likely to contain some trace of cocaine.

The bus driver had spent £440 on a more accurate saliva test through his GP which proved he had not had drugs in his system for the last 3 months. Despite this and his clean disciplinary record over the previous 22 years, the employer refused to reinstate him on appeal, seeming to be wholly uninterested in investigating the explanations put forward by the employee or the results of the saliva test.

There is information and advice on carrying out investigations in the NTF employment manual.

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*“Horse Comes First highlights the sport's strengths...”*

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## Promoting the racing industry's care of racehorses

The Horse Comes First is an initiative with industry wide backing with the objective of promoting the high standards of care given to racehorses and increasing public confidence in British racing's record on equine welfare.

Backed by a coalition of stakeholder organisations, including the NTF, and currently funded by the British Horseracing Grant Scheme, the campaign has introduced a number of measures, such as the establishment of a set of robust key messages and the recruitment of a range of experienced and credible advocates, as well as proactively promoting positive horse welfare related stories.

This 'front foot' positioning is enabling British racing to deal with sensitive equine welfare issues with more confidence and a more positive approach than was previously the case.

The Horse Comes First highlights the sport's strengths, such as the fact British racing has track record to be proud in that it has invested £27m since 2000 in veterinary research and education, that it employs 6,500 staff to look after the 14,000 horses in-training and that the injury and fatality rate in the sport has declined by a third in the last twenty years.

It is accepted that more needs to be done to ensure the campaign's messaging reaches as many participants and staff employed within British Racing as possible. Similarly, there remains scope to engage further with racegoers and those who follow the sport on television, radio and social media.

For more information visit [www.thehorsecomesfirst.com](http://www.thehorsecomesfirst.com); all feedback on the campaign and possible stories to promote is welcome.



# RACING COLOURS

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## Non-Domestic Rates – reducing your overhead costs

On the eve of the General Election in May, the Racing Post asked trainers in each training centre what they hoped for from a new Government. Their answers were telling with two key issues most prominent – the shortage of stable staff and the high cost of Non-Domestic Rates.

We took this as a manifesto for the NTF and these two issues are priorities for us. Recent newsletters and articles elsewhere in this edition have concentrated on the stable staff recruitment and retention.

With a revaluation of commercial property due in 2017, we are gathering together our professional advisers to meet with the Valuation Office Agency to explain the concerns of racehorse trainers.

Our aim is to produce the maximum benefit for the largest number of trainers. Focussing on Rateable Values will be top of the list. You may receive from your local valuation office a “Request for Information”. Our advisers say you should be extremely cautious how you answer the questions as the information you provide will form the basis of valuation for your property. Bill Simpson, the NTF’s Rating Adviser will be pleased to answer your questions. You can contact him at [tyto@btconnect.com](mailto:tyto@btconnect.com)

## Smallest businesses now dealing with Auto Enrolment

As you will see from the Regulation Deadline feature in all printed and weekly email newsletters, smaller businesses are now becoming subject to the legislation making it compulsory for them to introduce an Auto Enrolment pension scheme. Businesses that had fewer than 30 employees on 1st April 2012 will have been notified of a date by which they must comply and it will be between 1st June 2015 and 1st April 2017.

Don’t ignore these deadlines or you may face a large fine from the Pension Regulator. Guidance is available from the NTF’s Auto Enrolment Guide on our website under Information – Business.

## 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. [More....](#)

- **1st August 2015** for 40 to 49 employees
- **1st October 2015** for 30 to 39 employees

**\*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 August 2015** – Non-Runner telephone line opens from 08.30 (currently 8.00.) At weekends, the line will close at 13.00.
- 🛡️ **1st January 2016** – deadline to replace skull caps that meet the (BS or CSN) EN 1384:1997 standard. [More...](#)
- 🛡️ **31st December 2016** – deadline to replace skull caps that meet the (BS or CSN) EN 1384:2012 standard.



# RACESAFE

## JOCKEY VEST. LEVEL 1,2&3. BS EN13158:2009

BHA RULE CHANGE REQUIRING ALL JOCKEY & STAFF BODY PROTECTORS TO MEET 2009 VERSION OF EUROPEAN STANDARD. BS EN13158:2009

Jockey Vest. L1



Jockey Vest. L2



Jockey Vest. L3



CONTACT THE RACESAFE TEAM OR LOCAL STOCKIST FOR DETAILS. [WWW.RACESAFE.CO.UK](http://WWW.RACESAFE.CO.UK) | +44 (0)1536 771051

“As an update on the body protector side - we are doing our utmost to supply trainers with updated body protectors as quickly as possible & to meet the high volume of orders. The BHA are fully aware of the situation and their licensing teams are working on the basis that as long as trainers can show an order is in place to update their body protectors, then no further action will be taken. We apologise for any inconvenience the delays have caused and thank trainers for their patience.”

## Be prepared for fire inspections

Trainers' yard hostels may be inspected by local Fire Brigade and Environmental Health officers to check the business is meeting its obligation with regard to a house in multiple-occupation. For the purposes of these obligations, a house in multiple-occupation is a property that is shared by three or more tenants who are not members of the same family. The main obligations cover fire and general safety, water supply and drainage, gas and electricity, communal areas, living accommodation and waste disposal. For further advice see the article in NTFWeekly on 29th January 2015 or speak to your local fire brigade.



## Your details in the Racing Diary

At this time of year, Anderson and Co begin compiling the NTF Racing Diary for the following year. Please would you let us know if any of your details that appear in the diary you wish altered. Telephone numbers in particular; are you happy the mobile number published is the correct one or to be kept private? Although many trainers keep us informed of changes such as emails and website addresses and we liaise with the BHA Licensing Department, sometimes the updated information is missing. This inhibits our ability to send publications to the right address and make sure correct telephone numbers are published. Please contact Jill Crook at the NTF office with any details that require updating.

The new website for the Racing Diary can be found at <http://theracingdiary.com/#the-horse-racing-diary-2015> where you are able to download the calendar feed for the fixture list.

### Link to the Trainer Magazine

we recently advised members of their free access to the online Trainer Magazine and many trainers have linked and accessed the back issues. All members who haven't yet signed up, will receive an introductory email from Anderson & Co., once verified their access will be automatically set. If trainers would like their Assistant/Head Lad/Secretary/Accountant – to have access to the online magazine and back articles please send their contact email to [info@trainermagazine.com](mailto:info@trainermagazine.com) and their email address will be added to the list and shared with the NTF.

### Newmarket Clerk of the Course phone number

Please note that in the NTF Racing Diary the mobile phone number for Michael Prosser, Clerk of the Course at Newmarket, is wrong by one digit. The correct number is **07802 844578**.

### NTF Racing Diary correction

The jockey's agent Richard Hale's landline telephone number is **01768 88699** and not as printed in the Racing Diary.

## Executive Months – June and July 2015

- NTF Regional meetings x 6
- NH Committee meeting
- NTF Charitable Trust
- BHA Board
- BHA Members Committee
- BHA Integrity Review meeting
- Horsemen's Group Board
- Fixture List Consultation Group
- National Joint Council
- BHEST Board meeting
- Planning inspectorate hearing, Malton
- BRS Trainers Course presentation
- BHA Graduate Programme presentation
- GBR International liaison meeting
- Schools careers marketing liaison



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