

Newsletter

The Voice of Britain's Racehorse Trainers



Legal helpline moves to NTF solicitors

As from the 16th May, the NTF legal helpline provider is moving to Knights solicitors in house lawyers. The helpline telephone numbers remain the same so for employment dial 01488 71729 (24 hour service, 7 days a week) and for other legal matters dial 01206 846143 (9 am to 5pm weekdays).

The first port of call for members' employment queries remains Dawn Bacchus at the NTF office on the above phone number; out of hours these calls divert to the helpline or when Dawn is not available. In practice members should see no change.

Many to thank for achieving the new levy legislation

The 'new levy' era has begun. From 25th April, the central funding of British horseracing is being governed by the Horserace Betting Levy Regulations 2017, doing away with the outmoded framework of the 1961 legislation.

There is still a risk of legal challenge but the new legislation is a highly significant milestone in the sport's development. For anyone involved in one or more of the previous attempts to reform or replace the 1961 levy, the passing into law of the new regulations is an historic achievement. It is the culmination of not just years but decades of work. The composition of racing's revenue streams may have altered in that time with the growth in media rights but levy income remains the bedrock, especially for horsemen.

With disappointment the more usual outcome in the past, now is a good time to celebrate this achievement and thank all those who contributed. Within the BHA Steve Harman, Nick Rust and Will Lambe deserve huge credit. Whenever an obstacle appeared, they found a way round it. Racecourse and horsemen's leaders have also played key roles. Friends of racing in various guises answered the call at crucial moments. Letters were written to Ministers and MPs lobbied from across the racing community. Politicians of all colours and in both Houses have listened to British racing and put their weight behind reform; so let's pay a special tribute to Minister for Sport, Tourism and Heritage Tracey Crouch, whose signature brought the legislation to life, and to current Secretary of State, Karen Bradley.

The BHA's slightly downbeat assessment of the 'new levy' as *"one of a number of key enablers required to ensure the long term-health and growth of the country's second biggest spectator sport which supports more than 85,000 jobs"* is down to its keen sense that the job is only half done. Now the task is to make sure the growth in income is used in accordance with the sport's undertakings to the Government.

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National Trainers Federation

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There will not be an immediate uplift in spending. The Levy Board plans to maintain spending at budgeted levels in 2017 and must replenish its reserves. In 2018 the new Racing Authority will take over distribution of central funds. Broadly, the areas that will receive support are:

- **Racing's grassroots** – improving prize money for participants to allow them to maintain their involvement in the sport, keep horses in training and improve the racing product
- **Jobs** – help recruitment, retention and growth of jobs in racing and in the rural economy
- **Small businesses** – by supporting the growth of the sport, help the future of small businesses such as farriers, vets, feed and equipment suppliers and many others
- **High standards of integrity in British racing** – including anti-doping and anti-corruption measures
- **Participant welfare and training** – including initiatives to support the mental and physical wellbeing of participants, and education and training opportunities for young people to become involved in the sport
- **The wider British horse sector** – through veterinary science research and education funding, disease surveillance, and support for rare breeds societies

Delay to implementing cap in median auction races

In its press release of 6 February detailing enhancements to the two year old programme, the BHA highlighted that an auction value cap would be applied in median auction races to make horses sold above a certain price ineligible.

In light of complex system development requirements, the decision has been taken to delay the implementation of this element of the package until the beginning of the 2018 flat turf season. In making this decision the BHA also took account of feedback from trainers that it would be helpful to know about these changes ahead of purchasing horses at autumn sales for the following season.

Grants for staff training from the NTF Charitable Trust

Did you know your staff may be eligible to apply for a grant to develop their skills through the NTF Charitable Trust (NTFCT)? The NTFCT is administered for us by Racing Welfare; the grant scheme is open to all those working in the UK thoroughbred racing industry and can pay up to 75% of course fees towards career and skills development. Applicants will need at least five years' service to the industry and ideally will need the support of their current or former employer.

Some examples of former grant funding have been for LGV Driver Training, Racing Secretary, Book-Keeping, Equine Osteopathy, Equine Dentistry and Assessor courses.

Your staff can apply online at www.support.racingwelfare.co.uk and clicking on the 'Getting Support' drop down menu, 'Grant Application' link. Or you can speak to your local Welfare Officer who will help you fill in the form. For more information visit Racing's Support Line or contact any of the regional offices.

Trainers contributing to BHA review of novice chases

The BHA is currently undertaking a review of the Novices' Steeple Chase programme in Great Britain and has asked for trainers' input. The objectives of this review are :

- To define the optimal pathway for a Novice Chaser at all levels of ability
- Provide a programme which supports the desired pathways
- Ensure that races are competitive and compelling

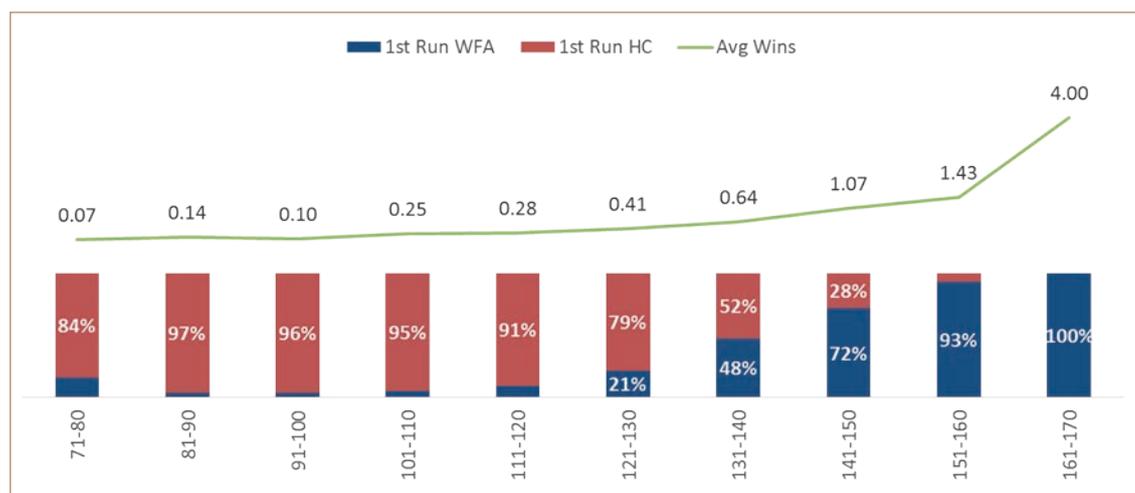
The primary focus of this review centres on the first two objectives, the ability of the Novices' Chase programme to provide a suitable introduction to jumping the larger obstacles for inexperienced horses, whilst mindful of the third objective to provide competitive and compelling racing.

Trainers have contributed initially to the review via a questionnaire sent on the BHA's behalf in the NTFWeekly emails dated 17th and 23rd May.

Current approach to Novice Chases

The graphs below show how the programme has been split between Handicaps and WFA races over the last 12 Jump seasons and dependent on rating where horses have their first Chase start. As can be seen the overall number of opportunities has remained largely unchanged whilst the balance of opportunities has swung in favour of more Novices' Handicaps, in line with previous reviews.

Volume of races



Novice Chase pathways



As the review progresses, we will keep you updated and there will be a chance to discuss the subject at this summer's regional meetings.



Buying a NH horse for clients at upcoming sales?

Why not buy a NHMOPS horse? A registered horse could earn you, your owner and your yard significant bonuses on top of prize money in qualifying races.

A number of NHMOPS registered horses are on offer at public auction this summer. Tattersalls Ireland are also selling NHMOPS registered lots at their Derby Sale on 28 & 29th June.

Trainers receive a portion of the cash bonus, along with the owner, rider and stable staff. Many trainers have already benefited from NHMOPS prizes in 2017 including; Stuart Crawford, Harry Fry, Warren Greatrex, Nigel Hawke, Anthony Honeyball, Nicky Henderson, Philip Hobbs, Charlie Longsdon, Hughie Morrison and Neil Mulholland.

“...registered horses can earn bonuses for wins in qualifying races.”

What is NHMOPS?

The **National Hunt Mare Owners' Prize Scheme** (NHMOPS) is an industry scheme to incentivise race mare ownership, where registered horses can earn bonuses for wins in qualifying races.

NHMOPS horses on offer at sales have already been registered to the scheme and there are **no further scheme fees to pay**. Registered lots will wear NHMOPS hip stickers and carry logos on their catalogues pages.

What are the NHMOPS prizes?

Prizes are split between winning owner (70%), trainer (15%), jockey (10%) and stable staff pool (5%) for wins in qualifying races as per the below chart:

Wins in mares' only races	Prize fund (8 or more runners)	Prize fund (less than 8 runners)
Class 1-6 NH Flat Races	£5,000	£2,500
Class 1-2 Open Races, Class 1-4 Novice Chases & Hurdles <i>(but not inc. Juvenile, Maiden and Beginners events)</i>	£10,000	£5,000

*Terms and conditions apply.

How do I find a qualifying NHMOPS race?

Eligible races carry the logo on the Racing Admin site and in the Racing Calendar.

For more information on NHMOPS please visit the TBA website www.thetba.co.uk

Buying a NH horse at the sales?

mares...

- Can win up to £100k* in prizes
- No additional scheme fees to pay
- Can win up to £10k* bonus per race
- Prizes for owner, trainer, jockey and stable staff

Look out for the logo on registered lots

Visit thetba.co.uk

*Terms and conditions apply

Summer Jumping Working Group

The RCA is chairing a stakeholder group which is reviewing the strategic objectives for summer jumping, following up one of the recommendations of the Review of British Jump Racing published in December 2015. Its purpose is to:

- Assess the current state of Summer Jumping
- With reference to data wherever possible and seeking the views of others outside of the Group, to identify the strategic objectives for Summer Jump racing
- Develop recommendations to support the future of Summer Jump racing
- Create an implementation plan for Summer Jumping Ensure equine welfare is a core consideration in any recommendations.

The Group, on which the NTF is represented by its Racing Executive, George Noad, is currently working on a set of recommendations. These are likely to include:

- Supporting a coherent narrative during the period
- Supporting the current break for jockeys in the first part of August
- Treating Summer jumping as a national programme so there may be some regional breaks.

British EBF a leading investor in prize money for 2017

The British arm of the European Breeders' Fund has announced a record equalling £1.7million investment into British prize money for 2017. The organisation, which is funded primarily by subscriptions from British-based stallion owners, will maintain the level of investment seen in 2016, bringing the total contribution by the EBF to British racing to just over £31.5million since its inception in 1983.

The British EBF is charged with the task of re-investing the generously provided income from British-based stallion owners directly in to prize money; in doing so it is one of the leading sponsors of racing in the UK by both number of races and total prize value of the races they support:

Top 10 Sponsors by number of races sponsored (2016)			Top 10 sponsors by prize value (2016)		
SPONSOR	RACES	%AGE	SPONSOR	RACES	VALUE
Totepool	734	9%	QIPCO	36	£10,339,025
32Red	635	8%	Totepool	734	£7,693,497
EBF	630	8%	EBF	630	£7,106,951

Table info reproduced courtesy of Mary-Ann Sandercock (first published in RCA Update, March 2017)

BEBF funding is distributed nation-wide to nearly every racecourse in the British Isles and is guided by a strong set of under-pinning principles to help focus investment where it is needed most.

Although the British EBF works with both Jockey Club Racecourses and Arena Racing, nearly half its annual funding is distributed among the independent racecourses.

There is more about the EBF's support of British racing on [ntfmuse \(https://ntfmuse.com/2017/05/17/2249\)](https://ntfmuse.com/2017/05/17/2249), including the EBF Breeders Fillies Series, support for the AWT championships, and the Stayers programme.

“ ...record equalling £1.7million into prize money in 2017. ”



New standard form for post-race sample testing

As part of the BHA's commitment to protecting the integrity of British racing, a series of initiatives to improve the efficiency, consistency and transparency of the equine anti-doping programme are being undertaken.

The first initiative, which began on 17th April, is the introduction of a new Anti-Doping Form. A single form will be used for all types of equine testing carried out under the Rules of Racing. This form creates standard documentation and simplifies the doping control process.

The new form contains a carbon copy which will be supplied to the Responsible Person, or his/her representative, present at sample collection, as a record for the Responsible Person.

Post-race testing will also move to a paperless system in the near future, with an iPhone application being rolled out in the coming months to enhance integrity procedures and make the process more efficient.

The app operates on an iPhone which is attached to the microchip scanners already in use in the racecourse stables to register a horse's arrival at the racecourse.

Trainers and their travelling staff can expect to see the app being rolled out across racecourses for post-race testing over the coming months, and you will receive further information by letter in a few weeks' time.

For more information, contact the BHA's Anti-Doping Manager, Tessa Muir on anti-doping@britishhorseracing.com or the Equine Team on equine@britishhorseracing.com.

SIS / ROA Owner-sponsorship Scheme logo change

The sponsorship desk at Weatherbys has contacted the ROA about some horses running with old (red) SIS logo patches on the owner sponsorship branding site.

When the branding changed, the ROA sent a letter and a stock of new green and black SIS logos out in early February to trainers who had horses covered by the scheme at the time, explaining the change of branding for SIS.

This mailing went to trainers with at least one horse actively sponsored on the ROA SIS owner sponsorship scheme. 300 logos also went to the people responsible for the Lambourn SIS scheme.

There are inevitably going to be horses which have changed trainers/owners since then, and some old logo patches lurking on colours, so the ROA has asked us to remind trainers that colours must have the new SIS logo on the branding.

The ROA would be happy to provide logo patches to any trainers with horses on the scheme. Applications can be made by email to Sarah Holton at sholton@roa.co.uk or by calling the office on 020 7152 0200. As ever, applications to add horses to the ROA SIS owner scheme can be made online.

“...the ROA has asked us to remind trainers that colours must have the new SIS logo on the branding.”

Results of re-measurement of Flat racecourses published

British Racing's ongoing commitment to improve the accuracy of information provided to racegoers, punters and the sport's participants has taken a step forward with the completion of the project to re-measure all Flat racecourses.

Flat-only racecourses, Flat tracks at Dual Purpose courses and All-Weather tracks have had their distances re-measured using independent surveyors in co-ordination with the BHA and the Racecourse Association. The project was initiated following feedback from the Horserace Bettors Forum (HBF), with any changes to distances published on 13 April on the BHA website and in the Racing Calendar.

The project follows the re-measurement of Jump race distances in 2015 and is the first time Flat race distances have been re-measured since 1991. Courses have been professionally surveyed to the nearest yard on a line that is two yards off the innermost rail. This will ensure greater accuracy of racing data, which will benefit both the racing industry and the betting public.

In the vast majority of cases, any changes to advertised distances resulting from re-measurement are insignificant. This is because the measuring line and methodology has not changed since the last re-measurement, in contrast to the re-measurement of Jump racecourses when both were altered.

As a result of the current project, some racecourses may amend distances or move starts to reflect advertised race distances. Clerks of the Course will retain the flexibility to move rails both before and on racedays to ensure the best and safest possible racing surface.

The new distances and amended starts appeared in all publications and platforms for fixtures taking place from 8 May onwards, beginning with the Racing Calendar published on 13 April. The BHA has also made a full list available on its website.

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Racing Staff Week – 1st – 8th July

Racing Staff Week, developed by Racing Welfare, in collaboration with the racing industry, will again be sponsored by Betfair and will celebrate the role of racing's workforce as well as generating awareness and funds for the charity.

Three races for stable staff riders

Following on from the popularity of last year's Betfair Clock Tower Cup charity race exclusively for stable staff, at Doncaster, two more races for staff are being organised during Racing Staff Week. The three races will enable valued staff from flat and jumps yards to be nominated to ride by their trainers in recognition of their hard work and commitment.

The Betfair Three Feathers Cup will launch the 2017 Racing Staff Week and take place at Lingfield Park on Saturday 1st July over 1 mile 4 furlongs.

The George Frewer Memorial Race is at Newbury on Thursday 6th July over 1 mile straight. There is a maximum of 12 riders.

The Betfair Clock Tower Cup, over 7 furlongs at Doncaster on Friday 7th July, will be the feature of the Racing Welfare Charity Raceday which includes a special fundraising lunch.

ROA Celebrate Racing Staff Week with Staff BBQ's

To celebrate Racing Welfare's Racing Staff Week initiative the Racehorse Owners Association are offering a contribution to trainers towards organising staff BBQs during the week where owners and staff can get to know each other better away from the often pressurised raceday atmosphere.

Following a survey completed by the ROA in 2016, owners cited that an important element of their racehorse owning experience was getting to know the member of staff that cares for their horse(s). To help develop the owner/staff relationships and show the owners and trainers appreciation of their staff, the ROA are encouraging their members to organise a yard BBQ with fellow owners and their trainers, when they can celebrate Racing Staff Week and get to know the yard team better.

Larger yards might wish to host a BBQ and smaller ones might wish to join forces with other yards and have BBQ. The ROA will provide a contribution of £100 per BBQ for up to 20 BBQ's during the week, and the funds will be allocated on a first come/first served basis.

The regional Racing Welfare offices are also organising BBQ's and other social events for stud and stable staff, which trainers and owners would also be very welcome to attend, during the week and details about these will be announced shortly. The ROA will also make a contribution of £200 towards the regionally organised Racing Welfare BBQ's and social events during the week.

To apply for a contribution towards organising a yard BBQ please contact Mary-Ann Sandercock, msandercock@racingwelfare.co.uk or call **07790 844887**.

Have you changed your working practices?

The NTF will shortly be commencing negotiations with NASS for the 2017 /2018 wages and condition of employment. It would be helpful for us to know if you have changed your working practices (e.g. hours or time off) during the last year and if there are any particular terms of the wage agreement you would like us to discuss with NASS or indeed suggestions for new terms. Please either drop Dawn an email on d.bacchus@racehorsetrainers.org or call her on the main NTF office number.



Resignations should be treated with care

Guidance on resignations is contained in the NTF Employment Manual at chapter 4 but we thought it might be useful to run over a few key points.

If an employee resigns, it is good practice to confirm the details so that it is on record. If the employee subsequently changes his mind, the employer should decide whether or not to choose to accept the withdrawal of the resignation.

However, beware of resignations in the heat of the moment – normally this happens after an incident in the yard. It is good practice to give the employee a short cooling off period and if the employee asks to withdraw her resignation, consider the benefits of allowing her to do so – and the risks of not doing so. In certain circumstances, depending on the facts, we would recommend contacting the employee to ask her into a meeting to reconsider her decision. An employee may resign in response to a disciplinary being started – perhaps to avoid being dismissed or having a formal warning on his record, particularly as staff shortages make it easy to change jobs. Again depending on the circumstances, a cooling off period may be appropriate before accepting the resignation.

An employee saying he “intends” to resign is not a resignation. It is always better to check if an employee means he is resigning, since to treat it as a resignation when he has not, could amount to a dismissal in certain circumstances.

We are sometimes asked if an employer can suggest to an employee that she look around for another job if the employee is for some reason “not up to the job” or there is a disciplinary issue. Do not be tempted to do that; it could give rise to an unfair or constructive dismissal claim since it is the employer who has made the suggestion or left the employee with little alternative but to leave.

Funding for trainers to train older recruits

The NTF and BHA are piloting an “employer led training programme” (ELT) aimed at new entrants to the industry over the age of 19. Training for new staff in this age range is currently limited and restricted at the racing schools to those who may be able to benefit from attracting Government funding.

These recruits may come from a variety of backgrounds with or without established horse care skills but need racing specific training. The ELT Programme requires a trainer to take on a new recruit on an employed basis but will provide funding of up to £2,500 to support the training to bring them up to the required industry standard. The training should be delivered over a 30 week period with milestone payments made at agreed intervals.

During the pilot, skills are recorded against a ‘Skills Passport’, to be completed by the employer and employee and will not involve external assessment or qualification achievement as a mandatory component of the training.

We have a number of trainers already using the ELT programme and if you are interested in taking part contact Shelley Perham, the NTF’s Recruitment and Training Coordinator, for further details on 07753 982052 or email s.perham@racehorsetrainers.org.

“...the ELT programme... will provide funding of up to £2,500 to support training...”



Recruitment initiative aimed at equine college students

A new recruitment initiative has been launched by the British Horseracing Authority, British Racing School (BRS) and Northern Racing College (NRC).

The Entry to Employment Programme, which is supported by The Racing Foundation, is specifically targeted at the 1000's of equine college students in Britain and will provide a new training and entry route into the horseracing industry.

The programme, which is free of charge this year, consists of a four-week residential training course followed by a work placement at a training yard. It is designed to encourage those who already have hands-on experience with horses into a career as a racing groom or work rider and is part of a wider, ongoing initiative to address the stable staff shortage within racing.

The training course will teach participants the specifics of how to ride and look after racehorses and will take place at both the BRS and NRC, with 16 places on offer at each this summer. Upon successful completion of the four-week training programme participants will be placed into employment at a training yard.

Carole Goldsmith, the BHA's Director of People and Development, said: "We have been working with Equine Colleges for some time now, providing careers lectures to showcase the employment opportunities in racing. We have also partnered with Racing to School and their Rider Programme to ensure that all equine college students get the opportunity to visit a yard and racecourse to really experience the working environment. We're looking forward to the launch of the Entry to Employment Scheme and would like to thank The Racing Foundation, British Racing School and Northern Racing College."

Trainer Donald McCain said:

"This is a great initiative and I know of a number of young people who this would suit down to the ground. Anything that can be done to recruit more stable staff should be applauded."

Careersinracing.com revamp

The BHA has re-launched www.careersinracing.com, the focal point for recruitment and training within the British racing industry, having made a number of improvements to the design and functionality of the site.

Originally created ten years ago, the website records more than 600,000 visits to its pages each year and has seen year-on-year growth since it was launched.

The website is now fully responsive to mobile devices, in response to the way people view information online, and also includes a fresh layout. A selection of new features have been designed to enhance the user experience for parents, educators and potential employees.

Users of the site can now filter the popular job case studies feature for specific areas of the racing industry, while video and social media walls now show promotional careers footage and behind-the-scenes content; the industry job board has also been upgraded. The available training courses in racing, and profiles of the key training providers all feature on the new site.



Text service added to Racing's Support Line

Racing Welfare has launched a new text method of accessing its services. **Racing's Support Line**, the charity's multi-channel helpline will now enable people to access support via the telephone, online and text message.

The Welfare team at Racing Welfare are aware that many people are put off seeking support as they may not feel comfortable speaking to someone on the phone. There are many people that feel more comfortable with the anonymity of sending an SMS text message. Furthermore, it is possible to communicate via text anonymously, even when people are in close proximity and a telephone call would not be possible.

Ofcom reported in 2012 that Text-based communications are surpassing traditional phone calls or meeting face to face as the most frequent ways of keeping in touch for UK adults with the 16-24 age bracket using this form of communication the most. This is a key age-group for Racing Welfare as these are people who are just setting out on their careers in racing and may wish to seek support with a range of problems relating to adjusting to living away from family for the first time.

Racing Welfare's text services can be accessed through the number **07860 079 043**. All text messages will be responded to within a one hour period and an appropriate action plan for support will then be made.

In total, **Racing's Support Line** now comprises:

- A 'Getting Support' area on the website which contains extensive and detailed information and advice in relation to accidents and injuries; money advice; illness and disabilities; family and relationships; addiction and recovery; retirement; housing and careers advice.
- An 'Ask a Question' feature which allows users to seek personalised advice and coaching through a web form.
- A 'Live Chat' feature which lets people communicate directly in real-time with an advisor.
- Text messaging services which allow people to get in touch via SMS
- An optional user account feature which allows people to track the status of any questions they have asked or of applications that they have made.
- The continuation of Racing Welfare's 24 hour telephone helpline – which is fully integrated with the digital services. Additionally, the charity's highly trained helpline operators can now undertake benefits checks through Turn2Us.

The Digital Support Services can be accessed at www.support.racingwelfare.co.uk.

The 24 hour helpline will continue to be available on **0800 6300 443**.

Have you complied with Auto Enrolment?

Dawn Bacchus has been contacting trainers on a list provided by Weatherbys of trainers that haven't completed Auto Enrolment for workplace pensions.

Auto enrolment is a legal requirement of most businesses with employees but you can check the details in our recently updated Guide on the NTF website.

There is no better incentive to comply than The Pension Regulator report of its £42,000 fine of Johnsons Shoe Company. TPR issued Johnsons Shoes Company with a £400 fixed penalty notice after they failed to comply with their automatic enrolment duties, including assessing staff and completing the declaration of compliance. Although Johnsons paid the £400 fine, they still weren't compliant, despite warnings that they would face a new fine that would increase by £2,500 per day if they continued to ignore their responsibilities. The fine reached £40,000 before the company finally became compliant.

If you're having difficulty meeting your AE duties, please let us know as soon as possible to discuss your situation. You can find help and information about what to do and when on the TPR website.



Apprenticeship funding update for racehorse trainers/employers

The Government has been working on a series of reforms to apprenticeship programmes and a major change in the way they are funded comes in to force from 1 May 2017 and applies to all new starts after that date. Employers with wage bills of over £3million will be required to pay a levy of 0.5% of their wage bill each month, giving them a pot of money to spend on apprenticeships for their staff. These employers will manage their apprenticeship programmes via a new online system called the Digital Apprenticeship Service (or just the Apprenticeship Service). It is expected that very few Trainers will come in to this category.

The remainder of employers are classed as ‘non-levy paying’ employers and the Government is introducing a co-investment scheme where employers pay 10% of the cost and the remaining 90% is paid by the Government. Training providers will manage this scheme until all employers are set up on the digital system.

The new system is based on the number of employees, the age and type of apprenticeship being delivered, and the cost of delivery based on set funding bands. The table below shows the arrangements in more detail:

Age and Level of Apprentice	Large employer with wage bill >£3million	Fewer than 50 employees	50 or more employees	Employer bonus
16-18 Intermediate Apprenticeship (Level 2)	Full cost paid from digital account	No charge	10% of delivery cost (£200 based on current funding band)	£1000 (£500 paid after 3 and 12 months)
16-18 Advanced Apprenticeship (Level 3)	Full cost paid from digital account	No charge	10% of delivery cost (£250 based on current funding band)	£1000 (£500 paid after 3 and 12 months)
19 and over Intermediate Apprenticeship (Level 2)	Full cost paid from digital account	10% of delivery cost (£200 based on current funding band)	10% of delivery cost (£200 based on current funding band)	Not offered
19 and over Advanced Apprenticeship (Level 3)	Full cost paid from digital account	10% of delivery cost (£250 based on current funding band)	10% of delivery cost (£250 based on current funding band)	Not offered

Providers will need to enter in to a contract or agreement known as a “Commitment Statement” which will set out employer and Provider Responsibilities and the duty of the Government Agency (Education and Skills Funding Agency – ESFA.) As now, each apprentice has to have an Apprenticeship Agreement.

Employers with fewer than 50 employees will be given support from the Government by waiving the payment for 16-18 year old apprentices and all non-levy paying employers will receive a £1000 incentive bonus for taking on a 16-18 year old apprentice. This will be in two payments of £500 after 3 months and 12 months on programme. This will be paid via the training provider.



For apprentices starting after 1 May 2017, all employers with 50 or more employees taking on a 16-18 year old and any apprentice aged 19 and over will be required to pay the training provider 10% of the overall cost of the apprenticeship. Payments will be invoiced quarterly and the Training Provider cannot claim the remainder unless this money is paid and reported as being received in their monthly Learning Records to the Government.

These payments are based on the current Apprenticeship Framework, which will be replaced by a new Apprenticeship Standard coming in to effect in due course. This will have a new cost attached to it which may adjust values from the ones stated earlier.

Contact your Training Provider (BRS, NRC or Haddon Training) for more details. There is no change to existing apprentices, who will carry on under current contracts and rules. The new starters on Frameworks after 1 May 2017 will also still study the same qualifications as the ones already on programme.

NTF & NASS to sign Mental Health Charter

The NTF and NASS marked Mental Health Awareness Week by joining other horseracing organisations in signing the Mental Health Charter for Sport and Recreation.

Through the initiative of the BHA, PJA and Racing Welfare, there is a growing recognition that mental health is as important as physical health in a sport that values the wellbeing of its participants.

Now the organisations representing employers and employees are joining other stakeholders to support and reinforce the key messages of the Mental Health Charter. The NTF and NASS look forward to collaborating in the working group organised by the BHA later this year.

It is important for the NTF to be part of racing's collective efforts to support the mental health of people in the sport. From all the calls we receive from our members, we understand the stresses and strains that come with a training business. As partners in the National Joint Council for Stable Staff, the NTF and NASS coming together to sign the Mental Health Charter for Sport and Recreation demonstrates our shared interests. Having said that, factors affecting mental health may come from outside the workplace. With access to funding from the new Racehorse Trainers Benevolent Fund, we are now in a position to help.

Online community for racing staff launching this year

The NTF is developing a new website, racingroom.com, for Racing Staff. All registered stable staff will be able to access the online community section of Racing Groom which will function as an HR resource similar to the way any employer of over 6000 people would have its own intranet site to support its staff.

Part funded by The Racing Foundation, Racing Groom aims to provide a single portal to access industry support services, key information relevant to racing grooms, and training opportunities. Building an online platform creates the opportunity for the industry to forge closer links with the community of racing staff and thereby strengthen their bond with the sport.

Racing Groom will promote the valued role of racing staff. Working with industry stakeholders, we have pulled together all the fragmented information that shows the level of support, rewards and benefits that make becoming a Racing Groom an attractive option to students and young people thinking of entering racing. Access to work experience and advice to trainers about delivering it will assist the industry's recruitment strategy.

We are delighted to have secured from a suppliers of racing equipment, a range of discounts available only to staff members who join the community when it launches later this year.



Guide to avoiding the risks of a positive test

In the veterinary area of the NTF website members can find a best practice guidance document and a poster summarising the key points in avoiding contamination or cross contamination within the yard.

The guidance document has recently been updated and trainers should ensure that their staff are aware of good working practices in the yard and when away racing.

It is divided into three main areas: contaminated feedstuffs including the BETA NOPS Code; cross contamination; and medication management.

The rules of racing place strict liability on trainers for the presence of a prohibited substance in a sample from a horse in the trainer's care and control so it is vital that you take all reasonable precautions to avoid a positive test.

Helping RoR to find homes for horses leaving racing

How easy are you finding it to move on horses that do not have a future in racing or at stud?

British Horseracing's official charity for the welfare of retired racehorses, Retraining of Racehorses (RoR), wants to help trainers in finding new and suitable homes for horses leaving racing. But first, in order to do that, they are seeking five minutes of your time.

In June every trainer will receive a short questionnaire and a member of the RoR office will call your office after midday to speak to you or a member of your team.

We acknowledge that some trainers have trust-worthy people queuing up to take on horses, but others find it much harder to move a horse on. RoR needs more than anecdotal evidence if it is to address the issue. The objective is to provide an appropriate number of viable options for owners and trainers to sell or move on responsibly horses leaving racing.

The responses you give will be of great value to RoR in providing them with up-to-date data on the various routes used to move horses on when they finish racing and enable them to provide suitable support where needed to ensure the future of horses that could have a second career.

The Thoroughbred Health Network launches UK-wide

The 'Thoroughbred Health Network' (THN) has been run as a Northern pilot project since June 2015. It has now launched as a UK-wide initiative, widening its focus from racing, to the equestrian sector.

The THN is a collaborative initiative which aims to review, translate and disseminate the latest scientific research on equine health, performance and disease. THN will now:

- 🛡 notify you by email when THN publishes a new research review and other relevant news on horse health from across the industry
- 🛡 seek your guidance via opinion surveys
- 🛡 invite you to free network events.

THN would also like to pay special thanks to Lucinda Russell for helping to compile a promotional video for the THN – please check it out on the new You Tube channel.

If you haven't already done so, please follow THN on Twitter: [@ThoroughbredHN](#), Facebook: [The Thoroughbred Health Network](#); and You Tube Channel: [Thoroughbred Health Network](#)



Redesign for NTF website

The NTF website www.racehorsetrainers.org will one day soon look similar but different after a few changes which have been made in response to members' requests.

The new website design will have a widened screen view and larger font for easier reading on all devices. 'Members only' information will be available in one area and your access will continue with the same members' login detail. If you are unaware of your login details please contact the NTF office.

The Home page will be the public interface with prominent items being members contact details, racecourses and the NTF news feeds - the blog 'NTFmuse' and tweets @ntfnews. There is more explanation about the NTF as an organisation, working for a racehorse trainer, and the publications provided by the NTF. Once the website moves over to this new version we will continue expanding and improving so keep sending us your ideas.



Auto Enrolment Pensions

Auto Enrolment applies to all employers.

Do you know your staging date?

Have you notified a contact to the Pension Regulator?

Don't risk a fine by failing to comply

Read the NTF Auto Enrolment Guide on our website and plan your scheme now.

RACING UK

Don't forget Racing UK has generously offered all NTF members a free subscription for every one purchased. Racing UK shows racing from 34 leading racecourses in the UK - and all in glorious HD. To avail yourself of this offer, please email trainers@racinguk.com.



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01206 846143

Follow Twitter @NTFnews

Summer regional meeting dates

Guests will include Amy Starkey from Jockey Club Racecourses, who has asked to discuss the potential location of a new AWT should the development of Kempton go ahead. We may combine the South East and Central South meetings on 24th July for this purpose.

Region	Date	Location
North	Monday 26th June	TBC
West Midlands and Wales	Monday 17th July	Wolverhampton Racecourse
East	Tuesday 25th July	Rowley Mile
South West	Monday 3rd July	Taunton Racecourse
Central South	Monday 24th July	Newbury Racecourse
South East	TBC	TBC

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