

NTF WEEKLY UPDATE- 01 DECEMBER 2023 – Issue No. 1366

INDUSTRY NEWS	1
Using shredded waste carpet in equestrian surfacing.....	1
Business Update from the Autumn Statement.....	2
RoR releases new film to showcase Equine Ambassador scheme at racecourses and raise awareness of equine welfare.....	3
GBR - Racing With Pride (Friday 1st – Sunday 10th December)	3
EMPLOYMENT	4
Holiday year ending	4
Health and Safety – the Competent Person	4
National Living and National Minimum Wage increase April 2024	5
Personal Protective Equipment (PPE) - BHA Rule D.22	5
MEMBER SERVICES	6
NTF Racing Diary 2024 and NTF Membership Renewal 2024 Update.....	6
NTF Members Digital Calendar Feed – includes updates throughout 2024.....	6
Regulation Deadlines	7

INDUSTRY NEWS

[Using shredded waste carpet in equestrian surfacing](#)

Following a review of the available evidence on chemicals in carpets, the Environment Agency (EA) has decided to withdraw RPS248 (the use of shredded waste carpet in equestrian surfacing) in England from 1st January 2024. This follows increased knowledge of the risk of hazardous chemicals in waste carpet and a similar withdrawal in Wales. Microplastics also remain an environmental risk and a concern. On withdrawal of the RPS, the use of shredded waste carpet in equestrian surfacing will not be allowed under any regulatory positions or exemptions from environmental permitting in England.

The NTF has been in discussion with the EA and will continue to lobby to mitigate the impact on trainers who use recycled carpet in their gallops. However our recommendation is to put down any existing supplies or top up gallops before the 1st January 2024 deadline. We have been assured existing surfaces do not need to be removed, but these surfaces will need to be managed appropriately at end of life. Furthermore if the waste carpet is used under an environmental permit and the EA are satisfied the manufacturer of the equestrian surface is only inputting waste materials into the surfacing that excludes carpets containing chemicals of concern recycled carpet can still be used. This will be for the supplier to obtain the relevant environmental permits. At this time the Scottish Environment Protection Agency has not provided us with any information regarding the use of shredded waste carpet in equestrian surfaces.

For further information please see the [EA Briefing Document](#) or contact George at the NTF Office g.noad@racehorsetrainers.org

Business Update from the Autumn Statement

Permanent full expensing – Full expensing will be made permanent in the Autumn Finance Bill 2023, so that investments made by companies in qualifying plant and machinery, after 1 April 2026, will continue to qualify for a 100% first-year allowance for main rate assets, and a 50% first [1] year allowance for special rate (including long life) assets.

Business rates: multiplier – For 2024-25, the small business multiplier in England will be frozen for a fourth consecutive year at 49.9p, while the standard multiplier will be uprated by September CPI to 54.6p.

Lord Harrington Review of Foreign Direct Investment – The government agrees in principle with Lord Harrington’s headline recommendations and will establish a new Ministerial Investment Group.

Business rates: retail, hospitality, and leisure relief – The current 75% relief for eligible Retail, Hospitality and Leisure (RHL) properties is being extended for 2024-25, a tax cut worth £2.4 billion. Around 230,000 RHL properties in England will be eligible to receive support up to a cash cap of £110,000 per business.

RoR releases new film to showcase Equine Ambassador scheme at racecourses and raise awareness of equine welfare

Retraining of Racehorses (RoR) has released a [new promotional film](#) to raise awareness of the Horses For Courses equine ambassador programme, launched in March. The film features a number of former racehorses and their owners as well as racecourses who've taken part in the scheme this year.

As well as appearing on racedays, ambassadors have also taken part in community based activities and have featured regularly on racecourse social media channels showcasing the wide range of second careers they go on to enjoy once their racing days are over.

Currently, the following horses are registered as Horses For Courses ambassadors:

Definitely Red - Aintree

Side Glance - Ascot

Duke of Navan - Carlisle

Magical Memory - Goodwood

Robinsfirth – Haydock Park

Takingrisks - Hexham

Nine Altars - Musselburgh

Baron Alco - Plumpton

Wemyss Point - Wetherby

GBR - Racing With Pride (Friday 1st – Sunday 10th December)

This year's campaign objectives are to raise awareness of British Horseracing's ongoing commitment to keeping up the progress of LGBT+ inclusion in the sport, show support through amplifying the message and inspiring others, and to strengthen and empower Racing With Pride, the official LGBT+ network for British Racing.

Should trainers wish to support this initiative aimed at growing awareness and inclusion of LGBT+ in the sport of horseracing by using the following assets available here : [Racing With Pride Assets 2023](#)

EMPLOYMENT

Holiday year ending

A reminder for yards whose holiday year ends 31st December 2023, that you should notify staff in writing of their outstanding holiday allowance and encourage them to take their holiday. If you do not do this, then potentially the employee could contend that they have not been given the opportunity to take their holiday and that they should be allowed to carry it over to the next holiday year. Different rules apply to employees who are off ill and cannot take their holiday and those on maternity leave, allowing carry over of some or all holiday – advice on individual situations can be obtained from Dawn at the NTF office.

New legislation due to come into force on 1st January 2024 will introduce a new annual leave accrual for those with irregular hours (such as zero-hour workers) and part year workers including allowing employers to operate rolled up holiday pay meaning irregular workers and part year workers can receive an additional amount to their regular pay instead of being paid when they actually take annual leave. At present rolled up holiday pay is illegal. This change is effective for holiday years beginning on or after 1st April 2024, so for trainers who have a holiday year starting 1st January, it will not apply until 2025. Full details and advice to members will be issued in due course.

Health and Safety – the Competent Person

Employers must appoint a competent person or people to help meet their health and safety obligations, including conducting risk assessments and compliance with health and safety regulations.

The competent person could be the employer, an employee or an outside contractor, or a combination of these. The HSE website states:

“A competent person is someone who has sufficient training and experience or knowledge and other qualities that allow them to assist you properly. The level of competence required will depend on the complexity of the situation and the particular help you need”. You can find more about being a “competent person” [here](#)

The HSE recognises that the employer may be the person who knows the risks best and has the appropriate level of competence. Carrying out proper risk assessments, keeping health

and safety records up to date and training staff is an important role and many trainers have help from external advisers including Tim Stutt Health and Safety. If any member has a health and safety adviser they would recommend to other trainers then please let us know so we can help build a list of advisers across the country.

A reminder that the industry health and safety advice can be found on <https://racing2learn.com/> - the Racing2Learn website has recently been updated and if you haven't looked at the new site, we recommend a visit to explore all the training courses for both employers and employees.

National Living and National Minimum Wage increase April 2024

The Government has announced the increase in the National Living Wage effective April 2024, as follows.

- 21 and over - £11.44 (increase of £1.02) (9.8%)
- 18-20 - £8.60 (increase of £1.11) (14.8%)
- 16-17 and apprentices - £6.40 (increase of £1.12) (21.2%)
- The accommodation offset will £9.99 per day (increase of 89p). (9.8%)

It is important to note that the age at which the National Living Wage is paid will reduce from 23 to include those aged 21 and 22.

In order to avoid two sets of changes each year the NTF agreed this year with NARS that the National Joint Council negotiations on terms and conditions of employment would now take place in the early part of each year. This means that they now tie into the government announcements on National Living and National Minimum wage levels.

Ahead of these negotiations taking place, we would like to offer NTF members the opportunity to volunteer to join the negotiating team. Should you be willing to do so, please contact d.bacchus@racehorsetrainers.org

Personal Protective Equipment (PPE) - BHA Rule D.22

The NTF has been informed by a retired trainer that there is an increasing number of riders attended to by the Heath medics who are not wearing their body protectors – a body protector is required under the Rules of Racing and reduces the risk of injury to spine, ribs and internal organs. Significant spinal injuries are the result. It is the responsibility of the trainer/employer to ensure all staff comply with the wearing of a body protector and safety helmet; see BHA Rules of Racing, D.22 [here](#). Be aware that your liability insurance may be affected unless the rules are followed.

MEMBER SERVICES

NTF Racing Diary 2024 and NTF Membership Renewal 2024 Update

The diaries are on schedule to arrive on doorsteps for NTF Members week commencing 4th December 2023; sent directly from Anderson & Co, the publishers.

The renewal information for the NTF membership 2024 will follow shortly, and include further update regarding the NTF Trainer Metal Badge discussions.

NTF Members Digital Calendar Feed – includes updates throughout 2024

To access the Digital Calendar Feed, NTF members can register their details via:

theracingdiary.com/digital-calendar-2024

The Digital Calendar Feed will sync to the computer calendar / phone calendar and detailed instructions on how to do this are on a link once details are registered.

The Digital Calendar feed includes all the race meetings / sales dates / key races listed in the diary as well as any updates which occur throughout the year.

Regulation Deadlines

Immediately

- BHA starters will no longer carry the hunting crop during jump starts

1st January 2024

- Grabbing or twitching a horse's ear or tail during the loading process will only be permitted for safety purposes.
- Adjustments to the late load requests.
- All persons assisting at the start must have completed the BHA Trainer Representative - Starts Training Module.
- Trainers should consider replacing 2009 EN13158 back protectors for grooms as they will have reached the end of their lifespan.
- Environment Agency (EA) to withdraw RPS248 on the use of shredded waste carpet in equestrian surfacing.

January 2024

- Changes to National Insurance Contributions

=====