

NTF WEEKLY UPDATE – 12th July 2023 – Issue No. 1349

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OTHER BUSINESS

Natwest lending policy

Following the recent article about Natwest’s lending policy, and in response to further requests for clarity from a trainers’ representative, the bank has been in touch to confirm that the wrong information was provided to the NTF and that the bank does not have a policy of excluding businesses in the racing sector from borrowing. As well as an apology for the incorrect information shared, Natwest has pointed to a technical issue that may have prevented some trainers from being able to qualify for loans. They have provided the quote below which offers an opportunity to appeal any decision that was made to decline a loan in recent months. Trainers who have been affected by this issue are encouraged to contact Natwest on the number below.

A spokesperson from NatWest said: “We apologise for the confusion and inconvenience caused to the National Trainers Federation about our appetite to lend to racehorse trainers.

We can confirm that we do not have any exclusions in place for lending to racehorse trainers and are committed to this sector. We would like to thank Paul Johnson and members of the National Trainers Federation for bringing this to our attention and would encourage those who have been declined for lending recently due to the online technical issue, to get in touch with us by telephone on 0345 835 0034.”

EMPLOYMENT

NTF Registered Stakeholder Scheme with Aviva (formerly Friends Life)

As trainers may recall the industry pension scheme running prior to auto-enrolment coming into force was run as an NTF scheme with Aviva, previously with Friends Life/Friends Provident.

Staff who were enrolled in that scheme may have received a letter about their contributions to the scheme ending or contributions being due, please let them know that contributions into that scheme finished at the very latest in 2018 and earlier in many cases as employers moved to auto enrolment.

These letters appear to be generated as part of a tidying up exercise by Aviva. Scheme members can view and manage their pension schemes on the Aviva member portal and Aviva pension help and support can be found here: <https://www.aviva.co.uk/help-and-support/contact-us/pensions-and-retirement/>

The employees reference will be: Plan Number will be F57539/xxxx or F52386/xxxx

(With F57539 being the scheme no and the xxxx being your specific reference)

ACAS -Highlighting free ACAS webinars.

Spaces are limited so we recommend registering your place early. If you have colleagues who would benefit from attending, please feel free to forward them this email.

Sickness absence: supporting your staff - Thursday 27 July 2pm to 3pm | [book your place](#)

149 million working days were lost in the UK due to sickness or injury in 2021, costing over £100bn annually. Statistics also show that, on average, absence can cost a business £656 each year, per employee.

Supporting your staff and effectively managing sickness and the return-to-work process, could help to reduce sickness absences in your workplace. Our webinar will cover:

- Different types of absence
- How to support employees at work to help reduce absence
- How to support staff during absence
- Long covid
- How to put in place and maintain a successful return to work

Managing a fair disciplinary procedure -Wednesday 9 August 10am to 11am | [book your place](#)

This webinar looks at how to manage a fair disciplinary process step by step. The webinar will cover:

- How an informal approach may be useful
- Conducting investigations
- The companion role to someone in a disciplinary or investigation hearing
- Disciplinary hearings
- Appeals against the original outcome
- Further support available

Investigations and disciplinaries - how to manage and disclose information

Wednesday 16 August 2pm to 2:30pm | [book your place](#)

This session is designed to help small to medium businesses improve their processes and avoid making potentially costly mistakes which could lead to conflict and tribunal claims at a later stage. It covers:

- What information an employer should supply to someone being investigated
- When records of investigation should be retained
- Can witnesses remain anonymous?
- What should a letter to a disciplinary meeting contain?
- What is the role of a companion in a disciplinary hearing?

Disciplinary procedures - dealing with the unexpected

Wednesday 23 August 10am to 11am | [book your place](#)

Thursday 31 August 2pm to 3pm | [book your place](#)

Two dates are available for this webinar designed for small and medium businesses where we will explore what employers can do when there are disruptions to a disciplinary process. The webinar will cover:

- The process of a fair and reasonable disciplinary procedure
- Options to consider when an employee is off sick during a disciplinary procedure
- How to deal with a grievance raised during a disciplinary procedure
- Steps that can be considered when an employee is absent from a procedure

MEMBER SERVICES

Wanted - 3 Bay Starting Stalls - contact the NTF on 01488 71719

Wanted – Suction pads for 3 Bay Starting Stalls – contact the NTF on 01488 71719

EVENTS

Newmarket meeting with Julie Harrington

The proposed meeting with Julie Harrington in Newmarket will be postponed following a lack of availability from trainers during such a busy week. We will aim to put in place an alternative date at a more suitable time.