

NTF WEEKLY – 25 SEPTEMBER 2018 - (Issue 1131)

Places available on final management training module at Kelso

Our management training module – “Building a Sustainable Business” – once again received plaudits after the latest event at Cheltenham Racecourse earlier this month. There are still places available for the next and final 2018 module at Kelso Racecourse on Wednesday 3rd October so contact the NTF as soon as possible to book.

The principal theme of the day is how management and leadership support staff retention. As well as providing an understanding of different management styles and their role in the relationship with your staff, the training is linked closely to the criteria for the Lycetts Team Champion Award and the standards set out in The Winning Approach.

The cost of the module is £100 + vat per place. We are able to offer the training at this price due to the much appreciated funding support from The Racing Foundation.

Lycetts Team Champion Workbook

Last week we sent out hard copies of the best practice workbook for the Lycetts Team Champion Award and we have since been asked about obtaining more copies. A limited number of hard copies were printed so we have uploaded a soft copy to the award page on our website. You can access a copy [here](#).

Changes to immigration policy in prospect

Publication of the Migration Advisory Committee’s (MAC) report on patterns of EEA migration to the UK offer faint rays of hope that the Government’s immigration policy may change after Brexit.

The MAC recommends that Tier 2 (General) is opened up to more occupation skilled from RGF3 and above as long as they meet an appropriate salary threshold. The suggested threshold of £30,000 may be tough to achieve in many cases but we will continue working with the BHA to ensure the government fully understands racing’s situation.

The MAC acknowledges “some of the newly included occupations might meet the criteria for being placed on the SOL [shortage occupation list] as it is possible for non-graduate occupations to be in shortage and for those shortages not to be quickly resolved by training resident workers. Even where there are no shortages currently, they may emerge if free movement is ended.”

Encouragingly, there seem to be hints of a move away from differentiating EEA and non-EEA migration policy. The MAC says there is “no compelling reason” for different rules and the Home Secretary, Sajid Javid, is reportedly in favour of a global policy with no preferential treatment of EU citizens. This impression has been strengthened by the reports this week of a cabinet decision on a single global policy.

Update on warning to trainers about the use and possession of Regumate

On Thursday 21st September the BHA issued a second notice to trainers about the use of Regumate, which contains altrenogest. At the time of publication, the BHA obtained samples from several different batch numbers of Regumate[®] Equine 2.2mg/ml Oral Solution for Horses (MSD Animal Health) and requested analysis of these samples from LGC analytical laboratory. The results of this analysis detected the presence of trendione in the above batches of Regumate[®] Equine.

Trendione is an anabolic steroid, and is a Prohibited At All Times Substance under Schedule (G)1 of the BHA Rules of Racing. This means that possession, use or attempted use of Regumate Equine constitutes an offence under the rules of racing. Trainers are advised to remove Regumate Equine from all licensed premises and not to administer it.

We have been in touch with the BHA to ask about the BHA's approach regarding the application of the rules for any trainer that has used Regumate, given that trendione is prohibited at all times. The BHA says it will be taking "an educative approach", in other words there is no intention to instigate disciplinary measures as long as trainers take steps immediately to cease use of Regumate and dispose of any batches in their yard.

Godolphin Stud and Stable Staff Awards open for nominations

You can now send in nominations for the 2019 Godolphin Stud and Stable Staff Awards. Information about the different categories and the method of nominating can be found at www.studandstablestaffawards.co.uk. We would encourage as many trainers as possible to nominate deserving members of their staff to show the breadth of support for the aims of the award across the training community. Reward and recognition are among the factors that contribute to higher staff retention. The deadline for nominations is 20th November.

Advice on HMRC letter about National Minimum Wage

We have had a number of calls from members who have received a letter from HMRC stating that HMRC has identified that the business may not be paying the National Minimum Wage or National Living Wage and asking the recipient to ring HMRC if they believe they are meeting their minimum pay obligations. We understand from trainers who have spoken to HMRC that the "equestrian world" is being targeted and that these letters have been sent to many businesses.

If you receive one of these, we recommend that you contact HMRC to advise that you are a racing industry employer and pay at [or above] the racing industry minimum rates which are over and above the National Minimum Wage/National Living Wage and therefore you pay in excess of the Government minimums.

We have spoken to the HMRC and they are aware of the industry pay scale in place and that this should operate to ensure racing staff are paid in excess of the Government minimums. We also advised HMRC that the requirement to pay these wages forms part of the Rules of Racing so there is added protection for racing yard employees.

Horse walker wanted

Woodbridge & District RDA near Ipswich are looking for a horse walker. If any trainer has a reasonably priced walker for sale could they please contact Gillian Gurdon at the RDA on 01473 735273

Employment helpline
01488 71729

General legal helpline
0333 003 0159