

# NTF WEEKLY UPDATE – 29<sup>th</sup> June 2023 – Issue No. 1347

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## INDUSTRY

### Small and Medium Size Business BHA meetings

As detailed in last week's email, we are planning to arrange some face-to-face sessions with Julie Harrington and other BHA leaders in order for them to hear directly from trainers running small or medium sized operations.

We are pleased to have had a registration of interest from 18 trainers so far and would ask that anyone else who is interested notify us through the below link so that we can plan where and when we should run meetings. This is an opportunity to have direct dialogue with BHA Leadership.

<https://paulntf.wufoo.com/forms/x1s2o57m0itf1kb/>

### Horse Welfare Board Newsletter

Please follow the link below for the latest Horse Welfare Board Newsletter. The newsletter provides an update on the key projects for equine welfare, as set out by British Racing's five-year welfare strategy 'A Life Well Lived'

<https://mailchi.mp/racehorsewelfare/horse-welfare-board-newsletter-june2023>

### Racecourse facilities feedback form

In order to drive continuous improvement in facilities and ground conditions provided by racecourses we have created the following feedback form for trainers to complete in cases where standards are below those expected. We will use feedback that is provided to highlight any specific issues to the RCA, who have been involved in the creation of the form.

We are working on adding a link to the NTF website to provide feedback but in the meantime, please use the link below.

Should you have any queries that require more urgent attention, please make direct contact with the NTF office and we will seek to resolve the issue more promptly.

<https://paulntf.wufoo.com/forms/s1xzxt6y0joo88x/>

### Racing Welfare - Workforce Wellbeing Programme (WWP)

A pdf is available [here](#) and useful for your Employees Handbook or pinning to your notice board. All the areas involved in the WWP are shown below with further information available via QR codes, telephone numbers and website links on the pdf.

Racing's Support Line (RSL)

Racing's Occupational Health Service (OCH)

Mental Health

Careers Advice and Training (CATS)

## VETERINARY

### Training Injury Research Project

The NTF Trainers Equine Welfare Panel recently discussed a project that the BHA are undertaking with the Royal Veterinary College. They are seeking trainers to contribute to this study which aims to describe the types and frequency of injuries sustained by horses in training in Great Britain and determine risk factors associated with their occurrence.

A more detailed brief of the project is available [here](#) and trainers who would be willing to take part in the study are asked to contact James Given at the BHA at the following email address:

[jgiven@britishhorseracing.com](mailto:jgiven@britishhorseracing.com)

## EMPLOYMENT

### Migrant workers Sponsorship Management System

We recently had a query regarding an employee on a certificate of sponsorship who was returning to their home country for a few weeks for medical treatment. Our advisers Migrate UK have kindly confirmed that any absence of that type should be reported via the Sponsorship Management System. It helps show that the employer is actively tracking their employees and would help mitigate any issues in the future from HMRC updating UKVI on payment reductions, particularly where the absence is unpaid leave not paid sick leave, as unpaid leave can only be for a maximum of 4 weeks.

### Respect in Racing

You can find a link [here](#) to the BHA Respect in Racing poster setting out the BHA's industry code of conduct. Training on the Code is available at <https://racing2learn.com/>.

Trying to find some time for you, your supervisory staff and the rest of your team to undertake the short training course could prove beneficial as it will help you show the standards your business expects and help you manage any issues that may arise. A reminder that if you as a trainer are receiving social media abuse it is important to report it although unfortunately at present there is a lack of ability in most cases to take action. As we recently advised members, work continues to be done on this and reporting should help build a picture of the level of abuse and of "repeat offenders"

### HMRC FINE COMPANIES FOR FAILING TO PAY NMW

Members may have seen in the news that HMRC recently published its latest list of companies fined for failing to pay the NMW. This included household names such as W H Smith and M & S among the 202 businesses named, with employers ordered to repay workers and face penalties of nearly £7 million. W H Smith commented that their underpayment was a misinterpretation of how their uniform policy affected the NMW whilst M & S had not paid temporary staff within the strict NMW time limits.

There are key areas identified which can give rise to intentional or technical underpayments including:

Unpaid working time including time spent putting on and removing PPE

Unpaid working time where the employee has worked for longer than their set hours but no additional payment made

Failure to increase wage when the worker becomes eligible for a higher minimum wage following a birthday.

Workers required to wear certain clothing such as black trousers, black shoes, without the employer providing it or reimbursing the worker for any costs they have incurred purchasing the clothing

[This document](#) gives more information about the latest fines but more importantly information on unpaid working time:

and there is helpful guidance at

<https://www.gov.uk/guidance/calculating-the-minimum-wage>

And a reminder that employers are required to keep records to show that you have paid all workers the NMW for a period of 6 years – this was previously for 3 years.

If you have any queries on the NMW please ring the NTF office 01488 71719 or email Dawn at [d.bacchus@racehorsetrainers.org](mailto:d.bacchus@racehorsetrainers.org)