

# **CONSTITUTION OF THE NATIONAL JOINT COUNCIL FOR RACING STAFF**

## **1. Title**

The Council shall be called the National Joint Council for Racing Staff.

## **2. Scope**

The Council shall have within its scope racing staff employed by trainers as determined from time to time by the Council.

## **3. Functions**

The functions of the Council shall be to determine and maintain minimum rates of pay and such other terms and conditions of employment which may from time to time be agreed by resolution of the Council on behalf of racing staff. They shall also include the establishment of jointly agreed procedures including procedures for dealing with grievances and for the resolution of differences.

The Council shall seek to establish and maintain such relations with government agencies as shall ensure that the Council is consulted before the introduction of legislative or administrative measures which affect or may affect the interests of those employed in the industry.

## **4. Constitution**

The Council shall consist of an employers' side comprising not more than seven representatives of the National Trainers Federation and an employees' side comprising not more than seven representatives of the National Association of Racing Staff.

## **5. Chairman**

The Chairman may be drawn from the membership of either side of the Council in accordance with arrangements agreed by the Council. In addition to discharging his normal functions as a member of the Council he will be responsible for presiding over meetings and assisting the effective despatch of business to the satisfaction of both sides.

## **6. Secretaries**

The Council shall have two Joint Secretaries, one to be nominated by each side.

## **7. Meetings**

- a. There shall be not less than two Ordinary Meetings of the Council each year. At least twenty-eight days' notice of an Ordinary Meeting shall be given and the business of the meeting shall be stated in the notice.

- b. Special Meetings may be called by the Joint Secretaries at the request of either or both sides. At least fourteen days' notice of such meetings shall be given and the business shall be stated in the notice.
- c. The Council shall have power to co-opt such persons of special knowledge, not being members of the Council, as may serve the special purposes of the Council provided that any persons so co-opted shall serve only in a consultative capacity and shall not be entitled to vote at any meeting.

## **8. Minutes**

- a. Full minutes of all meetings shall be drafted by the Joint Secretaries.
- b. The circulation of minutes and publicity arrangements regarding meetings of the Council will be determined by the Council.

## **9. Decisions of the Council**

- a. Decisions of the Council will be made by joint agreement of the two sides of the Council and recorded in the minutes.
- b. It shall be the duty of both sides of the Council to take all reasonable steps to ensure the observance by their members of agreements reached by the Council.
- c. Questions concerning the interpretation of agreements will be settled by the Council.

## **10. Sub-Committee**

The Council shall have power to set up such sub-committees or joint working parties not restricted to members of the Council as it considers necessary. Minutes of sub-committee meetings shall be kept and appended to minutes of the Council.

## **11. Finance**

- a. Each side shall be responsible for its own expenses for attending meetings.
- b. Any other expenses shall be shared equally by each side.

## **12. Termination of Constitution**

- a. The National Trainers Federation and the National Association of Racing Staff agreed to discuss the operation of this Agreement and if necessary, review it from time to time.

- b. This Agreement will remain in force until terminated by either party giving **three months written notice** to that effect, during which time discussions will take place in order that either party may defend the action.

### 13. Status of Constitution

The Constitution shall be regarded as an agreement binding all parties to it.

Signed (on behalf of the National Trainers Federation)

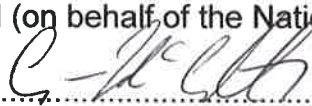


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Date

21/2/18  
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And

Signed (on behalf of the National Association of Racing Staff)



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Date

15/03/18  
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