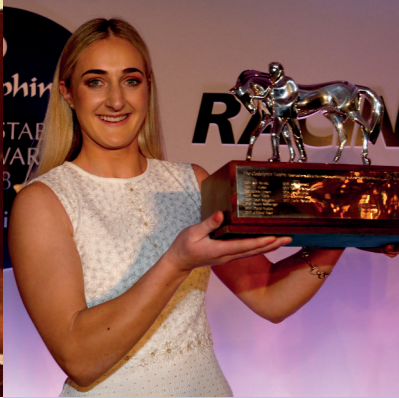




**nars**

National Association of Racing Staff



AGM 2018





## Mission Statement

**The association was founded to improve the economic and social wellbeing of its members, and racing staff in general.**

To enhance their status, pay and terms and conditions of employment.

To watch over, promote and protect the common and individual interests of its members and to regulate relations between members and employers.

To ensure the opportunity for education and training is available to all racing staff in order that they can achieve their full potential within their work careers and lives.



## Notice of AGM

All members have been invited via our website and Facebook to attend the NARS Annual General Meeting.

We are delighted to have the AGM in Taunton this year as it is the aim of NARS to give all our members the opportunity to attend an AGM without having to travel outside of their immediate area. We have previously held AGMs in Epsom, Malton, Newmarket and Middleham.

Any two members can propose motions or rule changes for the meeting. Such proposals should have been submitted in writing to the Chief Executive by 01 August 2018.

Free refreshments following the meeting.

## AGM Agenda

- 1** Chair's Opening Remarks:  
Welcome and Introductions
- 2** Apologies for absence
- 3** Minutes of Annual General Meeting held on 22 August 2017
  - (i) Matters arising from the minutes
- 4** Chief Executive's Annual Report
- 5** Financial Statement:  
Accounts and Balance sheet
  - (i) Questions
  - (ii) Approval of Accounts and Balance sheet
- 6** Rule Changes:  
To consider any proposed rule changes which must have been submitted by the date set out in the notice of the meeting. (Rule changes must secure a 2/3 majority of votes cast at the AGM)
- 7** Policy Motions:  
To consider any proposals which must have been submitted by the date set out in the notice of the meeting.
- 8** Question and Answer Session
- 9** Any other business

## Strategic Objectives 2017/2018

- 1** To ensure that NARS is represented fully on all issues concerning staff with particular attention paid to the welfare of the staff and their economic wellbeing.

**NARS continues to represent its members on the Horsemen's Group which is made up of the 5 major stakeholders, those being the PJA, NTF, NARS, TBA and the ROA. NARS also represents its members on a number of other boards and committees in racing including at BHA board level.**

- 2** To continue to improve the facilities they encounter when going racing as well as the standards, including overnight accommodation.

**Following our AGM in Newmarket it was decided that NARS would appoint inspectors from within its own members, we now have 9 racecourse inspectors who are responsible for looking into the facilities around all the racecourse from a racing staff's perspective.**

- 3** To deliver an improved package for all those working in racing, from the wages they may expect to earn to the working pattern of their lives.

**Every year NARS holds a NJC (National Joint Council) with the NTF (National Trainers Federation). At the NJC we negotiate on the wages, terms and conditions for staff. We also work with various other groups to improve any terms and conditions for staff.**

- 4** To work with the other stakeholders to secure the economic future of British racing for all those that work within it.

**As well as working for our members we also join forces with the other stakeholders in racing, such as the Horsemen's group to help secure the economic future of British racing, if racing is not in a good economic place then employers simply can't afford to pay the rates racing staff deserve.**

- 5** To represent you in the ongoing discussions regarding the distribution of the off-shore capture (4th to 8th get £350)

**This has now been agreed at government level and is already working. The off-shore capture is helping to secure the financial future of British racing although serious challenges remain.**

- 6** To represent our members in the regulation and rules of the racing industry, drug testing for example.

**There are several proposals that will concern racing staff tabled for 2019, one such proposal is the licencing of racing staff. NARS will ensure you are represented in any proposed changes and fully supported should any changes take place.**

- 7** To ensure adequate support is available to all those that need it from welfare to education, from the first day of work to the day you breath your last, induction to retired racing pass and pension advice.

**NARS continues to represent you in every aspect of your working life and then into your retirement, we achieve this by partnering with other organisations such as Racing Welfare and NKT.**

# Union Learn

Union learn is a government supported educational program which helps people learn new skills, brush up and refresh existing skills in order to enhance their individual talents in the work place. The courses begin by developing skills in IT from beginners, who have never turned on a laptop, to those who are proficient in Word and Excel. Union learn also run English and (the dreaded) Maths courses.

NARS tailors these courses to the working pattern of a racing yard, over a 15 week period. The courses culminate in an exam, another word that can strike fear into the hearts of racing staff, yet give us a half ton of crazy horse and we will jump up on it without a care in the world!

Since NARS has started running these courses we have helped over 500 racing staff obtain qualifications they never thought possible. I know, I am one of them!

Too many in racing think its all about being a

jockey, that perhaps the role of racing groom isn't really a professional occupation, well, let me tell you it is and you are far smarter than you think or give yourself credit for.

The tutors that deliver our courses also do so for the post office employees, the railway employees and many other organisations. Most of those employees start at level one, in racing most of us start at level two, simply because we are used to using our brain every second making split second decisions every minute while riding and working with horses.

So far the courses have pass rates of 92% in English, 89% in maths, 89% in ESOL which is for staff for whom English isn't their first language and a staggering 100% pass rate in ICT!

We can deliver theses courses anywhere in the country as long as we have 15 staff willing to learn. You can, if you believe in yourself.

# Strategic Objectives for 2018/2019



- 1 NARS to design and implement a ratings system or gold standard for all racecourses.

The objective is to showcase the racecourses that best look after our members in every respect. From the day and overnight accommodation right through to the water pressure for washing down runners, post-race.



- 2 All racecourses to provide a meal free of charge for racing staff via a voucher system or upon the showing of your racing pass



- 3 NARS to be front and center in any negotiations concerning the effect of Brexit on foreign staff currently working in British racing



- 4 NARS to help design and implement the licencing of racing staff thereby establishing the role of a rider/ groom as a professional occupation

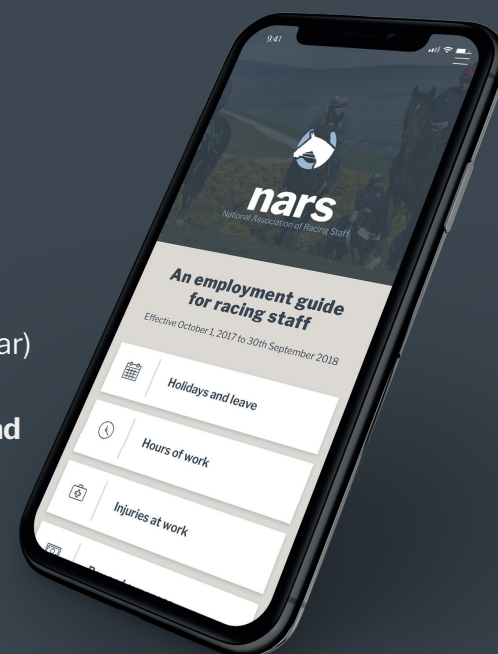


- 5 NARS, in conjunction with Racing Welfare and with the support of the Racing Foundation, to create regional hubs for racing staff. These hubs will be a one stop shop for help, advice, career guidance, education, entertainment, fun and socialising

## The NARS App

The NARS app can be down loaded by typing in NAORS or National Association of Racing Staff. It contains all your basic employment information from your wages to your pension.

I had this developed because when I was riding out around the country, I try to ride out wherever I go (24 different trainers so far) I have staff asking me basic questions that they ought to know but evidently don't. **So we have an App which is free to download containing all the basics of your employment in racing. Don't take my word for it, just download it and see for yourselves.**



# Chief Executive Report

## Every year the racing staff of the UK face challenges, some old, and some new.

2018 has seen some big changes in the way the British racing is financed with the off-shore capture of betting on British racing making a big difference to the industries finances. The fact book makers now pay on all bets placed on British racing has meant that prize money predicted for 2018 will be in the region of £160 million. While the fact that prize money has increased this doesn't necessarily directly translate into more money for racing staff, yes we will see an increase in our percentage of prize money from the pool but the real difference will come when the increased prize money trickles down to the smaller trainers who should be in a better position to charge their owners a training fee that allows the trainer to pay a decent wage to their staff.

The increase in prize money may have caught the headlines and have been a cause for cautious optimism but no sooner was this announced than the government passed a bill that reduced the amount that can be staked on the FOBTs (fixed odds betting terminals). This unfortunately directly affects racing as many of the bookmaker shops are only financially viable with the income from the FOBTs, like many of my members, I dislike those machines and I cant understand why anyone would want to bet on something that comes with no form or breeding to allow you to at least make an informed opinion, however thousands are addicted to these machines and so the government has reduced the amount

one can stake on any one "spin" from £100 to £2. This in turn could cause the closure of 100s of betting shops and that in turn will have an impact on the media rights payments that bookmakers make to the racing industry. We can only wait to see exactly how big an impact this has on the bookmaker's business and consequently racing. Anything that has an impact on racings finances will be of concern to NARS and as such we will continue to take an active approach to ensure the staff are represented at every stage.

So, as you can see there will be plenty of ups and downs and nothing is as simple as it first seems.

**Among the challenges that lie ahead for NARS and its members are the likes of the licensing of racing staff, testing staff for alcohol and drugs, standards at racecourses and of course Brexit.** If I start with licensing of staff, this has been an area of discussion among the licencing department of the BHA. As a workforce I believe we should be classed as professionals and therefore we ought to be licenced in the same way an apprentice, conditional or professional jockey is. **I believe the best way of getting official recognition for racing staff to be classed as a professional workforce is for us to be licenced.** This should eventually become the norm and your licence will be like your racing pass, that's to say your licence will look like a credit card with your name DOB and basic details. As the BHA are keen to get this done it is important that NARS is front and center to any proposed initiatives or changes that concern the members. The down side to having a licence is that if a licence

I believe the best way of getting official recognition for racing staff to be classed as a professional workforce is for us to be licenced.

is issued then a license can be withdrawn. Take Australia for example, if you fall foul of any of their rules your licence to ride on the track can be withdrawn or suspended. This normally happens when the riders are tested for any banned substances. We obviously have a big difference in the UK as the staff don't ride on a track as they do in the USA, Australia, Dubai etc. So we can't be banned from track work, but we could potentially be banned from working in a racing yard.

**That brings me on nicely to drug and alcohol testing in the workplace.** It may surprise you to know that any employer already has the right to ask an employee to take some form of test if they have good reason to believe that the employee is under the influence of drink or drugs. It doesn't happen very often in racing, in fact I have only ever come across one such case. Yet as a workforce many are concerned about the possibility of taking a test. Personally, I am in favour of testing, I do not want to be riding out in a string where

any employee may be drunk or high, **its dangerous enough riding the horses without having to worry about those around you!** However, I understand my view may not be the most popular one, but it remains a very real possibility that testing will become the norm in racing and if it is to be introduced then I believe we ought to at the heart of any changes so that NARS can best represent and protect its members. There would be a lot of work to be done in this area and I would be surprised if either licensing or testing was to be introduced this year, but I want to assure my members that when it is we will be there for you.

The NARS Standard for racecourses is something I intend to work on for the rest of 2018 into 2019. This will look like the ROA (Racecourse Owners Association) gold standard which is something they use to let their members know what racecourses offer the best service for racehorse owners. The ROA base this on the owner's race day

“As the staff that put the show on the road we should also be able to rate the racecourses from our perspective.”



“It is our aim for staff travelling to the races with a runner to be treated in the same way a business would treat any customers.”

experience. **As the staff that put the show on the road we should also be able to rate the racecourses from our perspective.** To do this, I intend to use the information we have gathered from the racecourse inspectors over the past year. In 2017 NARS appointed 9 racecourse Inspectors, these inspectors were drawn from racing staff who responded to an add in the Stable Talk newsletter which asked staff to come forward if they wanted to help improve standards for racing staff at the racecourse. The inspectors were given a sheet of questions concerning the day accommodation, overnight accommodation, the canteen, the stable yard and entire experience of the staff from the minute they arrive until they left. Some of the reports that came back made surprising reading, for example, Ascot was always thought to be top of the list by a mile, but when the overnight experience was taken into consideration they scored very badly as they have dormitory style overnight facilities while the likes of Brighton, which was always in the bottom 10 racecourses for staff to work, came out quite well as they now use local hotels to accommodate any overnightriders. Brighton's day facilities are nothing to write home about but like a lot of racecourses they are making changes to the facilities and the whole race day experience for the staff responsible for the horses. **It is our aim for staff travelling to the**

**races with a runner to be treated in the same way a business would treat any customers.**

Some of the members are not used to being treated as customers but I believe we have to establish that level of service for those that go racing, we will not accept a second-class service and the best way to ensure that is not the case is to get racecourses and their personnel to understand our value to them and the need to treat racing staff as valued customers.

**Along with a better standard of race day experience and to enhance that experience, NARS is campaigning for all racecourses to provide one meal free of charge for the racing staff upon arrival at the racecourse.**

We currently have 21 of the 59 racecourses providing a free meal with the Jockey Club owned racecourse (there are 15 of them) all providing a free meal. There are several difficulties to overcome such as quality control, if its free its not easy to complain about the quality, and the fact we receive a £10 tax free payment to go racing is something I need to ensure remains should all racecourses sign up to a free meal.

**Brexit is another issue very much to the forefront of our awareness.** There are still no defined rules on what happens to those

“Brexit can be summed up as fine in theory but disastrous in reality.”

foreign nationals working in the UK and that includes racing. We are hopeful that those who are currently working in the UK will be allowed to remain without having to apply or indeed take any measures to continue working here.

**However, as time ticks by and there is still “no deal” that assumption is coming under increasing scrutiny.** There is a great deal of work being done by the BHA to ensure that not only can those foreign nationals remain working in the UK but that there is agreement that our horses and accompanying staff can travel to Europe with the same ease as they have previously done. Again, this is no longer the certainty that it was once assumed it would be and work continues to try get an agreement in place before March 2019. **Brexit can be summed up as fine in theory but disastrous in reality. Watch this space!**

**But enough doom and gloom, the year 2018 has generally been a good one. Yes, racing needs to do more to attract staff and more importantly, in my opinion, do more to keep the staff we have.** In terms of retention, there is a lot of work in the pipeline headed up by me, Dawn Goodfellow (Racing Welfare) and Matt Mancini (BHA). One of the most exciting ideas to be put forward is for the creation of racing hubs for racing staff. The concept is to mirror image the Racing Centre in Newmarket which

offers staff a one stop shop for all their needs. The hub would aim to provide services such as employment advice from NARS, welfare advice from Racing Welfare, financial advice from NKT as well as occupational health services. We would also envisage the hub providing socialising activities like quiz nights, Cheltenham preview nights, sports days and even responsible for organising parties for Grade 1 or Group 1 winners. **The sky's the limit and I believe this will help both attract and retain staff.**

This is just a snap shot of what NARS does on behalf of its members and I think you will appreciate its an enormous amount of work for us to undertake. It is therefore only right that credit should go to the team that make up NARS which is comprised of Debbie Grey as office manager and Kevin Parsons who is the Union Learn project manager as well as myself. There are also the 9 racecourse inspectors and the 2 regional co-ordinators, David Holland and Tim Lyle. Without the dedication and work of these people we would not be able to offer the level of service and advice, not to mention the legal support offered by our firm of solicitors, Morrish & Co.

# Report of Financial Trustee to the Trustees and for Members at the 2018 AGM of NARS

## Recent Headline figures

	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Budget
<b>Income</b> (Exc Unionlearn)	321,109	323,570	361,781	375,140	371,410	358,000
<b>Expenditure</b> (Exc Unionlearn)	240,129	260,294	296,505	280,225	294,818	316,000
<b>Net Trading Position</b>	80,939	75,045	65,276	94,915	76,592	42,000
<b>Reserves</b>	184,705	259,750	324,982	324,982	496,511	538,000

This report, my 9th since appointment in April 2009, is again similar in outline to previous years. The audited accounts were signed off by auditors Moore Stephens LLP, having been produced by them for the 3rd year, and have been approved by the Executive. Copies of the most significant pages of the Audited Accounts (pages 8, 9 & 11) are available to the meeting.

Since 2011, following the successful negotiation with the BHA of an increase in the prize money distribution levy from 0.15% to 0.25% - income to the Union has continued to rise in line with increased Prize Money. Continued careful budgeting and control of expenditure has provided surpluses and allowed reserves to be built up, now to £496k. We remain linked directly to the 'Prize Pot' for income, which of course may not always increase.

The operating surplus continues to be healthy, but a reminder that without the increase to the levy back in 2011 the Union would not be able to provide the level of service it now does, without reviewing/cutting expenditure. Operationally the Union has now been in a good financial position for over 7 years, with reserves growing that continue to enable decisions to be made about key and new services, eg learning & education and communications.

Overall expenditure rose in 2017 by £21k. That is mainly due to a 10% increase in overall Staff Costs, the cost of the Website and App development and an increase in travel costs.

The audited out-turn for 2017, has produced a higher than budgeted surplus of £76k (excluding Unionlearn project activity) though down by £18k on the previous year. Still though increasing General Fund reserves to £496k.

The Budget for 2018, agreed earlier this year by the Executive, projects total income of £358k and expenditure of £316k, which is therefore expected to create a further surplus in the region of £42k.

This year I have projected Prize Income to be at £350k, based on expectations of the 2018 'pot'.

Future budgeting will continue to be cautious and will resist over stating the 'pot' funding so as not to become over reliant upon it in the event of a down turn in the Prize Pot fund.

It remains, as ever, for the Union Executive to consider how funds are spent, and how future budgets are shaped. But significant items such as Newsletters, App development and Sports costs - in particular Golf and Corporate day events - should be viewed annually with the overall budget and value to the Union in mind.

There is though now a healthy reserve,

approaching a half million at the year end, that could comfort any significant change to either income levels or a need for new expenditure in the short term, though I do recommend that deficit budgeting should not be a done.

My thanks go to Debbie Grey who has kept the finance records up-to-date and accurate and to our external book-keeper Martin Power for the provision of regular monthly management information.

Moore Stephens LLP have now undertaken our audit for three years and, I believe, have shown a marked improvement in service and I therefore recommend that they be reappointed for the 2018 audit.

**L J Bell**

**Financial Trustee - 13/8/17**

# Income and Expenditure Account for the Year Ended 31 December 2017

	Note	Unrestricted Funds £	Restricted Funds £	Total 2017 £	Total 2016 £
<b>Income</b>					
Prize money and cloth sponsorship		367,903	-	367,903	358,580
Other income (schedule 1)		-	-	-	16,060
Bank interest received	8	307	-	307	500
Project income		-	58,646	58,646	52,247
Event and sports team sponsorship		3,200	-	3,200	-
		371,410	58,646	430,056	427,387
<b>Expenditure</b>					
Member services		68,959	-	68,959	76,637
Event and sports team costs		12,212	-	12,212	15,012
Project expenses (schedule 2)		-	58,646	58,646	52,247
Administrative expenses (schedule 2)		213,686	-	213,686	188,576
		294,857	58,646	353,503	332,472
<b>Surplus for the year before taxation</b>		<b>76,553</b>	<b>-</b>	<b>76,553</b>	<b>94,915</b>
Taxation	2	(39)	-	(39)	(22)
<b>Surplus for the year after taxation</b>		<b>76,592</b>	<b>-</b>	<b>76,592</b>	<b>94,937</b>
Gross transfers between funds		-	-	-	-
<b>Net movement in funds for the year</b>	7	<b>76,592</b>	<b>-</b>	<b>76,592</b>	<b>94,937</b>
<b>Fund balances brought forward</b>		<b>419,919</b>	<b>-</b>	<b>419,919</b>	<b>324,982</b>
<b>Fund balances carried forward</b>		<b>496,511</b>	<b>-</b>	<b>496,511</b>	<b>419,919</b>

# Independent Auditor's Report for the Year Ended 31 December 2017

## Opinion

We have audited the financial statements of The National Association of Racing Staff (NARS) for the year ended 31 December 2017 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Income and Expenditure Statement, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2017 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

This report is made solely to the union's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.





**nars**

National Association of Racing Staff