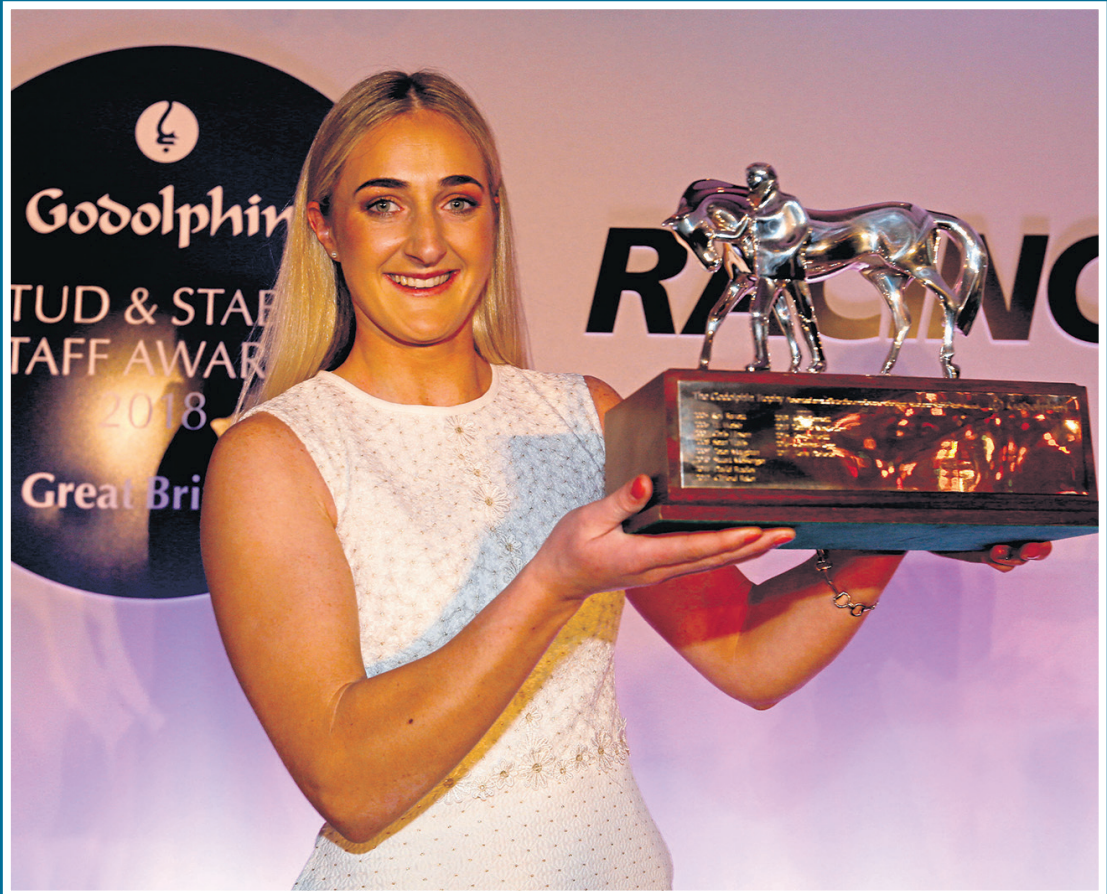




STABLE *talk*

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SAS Awards 2018



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Team Champion Award

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GEORGE'S COLUMN

FREE FOOD OR IS IT?



It has always been a source of irritation to racing staff that they have to pay for their meals in the canteens when they go racing. This is generally because the racing staff claim the jockeys get their food provided free of charge when they are riding yet the staff leading them up must pay.

Before I go on to tell you what NARS are doing about getting the racing staff food provided by the racecourse I should point out that there is a big difference in providing a handful of chicken nuggets, a few chips and some jelly babies to what may be around 40 jockeys, all of whom have to watch their weight, and providing a square meal to what is about 100 racing staff. We should also be aware that jockeys have around 6 deductions from their riding fees as it is, and they pay for every benefit they get one way or another. Personally, I don't begrudge them any benefit they get, they deserve it.

However, the staff I talk to and from what I see on social media it is very clear that paying for their meal at the races is becoming a very sore point and so it is my job to try and persuade the racecourses to provide a meal to all racing staff free of charge.

To most racing staff this would probably seem a straight forward task, just tell the racecourses that my members want free food, so let me explain how NARS is going about campaigning for free food at the races for the staff and the difficulties we are encountering.

We have had a meeting with the RCA and put forward the case for providing a meal free of charge for the racing staff, they were receptive to our claim but did point out that it would take a lot of work to ensure all racecourses were onboard and while some racecourses are quite wealthy, others just about get by.

Getting the same standards across all racecourses will be a major challenge, for example you may have seen the piece in the Racing Post about Windsor where they were charging £3 for a can of coke and a bottle of water which is a disgrace, however, just a few miles down the road you have Lingfield which provides a dinner for £3 and is generally reasonably priced. Both racecourses are owned by the same company, ARC.

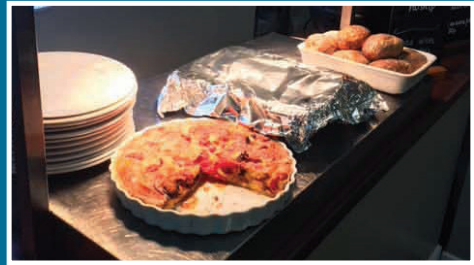
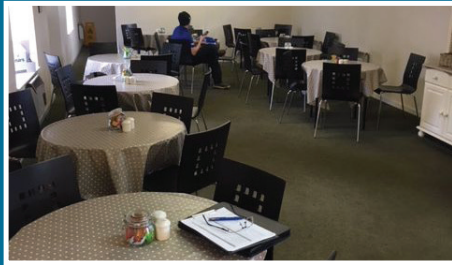
Firstly, the racecourses are not all owned by one person or company, so I can't simply go to one Chief Executive and make my claim, however justified it is. The racecourses are owned by several different groups and individuals, there are 14 owned by the Jockey club, 15 by ARC, then there are the small independents and the large independents, so 4 different groups representing 60 racecourses. Then there is also the fact that we get paid £10 tax free as an allowance when we go racing, if the food is provided free of charge how long do you think it might be before some trainers start to say hey if the food is free why are we paying them £10 to buy food? I will argue that we would spend that on the way either to or from the racecourse but it's an argument I need to win otherwise you may get your meal free but you will be losing £10 for the privilege. I have yet to see a canteen that charges £10 for a meal so you would actually be losing out. This is something I have discussed with the NTF and we hope to reach an agreement that the £10 will not be withdrawn should the racecourses provide a meal free of charge. Some racecourses already supply a meal free of charge such as Chelmsford and Ascot but if meals are to be free at every racecourse I would be concerned about losing the £10 allowance. Then there is the issue of quality control. If the racecourses do decide to provide a meal free of charge how are we

to ensure it isn't the cheapest rubbish going (appreciate some standards aren't great as it is!). If a racecourse decides to provide a meal free (dish of the day) and you don't like it that means you are going to have to buy something else from the canteen or even on the racecourse itself, bear in mind unless we have an agreement with the NTF you would now be paying public prices for whatever you buy and that's close to £8 for a burger!

Hopefully we will have an agreement with the NTF that protects the £10 allowance but even then, there are issues to be addressed. The HMRC will view the £10 as a benefit in kind and they will either send the employer

a tax invoice for the year or they may try to send the invoice to the individuals so you now pay tax on your £10 or most likely they will invoice the racecourse for providing a benefit in kind so it doesn't just cost the racecourse to provide a free canteen, they get an invoice from HMRC for doing so.

NARS will continue to campaign for a meal free of charge but please be patient because as you can see it's not as straightforward as it appears at first.



CALLING ALL MEMBERS

EXECUTIVE COMMITTEE MEMBERS UP FOR ELECTION: DEBBIE GREY

Our Executive Committee is up for renewal in May 2018. We are calling on our members to nominate themselves to stand for election. The constitution has been changed and we are looking for 15 members from across the UK, you can be based anywhere.

The Executive Committee forms the backbone of the association and is instrumental in ensuring we remain aware of the main challenges racing staff face on the ground.

The responsibilities of the Executive are to:

- Meet 4 times per year to discuss ongoing items and issues
- Stand for a period of at least 2 years

- Institute and vote on changes made to our constitution
- Lead the association in the direction it sees fit, making sure we innovate, grow and adapt to our membership needs

All members are reimbursed for their time and travelling expenses, so you do not lose out on money when you attend meetings. We can only improve our service with the support of all of you and this is a perfect way to become involved and make a difference to all racing staff.

Closing date for applications is May 31st 2018.

Please acknowledge your interest by emailing Debbie on admin@naors.co.uk

MARATHON MAN

CONGRATULATIONS TO ALL OF THOSE FROM A RACING BACKGROUND WHO TOOK PART IN THE LONDON MARATHON.

I know many of you will have raised money for your chosen charities so as well as running 26 miles in that heat you have done wonders for those less fortunate.

This is one runner's story. Danny Hannig who works for Ben Case decided to attempt the marathon for the first time and aimed to complete it in under 4 hours. Danny trained during his lunch times and weekends off which showed great dedication as Danny has a partner, Becky, and a daughter, Megan to think of as well.

Danny was raising money for Racing Welfare and was their first runner back to base in a time of 3

hours 27 minutes, he must have been galloping well in the last few weeks! He described his experience as great apart from the last 5 miles. I'm not sure I would have enjoyed the first 5 miles let alone the last 5!! Danny has said he would love to do it again but right now he just wants 2 weeks rest. Typically of racing staff he was back at work the next day.

Well done to Danny and all those who took part in the marathon.

If you have a story or achievement you would like to publicise just drop us an email or contact us on Facebook and we will get it in the newsletter.

Written by George McGrath



NOTICE OF MEETING NARS ANNUAL GENERAL MEETING

22 AUGUST 2018 AT 19.00

Taunton Racecourse

Orchard Portman

Taunton TA3 7BL

This is an opportunity for all racing staff to join us, find out exactly what the role of NARS is, what we do, how we can help you, air your views and have input into the running of the organisation. Please submit any motions or questions you would like addressed to admin@naors.co.uk by **31st July 2018**.

Open to All Racing Staff

Those who attend the meeting will be invited to join us for a free bar and food after the meeting closes.

RACING STAFF WEEK

JULY 1ST - JULY 8TH 2018

Racing Staff week once again aims to bring the Racing Industry together to inform and engage horseracing followers and supporters about the passion, skill and dedication required to work in the industry.

This year's Racing Staff week looks to build on the success of the first two years and will deliver another week of activities across the country that will celebrate the role of racing staff and put them in the spotlight.

NARS, as last year will have a competition which racing staff can enter for the chance to win £1000 in Thomas Cook holiday vouchers.

Each day there will be a question on our Facebook page. By answering correctly and also liking the page if you haven't already done so you

will then be put into the hat for the big prize. As well as this each day we will draw out a winner from that day's correct answers for the chance of A red letter day experience or high street shopping vouchers for £100.

So if you answer correctly for the each of the six days you will have six chances of winning the £1000 prize.

Last year's winner of the Thomas Cook vouchers was Katy Tyler.



GODOLPHIN STUD AND STABLE STAFF AWARDS 2018



The Awards ceremony took place at the Jumeirah Carlton Tower Hotel in London's Knightsbridge in front of a specially invited audience from across the racing industry to celebrate the vital role of stud and stable staff in the racing industry and the care which they provide to the horses they look after.

The winners of the Awards were decided at a formal judging day at the BHA's London office in the morning before the ceremony, where the finalists were interviewed by members of the judging panel.

Jessica McLernon, Assistant Trainer at Richard Fahey's Musley Bank Stables, has been named as Employee of the Year 2018.

Jessica was awarded with the perpetual Godolphin Trophy by special guest presenter Michael Owen alongside presenter Ed Chamberlin at an event hosted by the British Horseracing Authority (BHA).

She was also presented with a cheque for £40,000, of which £20,000 will be shared amongst the staff at Musley Bank, part of £120,000 in prize money which was awarded on the evening by sponsors Godolphin.

Jessica also landed the Leadership Award on the night for her rapid progress to become assistant trainer since joining the team at Richard Fahey Racing in May 2011.

As well as managing day to day duties including rotas, allocating staff to go racing and managing veterinary visits Jessica keeps in close contact with the office and 75 staff who help make the yard run so efficiently.

Her positive, friendly attitude and astute manner and natural management skills have always shone through and she has worked hard to hone her skills in managing, motivating and mentoring the staff to get the best out of everyone.

The other category winners on the night were: Adrian Stewart of David Loughnane Racing who took the David Nicholson newcomer award; Petra Sebestikova of Luca Cumanì's Bedford House Stables who was successful in the Rider/Groom category; Sarah Taylor of Mickley Stud who landed the Stud Staff award and William Reddy, whose years of service with the Johnson Houghton family earned him the Dedication to Racing award.

Also honoured were John and Jackie Porter, formerly of the Injured Jockeys' Fund, who landed the Rory MacDonald Community award for their work at Lambourn's Oaksey House.

The winners of the Leadership, Rider Groom, Stud Staff and Dedication to Racing categories received a prize of £5,000 with an additional £5,000 also being awarded to the winner's yard or stud. The two runners-up in these categories won £2,000 each, with the same amount going to their yard or stud.

The winner of the Rory MacDonald Community Award received a prize of £5,000 with an additional prize of £5,000 going to the charity A their choice. The two runners-up won £2,000 each with the same amount going to their charity of choice.

The winner of the David Nicholson Newcomer Award received £2,000, with the same amount going to their yard or stud, while two runners-up received £1,000 each, with the same amount for their yard. She also wins a five-day educational trip to Dubai to learn more about the country's racing, culture and customs. The prize includes a return flight and five nights' accommodation.

The Employee of the Year received an additional £15,000, with the same amount awarded to their yard or stud.



**JESSICA
MCLERNON**

The full list of winners and runners up are as follows:

EMPLOYEE OF THE YEAR:

JESSICA MCLERNON

Richard Fahey

LEADERSHIP AWARD:

JESSICA MCLERNON

Richard Fahey

Runners up: Andrea Kelly – Tim Vaughan,
Edward Murrell, Juddmonte Farms

RIDER/GROOM AWARD:

PETRA SEBESTIKOVA

Luca Cumani

Runners up: Ben Stephens – Malcolm
Jefferson, Faisal Tahir – Henry Spiller

STUD STAFF AWARD:

SARAH TAYLOR

Mickley Stud

Runners up: Kate Ford – Goldford Stud, Daniel
James – Brookside Stud

DEDICATION TO RACING AWARD:

WILLIAM REDDY

Eve Johnson Houghton

Runners up: Chris Jerdin – Oliver Sherwood,
Patrick Lennon – Shadwell Stud

DAVID NICHOLSON

NEWCOMER AWARD:

ADRIAN STEWART

David Loughnane

Runners up: Hannah Farrell – Dianne Sayer,
Josephine Saunders – Hillwood Stud

RORY MACDONALD

COMMUNITY AWARD:

JOHN & JACKIE PORTER

Ex Injured Jockeys' Fund

Runners up: Angela French – The Racing Centre,
Peter Williams – British Racing School

WELL DONE

There aren't many times that I can say when it comes to the staff working day in and day out we are top of the pile in terms of recognition and appreciation but that's exactly what happens when we get to the Godolphin awards.

The Jockeys have the Lesters, the Owners have their awards ceremony and the trainers have the Lycetts Team Champion, but this is aimed at how they treat their staff. I have been to all of these at one point and while they are great in their own way nothing comes close to the Godolphin Stud and Racing Staff Awards for the pomp, ceremony, passion and emotion.

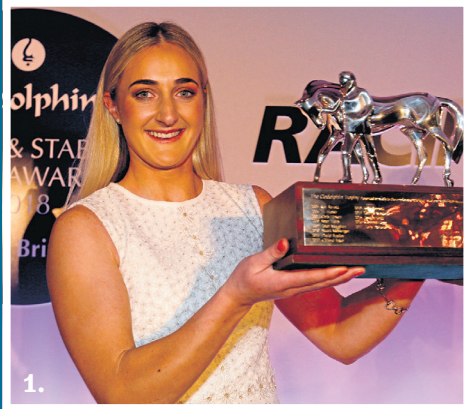
As the staff that work in all weathers 24/7 and 52 weeks of the year, we know what the job entails and how much the horses in our care mean to us, but it's nice to have that recognition and to have it on such a prominent stage.

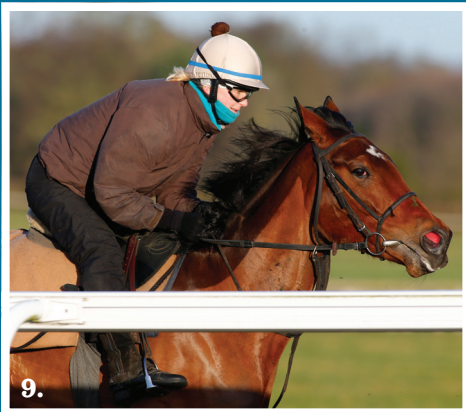
To all those who have been nominated and to all the successful staff, past and present, I say well done, you make me proud to work in racing and the Godolphin Awards, is saying thank you for your passion, your unrelenting commitment and skill.

As the saying goes "a picture tells a thousand words" so I will say no more as the next couple of pages say it better than I ever could.

George McGrath,
NARS Chief Executive

GODOLPHIN STUD AND RACING STAFF AWARDS 2018





From left to right:

- 1. Jessica McLernon 2. Adrian Stewart
- 3. Petra Sebestikova 4. John and Jackie Porter
- 5. William Reddy 6. Adrian Stewart
- 7. Sarah Taylor 8. Jessica McLernon
- 9. Petra Sebestikova 10. William Reddy



LYCETTS TEAM CHAMPION AWARD



WRITTEN BY KEVIN PARSONS

Last September I was approached and asked by Rupert Arnold at the NTF if I would like to be a judge for the inaugural Team Champion Awards, run by the NTF and generously sponsored by Lycetts's. This is a chance for trainers to highlight the good work they do and be awarded a star rating accredited to the standard of practice for their team of racing staff.

All trainers had the opportunity to enter the awards and to show what they do and for its inaugural year the turnout was pleasing.

With all the entries in the judges were then given the list and asked to declare any conflicts of interest with regard to people they have worked with/for or anything else that could be an issue. The yards' nomination forms were then given out with four out of the five judges reading through each and rating them in each area - a process that took far longer than anticipated but great to do none the less.

The trainers were asked to explain about their working practices and what they did in each of the following categories:

- How appropriate induction training is provided for new starters, ensuring they can begin their role effectively and confidently.
 - How new starters are made to feel welcome into the team, with existing staff being clear about the role and responsibilities of each new starter.
 - How the trainer provides effective employment policies, procedures and practices for the staff including protection from abuse.
 - How an environment is created where staff feel safe, support each other to improve safety and know who to speak to about safety issues.
 - How effective communication and collaboration amongst the staff are encouraged and systems developed.
 - How the trainer ensures there is a working environment that considers and respects staff well-being.
 - How the trainer provides a management structure with clear and effective leadership.
 - How continuing staff training and development, both informal and formal, is encouraged and access to it provided.
 - How staff members are encouraged to take responsibility for their self-development and improvement.
 - Where incentive schemes are used, how they encourage and reward staff for going above and beyond.
 - How staff members are made to feel valued and are rewarded through mechanisms other than pay.
 - Please set out how your team has collaborated to complete the answers in this nomination and provided evidence.
-



After this the scores from the judges were totalled up and therefore giving us our shortlist of four in each category of the over forty horse yards and under forty horse yards.

THE SHORTLISTED YARDS:

UNDER 40 HORSES CATEGORY

Nick Alexander, Martin Keighley, Seamus Mullins and Suzy Smith.

OVER 40 HORSES CATEGORY

Tom Dascombe, Warren Greatrex, Mark Johnston and Dan Skelton.

Once all shortlisted yards were confirmed then it was yard visits to see what had been written down put into practice. This was where the judges were again distributed to only yards they could judge with three designated to each. I myself was very lucky to visit six of the eight shortlisted yards from Brighton to Scotland and was very impressed by them all, with a brief overview below of the ones I visited.

SUZY SMITH BRIGHTON

The first of our visits and a fantastically well-run yard based at the former Lewes Racecourse with around twenty horses and eight or nine staff. This yard goes to prove that anyone who says we don't have enough staff or time to do all the correct stuff is just making excuses. The staff here are a great team, working together and are very well looked after, developed and given the opportunity for flexibility in working hours when needed. All correct policies and procedures are in place and available for staff to see in the folder sat in their feed room/tack room. This is great, meaning staff don't have to go and ask questions in the office as all answers are accessible to them in the folder.

NICK ALEXANDER KINNESTON

A picturesque train ride up to Scotland and some stunning views, whilst the yard is situated in a very rural location this doesn't stop this yard recruiting staff. Once their staff start they also generally stay there with many long-term employees.

An excellent handbook given out to new employees, designed by the current employees and giving all information needed about the job and what is expected. A staff structure that allows all the team to progress and develop, the opportunity for staff to gain experience in other yards across the country during the summer months and the opportunity for training and development. A member of staff who in her appraisal mentioned that she was keen on photography is given a lot off most days to take photos for the benefit of herself and the yard.

MARTIN KEIGHLEY
MORETON-IN-MARSH

A fun and vibrant place with a really friendly team feel. A yard that has used its various owners' business knowledge to help implement staff policies and procedures and create well run staff practices. A place where staff young and old are given opportunities for training and development, they all go out to dinner as a team away from the yard on welcoming a new member of staff. They have regular team meetings where every member of staff is encouraged to speak up and have an input.

Also a very good monthly bonus system with different challenges set every month that if completed the staff are all rewarded with a £50 bonus.

MARK JOHNSTON
MIDDLEHAM

A place that is run like clockwork, an excellent staff handbook with all policies and procedures in place and whilst every yard train racehorses, this would rival any top business in the country.

The staff clock in and out and are rewarded with loyalty points in various areas to help fund new clothing for work. On the job training and development for staff across all areas in a racing yard is second to none with a comprehensive checklist that staff can work through. The staff training given to all senior members of staff to improve their people management and skills is leading the way in the industry.

A hostel and canteen to provide all staff with a cooked meal at lunchtime is also great and a winner's bonus scheme as well as pool money is also paid to the staff over the year.

TOM DASCOMBE
MALPAS

Pulling in down the driveway you are immediately impressed, this is a place that for a large yard also runs extremely well. A good yard structure giving younger staff members that want to develop opportunities in senior positions after mentioning their long term aims in staff appraisals.

Another yard that has good staff policies and procedures in place and accessible to all to read through in the tack-room, again not having to go to the office to find things out when it is all there.

The monthly bonus system is also very good, setting targets for the staff to meet and rewarding them with trips/days out, these have included days paintballing, go karting, an inflatable bouncy assault course at the yard, pizza night and also an evening in a box at Chester races.

This yard is a great fun place to be and like a large family all working well together.

DAN SKELTON
ALCESTER

Once finding the place we were welcomed and shown around the yard, met some of the staff and had a chance to talk to various members of the team.

The yard looks after its staff very well with good policies and practices in place, an excellent code of conduct and another that has used staff appraisals to its advantage and been able to use those to help better develop its staff.

The care and welfare for their staff is second to none, investing in a hostel that would rival any standard hotel, including gym, boot room, tv room and canteen where all staff are given a cooked meal at lunchtime.



THE WINNERS

After the yard visits all the judges came back together to report on their findings and the fantastic work they have seen around the country and to decide on the winners in each category.

This was a very tough decision and whilst the same as the industry we work in there can only be one winner in each race. And they were:

NICK ALEXANDER **UNDER 40 HORSES CATEGORY**



WARREN GREATREX **OVER 40 HORSES CATEGORY**



SPORTS EVENTS

AND DATES FOR YOUR DIARY

TUESDAY MAY 22ND

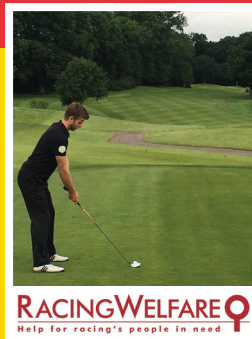
NARS and RACING WELFARE GOLF DAY at Newmarket Golf Club

TUESDAY JUNE 5TH

NARS and RACING WELFARE GOLF DAY at Ripon Golf Club

SUNDAY JULY 8TH

THE RACING CENTRE SPORTS DAY



TUESDAY JULY 10TH

NARS and RACING WELFARE GOLF DAY at West Berkshire Golf Club

TUESDAY AUGUST 28TH

NARS and RACING WELFARE GOLF FINAL's DAY at The Warwickshire Golf Club.

Prize to the overall WINNER is £1000 Yourgolftavel vouchers

(This is for anyone that has qualified in the top ten from one of the three previous events)

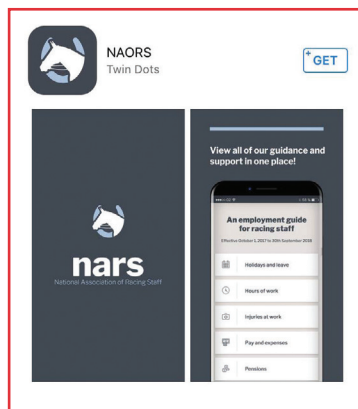
NARS APP

OUR NARS APP IS NOW AVAILABLE ON IPHONES AND ANDROID.

If you search for the NAORS APP you can download it onto your phone. And it's **FREE!**

This APP gives you all the current up to date information on pay, expenses, overtime and everything else you may need to know and is there live in your hand at a push of the button.

So please download onto your phone when you get the chance, it is there to benefit you all.



DOMINIQUE TORTICE

unionlearn
with the TUC

THE NEW UNION LEARN PROJECT ASSISTANT



I have been working in the NARS office for a few weeks now, I am really enjoying the change of pace and seeing the horseracing industry from a different angle. There is never a dull moment working with George, Kevin and Debbie, everyone has lots of brilliant and funny stories to tell from their time within racing.

In the 15 years I worked in the industry I have worked for some fantastic people and been fortunate enough to ride and look after some very classy animals, racing has taken me all over the UK and Europe.

In my time in racing I have worked in many roles within the industry all practical roles with the horses, I have experienced all aspects of the racehorse's journey, from a foaling season with a successful stud to yearling prep and sales with The National Stud to breaking for a pre-trainer to travelling group horses to Europe.

At my final yard in racing I was asked how much I would sell my saddle for and my reply was Never! If my saddle could talk it would have some great stories to tell, not all of which are pretty but my goodness great stories all the same! And if I had to describe my time in racing it would be priceless.

There's no doubt that working in racing is not for the work shy but for me the pros always

outweighed the cons. My love for the horses was always the biggest pull and that never changed in 15 years, in fact that was why the decision to make a break from racing was so difficult and why I shall still be riding out one lot a week just so that I can still get my fix!

Over the last 10 years I have struggled at times to juggle being a single parent to two very lively boys and working within racing, at times it hasn't always worked and as the boys are getting older I find myself needing to split myself into 100 pieces to get everything done which was what pre-empted the move from racing to something a little more flexible and this role. The highlight of the move was my eldest son telling me I had definitely made the right choice because I didn't smell like a horse anymore, I was dressed much smarter and I'm not so grumpy!

Having only been in the office at NARS for two weeks I'm already starting to see how hard the team work, firstly supporting and dealing with the day to day issues but also to offer Racing staff as many opportunities as possible whether it be in the classroom or on the sports field! As a stable lass a lot of the services they offer I wasn't aware of as I think that sometimes the information doesn't always filter down and that's a real shame as I think the educational courses they offer are so valuable to someone who has been in the industry for years and doesn't have any other qualifications, like myself.



My main goal in my new role is to use my experience within the industry to encourage other staff to take as many opportunities that are on offer to them to better themselves whilst still working in racing, so that when the time comes for

them to make a change either within the industry or outside they have all the tools they need to do that - and to hopefully give as much back to the industry through the staff as I have gained from it.

