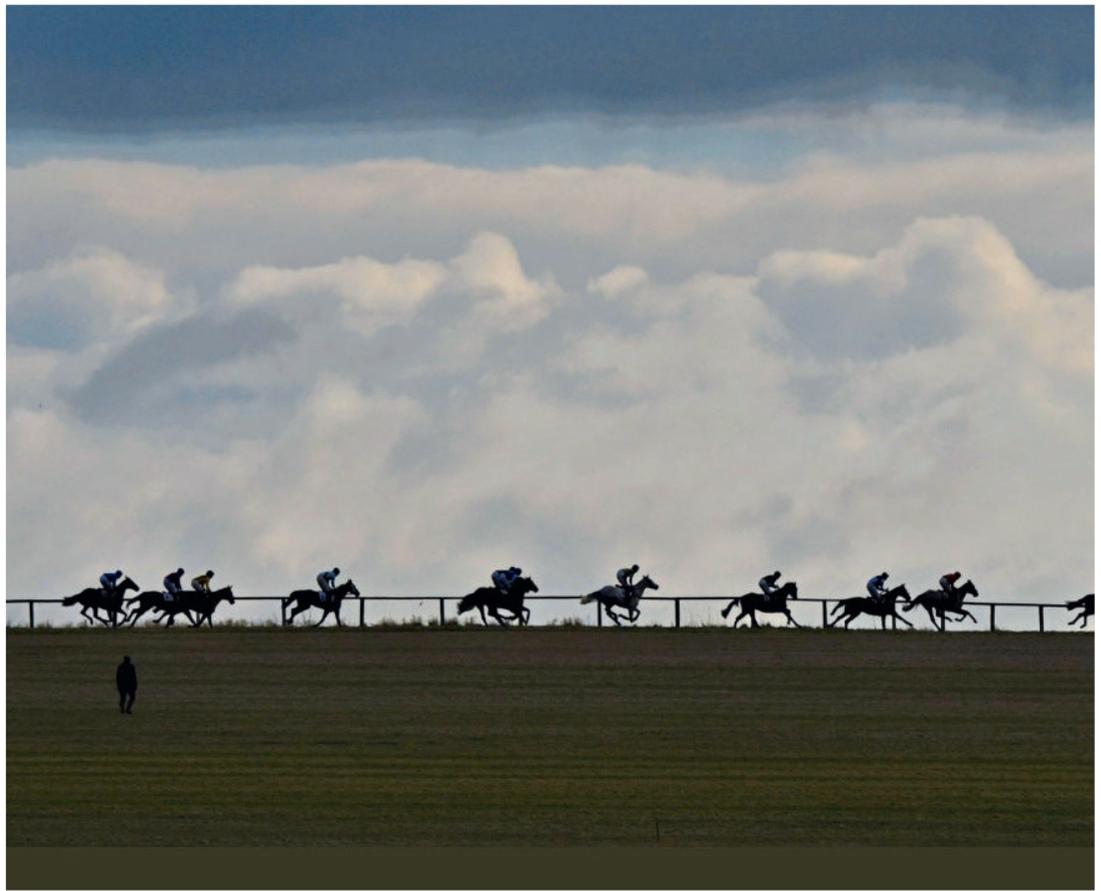




STABLE *talk*

NARS Newsletter - December 2018



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GEORGE'S COLUMN

WINNER WINNER!



On the 10th of December all staff working in licenced racing yards will be employed on a 40 hour working week. This is a historic step forward for racing staff who have traditionally worked excessive hours in the yard without ever receiving overtime payments. I am aware of only one yard in the Country which operates a clocking in, clocking out system which guarantees the staff payment for any hours worked in excess of their normal hours. The new agreement brokered by NARS with the NTF will finally see staff getting paid at time plus one half for any hours above the 40 they are obliged to complete. Now, normally when you say a 40-hour working week most people think of a 9 to 5 day job, that will not be the case in racing yards as we all know! The 40-hour working week, spread over 7 days, can be worked anyway the employer and employee agree. So, it may be that some yards decide to carry on as normal, but the employer will have to pay for any overtime worked. For example, if your normal morning was 6 hours and you go back in the evening for 2 more hours you will have worked 40 hours by Friday evening. If you go in on the Saturday morning for another 6 hours you will have to be paid at time plus one half for those 6 hours. Alternatively, your employer may shorten your working week days or ask you to take, for example, a Wednesday off. Either way, you will now have the equivalent of 2 clear days off per week or you will get paid significantly more for working the hours many of you are already doing. There are yards that do work in or around 40 hours in any given week, but these tend to be the exception and not

the rule. For everyone else this is a huge step forward. I am aware that many staff will be saying to me that their employer will not pay them overtime, to anyone with that concern I would like to assure you this is a binding agreement between the NTF and NARS, it is not optional, it is a binding agreement and a condition of their licence. If your employer refuses to pay you the overtime, contact NARS and we will follow this up for you. We successfully claim back holiday pay and unpaid or incorrect racing expenses and wages, so this is nothing new to NARS. There will be a basic overtime sheet on our website which you can download, the same overtime sheet will be on the NTF's website and every racing office will be able to access both websites. In addition, the racing offices should have a hard copy of overtime sheets in their offices. There are two exceptions to the new agreement, the first is that you will still be required to work 5 hours on a Saturday (if you have already completed 40 hours this will be overtime) and the second is that this covers time worked in the yard, the racing allowance of £10 tax free and £7.83 per hour outside of your normal hours will remain the same. You will now be paid for working a 40 hour week as opposed to 85 over 2 weeks, you may see your basic wage go down, but your net pay will go up as you will now be getting paid at time plus one half for all hours worked over 40.

I understand this will take some time for both employers and employees to get used to and for any queries please either call the office on 01638 663411 or email either admin@naors.co.uk or me at georgemcgrath@naors.co.uk

A GLORIOUS GOODWOOD

Historically racing staff who have attended Goodwood have done so with an air of despondency and disappointment, particularly whilst working the Glorious week.

This is largely due to the state of the facilities provided for staff staying overnight. It's been well documented that accommodation is not to a standard that any working professional should have to endure whilst away at work.

Following meetings between NARS and Goodwood representatives significant progress has been made. There are plans to continue making improvements to accommodation going forward this however isn't a straightforward task. Ed Arkell the new clerk of the course since the start of 2018, is under no illusions as to the size of the task ahead to achieve acceptable accommodation standards. The building itself is Grade 1 listed, thus getting permission to even knock a wall down must go through a laborious process and many channels seeking approval from planning consent, meeting building and structural requirements etc. I can confirm that surveyors have inspected the site and that plans are ongoing, but with the size of the task it will take a serious amount of time and expense as well serious headaches for those close to the project no doubt.

The team at Goodwood therefore made many changes for the Glorious meeting in 2018, with free food for all racing staff including box drivers. The food was of good quality and excellent variety and there was extremely positive feedback on the chef (Spike). The total amount of free meals given throughout the week was approximately 1,100 this is something Goodwood have never done before we thank them for valuing racing staff in this way.



The stable and hostel managers (Alan and Penny) do a great job and nothing is ever too much trouble for them and we commend them for this. With a total number of 441 horses in the stable yard, and 229 stabled overnight, it's a lot of work to get the stables turned around, cleaned out and disinfected. On three of the evenings entertainment was provided with a quiz night in which the winning team received £100 (free entry), a hog roast was put on with other BBQ options and a fish curry to accommodate any other dietary options and then the traditional Friday last night karaoke night with Scobie. The lads I spoke to were delighted this year that improvements were in place and they reported that it was great to get everyone together with activities, the food was amazing, showers and communal areas were very clean so the only downside was the shared rooms.

Thank you Goodwood and thanks for reading

Pete McCulloch

LICENCING OF RACING STAFF

Talks are at an early stage to introduce a system for the licencing of racing staff in the UK. The first thing I should do is point out that this has nothing to do with Brexit!

Staff up and down the Country are always asking me why the job they do is not considered as a professional occupation. Well, the easy answer is that it is considered as a professional occupation, at least by us and in most cases the trainers we work for. The problem with getting your occupation listed as a profession is that the government will only consider occupations as professional if they require academic qualifications, such as a Doctor, Accountant, Vet etc. This does not mean we are not professionals at work but simply that our choice of work does not require us to undertake academic studies.

However, there are steps we can take to make our jobs become more easily recognised as a professional one. One step we have already taken to change the name of NASS to NARS, so we are not called stable staff but racing staff, boo hoo, you might say but the term stable staff always made it sound like we are just kids playing around with ponies instead of professionals working with

millions of pounds of thoroughbred racehorses.

Another step in the right direction is for us to have a licence to work in the racing industry, in the same way jockeys and trainers do. This will require a lot of work, but I believe it is the right thing to do. The work will be led by the BHA in consultation with NARS. Although nothing has been decided yet, it looks certain to come in either mid 2019 or at the latest early 2020, depending on computer hardware and possible unforeseen problems.

It is my aim to have a licence that will look like a credit card and contain racing industry data on it such as who you are working for, when you joined the industry and any courses you have been on, like the yard managers course or the assistant trainers course, among others, at either the BRS or NRC.

I will keep you informed but in order to keep up with any changes that take place before the next newsletter comes out in late March it is worth checking out our website, google NAORS, or download the App by again googling the App.

TAX

AN EMAIL RECEIVED AT OUR OFFICE AND WORTH SHARING.

It has been brought to my attention, numerous times over the past three years how ignorant stable staff are about their own tax codes.

It's incredibly easy for staff to check and challenge their tax codes and they don't even need a helpful assistant to do it for them, it's pretty straightforward via the online portal. I did one this evening, with the lad sat next to me in 5 minutes. It seems that staff are rightly getting taxed for tied accommodation but are failing to have this additional tax which is paid via their tax codes removed as and when they leave said accommodation. Or if they have spent time abroad, they don't realise what can be claimed back within the tax year, depending of course on time spent out of the country.

Sometimes as with everyone, HMRC get it plain wrong.

I know you do champion the clothing allowance but again everyone thinks I'm nuts when I mention it, make them gather the receipts and assist with claiming it. For me the bigger issue is with tax codes and staff just accepting what the trainers pay roll person/ HMRC do. Whenever I query staff they always assume it's correct and have no idea they are being short changed.

It's something I've always personally taken an interest in. Back in 1996, I had an incredibly long and drawn out argument with my local tax office regarding my claim for jodhpurs, as we wore then! They insisted that they were not specialist clothing, however I did win the argument in the end. For every new employee I check tax codes and ensure they are correct; 75% of the time they are not. The majority of pay roll managers don't have the inclination/time to assist. I've had employees join from national companies with the wrong tax code and also Suffolk council. For these individuals I've got back £1,500 in tax rebates. I often find myself very popular!

The bottom line is that it's their money, so they should be aware and take an interest.

RACECOURSE FACILITIES

In 2016, at the NARS AGM in Newmarket, it was made clear to the Chief Executive and the Executive Committee that the staff who attended racecourses with runners on behalf of their employers wanted a say in the facilities they encountered when working at the races. NARS advertised for staff to come forward to be considered for the roles of Racecourse Inspectors with a view to evaluating racecourses from a staff members perspective.

In early 2017 the first Racecourse Inspectors were appointed. Each of the 7 Racecourse Inspectors were allocated a set number of racecourses to inspect, with every racecourse in the Country covered. The Racecourse Inspectors are responsible for inspecting their racecourses with a view to highlighting any concerns at least twice yearly wherever possible. Most staff know what the issues are at the racecourses but we have never previously been able to collect the evidence to support our demands for improved standards, until now.

2017 was viewed as a bedding in exercise for the new Racecourse Inspectors and an opportunity to allow the racecourses to understand what the inspectors were looking at, where they felt improvements could and should be made and how they would compile their reports. This has also allowed us to acknowledge areas where racecourses have been doing things well.

This year NARS asked the Racecourse Inspectors to score the racecourses they had visited in the past six months on the following matters with each category getting sub headings.

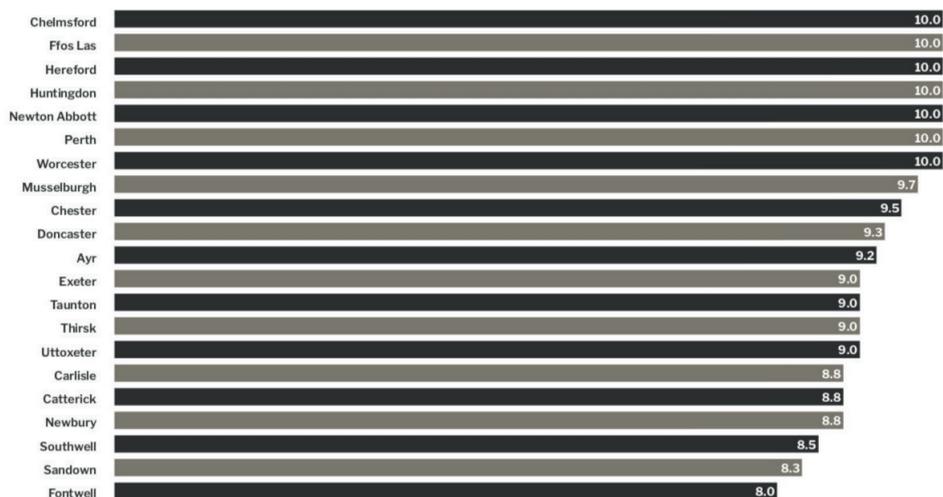
- Overnight Accommodation, to be judged on the quality, the cleanliness and whether the rooms are multiple occupancy or single.
- Day Facilities, to be judged on the quality and cleanliness and if there was an area away from the canteen to relax.
- Canteen, to be judged on the quality and choice of the food, cleanliness, price and service.
- Stable yard, to be judged on the loading ramp, the stable yard (bedding, the quality of the stable block etc.) and washdown facilities such as water pressure and number of hoses available.

Therefore, there was a total of 12 headings with a maximum of 10 points for each heading giving a maximum of 120 points available to any course. Stars are then allocated on the following basis.

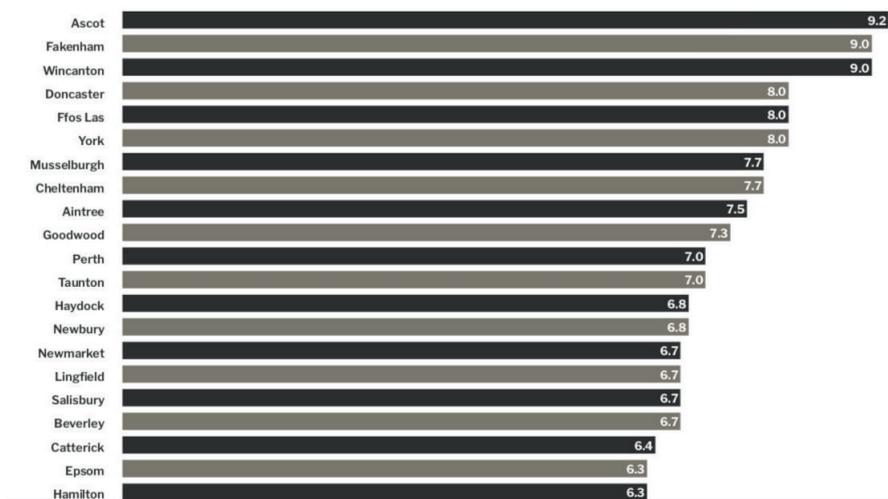
- 100 points or more, 5 Stars.
- 90 points to 99.9, 4 Stars.
- 80 points to 89.9, 3 Stars.
- 70 points to 79.9, 2 Stars.
- Any score below 70 (which is 58%) would only get 1 Star.

NARS owes a great deal to the Inspectors who carried out this work, without whom we would not have been able to make the improvements we already have at many racecourses. The Racecourse Inspectors are Cathy Beaumont, Greg Davis, Carri Dyson, Mark Ellwood, Hannah Gregory, Pete McCulloch and Nicky Rigby. We will continue to strive to make working at any racecourse in the UK a pleasant and professional experience, that is the very least we expect for our members and the horses they look after.

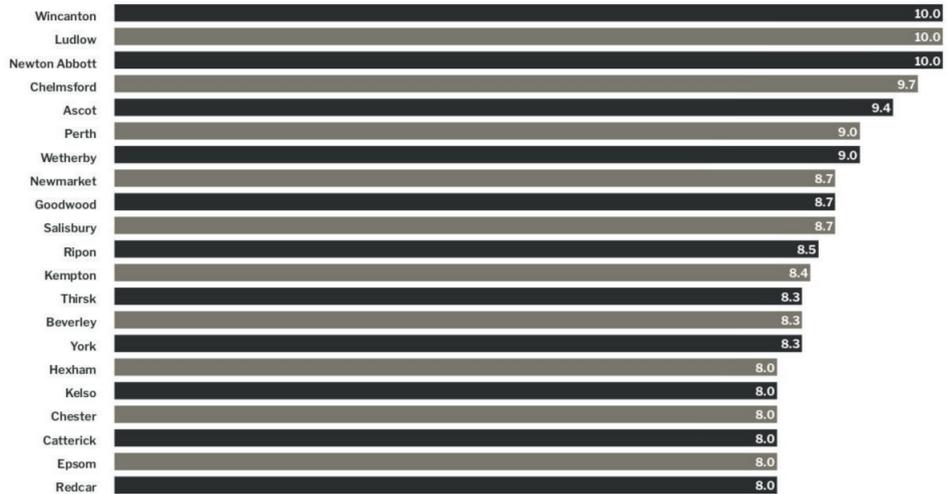
Overnight Accommodation: Quality



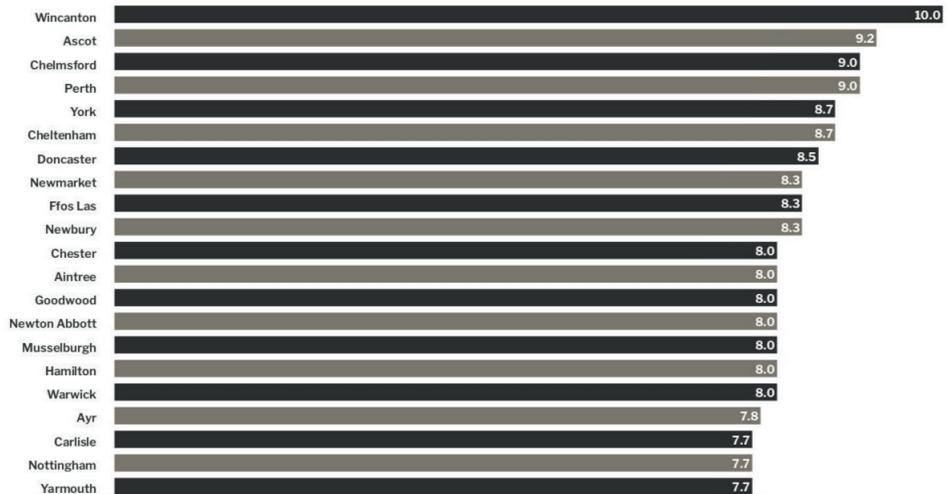
Day Facilities: Quality



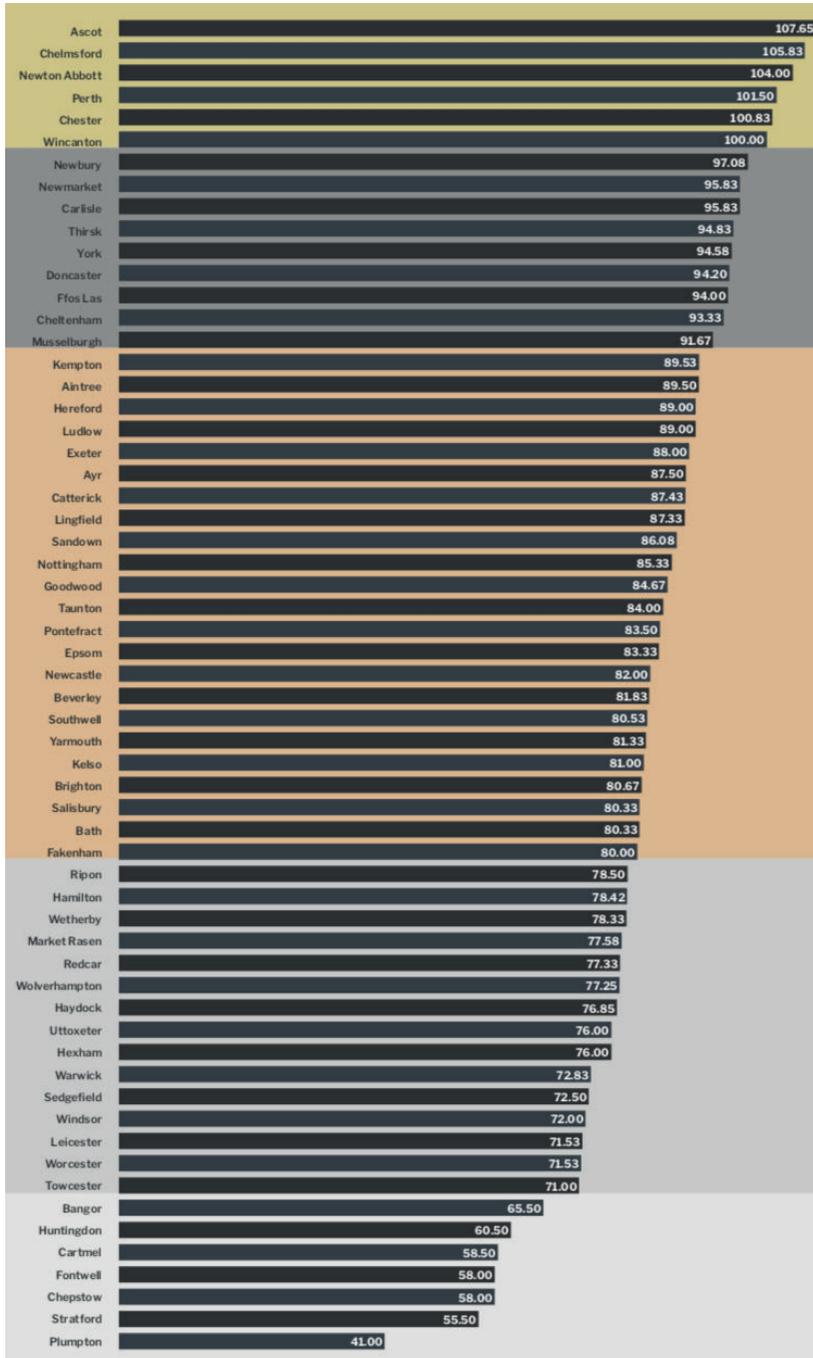
Canteen: Quality



Stable Yard: Quality



OVERALL SCORES



RACECOURSE REPORTS CONCLUSION

The results that we have published are to highlight the good work some racecourses have implemented both from a human and equine welfare perspective.

Although there will be racecourses that will be unhappy at the rating they have received, the objective of this exercise was not to berate or embarrass any individual racecourse or organisation. It is NARS policy to work with Clerks of the Courses to improve standards where necessary. We attempt to do this by constructive dialogue, reasoned argument and a proven structure which allowed us to come to our findings. We apply the same approach regardless of whether we are dealing with a small independent or a national organisation.

I acknowledge that we will further develop our ratings systems and there may be changes over the course of 2019 in how we rate racecourses. This exercise is the first of its kind as it concentrates on equine and human welfare at the racecourse and not the social aspect of a day at the races.

Our thanks go to all Clerks of the Courses who have welcomed our Racecourse Inspectors and made valued contributions to their reports. We would also like to thank The Jockey Club Racecourses for being among the first to recognise that staff going racing are worthy of a meal free of charge. We look forward to other racecourses following suit. The 12 independent racecourses offering free food are also commended for their efforts. If the independents listed below can afford to provide a free meal there is no reason why every other racecourse cannot follow suit. It is also worth looking at the top end of the table, Independents take 5 out of the top 10 places.

The independent racecourses offering Free Food are as follows;

Ascot, Ayr, Bangor, Chelmsford, Chester, Fakenham, Hamilton, Newbury, Newton Abbot, Taunton, Towcester, York.

We look forward to publishing our report on an annual basis.

George McGrath, NAORS Chief Executive



RACING STAFF WEEK

Once again we held our daily competition during Racing Staff week, each day by answering a question on our facebook page if correct would see you enter the draw to win £100 for that day. Astonishingly even though having over 1000 followers on our facebook page we had no more than 90 entries each day for each question, a free chance to win £100.

Each correct daily entry also gained a place in the end of week draw for a £1000 worth of Thomas Cook vouchers, so a correct answer each day would give you more opportunities for the big prize.

The daily winners of the £100 prize were; Jessica Gillam, Richard farmer, Emily Blood, Chris Lucas, and Jason Parkhouse.

The winner of the £1000 holiday vouchers which was drawn live on TV from Sandown was Robert

Bettaney who works for Andrew Balding.

Thanks to everyone that took part and the competition will run once again in 2019.



NEWMARKET OPEN WEEKEND



Once again we were asked to provide a football team of Racing Staff to take on the jockeys and trainers at the Open Day event and it was another successful year winning the Martin Collins trophy 4-2

The Racing Staff team on the day was; George McGrath donning the gloves in goal, Derek McGaffin (C Appleby), Chris Conway (J Eustace), Darren Wakenshaw (M Botti), Barry Tallant (C Appleby), Ricky Hall (L Cumani) and Garry Rothwell (J Gosden).

KEY DATES FOR 2019

Date	Event	Location
Thursday 21st February	NARS Executive Council Meeting	The Racing Centre, Newmarket
Sunday 10th March	Cheltenham Festival Preview	The Racing Centre, Newmarket
Tuesday 9th April	Racecourse Inspectors Meeting	The Racing Centre, Newmarket
Thursday 25th April	NARS Golf Day Qualifier	Newmarket Golf Course
Thursday 23rd May	NARS Executive Council Meeting	The Racing Centre, Newmarket
Tuesday 4th June	NARS Golf Day Qualifier	Ripon Golf Course
Sunday 16th June	Royal Ascot Preview	The Racing Centre, Newmarket
Saturday 29th June	Racing Staff Week	Nationwide
Sunday 7th July	Racing Staff Sports Day	Newmarket Academy Fields
Tuesday 23rd July	NARS Golf Day Qualifier	West Berkshire Golf Course
Thursday 29th August	NARS Open Golf Event	The Belfry Golf Course
TBC August	NARS Executive Council Meeting	The Racing Centre, Newmarket
Tuesday 10th September	NARS Golf Day FINAL	The Warwickshire Golf Course
Wednesday 9th October	Racecourse Inspectors Meeting	TBC
Thursday 21st November	NARS Executive Council Meeting	The Racing Centre, Newmarket

RACING STAFF SPORTS DAY



The Racing Centre in Newmarket once again held its annual Sports Day for Racing Staff in July. Another fun and competitive event saw the staff lining up to represent their yards and win points to help them challenge for the overall Mulqueen Trophy.

The stand out individual performers on the day were Denys Olefir and Leah Mapston both of Charlie Applebys who were winners of two events day, Denys winning the 800m and 1500m with Leah sweeping home in the 100m and 200m.

This years winners of the Mulqueen Trophy were the William Haggas team who reclaimed the cup having won it in 2015 in the first year of the event.



TUG OF WAR	1st	Michael Stoutes	
Commercial Cleaners LONG JUMP Women	1st	Maggie Hovadova 3.56m	M Stoute
Commercial Cleaners LONG JUMP Men	1st	Donovan Eldin 4.86m	W Haggas
Ed Dunlop Racing 1500m Women	1st	Pavla Sedlakova	S Crisford
Sir Michael Stoute 1500m Men	1st	Denys Olefir	C Appleby
William Haggas 800m Women	1st	Charlotte Starks	W Haggas
800m - Men	1st	Denys Olefir	C Appleby
Frankie Dettori 400m - Women	1st	Kelly Guillambert	W Haggas
400m - Men	1st	Wayne Hogg	C Appleby
200m - Women	1st	Leah Mapston	C Appleby
200m - Men	1st	Wayne Hogg	C Appleby
Racing Welfare 100m - Women	1st	Leah Mapston	C Appleby
John Gosden Racing 100m - Men	1st	Ben Morris	W Haggas
Racefit/KP Rehab 4x100m Relay	1st	C Appleby & W Haggas A, dead heat	
Mulqueen Trophy Overall Team		W Haggas 47 C Appleby 42 M Stoute 16	

GOLF DAYS:

In 2017 Racing Welfare were in touch to see if we could help co-run their golf days for 2018.

This saw us set up three additional events around the country, one in the North, the Midlands and then the South, the top ten in each of these would qualify for a place in the final held at our annual golf day at the Warwickshire Golf and Country Club to battle it out for a £1000 prize.

To help keep the costs down for the staff and to see that each day included bacon rolls on arrival and a two course dinner after, along with trophies for the day, it would not have been possible without the generous sponsorship we have received from Morrish Solicitors, NKT Financial Services, Arena Racing Company and the Jockey Club.

Each event cost racing staff just £20 on entry of which was then donated to charity, this saw us raise £1,640 for Racing Welfare and £920 for the East Anglian Air Ambulance, two worthy charities that have and continue to support racing staff.

The top ten at each event were

NEWMARKET

Pos	Score	Name	H'Cap	Employer
1st	40	Joe Parr	24	A Bailey
2nd	39	Ray Swallow	24	Retired
3rd	38	Marc Halford	18	S Bin Suroor
4th	37	Michael Cullinane	21	Farrier
5th	36	Kieran Fallon	15	S Bin Suroor
	36	Nick Bishop	15	N Henderson
	36	Peter McCulloch	12	H Palmer
	36	Robin Land	24	N Henderson
9th	35	Tom Keddy	20	Retired
10th	34	Chris Conway Snr	24	Retired

RIPON

Pos	Score	Name	H*Cap	Employer
1st	42	Geoff Smith	20	Guest
2nd	36	David Hickin	19	M Johnston
3rd	36	Peter Drabble	20	Retired
4th	34	David Allan	10	Jockey
	34	Bobby Hutt	10	Retired
6th	33	Colin Hawkins	17	BHA
7th	32	Jimmy Sullivan	20	M Johnston
	32	Fred Keighley	18	Retired
	32	Matt Stroud	14	Guest
10th	31	Jock Bennett	20	M Johnston

WEST BERKSHIRE

Pos	Score	Name	H*Cap	Employer
1st	40	Peter McCulloch	12	H Palmer
2nd	40	Nick Bishop	13	N Henderson
3rd	39	Chris Conway jnr	24	J Eustace
4th	38	Robin Land	18	N Henderson
5th	36	Billy Nicholson	15	C Hills
6th	35	Kieran Watson	18	A Stronge
	35	Jack Findlater	6	N Henderson
8th	34	Stephen McKeown	10	BBA
	34	Daniel Blackett	22	E Johnson-Houghton
	34	Stan Wallsgrove	22	E Johnson-Houghton

The remaining places for the final event were offered to racing staff that were next placed in the finishing positions at each, as well as a couple of spots for our sponsors, the only people able to win the £1000 prize however were the players that had reached the top ten in a qualifier.

In what was a good day with some excellent golf played and some bad, it was Jack Findlater who had previously qualified in 6th place at the South event who walked away as the winner, collecting the £1000 prize. Jack playing off only a handicap of 4 scored a huge 40 points, six clear of second place and to win going away at the finish.

Runner up on the day was won by Scott Doherty who although level on points with Jodie Mogford in 3rd place had pipped him on countback.

The Retired winner on the day was Bobby Hutt and Guest winner went to Craig Haggarty of Jenningsbet.

THE WARWICKSHIRE TOP TEN FINAL STANDINGS

Pos	Score	Name	H'Cap	Employer
1st	40	Jack Findlater	4	N Henderson
2nd	34	Scott Doherty	17	M Johnston
3rd	34	Jodie Mogford	8	G McPherson
4th	33	Robin Land	14	N Henderson
	33	Richard Conway	18	Jockey Club Estates
6th	32	Marc Halford	14	S Bin Suroor
	32	Craig Haggarty	18	Guest
8th	31	Stephen McKeown	8	BBA
	31	Daniel Blackett	17	E Johnson-Houghton
10th	30	Bobby Hutt	8	Retired

The whole competition and Final day once again wouldn't have been possible without the generous sponsorship and hope to see you all again in 2019 for the second year of the series, all dates are in the newsletter dates for your diary section.



UNION LEARN

MENTORING COURSE

unionlearn
with the TUC

NARS and the Union Learn project were delighted earlier this year to be able to expand its educational programmes to include a qualification in Mentoring, Leadership and Team Skills after securing a £100,000 funding partnership agreement with the country's largest independent bookmaker, JenningsBet.

Up to 28 Students each year for the next five years will have the chance to study for the ILM Level 2 Introduction to Mentoring and ILM Level 2 Award in Leadership and Team Skills on a 12 week course delivered by West Suffolk College, with the first course having started in September 2018 and finishing this month.



Jade Ransley, who works at Sir Michael Stoute's yard recently enrolled onto the new 12-week ILM Level 2 course in Mentoring, Leadership and Team Skills at the new facilities at The Racing Centre in Newmarket. Here she speaks about her first steps into racing, her reasons for joining the course and how she has benefitted.

First steps into the world of racing

As a child I was fortunate enough to have my own ponies and competed in various disciplines such as pony club, riding club, county level showing, BD, BSJA, BE, etc. but was not and had never been interested in horse racing! I first saw a pop-up stand advertising The British Racing School at a 'Your Horse' exhibition, which was organised as a team trip for the riding club I was a member of. Obviously I could not walk past without having a quick spin on the Equicizer and when the BRS representatives handed me an application form I thought nothing of it, especially as my plan upon finishing my A-levels was to travel abroad before accepting an offer to study a veterinary degree. However, after glancing at the brochure and researching the nine week course further; I followed the necessary application process to enrol, with the intent to complete the apprenticeship during my gap year. I immediately fell in love with the racing game and upon completion of the level 2 diploma I decided not to accept a university offer, but to continue progressing in the racing industry by gaining my level 3 diploma. Whilst working for Sir Michael Stoute he has given me many opportunities to ride work with top jockeys such as Ryan Moore, Jim Crowley, Andrea Atzeni and Ted Durcan, plus further my knowledge in the yard by working with senior members of staff. I cannot think of a better introduction into the racing industry than working for one of its greatest legends and his influence on my career will be eternal!

Finding out about the opportunity to learn

I have worked for Sir Michael Stoute since February 2011 and over the past 18 months I have been working with our head-people and assistant trainer to further my career in the hope that one day I will become a head-girl. Once I reach that position I want to be sure that I am the best head-girl I can be; not only to the horses in my care, but also the people working in my yard. I think this course will develop my skills as a leader and help prepare me to take on a more senior role.

Working with powerful, unpredictable animals means that instantaneous decisions must be made and orders given in accordance. Having a vast variety of people working in one industry is fantastic but can also result in complicated circumstances due to differences in age, gender, ability, culture, language, etc. I think that because of the high-tempo industry we work in some situations are dealt with more rashly than those which can be approached gently at a specific time, in the correct manner. I am hoping that I will learn the techniques to conduct myself in an appropriate manner resulting in issues being solved fairly.

Expectations of the course

I was expecting the course to involve a lot of written work and to be fast-paced, however it is very interactive, which means we have the time and chance to work through things at a pace that suits everyone. There is some written work but it relates to us and our places of work – two subjects I know a fair bit about. I was surprised that the course leader doesn't work in the racing industry but actually I think it could be a positive because he can give an outside perspective on situations and almost give you a fresh view of things.

Giving me confidence to work with people in all situations

As someone working towards a senior position, there will be times when I am in charge of a team of people, some of whom are younger than me but also some who are much older and have much more experience than me. I am hoping to be able to be someone they can respect as a leader in the future and push myself to be the best I can be and get the best out of them, too!

We are all aware that sometimes the racing industry can be very high-speed and without room for error, this is normal when dealing with these incredible horses and the huge range of staff who work together. People of different ages come from all over the world with a variety of backgrounds to work together in yards. It is inevitable that this mix can sometimes create intense and quick-fire situations. Hopefully, this course will give me some ideas, techniques and some more confidence to approach problems that either I am struggling with, or to pass on to and help other people.

So far, so good

I have enjoyed the first couple of sessions. The relaxed atmosphere created by Darren our tutor makes it easy for us to question things when necessary. I think it is helpful being interactive with the other students and relating the course to real-life situations that we deal with every day in racing yards.

Start of a journey of development

I've learnt that encouraging team members to improve, to take responsibility for themselves and their teammates will help them develop their ability to work to the highest standard. From this, the confidence and efficiency of the whole team will improve over time. I think those results will speak volumes for anyone leading a group and I will try to continue this development when I'm out of the classroom and back in the thick of it.

Future plans after completion of the course

Although I am not yet ready to give up 'looking after' horses; my career aim is to become a head-girl. I love working in the yard, caring for horses and being able to deliver them to the racecourse in the best health possible, giving them their best chance in each race. In the future I hope progression into a head-girl role will still allow me to ride out one lot in the mornings, whilst taking on the responsibility of a yard.

