



National Trainers Federation

# ANNUAL REPORT

# 2016



## NTF SUPPORTING

# East Anglian Air Ambulance



**East Anglian Air Ambulance (EAAA) provides a Helicopter Emergency Medical Service (HEMS) 365 days a year to the people of East Anglia. Our helicopters are equipped to fly in the hours of darkness, are able to reach remote locations, and can reach anywhere in the region within 25 minutes of being tasked. EAAA rely on the generous donations of the people we serve to continue providing the best possible care for our patients.**

Since we began in 2000, we have attended over 20,000 incidents. The crew attends an average of one equestrian patient every ten days, a number that is increasing every year.

We would like to thank the National Trainers Federation for their support of air ambulances across the country, without your generosity we wouldn't be able to keep flying. Together we save lives.

### **James Perks**

Cambridge Airport (Marshalls), CB5 8RX

T 01223 403 600

[www.eaaa.org.uk](http://www.eaaa.org.uk)

Registered Charity No: 1083876



**Front cover photo by Matthew Webb**

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# ANNUAL REPORT

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# NTF COUNCIL AND COMMITTEE MEMBERS

These were the elected Regional Representatives during 2016.

## Presidential Triumvirate

Seamus Mullins (President)  
Ann Duffield  
Emma Lavelle

## Region

Scotland  
North  
West Midlands and Wales  
East  
South West  
Central South  
South East  
Co-opted

## 2016

Nick Alexander  
Tom Tate, Ann Duffield, David Nicholls  
Charlie Longsdon, Dan Skelton, Tim Vaughan  
Rae Guest, Hugo Palmer, Roger Varian  
Philip Hobbs, Seamus Mullins, Emma Lavelle  
Ralph Beckett, Eve Johnson Houghton, Charlie Mann  
Jim Boyle, John Best  
John Gosden, Chris Wall

## Executive Committee

Seamus Mullins (Chairman), Nick Alexander, Ralph Beckett, Ann Duffield, John Gosden, Emma Lavelle

## Flat Committee

Ralph Beckett (Chairman), John Gosden, John Best, Eve Johnson Houghton, Jim Boyle, Ann Duffield, Rae Guest, David Nicholls, Hugo Palmer, Tom Tate, Roger Varian

## NH Committee

Seamus Mullins (Chairman), Nick Alexander, Charlie Mann, Philip Hobbs, Emma Lavelle, Charlie Longsdon, Jim Moffatt (co-opted), Dan Skelton, Jamie Snowden (co-opted), Tim Vaughan

## NATIONAL TRAINERS FEDERATION EXECUTIVES AND PROFESSIONAL ADVISERS

### National Trainers Federation

9 High Street, Lambourn, Hungerford, Berkshire RG17 8XL

## EXECUTIVE AND ADVISERS

President  
Chief Executive  
Legal Executive  
Membership & Publications Executive  
Racing Industry Executive  
Financial Adviser  
Legal Adviser  
Veterinary Adviser  
Rates and Planning Adviser

Seamus Mullins  
Rupert Arnold  
Dawn Bacchus  
Jill Crook  
George Noad  
Peter Treadgold  
Helen Niebuhr  
Clive Hamblin  
Bill Simpson/  
Christopher Marriott

## ACCOUNTANTS

**Smith and Williamson**  
Old Library Chambers,  
Chipper Lane, Salisbury,  
Wiltshire SP1 1BG

## SOLICITORS

**Knights 1759 LLP**  
Midland House, West Way,  
Botley, Oxford OX2 0PH

## INSURANCE ADVISERS

**Lycetts**  
1 Stables Court, The Parade,  
Marlborough, Wiltshire SN8 1NP

# NTF AIMS AND OBJECTIVES

## In its rules the NTF's objectives are:

"To represent and protect trainers' interests and to be a reliable and respected source of information, advice and support."

In 2016 we identified the Federations six key strategic objectives:

1. Assisting racehorse trainers to run a long-term, sustainable business
2. Enabling trainers to employ a sufficient number of skilled stable staff
3. Ensuring the right balance of racing opportunities for the horse population
4. Protecting the welfare of all thoroughbreds in training
5. Ensuring racehorse trainers are regulated fairly
6. Communicating timely and accurate information and advice to support racehorse trainers

## MEMBERS' BENEFITS

As a member of the NTF, you receive the following benefits:

### Services

- Unlimited help and advice from the NTF office. We provide a personal, direct service with an executive team who understand your working life.
- Immediate advice on legal problems including employment law from the NTF's in-house Chartered Legal Executive.
- Legal Assistance Scheme for members including Legal Expenses Insurance and helplines operated by Legal Assistance Direct.
- Legal Representation for appropriate cases at BHA Disciplinary Panel enquiries and Appeal Board. When provided by the NTF's Legal Executive, this service is free. Alternative representation is subject to terms of the legal expenses insurance.
- Access to advice on finance and tax with Smith and Williamson, insurance from Lycetts, and veterinary issues from Clive Hamblin.
- The services of Christopher Marriott to provide advice on Non-Domestic Rates and conduct appeals with the Valuation Tribunal.
- Twice yearly Regional Meetings open to all members.
- Non-transferable metal badges to allow movement within the racecourses for each member and their spouse/partner in every racecourse in the country. Up to seven badges for Assistant Trainers if eligible in proportion to the number of horses in training.
- A Car Park Label for each badge holder for entry into the trainers' car park at each racecourse in Britain.
- Group discount schemes for private health care, preferential rates for debt collection and Direct Debit services from Group 1 Credit Management and Express Group. Free second subscription to Racing UK.
- Racing FX, as an NTF member, when you open an account, you will be guaranteed to receive the RFX minimum rate of commission on all international transactions, racing or otherwise, for the first year – the RFX Minimum Guarantee. In addition you will be offered an NTF-branded multi-currency payment card, which will link to your RacingFX accounts once cards have been launched in 2017.
- Free administration of the NTF Stakeholder Pension Scheme, Racing Industry Accident Benefit Scheme and Death in Service Benefit.

# NTF AIMS AND OBJECTIVES

## continued

### Information

- The NTF Racing Diary – the indispensable working manual for the industry. Includes complimentary live computer feed for worldwide fixtures and sales dates.
- Bi-monthly printed Newsletter and NTF Weekly e-mail news update. Breaking news available on Twitter, @NTFnews. An archive of news articles on the NTF blog, ntfmuse, with members' comments. Free subscription to European Trainer Magazine.
- Access to the dedicated Members Area of the NTF Web Site for up to date forms, advice sheets and publications. Your contact details listed in the UK Trainers contact area, with a direct link to your website.
- In January 2017 each member will receive the newly updated issue of The NTF Employment Guide, the bespoke manual for all employment matters.
- Free Medication Record Books as required.
- The NTF Code of Practice for Infectious Diseases and Biosecurity guidelines available in print and via the EquiBioSafe App available in both Android and iOS.
- A range of free publications and advice sheets

### EUROPEAN TRAINERS FEDERATION

The NTF is a member of the European Trainers Federation, which comprises Belgium, Czech Republic, France, Germany, Great Britain, Hungary, Ireland, Netherlands, Norway, Slovakia, Spain and Sweden.

A benefit of our membership is that all NTF members receive a free subscription to European Trainer Magazine.



*Yearling fillies and Statue of Monsun at Gestüt Schlenderhan*

**Notice is hereby given that the  
FORTY FORTH ANNUAL GENERAL MEETING  
of the  
NATIONAL TRAINERS FEDERATION  
will be held at the  
INSTITUTE OF DIRECTORS  
116 Pall Mall, London, SW1Y 5ED**

**at 12.00 noon on Thursday 23rd February 2017**

**AGENDA**

1. To approve the minutes of the 43rd Annual General Meeting
2. To approve the Accounts for the year ending 31st December 2016
3. To receive the President's Report
4. To confirm election of the President and Triumvirate
5. To confirm election of regional representatives to the Council
6. Any other business

Dated this 26th day of January 2017

By order of the Council



J R ARNOLD  
Chief Executive

# PRESIDENT'S report



## **SEAMUS MULLINS**

On taking on the role of President last year I felt it was important for me to get around the regions as much as possible, listen to trainers and find out how the NTF could help to serve you better. I am still en route but will endeavour to meet as many of you as possible throughout my second term and collect your ideas and help with your concerns in whatever way I can.

Having attended the Northern and Scottish regional meetings this autumn it was clear to me that Jump racing in this area is facing some challenges at the moment. Some new initiatives have already been implemented to try to address these problems but more in depth solutions will be needed.

When Nick Rust joined the BHA as Chief Executive he immediately instigated an internal review of all departments and functions throughout the BHA. The BHA's Integrity review and the recommendations of the Quinlan Report have already brought some structural changes. However due to an inherited budget deficit and other rising BHA costs, it will necessary for licence and other administration fees to be increased over the next three years. Rupert and I have asked at the highest level that your money is spent wisely especially in areas of disciplinary and legal matters.

In his report last year Jim Boyle looked forward to the long awaited Levy Replacement being implemented in April 2017. The Government has now confirmed the final terms and that legislation will proceed this April as planned. Once this new income comes through from offshore betting, we will demand increased prize money with emphasis at the middle and lower tiers as these areas have slipped badly in recent years. The switch of terrestrial televised racing from Channel 4 to ITV should raise racing's profile with the wider public so may also lead to new income streams.

Staffing our yards has become increasingly difficult and may get even more challenging if restrictions on European labour are implemented post Brexit. The NTF, with some excellent help from Shelley Perham, are working hard in this area, identifying ways to improve staff retention, the setting up of a new website to encompass all aspects of working in a racing yard and the targeting of schools and colleges to encourage home grown workers to our industry.

Aidan O'Brien's recent record breaking win of the Flat Trainers Championship was in total contrast to Paul Nicholls' titanic battle with Willie Mullins for the jump trainers crown last April. They are both very worthy champions but I would also like to salute some of the smaller yards who achieved big race success throughout the last year. Laura Mongan's fantastic handling of Harbour Law to win The St Leger and the continuing rise of the Colin Tizzard yard are an inspiration to us all that success at the highest level is within all our grasp.

Rupert, Dawn, George and Jill have, as always, worked tirelessly to serve us and I thank them on your behalf for their dedication and hard work. I would also like to welcome Shelley Perham who is helping us with staff recruitment and retention matters.

I wish you all every bit of success for the coming year and may you and all your horses stay healthy and sound.

**Seamus Mullins**  
**President**



## MEMBERSHIP

At 31 December	2015	2016	Change
Licensed trainers	566	549	-17
NTF Members	517	502	-15
Non-members	49	46	-3
Percentage of all trainers	91.3%	91.5	+0.2

## ELECTIONS AND THE REGIONS

Having served the maximum three three-year terms, Tom Tate, Philip Hobbs, Jim Boyle and John Best ended their time on the Council. Jim Boyle accepted the Council's invitation to continue his contribution as a Past President.

James Moffatt, Jamie Snowden, Suzie Smith, Di Grissell and Roger Ingram were elected within the regions to fill the vacated places representing the North, South West and South East respectively.

At the AGM in February, the membership rejected the recommendation to extend eligibility for Council membership to licensed trainers' spouse or partner as long as they were involved in the training business.

We would like to take this opportunity to thank Tom and Philip for their dedication and many hours spent on NTF business over their years on the Council. In addition to contributing their knowledge and experience, both were prepared to take on the role of President (Philip for two terms) to lead the cause of trainers and deal with the thorny issues that inevitably arise.

## THE EXECUTIVE

Dawn Bacchus (Chartered Legal Executive), George Noad (Racing Industry Executive) and Jill Crook (Membership and Publications Executive) have continued their exemplary front line service to members. Never unsettled by the unexpected, the team deals with numerous varied issues and day-to-day the office hums with a constant stream of enquiries from members asking for help and guidance.

Shelley Perham was engaged on contract to coordinate the Federation's work on stable staff recruitment and training. She is our link to the BHA's central People and Development team and the industry's training providers.

In all the NTF Executive recorded **2004** enquiries requiring our assistance divided broadly between **1284** on employment matters, **407** on racing matters and **201** on membership.

## CHAMPIONSHIPS

2015/16 NH Championship – **Paul Nicholls**

Highest number of winners – Paul Nicholls, 122

2016 Flat Championship – **Aidan O'Brien**

Highest number of winners – Richard Fahey, 198

Flat	Prize Money Won	National Hunt	Prize Money Won
Aidan O'Brien	£8,130,756	Paul Nicholls	£2,439,740
John Gosden	£3,462,784	Willie Mullins	£2,341,735
Richard Fahey	£3,156,031	Nicky Henderson	£1,614,348
Richard Hannon	£2,843,493	Colin Tizzard	£1,443,451
Mark Johnston	£2,712,563	Philip Hobbs	£1,386,468

Paul Nicholls held off Willie Mullins in a titanic battle for the Jump Championship. The Champion displayed true grit in finding the ammunition to shoot down his rival in the closing days of the season, most memorably when Vincente hit the target in the Scottish Grand National.

Aidan O'Brien's final tally of £8,130,756 surpassed John Gosden's 2014/15 total of £5,300,553 by some margin. That in turn had eclipsed Richard Hannon's record set the previous Championship season.

Our Flat Committee's decision to alter the period of the Flat Trainers Championship to a calendar year was controversial. For the trainers, it was a case of going back to fundamentals. In their view the integrity of the format, which ring fences all trainers' performances in all races over all surfaces with no overlap of the equine generations took precedence over marketing considerations. Some commentators approved of the decision, remarking the trainers had "come back to their senses". The marketeers were disappointed to miss a photo opportunity.

It was onwards and upwards for Keith Dalgleish, whose 81 winners during the Flat championship period surpassed his score for the previous season and set another a record for a Scottish-based trainer.

## ALEX SCOTT ASSISTANT TRAINERS TRAVEL SCHOLARSHIP

Jessica McLernon, assistant to Richard Fahey, was awarded the 2016 Alex Scott Assistant Trainers Travel Scholarship worth £3000. Her one-month work experience is with Gain Waterhouse in Sydney, Australia. Her report will be posted on the NTF website alongside those from previous years.

The NTF manages the applications and judging of the Scholarship, which has been funded for the past four years by Racing to School. From 2017, the trustees of the Tim Dunlop Memorial Travel Scholarship have agreed to take over the funding. This is a fitting home for the award as Tim's brother Ed was assistant trainer to Alex.

# CHIEF EXECUTIVE'S report



## **WORKING WITH YOU TO SUPPORT YOU**

### ***What needs to change to increase staffing levels in racing stables?***

Attempts to answer this question have been a core concern for the NTF in 2016. It is a serious worry for so many trainers and links directly to aspects of the industry's growth strategy.

In May we engaged Shelley Perham to focus solely on mapping out and managing the NTF's role in recruitment and training of racing grooms and work riders. The BHA People and Development team, led by Carole Goldsmith, have overall responsibility and the budget to drive the industry strategy. The training providers, British Racing School, Northern Racing College and Haddon Training attract government funding and have the expertise to deliver specialist training. The Racing Foundation has pledged £1m over three years to support a range of staffing initiatives. Brexit brought speculation on how future legislation might affect access to migrant workers. Against this background, it is easy to leave the job to others – but trainers (and by extension, the NTF) can't afford to do that. Together we must take responsibility for what we can control; that is – the workplace.

During the inaugural Stable Staff Week in July, prompted by the NTF, trainers collaborated to produce a short film to say "Thank You" to their staff. This widely broadcast and well-received film sets the direction in which the NTF, working with its members, will seek to take the modern workplace in British racehorse training. In the corporate environment, employee engagement is an essential part of developing and retaining valued employees. In the second half of this year, we have set the compass on two paths for modernising staff management. Firstly, a group of trainers are committing to management techniques that are proven to retain employees. As a means of sharing experience, this will add further momentum the retention tactics publicised in Stable Staff Week. Secondly, we are developing an online hub for stable employees; this will positively promote the valued role they perform and coordinate the delivery of resources and rewards. Concrete evidence of these ambitious plans will be obvious in the first half of 2017.

Before turning to racing themes, two further areas of business support took up notable NTF resource in 2016.

### ***Business Rates are a substantial overhead for trainers not eligible for small business relief.***

In October the Valuation Office (VO) published new rateable values (RV) for commercial premises taking effect in April 2017 and the NTF has been ahead of the game in case a challenge was necessary. Following advice from Bill Simpson, our dedicated expert, we began liaising with the BHA late in 2015 for access to stable rents and other lease details held on the licensing database. During the summer we sent a survey to members who rent their yards. Only by producing counterevidence is it possible to mount a viable challenge to published RVs. On occasions like this, the NTF can only help its members if they respond to our call for action. By the end of the year the NTF was part of a collaborative industry strategy for negotiating with the VO. In parallel, the NTF has funded an appeal to the Upper Tribunal of the VO's basis of valuation of a trainer's All Weather gallops. We did so because allowing it to go unchallenged would have had major implications for trainers' rates bills throughout the country. A decision is due in January 2017.

This is the right point to express our appreciation and thanks to Bill Simpson, who in November, decided to relinquish his long-standing role as the NTF's adviser on business rates. So many trainers have benefitted from Bill's extraordinarily deep and detailed knowledge of the rating system and his experience in handling appeals. He has continued more from enthusiasm than financial reward and we wish him well for the future.

***If training fees are not paid or arrive late, there are negative effects down the supply chain.***

Training agreements are a crucial tool in credit control and we have been busy strengthening the part they play. The Racehorse Owners Association has agreed in principle to some form of register of training agreements to enforce the rules of racing that make them mandatory. We have also been talking to Weatherbys about a (non-mandatory) mechanism for payment of training fees through the central accounting system. There is the potential for a fully integrated chain linking the record of agreed fees, the horses in training and owner register, and the banking system to create automated payments with a minimum risk of disputes. We believe this is the closest we have come yet to improving cash flow for trainers and avoid mounting unpaid fees.

***On the racing front, trainers are now more closely involved than ever in modifying the race programme.***

As part of the BHA's holistic race planning initiative, the NTF meets representatives of the Racing Department quarterly to review each programme book. Beginning this year, trainers are regularly sending to the NTF their comments and suggestions for changes to races, race types, and the composition of the programme. These are assessed collaboratively by our Flat and NH Committees with the Racing Department and changes or further research agreed.

***The BHA's handling of integrity and disciplinary cases has been under intense scrutiny in 2016.***

As illustrated earlier in this report, one of the NTF's strategic objectives is to ensure trainers are fairly regulated and we were consulted in both the Integrity Review and Quinlan Review. In the former, the points we made centred on the BHA's case management. In our experience, too often the BHA failed to assess evidence competently, disregarded the impact a protracted investigation had on a trainer's livelihood and ignored the imbalance of resources between regulator and trainer. We were therefore pleased that two outcomes of the Integrity Review were to "implement a formal investigation charter and guidance note" and to produce "a formal code of conduct for case management and disciplinary."

Christopher Quinlan QC reviewed the structure, composition, and processes of the Disciplinary Panel, Appeal Board and Licensing Committee. Critically, the case of Jim Best, an NTF member, had brought the first of these into question. Mr Quinlan concluded that "the BHA's disciplinary process, when viewed in totality, meets the BHA's legal obligation to provide a fair disciplinary system" but that although the Disciplinary Panel "and its members act independently of the BHA", it "is not structurally independent." He made recommendations to improve the Disciplinary Panel's independence. The BHA accepted all Quinlan's recommendations and the NTF will not be alone in holding the BHA to account for implementing them along with those contained in the Integrity Review.

In the following pages you will find more examples of the NTF's work in 2016 actively supporting trainers over a wide range of subjects. As an Executive, we strive constantly to communicate our work for members but we recognise there is always more to do.



**J R Arnold**  
**Chief Executive**

## KEEPING YOU INFORMED

**NTFWeekly**, the regular email news update direct to members only, was opened on nearly **15,600** occasions and in over a dozen countries including Australia, Barbados, Canada, Dubai, France, Germany, Hong Kong, Ireland, Italy, Japan, Luxemburg, Spain, the USA, UAE, and Vietnam.

Our online news archive – **ntfmuse** – was viewed about **7378** times in **2016 with 6,163 in the UK, 369 USA, 222 Ireland, 118, Brazil, 44 Australia, 34 Hong Kong, 30 India, 27 Oman, 27 South Africa, 22 France**. The most viewed categories are On the Racecourse and Veterinary Notes. Surprisingly, one of the least viewed is Rules of Racing!

A host of new items or updates were added to the members-only area of the **NTF website** during the year.

## REPRESENTATION

The NTF represents trainers' interests on the following racing industry committees and working groups:

- The Horsemen's Group
- BHA Members Committee (representing Licensed Personnel)
- BHA Executive Committee
- BHA Racing Group
- BHA Fixture Group
- Racing to School Board of Trustees
- Racing Together Steering Group
- BHA Racecourse Committee
- RCA Technical Group
- BHA Veterinary Committee
- BHA People and Development
- National Joint Council for Stable Staff
- Animal Health Trust Equine Industry Committee
- Tattersalls and Doncaster Bloodstock Sales Liaison Groups
- European Trainers Federation

## HORSEMEN'S GROUP

Rupert Arnold is a director of the Horsemen's Group, representing the NTF.

### Key agenda items included:

Levy replacement, 2017 Fixture List, Holistic Race Planning, Authorised Betting Partners, future of the pool betting, fixture ownership, veterinary funding, prize money distribution, 2017 levy expenditure, ownership of raceday data.

## TOTAL PRIZE MONEY AT A HIGH

At £137.7m, prize money reached an all-time high (46% ahead of the low point in 2011) but what we hear from trainers is that prize money for individual races at many levels of the programme is inadequate. Much of the increase in prize money funding has been injected into the top of the sport, especially via the major sponsorship deals for feature races. The widening disparity in returns to owners is a threat to the grass roots of racing. A consensus that this should be addressed was apparent during the Fixture Group's analysis of funding for 2018 fixtures. These discussions assumed that additional funds will flow to the sport in 2017/18 following legislation to replace the levy and the Group also concluded that the scope of Prize Money Agreements, which were rolled over for 2017, might be widened to influence more aspects of the horsemen/racecourse relationship from 2018 onwards.

## Sources of prize money

	<b>RACECOURSE</b> £m	<b>BHA</b> £m	<b>HBLB</b> £m	<b>OWNER</b> £m	<b>DIVIDED</b> £m	<b>TOTAL</b> £m
<b>2010</b>	30.3	0.9	51.0	15.6	1.2	<b>99.0</b>
<b>2011</b>	45.2	0	32.4	15.4	0.9	<b>93.9</b>
<b>2012</b>	46.1	0	34.3	16.0	1.4	<b>97.8</b>
<b>2013</b>	48.6	0	46.4	17.9	1.4	<b>114.3</b>
<b>2014</b>	54.6	0.3	47.4	19.8	1.4	<b>123.5</b>
<b>2015</b>	61.7	0.3	46.9	21.7	1.5	<b>132.1</b>
<b>2016</b>	68.5	0.4	44.6	22.6	1.6	<b>137.7</b>

## LEGAL ASSISTANCE FOR MEMBERS

### Legal Assistance Scheme

The Legal Assistance Scheme is now in its third year. In 2016 there 7 successful insurance claims for legal expenses with £31,435 either paid or reserved against claims.

The Helplines took 1,056 calls from NTF members including relevant employment cases handled by Dawn Bacchus, our Chartered Legal Executive. Providing exceptional value for money, the Council approved the renewal of the policy covering all members for 2017.

## FIXTURES & RACE PLANNING

The NTF is a member of the BHA Fixture Group. We contributed to consultations on the 2017 Fixture List and led negotiations for changes to compensate for an increase in anti-social fixture moves. We were also involved in detailed discussions about the funding of fixtures in 2018.

Through the BHA Racing Group, the NTF participated in discussion of changes to the WFA scale, alternative race types, Jump Racing Review, handicap eligibility, Challenger Series, Maiden Auction races, extension of rating bands, modifications to Conditions Races, review of novice race programme, Jumpers Bumpers protocol, stayers project.

## REGULATION

### Running and Riding Seminars

2015 saw a significant number of racecourse running and riding breaches. As a result of this, the NTF and barrister Roderick Moore laid on a series of seminars for NTF members and their raceday representatives advising upon the rules and conduct of stewards enquiries into running and riding matters.

The relevant rules are spread over three manuals of the BHA rule book and the inter-play of these rules was closely examined at each seminar. The seminar hand out is on the NTF website and is recommended reading.

The number of enquiries resulting in breaches or referrals did drop during 2016 but the importance of fully understanding the rules, how they work and how to conduct oneself in an enquiry may be even more relevant in 2017.

The NTF provided input to BHA consultations on changes to rules on:

- Responsibility for weights when weighing out/in
- Notification of gelding
- Keeping medication records
- Testing international runners
- Permitted cobalt levels
- Improper riding
- Definition of neurectomy
- Non-runners
- Skull cap safety standards
- Definition of 14-day eligibility to race
- Syndicate Code of Conduct
- Racehorse Owners Sponsorship Code

## **EMPLOYMENT MATTERS**

### **Revision and update of the NTF Employment Manual**

Employment law and human resources advice are at the heart of the NTF services to members and the number of calls from members seeking advice and assistance has grown significantly during 2016.

The NTF employment manual is a cornerstone of that advice and during 2016 we have been working on a new layout and format for the manual, bringing to the online version hyperlinks to letters, policies and other templates. The revised manual will be sent to NTF members in January 2017.

The revised manual is an expansion of the guidance to include more human resources tools to help manage staff alongside the legal advice on procedures and practices. Getting procedures right is particularly important should an employee seek to take a matter to tribunal, as insurance cover may not apply if there have been poor procedures.

### **Working with HMRC on changes to reporting for expenses.**

Early in 2016, after a request from the NTF, HMRC confirmed that the £10 and £13.50 daily subsistence allowances could be paid tax free – prior to this, deductions created extra administrative work. However, alongside this confirmation HMRC announced new reporting requirements. To say these were unclear would be an understatement and indeed HMRC themselves said that their advice had been confusing.

Clarification was reached after liaising with the relevant department and with the help of one of our member's accounts administrators, the NTF devised guidance for trainers to meet the requirements under the new reporting legislation. Over the summer we were alerted by a member to a different interpretation of the legislation by an HMRC inspector. This necessitated further correspondence with HMRC, who finally confirmed that the allowances could be paid tax free even if the full value of the allowance was not spent, provided the qualifying conditions were met. Detailed guidance is now available on the NTF website. Though this regime is in place now, in a few years' time the NTF will have to re-negotiate the tax free allowances with HMRC.

### **Stable staff recruitment and training**

As a whole, racing has ramped up its activity to attract and provide training for stable employees. The BHA is reaching more schools and equine colleges. They are supported by the **Racing to School Riders Programme**.

In June, through Ralph Beckett, the NTF organised a cross-industry meeting with the **Princes Trust**, which aims to give young people facing disadvantage a leg up into employment. We were privileged to meet The Prince Of Wales at Windsor Castle. He has acquired a keen interest in racing's skills gap.

The NTF worked with Public Perspectives, who had been commissioned by the BHA with Racing Foundation funding, to survey trainers and stable staff about factors influencing retention. This is the most comprehensive baseline survey ever undertaken so we were delighted with the response rate of over 75%.

**Employer Led Training has had a disappointing year. Shelley Perham took over the administration from the BHA** and as an alternative opportunity for training older new entrants, we expected more success but there was a high drop-out rate of recruits.

### **Pay negotiations**

The 2016 pay negotiations revolved around additional time off and the impending increase in National Living Wage. The Council was reluctant to impose a specific method of reducing hours via the Memorandum of Agreement but there is strong evidence that this is happening voluntarily.

### **Employee benefits, insurance and charities**

The NTF, as secretariat on behalf of the Trustees of the **Racing Industry Accident Benefit Scheme**, is the hub of communication between the trustees, SLS Crawford & Co., and Bluefin, the insurance administrators. The trustees meet twice a year to review and ensure optimum running of the scheme. In between these meetings the trustees are required to assess specific claims and are always available. We would like to take this opportunity to thank each one for giving their time, knowledge, compassion and consideration for the benefit of employees in the racing industry. The trustees are; Mr C Egerton, Mr M Henriques, Mrs S Geake, Dr. J Disney, Mr J Eddis and Mr G McGrath.

The NTF is also the sole trustee of the **Life Cover Trust** which provides a Death in Service Benefit for full time stable employees. In 2016 we completed the new trust deed to reflect eligibility of all employees.

### **Racehorse Trainers Benevolent Fund**

The total accumulated for the Racehorse Trainers Benevolent Fund from a percentage of prize money won in this country by trainers based outside Britain reached £47,000.

The trust deed was completed and the following trustees appointed – Rupert Arnold (ex-officio), Martin Featherstone Godley, Carole Goldsmith (ex officio), and Henrietta Knight.

### **NTF Charitable Trust**

The aims of the NTFCT are to dispense grants to people who are or have been employed in racing. Grants are awarded for the advancement of retraining and education to enable applicants to develop skills and enhance their employability within the industry.

The trustees are Chris Wall (Chairman), Rupert Arnold, Ann Duffield and Charlie Longsdon. In 2016 grants were awarded totalling £17,389.

## **VETERINARY NOTES**

### **Equine Industry Committee (EIC)**

The EIC meets twice yearly hosted by the AHT in Newmarket and chaired by Sidney Ricketts. These meetings bring together attendees from around Europe and the rest of the world to report on diseases affecting the whole equine industry and thoroughbreds in particular. Methods of control, supply of vaccine, export and import of horses and what new disease threats are on the horizon. As a result, and with thanks to Annie Dodd at the HBLB and Clive Hamblin on behalf of the NTF, the Bio-Security App was released in May 2016. The App gives immediate online access for every equine owner/trainer/breeder to report disease and read the knowledge bank in the HBLB and NTF Codes of Practice.

The NTF has been concerned for many years about the need for a plan for when (not if) **African Horse Sickness** (AHS) strikes the UK; this year, Jenny Hall organised a meeting on Racing Industry Preparedness for African Horse Sickness to review the current literature produced by DEFRA.

The NTF **Medication Record Book** was renewed in 2016, with sponsorship by the British Equine Dentistry Technicians. The Book was updated after feedback from Jenny Hall and the BHA Veterinary Officers. To ensure the information on Detection Times does not date, the Book now diverts to the online references. 320 Medication Record books have been sent out during the year to members.

### **Nasal strips**

This year the NTF has stepped up its efforts to persuade the BHA to permit the use of nasal strips in competition. We organised a meeting of all the vets on the BHA Veterinary Committee with Jim Chiapetta of Flair Nasal Strips. The latest scientific studies appear to support the use of the equipment to reduce bleeding and therefore could be supported on welfare grounds.



# FINANCIAL REPORT

## Summary of financial position as at 31st December 2016

The information below is extracted from the Federations' full accounts for the period, which are audited by Nexus Smith and Williamson. Members of the Federation can view a full set of accounts on the NTF website. Printed copies will be available at the AGM for the purpose of formal approval.

### PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
<b>TURNOVER</b>	<b>461,290</b>	459,250
Personnel and officials	<b>(277,217)</b>	(269,871)
Administrative expenses	<b>(193,004)</b>	(159,181)
<b>OPERATING (DEFICIT)/SURPLUS</b>	<b>(8,931)</b>	30,198
Interest receivable and similar income	<b>2,487</b>	2,777
Interest payable and similar charges	<b>(107)</b>	-
<b>(DEFICIT)/SURPLUS ON ORDINARY ACTIVITIES BEFORE TAXATION</b>	<b>(6,551)</b>	32,975
Tax on (deficit)/surplus on ordinary activities	-	(613)
<b>(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR</b>	<b>(6,551)</b>	32,362

### BALANCE SHEET AS AT 31 DECEMBER 2016

	2016 £	2015 £
<b>FIXED ASSETS</b>		
Tangible assets	<b>52,820</b>	59,616
Investments	<b>20,000</b>	-
	<b>72,820</b>	59,616
<b>CURRENT ASSETS</b>		
Debtors	<b>64,376</b>	14,755
Cash at bank and in hand	<b>488,154</b>	487,064
	<b>552,530</b>	501,819
<b>CREDITORS: amounts falling due within one year</b>	<b>(185,044)</b>	(114,578)
<b>NET CURRENT ASSETS</b>	<b>367,486</b>	387,241
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>440,306</b>	446,857
<b>CAPITAL AND RESERVES</b>		
Accumulated fund	<b>440,306</b>	446,857
	<b>440,306</b>	446,857

**DETAILED PROFIT AND LOSS ACCOUNT  
FOR THE YEAR ENDED 31 DECEMBER 2016**

	2016 £	2015 £
<b>TURNOVER</b>		
Subscriptions	437,561	431,946
Sundry income	2,907	8,618
Insurance commissions	10,452	11,036
Management fees	10,370	7,650
	<u>461,290</u>	<u>459,250</u>
<b>PERSONNEL AND OFFICIALS EXPENSES</b>		
Salaries and wages, including pension contributions	243,147	235,349
Committee meeting expenses and room hire	11,564	11,192
Motor, travel and subsistence	17,529	16,692
Motor vehicle depreciation	4,977	6,638
	<u>277,217</u>	<u>269,871</u>
<b>ESTABLISHMENT EXPENSES</b>		
Printing, postage and other office expenses	34,684	32,033
Repairs and maintenance	6,586	11,820
Telephone and fax	5,121	5,957
Gifts and donations	5,604	4,151
Business rates	1,833	3,708
Insurances	4,896	4,142
Badges	4,788	4,618
Light and heat	1,769	1,937
Depreciation	2,770	3,076
Loss on sale of tangible assets	-	-
Horsemen's Group loan – recovery of bad debt	-	-
	<u>68,051</u>	<u>71,442</u>
<b>FINANCIAL AND PROFESSIONAL EXPENSES</b>		
Stable Employees Pension Plan expenses	1,657	8,472
Weatherbys management fees	5,652	5,664
Industrial advisory service	-	1,150
Legal and consultancy fees	31,753	9,851
Other professional fees	30,141	11,507
Audit and accountancy fees	7,625	6,610
Legal assistance scheme	48,125	44,485
	<u>124,953</u>	<u>87,739</u>
<b>INTEREST RECEIVABLE</b>		
Bank interest receivable	<u>2,487</u>	<u>2,777</u>
<b>INTEREST PAYABLE</b>		
Bank overdraft interest payable	<u>107</u>	<u>-</u>

The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Back cover photo by Matthew Webb



**THE NATIONAL TRAINERS FEDERATION AGM AT THE TURF CLUB LONDON  
25TH FEBRUARY 2016**

Photos by Matthew Webb



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