

STABLE STAFF QUESTIONNAIRE

Current job..... Number of years in racing.....

Male/female.....

Full time/part time/self employed.....

Number of employees at current yard.....

What attracted you to work in racing?.....

I have worked in different yards

I am a member of the Stable Lads Association (SLA).....

SA = Strongly agree, A = Agree, NS = Not sure, D = Disagree, SD = Strongly Disagree

Please tick the appropriate box	S	A	N	D	S
	A		S		D
1. I will be in the industry in 5 years' time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I will be in the same job in 5 years' time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I will be in the same yard in 5 years' time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I may go to work in racing overseas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I have worked in racing overseas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I will leave if pay/hours do not improve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I will leave if I cannot progress my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I support Sunday racing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I was consulted about increased racing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Racing is like working in a factory nowadays	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Working hours should be shorter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12	Long hours conflict with family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	Long hours means I cannot plan my life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	I would prefer to have every other weekend off	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	I would prefer a night off during the week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	I believe shift working would help us	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	I spend too much time away racing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18	Racecourses should improve stable staff facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19	Expenses paid when away racing should be increased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20	The overnight allowance for racing should be increased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21	Our weekly wages should be increased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22	The hourly overtime rate should increase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23	I do too much overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24	I need to do overtime to improve my pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25	I do an extra job to improve my income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26	My work clothing should be supplied free	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27	An allowance towards work clothing should be paid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28	I can afford to rent housing near to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29	I can afford to buy housing near to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30	There should be a housing allowance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31	I am satisfied with the new pension scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32	I receive work related training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33	I have learnt my skills through working	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34	I have skills which I can use in another industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35	Our work in racing is a skilled profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36	Staff should be helped to retrain for other industries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37	I would like to receive more training for my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38	I believe I can have career progression in racing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39	I feel stuck in my current job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40	I can take a holiday when I want	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41	I can take a day off during the week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42	I understand the health & safety rules at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43	I would like more training in health & safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44	There should be a injured stable staffs' fund	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45	I understand the disciplinary rules at my yard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46	I understand my working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47	I am consulted on changes to pay/conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48	The SLA represents my interests at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49	The SLA needs more resources to help us	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50	I would pay more money to support the SLA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for completing this questionnaire. If there are any comments you wish to add or if you think I have missed something out, please let me know below. I look forward to hearing from you.

Janet Winters

My additional comments are as follows

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STAFF DIARY

Name				
Job title				
Week Commencing:	Started work At am/pm?	Finished work At am/pm?	Meal breaks at am/pm?	No. horses "to do"/ exercise
Monday				
Tuesday				
Wednesday				
Thursday				
Friday				
Saturday				
Sunday				

Weekly diary

LETTER TO TRAINERS

Dear Trainer

The impact of the National Minimum Wage on the UK thoroughbred racing industry

I have been asked by the Low Pay Commission to undertake a survey of UK training yards to see how they have been coping with the implementation of the National Minimum Wage and related issues of young workers and of training. As some of you will know, I have already conducted a survey of employment practices on behalf of the British Horseracing Board and National Trainers Federation. This earlier survey was based on a small sample, confined to flat racing yards, and I now need to draw together information from both flat and National Hunt racing.

It would be extremely helpful if you could complete the attached brief questionnaire on these issues. As you will see, the questionnaire is completely anonymous and it will assist the Commission with their future programme of work.

I also enclose a reply paid envelope and would be grateful for your response by December 2000.

I look forward to hearing from you.

Yours sincerely

Janet Winters
Senior Lecturer

TRAINERS QUESTIONNAIRE**NATIONAL MINIMUM WAGE AND UK THOROUGHBRED HORSERACING INDUSTRY**

** please delete as applicable*

About your yard

Where do you train (eg Lambourn, Newmarket etc).....

No. of horses trained Length of time as a trainer.....

Type of licence: Flat/National Hunt/mixed*

What is the staffing structure at your yard below trainer?

Asst trainer(s) (please specify how many)
 Head lad/girl(s)..... (please specify how many)
 Travelling head lad/girl(s)..... (please specify how many)
 Stable staff.....(please specify how many)
 Yard men.....(please specify how many)
 Box driver(s)..... (please specify how many)

How many horses are allocated to each member of stable staff to do/exercise?.....

No. full time staff employed:

	Under age 21	Over age 21
– Male
– Female

No. part time staff employed

	Under age 21	Over age 21
– Male
– Female

Do you employ part-time staff	As work riders only	Y/N*
	As stable staff	Y/N*

Do you accommodate stable staff on site Yes/No

If yes, how many..... What is weekly cost to staff Nil/£20-40/£40-60/£60+*

PTO

Pay and conditions of service

Weekly wage to stable staff (a) under age 21 (b) over age 21

£.....pw £.....pw

Overtime rate £.....ph £.....ph

Travelling time rate £.....ph £.....ph

Overnight allowance when racing £..... per night

If the Government substantially increased the National Minimum Wage, at what level would it stop you employing staff (a) under age 21 (b) over age 21

£.....ph £.....ph

Training of staff

Do you accept trainees from BRS/NRC/both schools *

Do you arrange workplace training? Y/N*

If yes, is training (a) restricted to new members of staff? Y?N*

(b) arranged as the need arises for each member of staff? Y/N*

(c) conducted by you Y/N*

(d) conducted by head lad/head girl Y/N*

If no, is the because of lack of time and resources Y/N*

Do you use the BRS/NRC for advanced training of experienced staff? Y/N*

If yes, which courses do your experienced staff undertake?.....

What aspects of work do you regard as important staff training subjects?.....

Labour market issues

Do you have problems providing a training programme because of staff shortages? Y/N*

If yes, are you short of staff (a) through the season*

(b) periodically*

If periodically, during which months are you most short of staff?

.....

If staff leave at the end of the season, do you:

- (a) get the same staff back at the start of the following season*
- (b) need to recruit new staff at the start of the following season*
- (c) a mixture of both*

Does this inhibit your ability to train staff effectively? Y/N*

If you could make improvements to the remuneration package what would help you recruit and retain staff?

- (a) increased wages*
- (b) improved expenses, overtime rates, travelling time rates*
- (c) shorter working hours*
- (d) provision of on-site accommodation*
- (e) improved pension*

Are you able to offer a career structure for staff? Y/N*

If no, is this because of the staffing structure at your yard? Y/N*

Thank you participating in this survey.

TOPIC GUIDE FOR INTERVIEWS AT TRAINING COLLEGES

1. When was the College established
2. How is it organised and run and financed
3. What is the annual throughput of students
4. What are their final destinations
5. What is the daily teaching timetable
6. What courses are offered

**STABLES VISITED IN PHASE A
CODING OF RESPONDENTS**

Location	Trainers Interviews Respondent	Worker Interviews Respondent	Worker Questionnaires Respondent	Staff Weekly Diary Respondent
Newmarket	A1	A15, A16		
Newmarket	A2	A17, A18, A19		A79
Newmarket	A3	A20, A21, A22, A23, A24, A25		A80
Newmarket	A4	A26, A27, A28, A29, A30		A81
Newmarket	A5	A31, A32, A33, A34		A82
Epsom	A6	A35, A36, A37, A38, A39, A40		
Arundel	A7	A41, A42, A43		
Didcot	A8	A44, A45		
Lambourn	A9	A46, A47		
Northampton	A10	A48, A49, A50		
Thirsk	A11	A51, A52		A83
Middleham	A12	A53, A54, A55, A56, A57, A58, A59, A60		
Tamworth	A13	A61, A62		
Rugeley	A14	A63, A64		
All stables			A65-A78	

PHASE D
INTERVIEW CODE FOR KEY RESPONDENTS

Date	Interviewee	Location	Respondent Code
7 March 2003	BHB Council Member	BHB	D1
14 March 2003	SLA National Secretary	SLA Offices	D2
29 September 2003	Former Chief Executive of NTF	Weatherby's	D3
16 October 2003	Member of NTF Council	Stables in East Sussex	D4
9 November 2003	Legal Officer of SLA	NTF Offices	D5

**RACECOURSES VISITED DURING PHASE E
INTERVIEW CODE FOR RESPONDENTS
2003/2004**

Date	Racecourse	Respondent	Code
25 November 2003	Warwick	1 travelling head lass 1 travelling head lad 1 box driver 1 trainer	E1 E2 E3 E4
12 December 2003	Cheltenham	1 travelling head lass	E5
22 January 2004	Taunton	1 travelling head lass 1 travelling head lad 1 stable girl	E6 E7 E8
23 January 2004	Chepstow	1 Box driver 1 stable lad 1 head groundsman 1 stable lass 1 Jockey Club security officer	E9 E10 E11 E12 E13*
14 February 2004	Haydock Park	1 stable lass 1 stable lass 1 travelling head lad	E14 E15 E16
20 March 2004	Uttoxeter	1 trainer 1 box driver 1 travelling head lad 1 chauffeur 1 travelling head lad	E17 E18 E19 E20 E21
23 April 2004	Perth	1 stable lad 1 stable lass	E22 E23
26 April 2004	Hamilton Park	1 stable lad 1 stable lad	E24 E25
5 May 2004	Market Rasen	1 stable lad 1 stable lad	E26 E27
14 May 2004	Great Yarmouth	1 stable lad 1 stable lad 1 stable girl	E28 E29 E30
19 May 2004	Goodwood	1 stable lad 1 stable lad 1 stable lad 1 stable lad 1 stable lass 1 stable lass 1 Jockey Club Security Officer	E31 E32 E33 E34 E35 E36 E13*

* The same Jockey Club Security Officer was interviewed at Chepstow and Goodwood

PHASE E
TOPIC GUIDE FOR INTERVIEWS WITH STABLE STAFF

Type of stables you work at.

Length of time in the industry.

How did you come into the industry.

Will you stay in the industry.

Tell me about your workplace.

What do you know of the SLA.

What do you know the NJC.

What about trade unions.

How do you deal with workplace problems.

Would you use the SLA to help you.