

## TURFCALL APPENDIX A REMUNERATION REFORM BRIEF SUGGESTIONS 14.2.2001

**Note: The Present Burnham Report Pay ( As in April 2000) basic for a 40 hour week. On levels A B C & D.**

1) Compulsory contract of agreement employment to suit both parties in each and every case.

Remuneration structures: To be reviewed and updated as in any industry in line with top personnel.

**Grade A Top Horsemen and Horsewomen Recommended total excluding overtime £48,000.00 per year.**

To be paid and made up from the following :-

Trainers	X £'s
Racecourses	X £'s
Bookmakers	X £'s
Media Rights	X £'s
Jockey's Subscriptions	X £'s
Prize Money quota %	X £'s
Stud rights quota %	X £'s
Pension rights quota %	X £'s

Accident and health benefits and insurance. **Recommended total excluding overtime £48,000.00 per year.**

**Present basic rate pay 2000 = £10,520**

**Basic Pay to go up as from Feb:1st 2001 from £202.32 per week to £214.49 = per year to £11,153.48.**

Substantial Extra for Special need's rights pay and recognition for re hab of horses who's lives have been damaged and blighted by ignorance and abuse. As in Monty Roberts and Blushing E.T's Documentary.

**Grade B Advanced Horsemen and Horsewomen Recommended total excluding overtime £42,000.00 per year.**

To be paid and made up from the following :-

Trainers	X £'s
Racecourses	X £'s
Bookmakers	X £'s
Media Rights	X £'s
Jockey's Subscriptions	X £'s
Prize Money %'s	X £'s
Stud rights %'s	X £'s
Pension rights %	X £'s

Accident and health benefits and insurance. **Recommended total excluding overtime £42,000.00 per year**

Substantial Extra for Special need's rights pay and recognition for re hab of horses who's lives have been damaged and blighted by ignorance and abuse. As in Monty Roberts and Blushing E.T's Documentary.

**Grade C Basic Horsemen and Horsewomen Recommended total excluding overtime £18,000.00 per year.**

Who have worked their way up by completing the proposed first 5 years initial training program.

To be paid and made up from the following :-

Trainers	X £'s
Racecourses	X £'s
Bookmakers	X £'s
Media Rights	X £'s
Jockey's Subscriptions	X £'s
Prize Money %'s	X £'s
Stud rights %'s	X £'s
Pension rights %'s	X £'s

Accident and health benefits and insurance. **Recommended total excluding overtime £ 18,000.00 per year**

**Burnham report 2000 National Minimum Rate wage 40 hour week Grade C; 18's to under 22's = £120.00 a week. £5,760.00 a year.**

**Burnham report 2000 National Minimum Rate wage 40 hour week Grade D the under 18's = £108.92 a week. £5228.16**

**Burnham Report only Grade A Pay to go up to from Feb:1st 2001**

**STABLE LADS PAY FOR 1999 National Minimum Consolidated national minimum.**

**Grade A £181.85 £202.31** Full time staff who ride and groom, have seven years' continuous service in racing, two with current employer; or have five years' continuous service & have achieved NVQ Level 3.

**Grade B £159.89 £177.87** Eligible 18 months after achieving NVQ Level 2; also staff aged 19 or over with more than 12 months' experience in stables.

**Grade C £120.00 £133.50** Staff who have achieved NVQ Level 2 and completed 12 months in stables.

**Grade D £ 84.68 £ 94.21** Staff below age 19, having passed NVQ Level 1 and working towards Level 2.