

# STABLETALK

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## NASS PUTS IN UNUSUAL PAY CLAIM

LAST MONTH NASS SUBMITTED THE 2011 PAY CLAIM FOR STABLE STAFF TO THE NATIONAL TRAINERS FEDERATION.

**ANNUAL PAY NEGOTIATIONS AT THE NATIONAL JOINT COUNCIL FOR STABLE STAFF CONCENTRATE ON THE NATIONAL MINIMUM RATES AS CONTAINED IN THE NASS/NTF MEMORANDUM OF AGREEMENT (WHICH CAN BE FOUND ON THE NASS WEBSITE [WWW.NAOSS.CO.UK](http://WWW.NAOSS.CO.UK)). A COPY OF THE PAY CLAIM ACCOMPANIES THIS NEWSLETTER.**

The Pay Claim is unusual in that it addresses the issues of earnings as well as the National Minimum Rates (NMR) and proposes a new level of grades which would bring any Stable Staff on the NMR Grade A up to a level of earnings comparable to the national earnings average in Britain by October 2013.

NASS has acknowledged that the current economic situation would make it difficult for

Trainers to make dramatic improvements in Stable Staff pay but Jim Cornelius, NASS Chief Executive, said on presenting the claim on behalf of the NASS Executive Council "it is no good holding wages down in the difficult years and then holding them down again in the good years, which has happened in the past."

For 2011 NASS calls for the value of the current rates to be maintained against inflation. Jim Cornelius sought from the NTF a "road map" to achieve the longer term objectives of NASS for Stable Staff.

Jim stressed that the Pay Claim also said that "it is not a move away from the belief in the need for longer leisure time and personal time for staff but a recognition for some that the need is to get earnings right and address the longer hours in that context."

## NASS AGM AGREES NEW POLICIES

THE NASS ANNUAL GENERAL MEETING HELD IN LONDON ON 7 MAY 2011 WAS A CONTINUATION OF THE NASS MAILBOX REPRESENTATIVES TRAINING CONFERENCE HELD ON 5 & 6 MAY ALSO IN LONDON.



Jim Cornelius speaking at the AGM

An extract of Jim's speech is the editorial of this newsletter and the motions passed are detailed on (page 3) they dealt with the subjects of:

- Stopping the use of muck sacks
- Campaigning for a best turned out cash prize for every race held at a racecourse in Britain
- The establishment of a retired Members section of NASS in line with other Trade Unions
- Opening NASS Membership up to Stud Staff on a fee-paying basis of £5 per month

Photo courtesy of Shane McGrath Photography

### THE CLAIM ALSO PROPOSES:

- That the NJC recommend to all Trainers who haven't carried out a wages review in the past 12 months that they do so and further recommend a pay increase be applied in line with that agreed at the end of these negotiations by all Trainers paying above the National Minimum Rates.
- That discussions take place in the form of a joint working party which includes appropriate advisors to attempt to identify a model career structure for Stable Staff linked to qualifications and pay.
- Continue with existing Working Patterns Project by adopting a different strategy of finding and investigating alternative models that already exist and are working satisfactorily for Trainers and Staff.

GO TO THE NASS WEBSITE [WWW.NAOSS.CO.UK](http://WWW.NAOSS.CO.UK) TO REGISTER YOUR SUPPORT FOR THE PAY CLAIM AND PLEASE WEAR THE SUPPORT BADGE SUPPLIED WITH THIS NEWSLETTER AND IF YOU CAN, USE THE POSTER ON THE BACK PAGE ON YOUR NOTICE BOARD.



## PRESIDENT'S COLUMN

# BEWARE OF THE OLD GUARD!

**YOU KNOW, THOSE OLD FELLAS WHO SHUFFLE INTO WORK, DON'T SAY MUCH (THEN AGAIN THERE'S SOME YOU CAN'T SHUT UP) AND JUST GET ON WITH IT. THEY WILL LOOK AT THE BOARD AND MAYBE GRUMBLE A BIT.**

These fellas, who ride a bit longer, tend to hold their reins a bit shorter and put their foot in the irons rather than just their toe. You won't catch them wearing TKO gloves and goggles because they were taught to come in and do a job, not how to look flash at work!

The older generation we work amongst often look slow, ponderous and scared to the younger eye. Nothing could be further from the truth. I was taught by an experienced man called Mickey Weedy, I thought he was a right muppet; actually it was me who was the muppet. Sure Mickey didn't do anything too quickly (except down one) but he knew a long day

lay in wait for us. Where it seemed he was ponderous, he was just in fact taking his time with a nervous horse. It took me a long time to realise how much there was to be learned from the older ones among us. Scared - well that comes to all of us to one degree or another, there are only so many bad ones you can ride before it starts to take its toll, there's only so many falls you can take.

The older generation don't like the racing schools, they often refer to the way they were taught, how brutal it was. Whereas now the young ones come into their first job thinking they are going to be a champion jockey and open a chain of restaurants. But the reality is whether you're young or old we are all in this together, we are only separated by time.

Nobody sets out in racing with the intention of losing their way, or their bottle so rather than laugh, joke or despair at them how about we set up an infrastructure for them. Something that allows them to continue working in racing

but in a less physical way. Imagine trying to do at 60 what you found tough at 20. When Mark Johnston quipped "we're racing for change because we certainly aren't racing for notes", it occurs to me that we are racing into retirement age without even the change, never mind notes.

NASS is currently setting up a "Retired Members section" which will help to highlight their issues. To have worked all your life in racing is hard, to have to do so and retire with nothing is a crying shame.

I intend to change things.

I will always strive to do better on your behalf.

*G. McGrath*

(The inspiration for this column came from Mickey Weedy and Jimmy Miller – Thank you).

## NASS CHARITY GOLF TEAM DOES A HOLE LOT OF GOOD!

**NASS RECENTLY ENTERED TWO TEAMS INTO THE 2011 MEAK GOLF TOURNAMENT AND AUCTION DAY. THE EVENT, HELD AT CROHAM HURST GOLF CLUB, ON 22 JUNE, GAVE THE TEAMS A COMPETITIVE DAY'S GOLF FOLLOWED BY THE CHARITY AUCTION. THE NASS TEAMS WERE PLACED A RESPECTABLE 4TH AND 6TH OUT OF 18 TEAMS, HAVING WON IT THE TWO PREVIOUS YEARS.**

MEAK are a charity that NASS supports giving educational and medical support to Kenya. NASS had donated a Chester Racecourse 'experience' for auction and impressively this prize raised £200, more money than any other of the auction prizes of its kind. The lucky winner of the NASS prize was delighted with the

package provided and looks forward to enjoying it soon. The day raised just over £6000 for MEAK which will provide much needed medical equipment to Kenya and give patients the hope of receiving treatment and operations.

George McGrath, President of NASS and Captain of the MEAK team, said "The day was an excellent opportunity to raise money for a very worthy cause. The NASS teams enjoyed it and I look forward to our attempts to bring home the trophy next year.

Although the NASS team did not win the overall event we didn't walk away empty handed. Allon Gur (Sir Michael Stoute) a 28 handicapper won the longest drive. The 'Zimbabwean Zapper' nailed a drive 300 yards straight up the middle



of the fairway!! (His next drive didn't go 30 yards!!) So at least the racing lads keep the competitive edge theme going.

Speaking of competitive, Tom Pirie, who played off 15 for NASS, has since won a tournament again playing off 15, scoring 44pts!!! Interpol, the FBI, and CIA are currently looking for him as the most wanted bandit in Europe!! Well done Tom (hum)."

*G. McGrath*

# MOTIONS AGREED AT THE NASS AGM AS NEW POLICY



Left to right: Ken (Scobie) Bedford, Jim Cornelius, George McGrath, David Sorensen (Morrish Solicitors) and Nick Payne.

Photo courtesy of Shane McGrath Photography

### MOTION ON MUCK SACKS

The NASS Executive Council asks the AGM to support the recommendation that muck sacks should no longer be used by Stable Staff due to the number of accidents and injury caused by the use of muck sacks. Correct provisions are not always made to accommodate the safe usage and weight restrictions of a 20kg maximum is difficult to monitor in practice.

NASS believes that the use of muck sacks is an outdated and disgusting practice requiring the Stable Staff Member to be in unreasonable contact with obnoxious contents. They should now be replaced in all stables with the use of wheelbarrows. By approving and seeking implementation of this motion NASS believes that there will be a reduction in injuries and improvement in staff moral.

### CAMPAIN FOR BEST TURNED-OUT PRIZE

The NASS Executive Council condemns the recently challenged practice of certain race sponsors giving their own goods vouchers as Best Turned-out Horse prize to Stable Staff. Such recent examples of pizza vouchers and internet betting vouchers which can only be used by opening an internet betting account are unacceptable.

The NASS Executive Council calls on all Racecourses to provide a Best Turned-out Horse prize for Stable Staff in every race that they put on. Such prize to be of a minimum

of £100 per race and where the sponsor of a race or meeting does not meet this then the Racecourse should do so themselves.

NASS are to approach appropriate organisations to support this policy including the Horsemen's Group, the RCA, the ROA and the Sponsors Association.

### NASS RETIRED MEMBERS SECTION

It is known that a number of trade unions have a retired members section. With NASS organising in racing which is different from many industries in that many Stable Staff do not retire either at the traditional retiring age or even at all. This is partly due to the love of the job and partly due to the non-availability of, or a poor, pension. However, some of Stable Staff including NASS Members do retire either because they have made financial arrangements for themselves or are forced to by their employer.

NASS has been the custodian of a number of retired Stable Staff Racing Passes given by the RCA and inherited from the SLA. This number of retired Stable Staff Racing Passes have now been issued and there is a waiting list for them.

NASS believe that the racing 'family' needs to provide for its retired colleagues, many of whom have given their whole working life, poorly paid, to racing. It is appreciated that Racing Welfare does a lot to look after retired Stable Staff in their charitable and social welfare work but NASS believes that it has its own role to also play in helping retired NASS Members and other Stable Staff.

### THIS ANNUAL GENERAL MEETING THEREFORE AGREES TO:

1. Support the establishment of a NASS retired Members section.
2. Authorises the NASS Executive Council to determine reasonable arrangements for Membership of that section.
3. Enter into discussions with Racing Welfare to avoid any overlap of service provision to retired Stable Staff.
4. Enter into discussions with the RCA to increase the number of Retired Passes to meet the increased demand for them.
5. Organise appropriate activities for the benefit of retired NASS Members and other Stable Staff.

### RECRUITMENT OF STUD STAFF

The Donoghue Report on Stud and Stable Staff is to be the subject of consideration at the recent NASS Mailbox Representatives Training Conference on 5 and 6 May 2011 prior to the NASS AGM to be held on 7 May.

The NASS Executive Council is aware that the Donoghue Report recommended the then Stable Lads Association consider whether it should recruit Stud as well as Stable Staff. There has been no consideration given to this recommendation either by the SLA or NASS to date since the publication of the 2004 Stud and Stable Staff Working Party Report was published.

NASS has begun to recruit a few Stud Staff as fee-paying Members and the Executive Council proposes that the Mailbox Representatives give consideration to the Donoghue recommendation now that NASS is firmly established as a competent representative organisation for Stable Staff. In the event that the Mailbox Representatives Training Conference support the idea of recruiting Stud Staff then this resolution should be tabled at the NASS AGM.

On the above basis, the NASS Executive Council recommends to the NASS AGM that they be mandated to open discussions with the Thoroughbred Breeders Association (TBA) about an amicable commencement of recruitment of Stud Staff into NASS and recognition by the TBA of NASS.

# AN ABRIDGED VERSION OF JIM CORNELIUS' SPEECH TO THE NASS AGM

EDITORIAL

IT'S A BIGGER EXECUTIVE COUNCIL (THE ONE RECENTLY ELECTED) THAN THE FIRST ONE AND COMPRISES A CONTINUATION OF A NUMBER OF THOSE WHO SERVED ON THE FIRST BUT WITH AN INPUT OF NEW BLOOD.



Photo courtesy of Shane McGrath Photography

That first NASS Executive Council was a very important step forward for Stable Staff and the racing industry out of the dark days of insularity and apathy of our predecessor, the Stable Lads Association.

Now we have experienced leaders of a trade union representing Stable Staff bolstered by new keen members joining them. Stability with renewal is the essence of a democratic representative trade union. NASS is there now. When I was elected Chief Executive in May 2007 the national leadership of the SLA was all men – now we have an Executive Council with a majority of women: 5 – 4. That is a progressive step forward.

Whilst we can't match the 60 strong Executive Council of my old trade union nor an Annual Conference of 1500 delegates, we are growing and advancing within the confines of our arena.

NASS now represents 30% (Editor: since found to be 45%) of Stable Staff employed in Racing. We are a recognised and respected voice on behalf of those members and all Stable Staff.

With reference to prize money, I cannot pass the opportunity to comment on the rapidly changing environment and structure within horseracing. That NASS is at the centre of those changes which will ultimately benefit Stable Staff as well as other sections of Racing. The two big issues are firstly the fight by the Horsemen's Group, of which we are a partner, to squeeze from the Racecourses money to bolster the loss of prize money from the Horseracing Levy Board due to the failure of bookmakers to adequately fund racing. Secondly, the forthcoming restructuring of the Racing Industry which will lead to the Horsemen's Group and thereby ourselves playing a bigger role and contracting with the Racecourses to provide the racing that they need at a price and nature that the HG want.

We are going on today to consider important motions expanding NASS' interests and involvement in other aspects of racing. I make no apology for helping NASS to become a campaigning organisation because there is a lot that needs changing or improving. We have already established the NASS 10 point Charter, which now needs changing due to the advances we have made. We now propose a campaign for a best turned-out prize in every horse race and that we move into recruiting Stud Staff into NASS and set-up a retired Members Section of NASS.

Those things, along with everything else we are doing on behalf of Stable Staff can't be done by me and the office staff alone. The participation and assistance by NASS representatives is vital. We have just concluded 2 days of training for Mailbox Representatives. The development of representatives is a necessary part of the organisation growing.

But for all that, the issue of pay remains my and the Association's priority. It is not easy in this economic climate but we are not going to leave the issue. That will be the ultimate campaign as there must be a way found to move the National Minimum Rates upwards.

To that end the Executive Council has recently agreed a pay claim where we want Stable Staff Minimum Pay Rates to provide average earnings which are level with those earned by other workers in this country.

Editorial by Jim Cornelius

payments received under the Racing Industry Accident Benefits Scheme (RIABs).

This follows the biggest NASS claim settlement reported in the previous newsletter of £127,500 for Kevin Parker.

**IF YOU HAVE AN ACCIDENT AT WORK WHICH YOU DON'T THINK WAS YOUR OWN FAULT THEN CONTACT NASS FOR FURTHER ADVICE.**

## ANOTHER BIG PAYOUT FOR NASS MEMBER

**NASS MEMBER, ARTHUR CAWLEY, SUFFERED SERIOUS INJURIES FOLLOWING AN ACCIDENT AFTER A HORSE WENT OUT OF CONTROL.**

As the horse in question was a known character and had a reputation for being awkward, NASS assisted Arthur in making a personal injury claim.

The case has been going on for some time and NASS Solicitors, Morrish Solicitors LLP, finally secured a payment of compensation amounting to £120,000 in addition to

## BETFAIR SPONSOR NASS TO IMPROVE RACECOURSE FACILITIES



**BETFAIR SOME TIME AGO ADVISED NASS THAT THEY WERE INTERESTED IN FUNDING A NASS PROJECT.**

After some discussions, the idea of assisting with the improvement of Stable Staff facilities at Racecourses became the agreed project. NASS had recently published its own minimum standards for Racecourse Stable Staff Facilities.

Betfair agreed to make £25,000 available to the joint project and individual Racecourses were invited to bid for money to bring their facilities up to the NASS Minimum standard on a 50% funding basis. Racecourses from the three Racecourse organisations, Northern Racing, Arena Leisure and Jockey Club Racecourses were excluded as they should be capable of improving their own facilities without assistance.

Further information will be contained in the next newsletter in October which will be a Racecourse Special edition so the '@ the races section' is omitted for this one.

**SPECIAL ATTENTION IS DRAWN TO THE RACECOURSE QUESTIONNAIRES ACCOMPANYING THIS NEWSLETTER – PLEASE FILL IN AND RETURN TO NASS BY FRIDAY 9 SEPTEMBER 2011. THERE WILL BE A PRIZE DRAW OF TWO PRIZES OF £150 FOR THOSE DRAWN OUT OF THE RETURNED QUESTIONNAIRES (PRIZE DRAW SPONSORS: NORTHERN RACING AND THE JOCKEY CLUB).**

## MAILBOX REPRESENTATIVES TRAINING CONFERENCE

**NASS NOW HAS 59 MAILBOX REPRESENTATIVES THROUGHOUT BRITAIN AND THEY RECEIVE ADDITIONAL INFORMATION FROM NASS DURING THE COURSE OF THE YEAR. NASS TRIES TO BRING THEM TOGETHER EACH YEAR IN THE FORMAT OF A TRAINING CONFERENCE AND THIS YEAR IT WAS HELD IN LONDON ON 5 & 6 MAY.**



Lord Donoghue

The theme of the conference was the Donoghue Report of the Stud and Stable Staff Commission, 2004, and how much had been achieved and was also yet to be. We started with a presentation from Lord Bernard Donoghue himself addressing our representatives in a House of Lords Committee room on the process of establishing the commission and determining the recommendations. Baroness Ann Mallalieu, Chairperson of the BHB Stud and Stable Staff Steering Group set up after the Donoghue Report was published, and now a NASS Trustee, also addressed the group.

This was followed by a tour of the Houses of Parliament conducted by Jim Fitzpatrick, MP which everyone appreciated. The first day finished with a visit and tour of the Racing Post's offices in Canary Wharf where the reps learnt about the pressure of putting the Racing Industry's daily paper together. This was conducted by John Cobb, Deputy Editor, who was happy to join us for a drink after a long day for all.

The second day was spent in the Boardroom of the General Federation of Trade Unions, to which NASS is affiliated, giving consideration to the issues yet to be achieved from the Donoghue Report and the session was led by Jim. This ended with a visit to the BHA Offices in High Holborn where we were met by Nick Attenborough, Racing for Change, and Sara Hay-Jahans, BHA, Head of Industry Recruitment and Training. Further discussion took place on Racing for Change and BHA issues relating to Stable Staff.

The message is that to become a Mailbox Representative just contact the NASS office and join us on next years Training Conference, venue and theme yet to be decided.



Lord Donoghue photo taken from Houses of Parliament. Group Photo courtesy of C. Bell

## RESEARCH PROJECT ON EMPLOYEE VOICE

**NASS IS PARTICIPATING IN A RESEARCH PROJECT TO BE CONDUCTED BY DR JANET MILLER OF THE UNIVERSITY OF THE WEST OF ENGLAND.**

The project will look at the ways in which stable staff seek to resolve workplace problems, when they turn to NASS for help and those occasions when staff feel they can resolve matters individually at their place of work.

It will involve two focus group interviews, one in Newmarket and one in Lambourn and a series of one to one interviews with NASS members. An on-line questionnaire will be launched via Stable Talk in October. NASS is keen to support the project and will receive a full report back on Janet's results in 2012. If you are invited to be



Dr Janet Miller, MA (Keele), PhD (London Metropolitan)

interviewed or to participate in a focus group, we hope you will be able to help. It is also important to get as full a picture as possible of members' experiences via the

questionnaire so we encourage you to take the time to respond to this and to send your views to Janet when the time comes.

Photo courtesy of Shane McGrath Photography

## NASS NOW RECRUITS STUD STAFF

**IF YOU KNOW ANYONE WORKING ON A STUD FARM THEN LET THEM KNOW THAT NASS WILL NOW TAKE THEM INTO MEMBERSHIP BY THEM AGREEING TO PAY £5 PER MONTH MEMBERSHIP FEE.**

It is the cheapest Trade Union Membership Subscription of any Trade Union and well worth the price for obtaining advice, guidance and representation. NASS has already represented employees at Darley Stud/Pre Training.



For Stud employees NASS will advise on employment rights, issues of disciplinary action and grievances and provide representation where required. The Membership fee also includes the cost of legal representation, if appropriate, and is therefore a good insurance policy against employment problems in the future.

## NASS 45% STABLE NOW REPRESENTS OF STAFF

**UNTIL RECENTLY, HAVING ACHIEVED A NASS MEMBERSHIP OF 2,500 MEMBERS, WE WERE SAYING THAT AMOUNTED TO 30% OF STABLE STAFF BASED ON A BELIEVED FIGURE OF 7,500 STABLE STAFF BEING EMPLOYED.**

However, having obtained more detailed figures from the BHA, NASS was suitably surprised that included in the global figure we were using are a number of staff not eligible to join NASS on a free membership basis under the criteria of our rules. In fact there are 4587 paid full time staff working for licensed Trainers and 947 paid part time; there are 39 paid full time working for permit holders and 20 part time which amounts to a total of 5,593. The rest are self employed and unpaid.

This means that NASS now represents 45% of Stable Staff eligible to join for free. The others can join under our separate rule relating to fee-paying members by paying £5 per month.

## FOURTH NASS REGIONAL COMMITTEE ESTABLISHED IN WALES

**NASS HAS BEEN TRYING TO DEVELOP ITS ORGANISATION OUTSIDE OF THE MAIN TRAINING CENTRES AND INTO THE REGIONS PREVIOUSLY NEGLECTED.**

First Lynne Clarke, Regional Coordinator, started making headway in the South West NASS Region until she secured a well-deserved job with Racing Welfare - there is now a gap there for NASS.

Hazel Giffen, NASS Wales Regional Coordinator, has been blazing a trail in a region similarly neglected. After many visits to Stables in Wales and demonstrating to Trainers that she wanted to solve problems rather than create them, Hazel has managed to recruit a number of new NASS Mailbox Representatives. This led to the recent breakthrough of holding the first NASS Wales Regional Committee meeting in Cowbridge, near Cardiff.

They will take it in turns to meet in Cowbridge and in Pembrokeshire to give the two main training area's representatives the chance to attend. Wales becomes the fourth NASS Region to have a regional committee after Newmarket, Middleham and Epsom - unfortunately the Lambourn one fell apart but we are sure it will arise again.

## WALES REGION NEWSFLASH...

**ON SATURDAY 11<sup>TH</sup> JUNE 2011 ANDREW BOXHALL, NASS MAILBOX REPRESENTATIVE AND FOUNDER MEMBER OF THE NEW NASS WALES REGIONAL COMMITTEE, COMPETED IN A VERY PRESTIGIOUS EVENT IN LLANYWYRTD WELLS OF MAN V HORSE.**

This event has been held annually for the last 31 years in the town causing great excitement for all age groups and competitors and heavily supported by the local town. A cross country marathon run over 22 miles of treacherous terrain, over mountains and valleys, through rivers, arduous running for any marathon runner.

Although Andrew, having competed in many normal marathons, said "nothing could prepare you for those conditions" which of course were

helped along by some traditional Welsh extremely wet weather and cold for a June day. Andrew had prepared for this epic race and was committed to his training alongside his normal



Andrew Boxhall (runner number 450 in blue)

working hours in a busy yard.

However, on a positive note Andrew completed this remarkable run in only 3 hours and 32 minutes managing to beat 6 horses and many other fellow

competitors, absolutely incredible and I know that for Andy it was for a reason so close to his heart, which must also have made it an emotional journey.

**It's not too late to support Andrew's cause and please give generously as every little helps. (Visit our web site for details [www.naoss.co.uk](http://www.naoss.co.uk)).**

I asked Andrew after the race "would he do it again?" and there was a silence..... maybe there could be an outside chance, we will have to watch that space. Having met up with Andrew recently he admitted that he had not done any running since, still in recovery I guess! Which is not surprising.

**I would like to wish Andrew so many congratulations which I am sure will be joined by all NASS members throughout the regions. WELL DONE!**

**Hazel Giffen  
NASS Wales Regional Coordinator**

## MEMBERS PAGE (IF YOU HAVE SOMETHING YOU WOULD LIKE TO WRITE ABOUT, ASK A QUESTION OR MAKE A POINT - THEN SEND IT IN TO MEMBERSHIP@NAOSS.CO.UK)

### Feel Good Fodder



**WE WOULD LIKE TO HAVE A PAGE ON FEEL GOOD FODDER WITH MEMBERS RECIPES, WE HOPE YOU WILL SEND IN YOUR FAVOURITE RECIPE.**

In the meantime, we have decided in the office to have a go at flapjacks!... we are calling them the feel good flapjack.

#### INGREDIENTS

- Brown Sugar 80g
- Butter 40g
- Margarine 60g
- Oats 250g
- Salt Pinch (optional)
- Banana One
- Honey 2 tablespoons

1. Melt the butter and the Margarine in a deep saucepan over a low heat
2. Add the brown sugar and 2 tablespoons of honey and stir in until you have a brown paste
3. Mix in the oats, if you find it easier add them in gradually stirring and covering the oats with the mixture

4. Add a pinch of salt and continue to stir (if you really need to be healthy you can ignore the salt!)

5. Mash up the banana and stir in to the mixture (this may take sometime to make sure the banana is properly mixed in)

6. Spread the mixture evenly over a non stick baking tray (or a greased baking tray). Smooth over with a knife until the mixture is even

7. Place the baking tray onto the middle shelf in a preheated oven (gas mark 5, 220 C) and bake for 15 minutes, checking the progress regularly. Take out when the mixture starts turning a darker colour.

8. Stand for a minute or two, and then score the mixture with a knife

9. Cover the tray with something light such as a few pieces of kitchen roll and leave for up to 6 hours

Preparation Time: 15 Mins  
Cooking Time: 15 Mins

Recipe taken from  
<http://www.flapjackrecipe.com/healthy-flapjack-recipe/>

We are planning to get to a couple of racecourses through the summer with goody bags to give away, we will advertise the racecourses and dates on the NASS facebook page.

See you soon Toni & Claire.

**SEND IN YOUR RECIPE TO  
MEMBERSHIP@NAOSS.CO.UK**

### 'GRAZE' ON THE GO!!

Graze are boxes of healthy snacks which can be ordered online and delivered to your door, making them great for eating on the move or grabbing a quick healthy bite when you need it. Graze are offering to NASS Members a FREE first box and half price second box when you redeem this code (1J8FN84) on the get started page of their website. [WWW.GRAZE.COM](http://WWW.GRAZE.COM)

## NASS' TOP TIPS



STARTING A JOB WITH A NEW EMPLOYER CAN BE DAUNTING, HERE ARE A FEW TIPS TO MAKE SURE YOU ARE PREPARED AND READY FOR YOUR NEW ROLE.

#### WHEN STARTING A NEW JOB:

- You and your employer are responsible for completing an SER1 which registers you on the yard.
- You should receive a 'written statement of employment particulars'. Your employer has a duty to give you this within two months of you starting work.
- Contact NASS to advise us of your change of Employer and address to ensure information from NASS reaches you.
- Remember to get any agreements, between you and your employer, in writing.

**IF YOU REQUIRE FURTHER ADVICE OR INFORMATION, PLEASE CONTACT THE NASS HEAD OFFICE ON 01283 211522.**

## Pure Adrenaline

### Jobs in *Racing* are available now!

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National  
Association  
of Stable Staff

**WE SUPPORT**  
THE NASS PAY CLAIM  
FOR STABLE STAFF

**HIGHER EARNINGS  
ARE A RIGHT AND  
JUSTIFIED.**

**STABLE STAFF TO HAVE EARNINGS  
COMPARABLE TO THE NATIONAL  
AVERAGE BY 2013.**

**GO TO THE NASS WEBSITE  
WWW.NAOSS.CO.UK**

TO SEE THE PAY CLAIM AND REGISTER YOUR SUPPORT FOR IT