



IRISH HORSE RACING INDUSTRY STAFF EMPLOYMENT AND WELFARE CHARTER

INTRODUCTION

The current and future success of horse racing in Ireland is dependant on recognition of the co-operation and teamwork required to deliver a high quality racing product for all the stakeholders. There is a strong interdependence between the owners, breeders, trainers, jockeys, stable staff, betting industry, race organisers and their staff. Working well as a team, the industry will continue to prosper with the support of the race going public.

The purpose of this Irish Horse Racing Industry Staff Employment and Welfare Charter is to ensure that all employees within the industry are treated with respect and dignity. While much of this is dependant on the relationship and attitude of employers and employees, significant assurance can be achieved through full adherence to current legislation in terms of spirit and fact.

This document endeavours to set down the principles that will apply to employers and employees, in the form of a Welfare Charter and to seek the commitment of all the employers and employee representative groups to the upholding of the Welfare Charter.

STARTING POINT

Horse Racing Ireland through its representative board structures is in a unique position to set an example and lend strong support to the Irish Horse Racing Industry Staff Employment and Welfare Charter. The Charter will receive equal support from the employer and employee representative groups.

Set out below are the key principles of the Welfare Charter under the headings of

1. **Equality, Respect and Dignity at work**
2. **Employment Legislation**
3. **Health & Safety**
4. **Pay and the Stable Employees Bonus Scheme**
5. **Staff Representation**
6. **Consultation**

THE UNDERSIGNED PLEDGE OURSELVES TO UPHOLD THE FOLLOWING:

1. Equality, Respect and Dignity at Work

We commit to take specific steps to ensure that all employees both full-time and part-time will enjoy the protection of all relevant legislation to ensure equality of treatment.

No discrimination will be practiced as defined in the Employment Equality Acts in terms of gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the travelling community.

No bullying or harassment will take place in the workplace. Bullying is defined by the Health & Safety Authority in the workplace as:

"Inappropriate, repeated aggression, verbal, psychological or physical conduct by an individual or group against another person or persons".

Employers and Employees will demonstrate sensitivity around the use of posters, symbols and emblems that may cause offence to specific individuals or groups of employees. The industry will give equal treatment to all EU and non EU employees (guest workers). The signatories to this Welfare Charter will ensure that its management and the employers in the industry will comply with the Health and Safety Authority and Labour Relations Commission Codes of Practice covering this subject.

2 Employment Legislation

The parties to this agreement accept that all employees in the industry are covered by the various pieces of Employment Legislation in terms of the letter and the spirit of the law. All employers undertake to ensure that their employees are aware of Employment Legislation that impacts on their conditions of employment.

Each employee is provided with a contract of employment which meets the requirements of the relevant Acts.

The industry is committed to promoting Ireland as a world centre of excellence for horse racing and thoroughbred breeding. We are also committed to providing the best sustainable employment practices within the industry.

3 Health & Safety

The parties to this Welfare Charter will comply fully with the Safety, Health and Welfare at Work Acts and thereby, ensuring that all employees experience the 'Duty of Care' that employers are obliged to extend to them.

Each employer will have a Safety Statement and all employees will have access to that statement.

There must be proper facilities at the primary place of employment, for example, eating facilities and toilet/washing facilities.

4 Pay and the Stable Employees Bonus Scheme

Employees in the industry should enjoy the highest level of sustainable wages but in no circumstances should pay levels fall below the directives on minimum wages. Each relevant employer will ensure that the conditions of the Stable Employees Bonus Scheme (SEBS) are complied with and confirmed through audits.

5 Staff Representation

The employers and the employee representatives of the industry will comply with all Codes of Practice issued by the Labour Relations Commission under the Industrial Relations Acts.

6 Consultation

Horse Racing Ireland together with co-signatories of this Welfare Charter will ensure that consultation processes are consistent with the letter of the law and the spirit of partnership.

SIGNATURES OF EMPLOYEE & EMPLOYER REPRESENTATIVES

Association of Irish Racecourses

Irish Stablestaff Association

SIPTU

Tote Ireland

Irish Racecourse Bookmakers Assistants

Irish Thoroughbred Breeders' Association

The Turf Club

Tote Employees Association

Irish Racehorse Trainers Association

Mandate Trade Union

Sponsored by:

Horse Racing Ireland



Irish Horse Racing Industry **Staff Employment and Welfare Charter**



This document is committed to an operating philosophy which is based on fairness and concern for people, under the headings of Equality, Legislation, Health & Safety, Conditions, Representation and Consultation

Sponsored by



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IRELAND

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Breeders' Association

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Bookmakers
Assistants

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