

Time vs. Money Survey Results Report

March 2023



Background

Following the announcement of the rise in the National Minimum Wage (NMW), it became clear that this was going to have a huge effect on the Equestrian industry.

In January 2023, the Equestrian Employers Association (EEA) conducted a survey with the equestrian workforce to understand how overtime and time off in lieu (TOIL) are treated within the industry and how this is affecting the NMW.

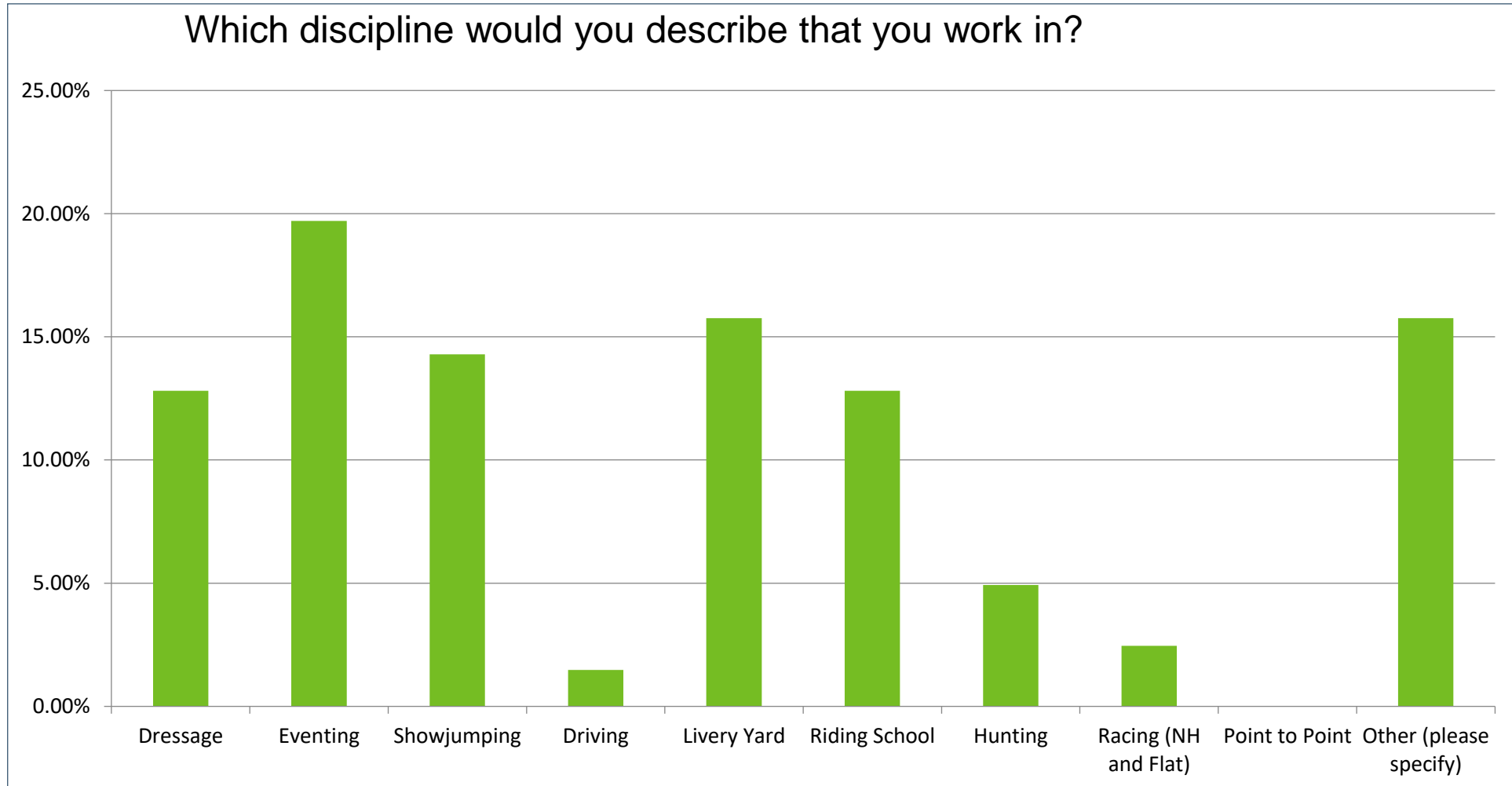
The survey enabled the EEA to gain further insight into the current position and it has identified NMW failings within the industry.

The knowledge gained from the survey will enable the EEA to better support and educate its members on the NMW and the importance of paying overtime correctly.

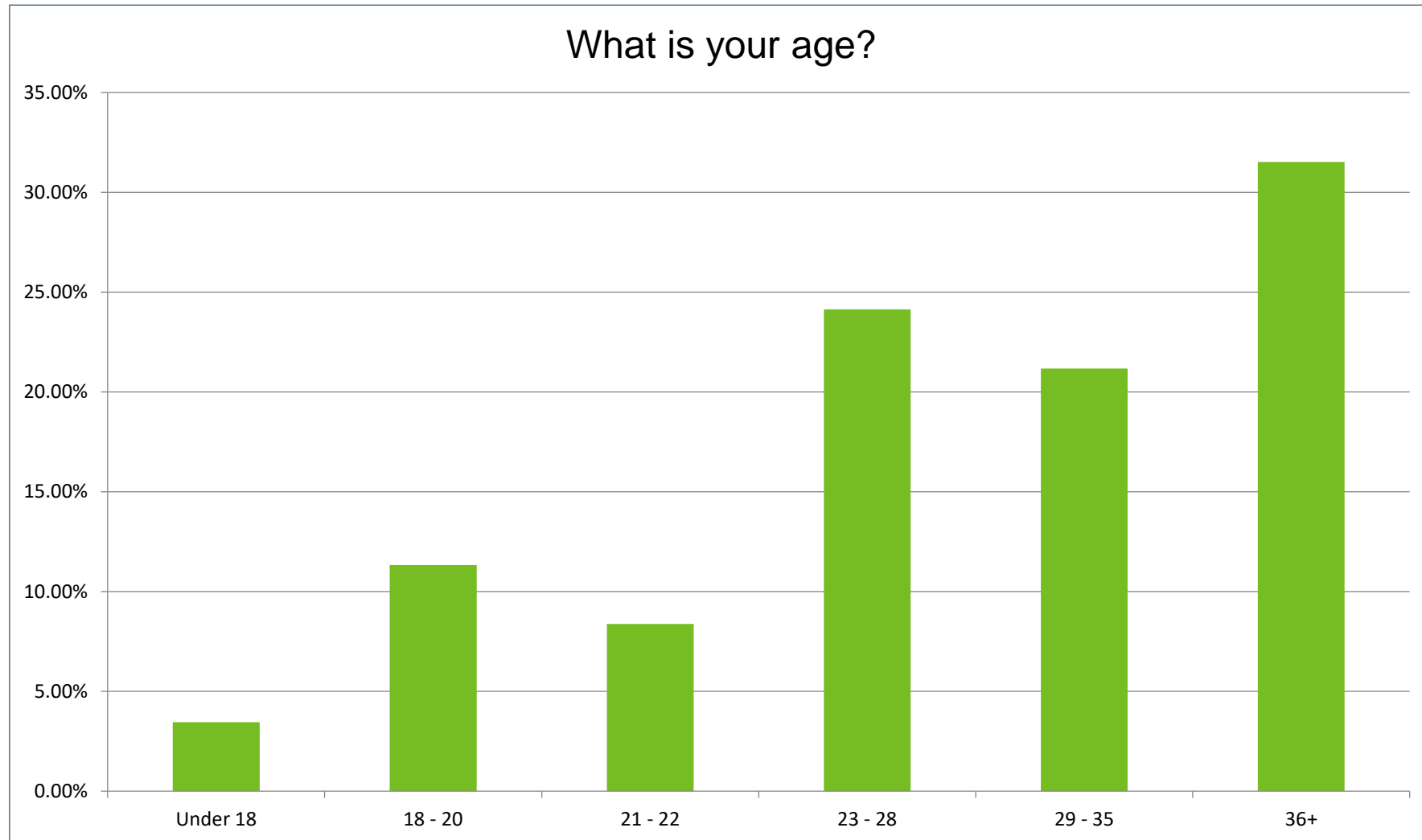
The survey was completed by over 200 respondents across a wide range of ages and sectors.



The Respondents



The Respondents



Highlights

45%

of respondents said they are paid either at or below the NMW but are not being paid overtime or taking time off in lieu (TOIL) for extra hours worked.

Over

50%

of respondents are not logging the extra hours that they work.

Nearly
Half

of those surveyed are not being paid in line with legislation.

39%

of respondents are working more than 50 hours per week.

97%

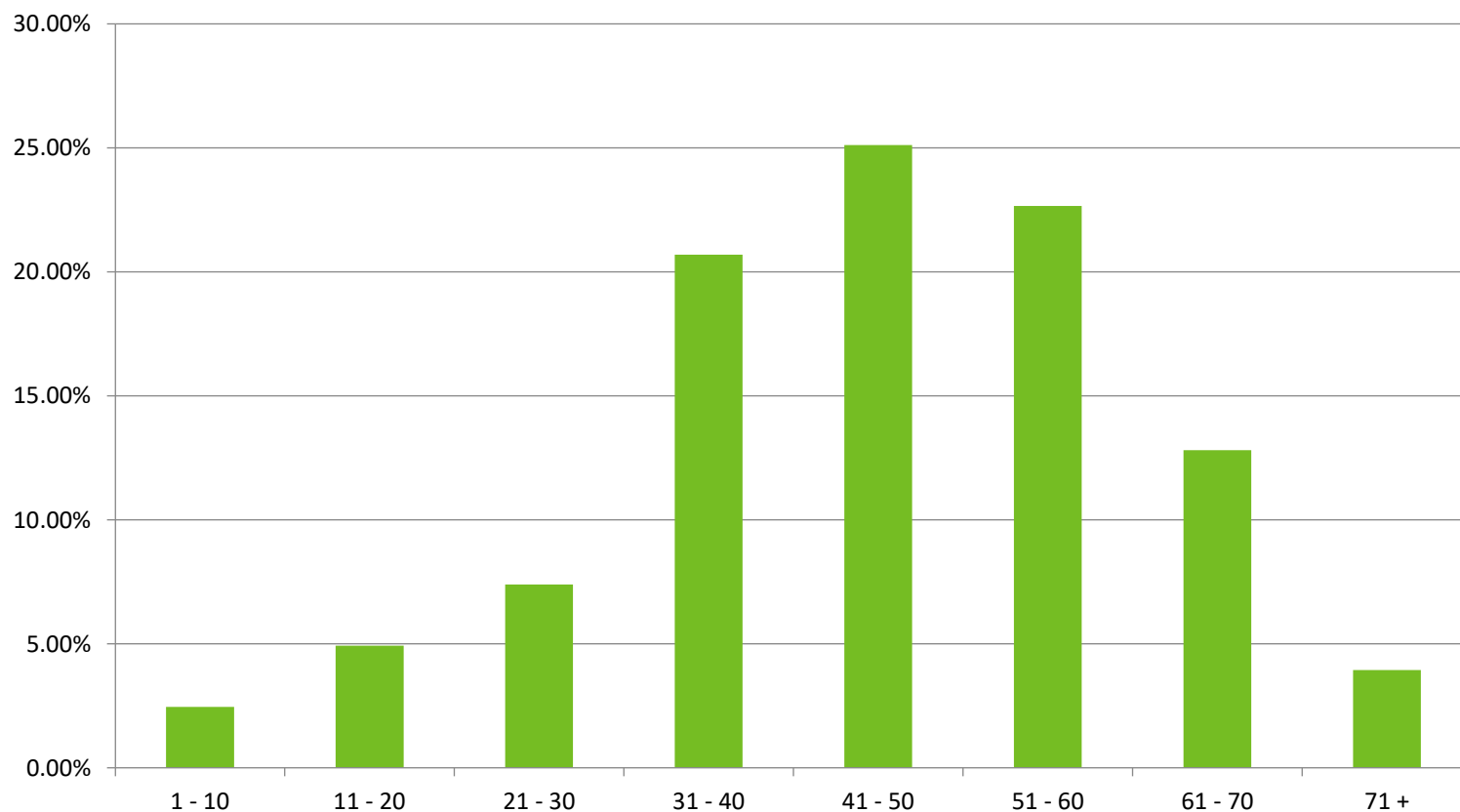
of respondents work more than their contracted hours each week.

72%

of respondents said they would rather have money than time off.

Results

How many hours a week do you work on average?



39% of respondents are working over 50 hours a week.

This is across a number of sectors but mainly happens in Dressage, Showjumping, and Eventing.

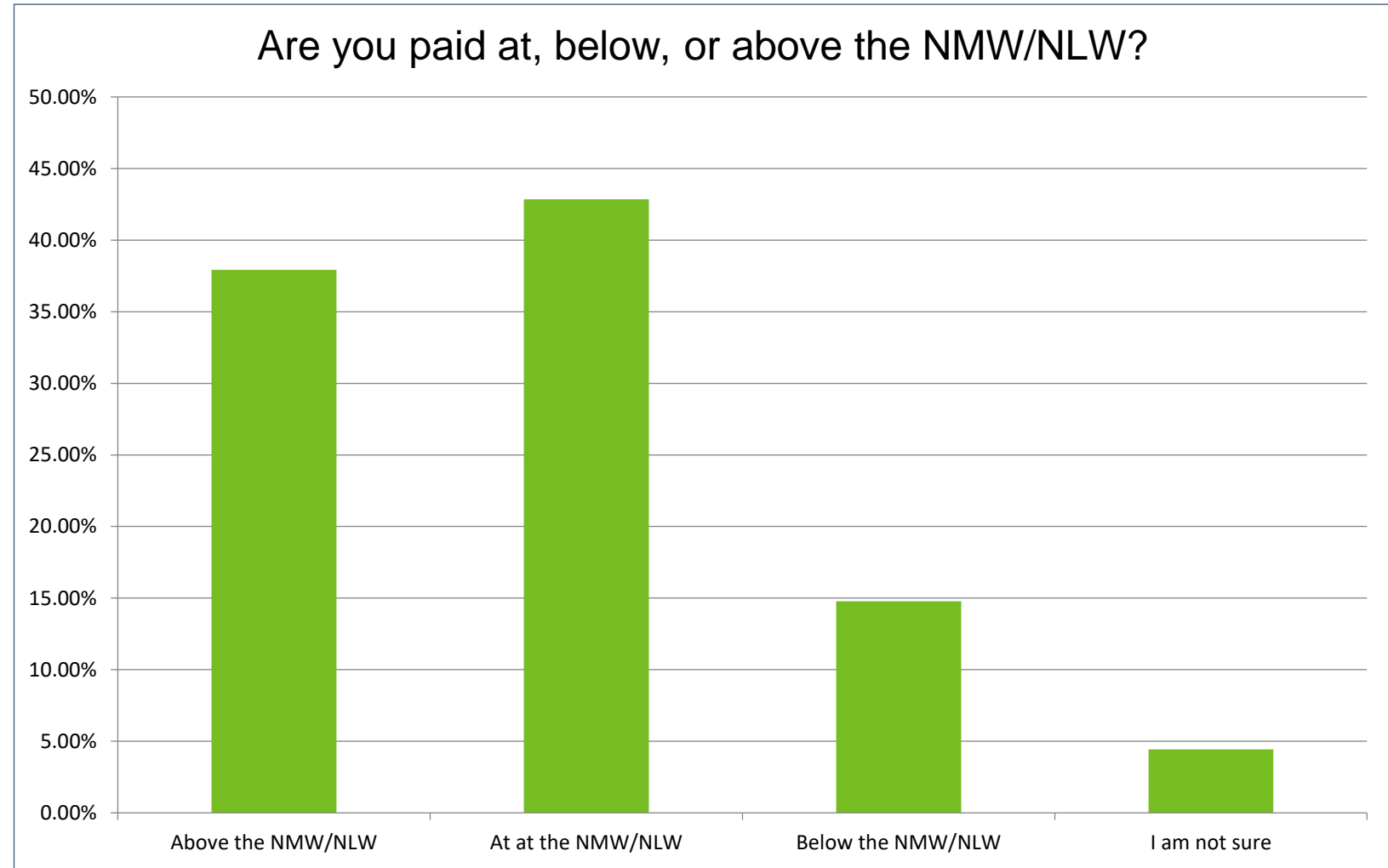
Long hours are worked by those in all age groups.

72% of these people are not being paid overtime or taking TOIL, with just over half being paid either at or below the NMW.

This suggests NMW failings.

This graph shows that over **35%** of respondents said they are paid above the NMW, with over **40%** saying that they are paid at the NMW.

However, with the NMW failings in relation to overtime and TOIL, this will cause the average hourly rate to fall below the NMW in many cases.



Time V.s Money

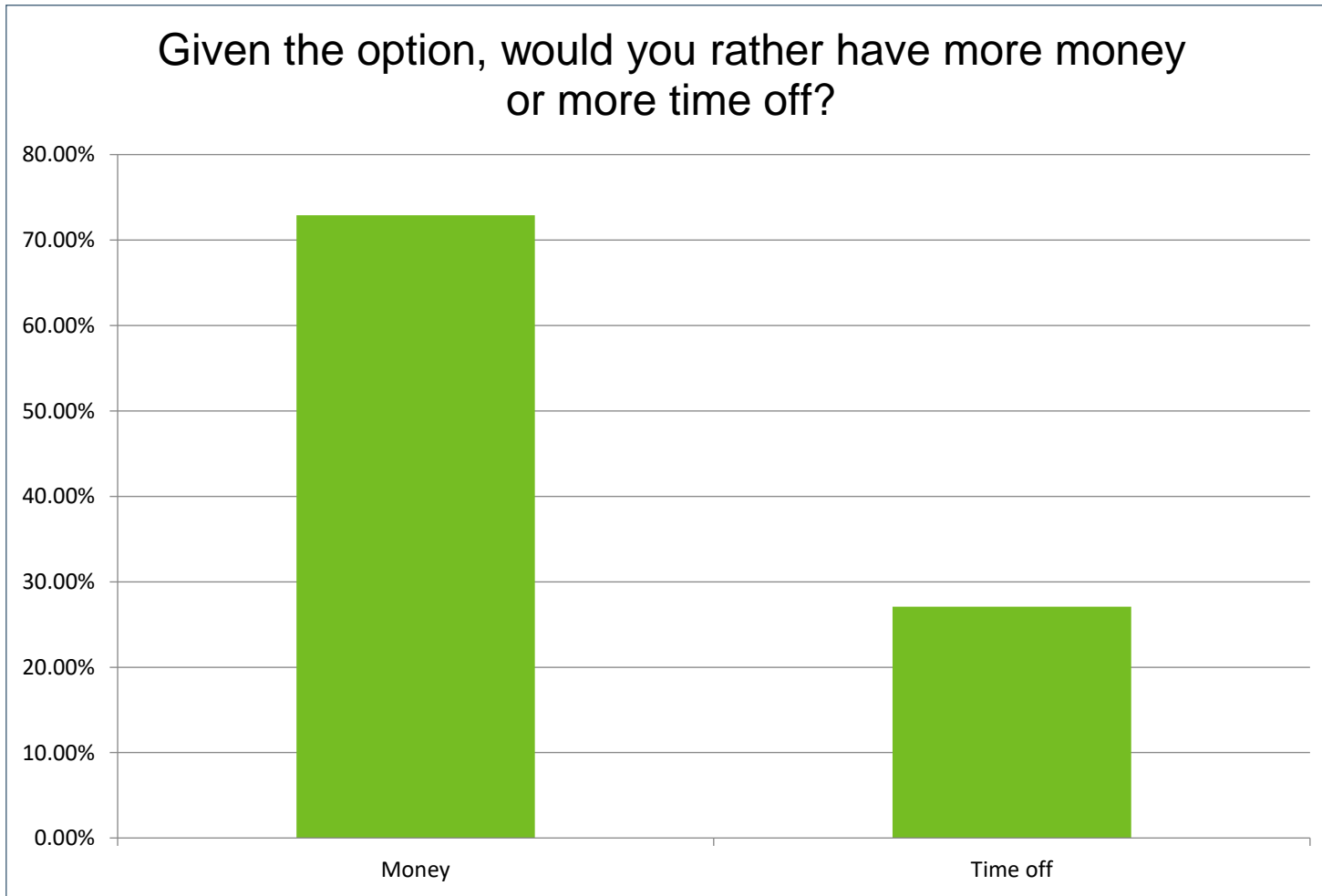
The cost of living crisis is having a huge effect!

Results show that over **70%** would prefer money over time for extra hours worked.

60% of these respondents are paid at the NMW or lower.

78% of those with a preference for time off are working over a 40-hour week.

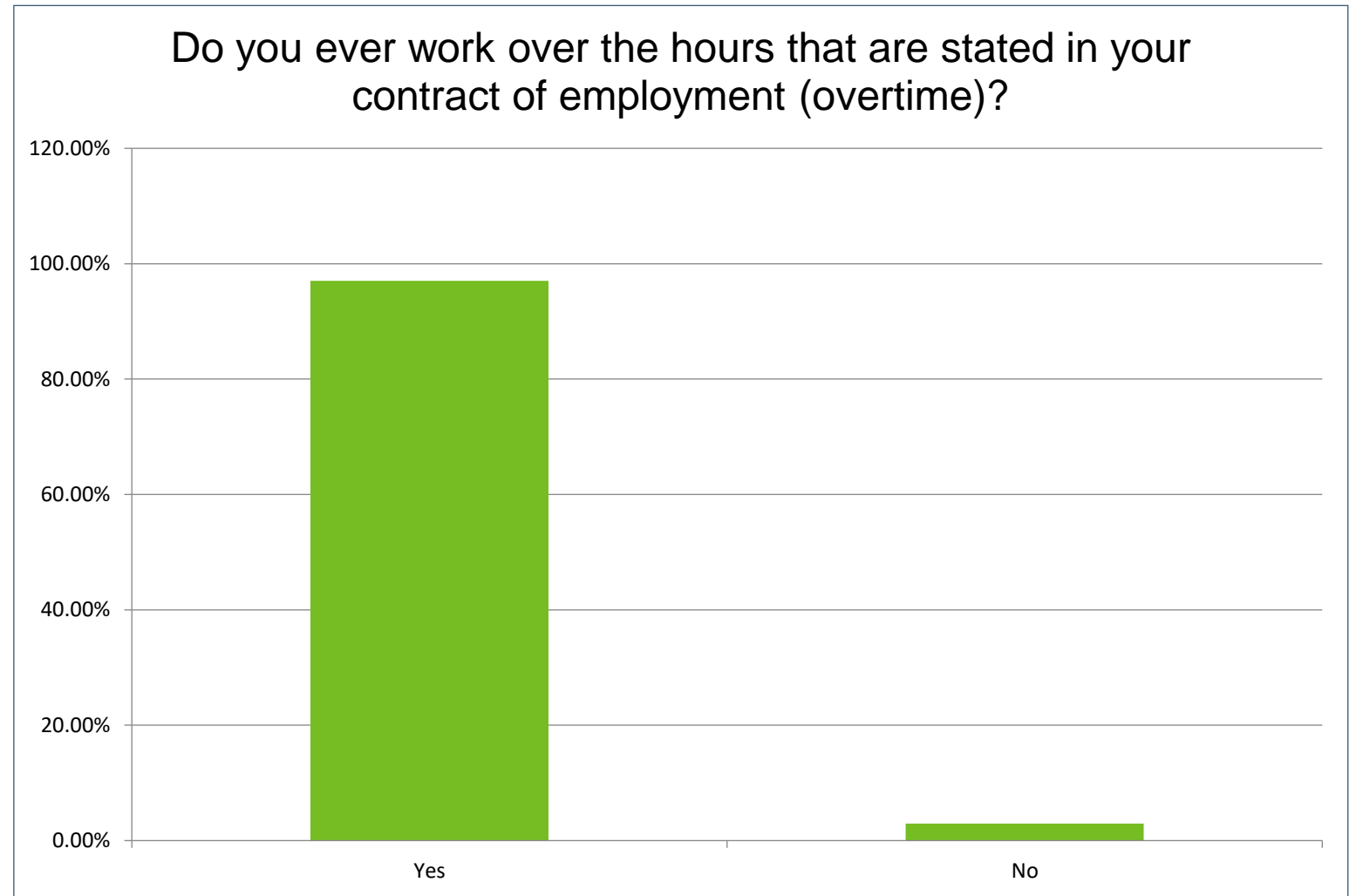
The number of hours worked didn't seem a factor for those who said they preferred money and varied across the board.



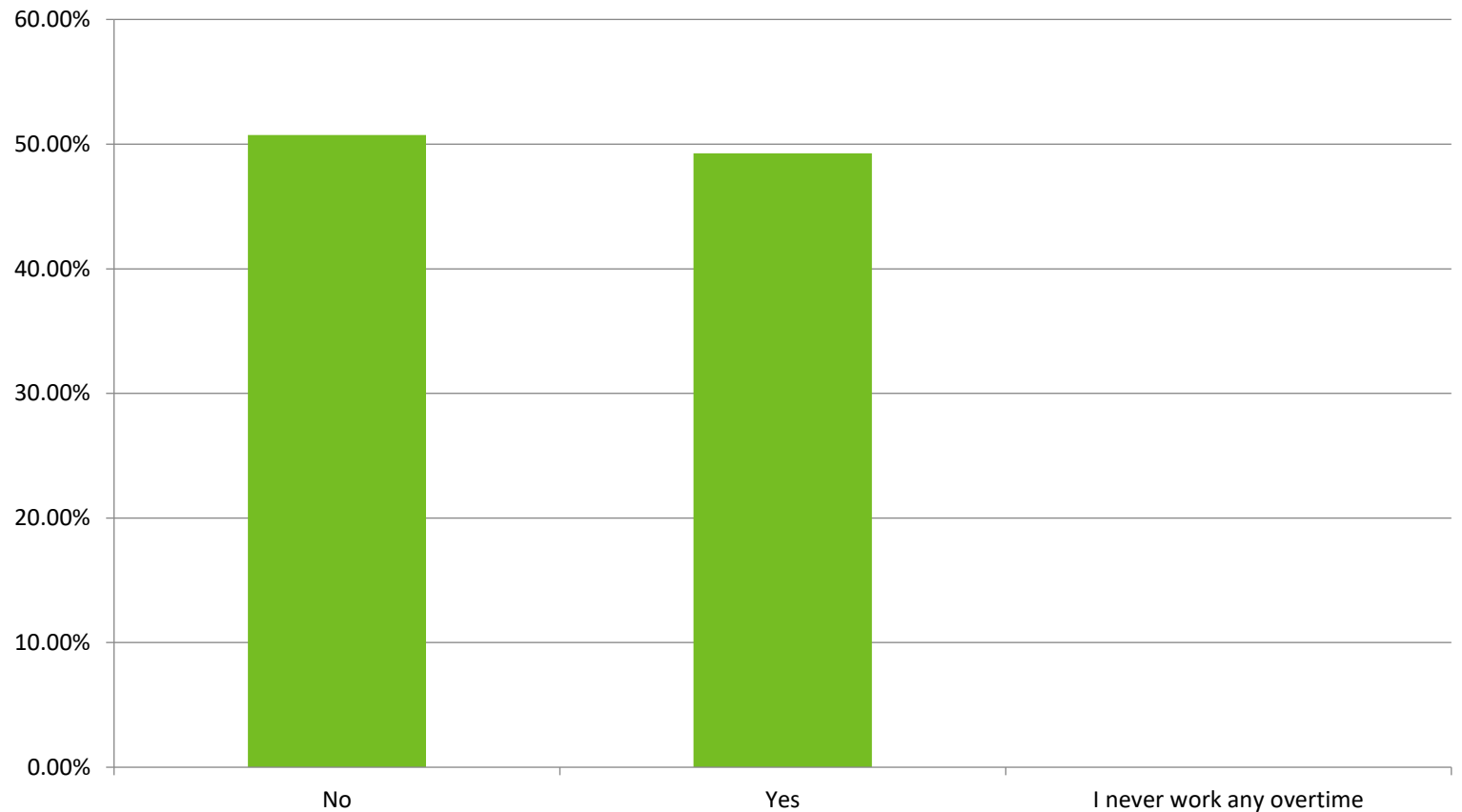
97% of respondents are working over their contracted hours each week.

For anyone being paid the NMW, extra hours will automatically lower the average hourly rate.

If overtime is not paid or TOIL is not given then this is non-compliant with NMW legislation.



Do you log/note the extra hours when you work any overtime?



Just over **50%** of respondents said that they don't log extra hours worked.

Logging hours is important for ensuring that the NMW is paid correctly.

61% of those not logging extra hours also said that they are paid either at or below the NMW.

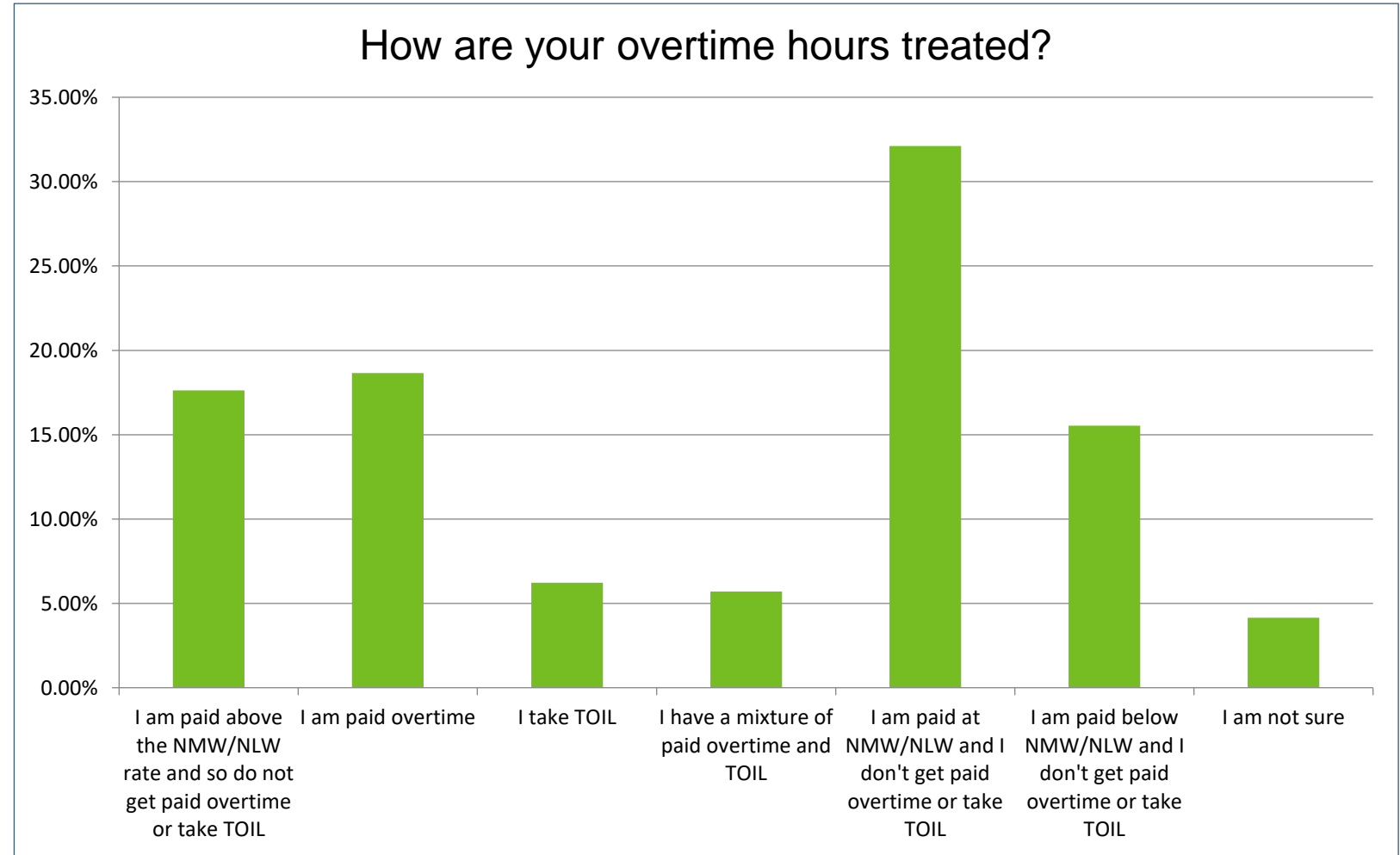
This highlights potential NMW failings.

Nearly half of those surveyed are not being paid in line with legislation...

45% of respondents said they are paid either at or below the NMW but are not being paid overtime or taking time off in lieu (TOIL) for extra hours worked.

This is not age or sector specific.

For those being paid above the NMW, there is potential for extra hours worked to take them below the NMW rate, so this should still be monitored by employers.



Comments

“Sometimes I come home and cry with tiredness. I work so many hours, nothing is ever enough.”

“I am expected to work at competitions on my day off.”

“Most times, under an hour of extra work is taken for granted and I’m told it’s part of working with horses.”

“If we complain about working extra hours we get told it’s because we are so slow.”

“Sometimes I get hay or bedding for my horse in lieu of extra hours worked.”

“There is not enough money in the sector so sadly thinking of leaving just to be able to eat properly.”

“I get told sometimes that I can have TOIL but it is never convenient.”

Recommendations

The EEA recommends that:

- Employers review their employee's pay to ensure that their basic hourly rate is at least at the NMW rate for their age.
- Employers pay employees any owed overtime or afford them the time to take TOIL to ensure that they are compliant with NMW legislation. If the HMRC finds non-compliance, they can issue a notice to pay money owed going back to a maximum of 6 years and also issue a fine up to a maximum of £20,000.
- Both employees and employers keep records of actual hours worked.
- If an employer is worried about non-compliance they contact the HMRC for support. The HMRC will not issue penalties to employers who reach out for help.
- Employers watch the [EEA pre-recorded webinars on the NMW](#). These were created in partnership with the HMRC.

Conclusion

This survey has highlighted a number of NMW failings within the industry which are mainly related to the absence of overtime pay and TOIL for extra hours worked.

The majority are working over their contracted hours each week which will automatically affect those being paid at the NMW rate. Those being paid above the minimum wage still could be in a situation where their hourly rate falls below the NMW if the number of extra hours worked is significant.

Non-compliance with the NMW in the equestrian industry is a very real problem that is set to worsen with the upcoming rise of the rates in April.

It's disappointing to see that there are still a significant number of people being paid under the NMW, whether that be as a result of their basic hourly rate being set incorrectly, or due to the non-payment of overtime.



2023/24 rates



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