

WHAT I GET PAID SURVEY – MARCH 2019

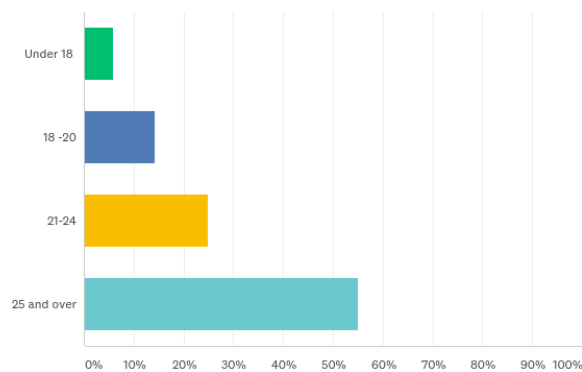
The British Grooms Association’s (BGA) survey into what grooms are paid, and whether the National Minimum Wage (NMW) is being observed was run in March 2019.

The results show that the majority of grooms are not being paid the NMW, and that unpaid overtime is a contributor to this illegal employment.

The survey was open for 10 days, and it was clearly stated that the survey was only for employed grooms, and that freelancers were not to take part. Nearly 400 grooms completed the research.

DEMOGRAPHIC FACTORS

AGE RANGE



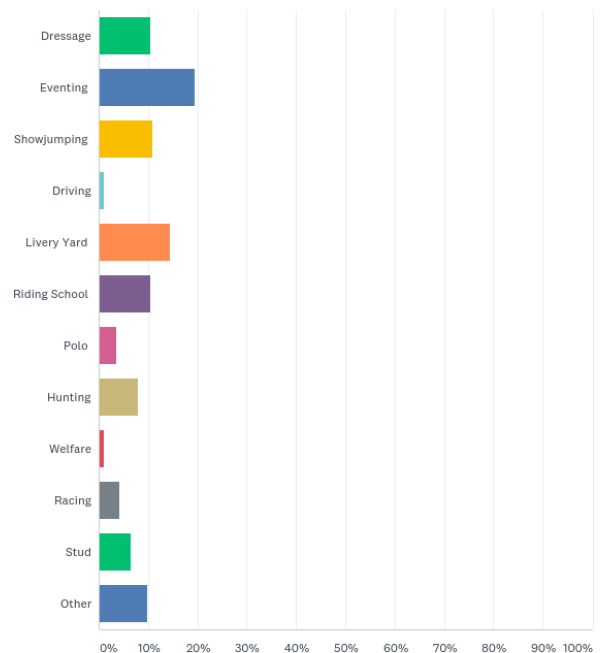
The greatest age group was 25 years and over.

WHAT SECTOR DO YOU WORK IN?

The respondents worked or currently work in a variety of different sectors including eventing, showjumping, private family yards, and hunting.

Eventing was the sector with the most respondents.

When a filter was applied to the Eventing sector all the results were significantly more concerning with just 15% being paid at least NMW and 45% having a written statement of employment particulars (contract).

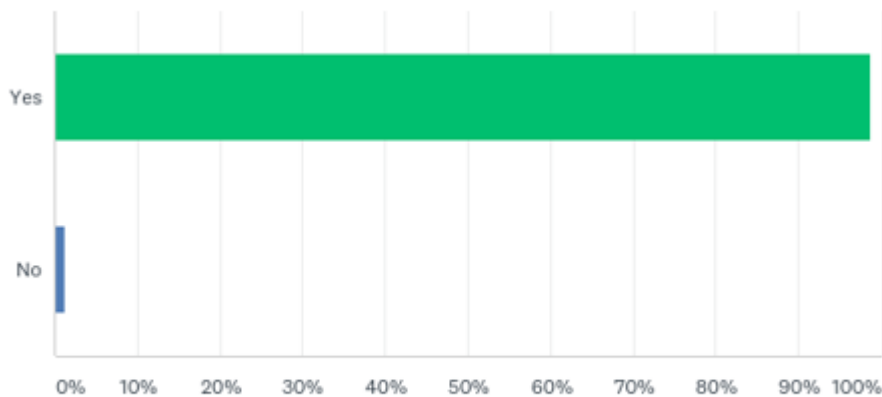


THE RESULTS

This survey shows that there is a worrying number of grooms in the equestrian industry paid below the NMW.

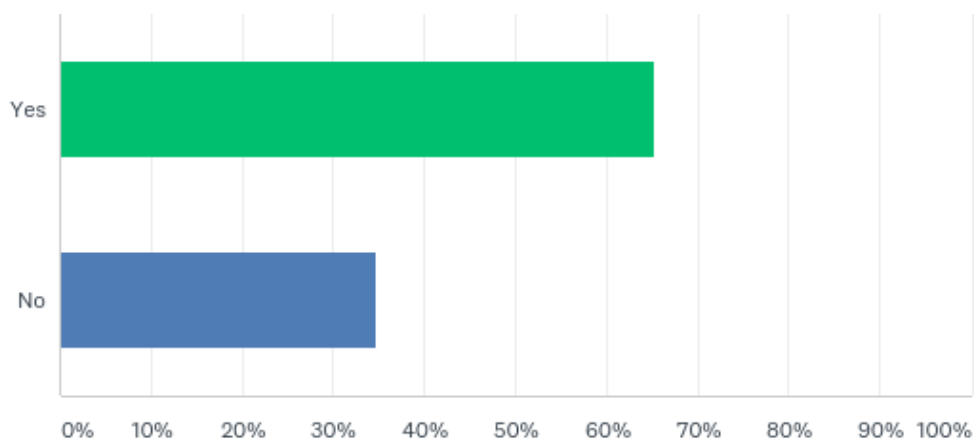
On a first view it looks as if they are paid correctly (66%) but with further analysis, due to non-payment of overtime, or provision of time off in lieu, only 33% are in fact are likely to be compliant.

HAVE YOU HEARD OF THE NMW?



Awareness has gone up to 96% have heard of the NMW. (This is compared to 67% in 2014).

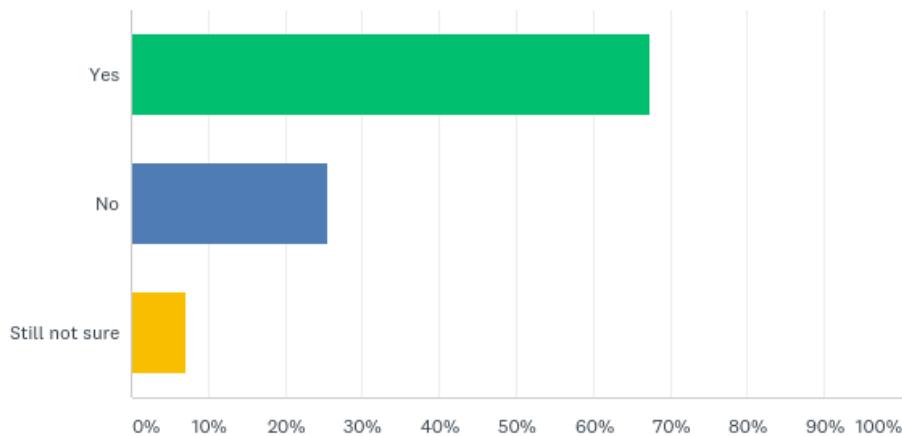
DO YOU KNOW HOW TO CALCULATE IF YOU ARE RECEIVING AT LEAST THE NMW?



Although awareness is high, the knowledge of how to actually calculate if on the NMW is much lower. 35% do not know how to calculate if they are being paid it.

HAVING DONE THIS CALCULATION ARE YOU PAID AT LEAST THE NATIONAL MINIMUM WAGE?

The question gave the means to do the calculation. It looks like a more positive response than previous research, with 67% saying yes, they were on at least the NMW.



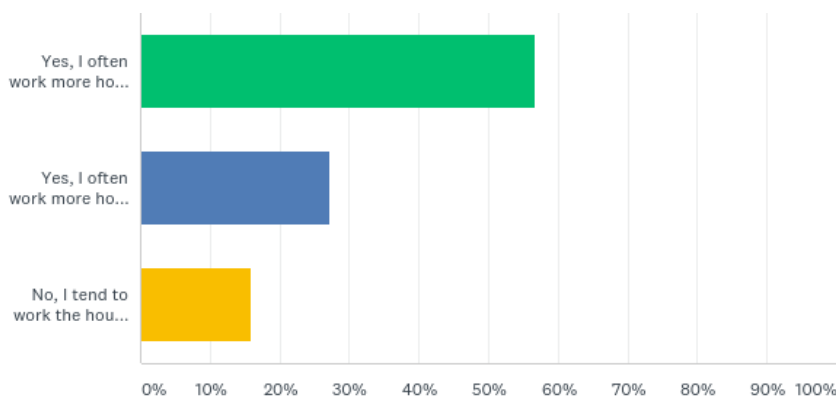
However. The subsequent questions then ask if they, work extra hours and then are paid overtime and/or receive time off in lieu.

DO YOU EVER WORK EXTRA HOURS? (DUE TO LATE FINISHES OR BEING A COMPETITIONS ETC.)

56% stated that they often work more hours that they are supposed to and don't get time off in lieu or overtime paid.

When this statistic is applied to the positive result of those being paid at least the NMW, the true figure is approximately **only 33% are being paid the NMW correctly.**

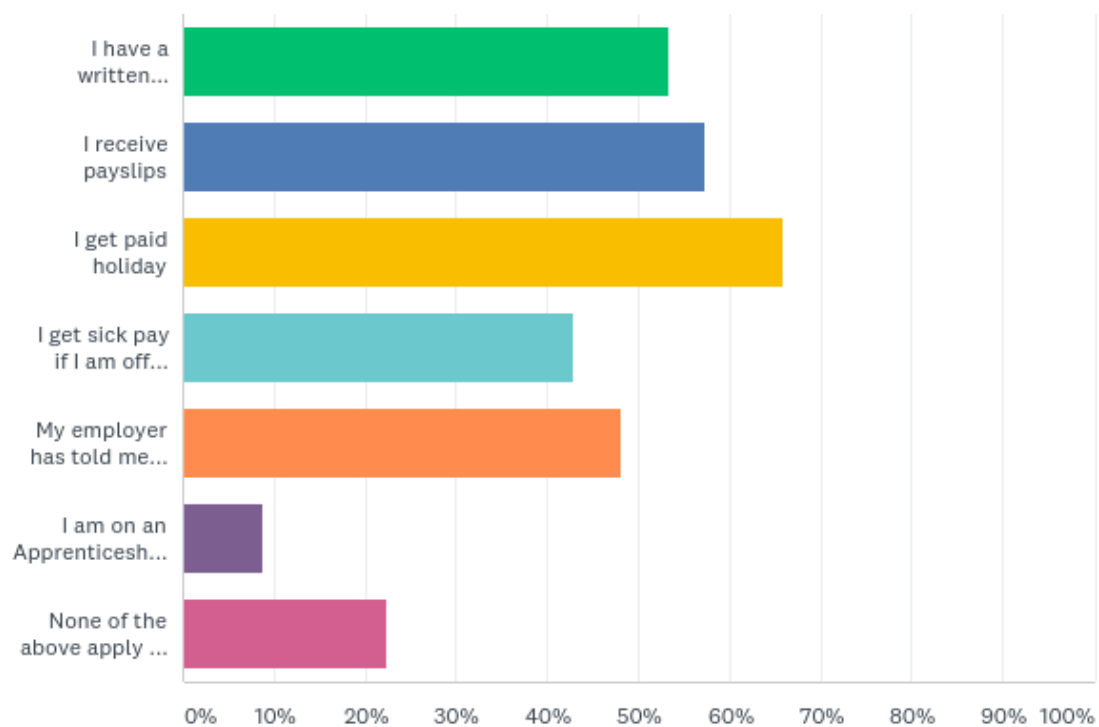
If an employer pays at the NMW and the worker/employee is working any extra hours and is not paid overtime or given time off in lieu, then the NMW is being broken.



EMPLOYMENT RIGHTS BEING IGNORED

As the participants are all employed, the first 4 lines below should be all 100% response rate. Instead, the results are:

- 53% I have a written contract of employment
- 57% I receive payslips
- 66% I get paid holidays
- 43% I get sick pay if I am off work due to illness or injury



CONCLUSION

From the results of this survey, it is clear that awareness of the NMW has risen, but that the implications of any extra hours being worked and how it affects the NMW still requires attention.

Poor employment practices are widespread, with non-compliance on the most basic employment rights.

For further advice, go to the British Grooms Association website: www.britishgrooms.org.uk or the Equestrian Employers Association www.equestrianemployers.org.uk

SURVEY PARTICIPANT COMMENTS

Over 65 comments were submitted with the survey. Here are just a select few:

- Where I work we are paid NMW for 7-8 hours a day. When we work 10-11 hours a day.
- On the option that a business won't be able to afford a rise in NMW I feel that if that is the case then the business is not viable in any circumstance. This is a minimum wage and should be used as a starting point as grooms skills/experience and qualifications increase then your wages should rise above NMW to reflect this. If this doesn't happen then more staff will leave the industry as the reality of rent/mortgages and in more extreme cases the simple cost of putting food on the table kicks in which will leave us with no industry at all.
- Myself and my partner were invited to live onsite in a static caravan at £80pw. We were expected to be on 24/7 call. They paid us £6 per horse, turn out, bring in and muck out as and when. We were abuse by a yard we trusted and gave our lives to, we moved from our house to be involved but when we questioned we were evicted. We've since come out of training and working with horses
- My reason for leaving my previous employment is due to the issue of illegal wage, no contract, uncertainty of whether my employer had the correct insurances, and despite already not being paid the legal minimum wage was expected to do over time (unpaid) and grooms full time hours (6.5 days a week) on a labelled 'working pupil position' (£180 every 2 weeks, £60 a week). I am happy to be contacted regarding how this has affected my faith in employers within the industry, I hope this change before more and more aspiring grooms continue to drop off in to different careers.
- I may get NMW before my horses livery, lessons and accommodation are taken out but not sure.
- Little is done to manage employers a lot of forced self-employed but sole income via one job.
- I am currently paid £4.30 an hour, way below minimum wage.
- We do a highly skilled job & anything less than minimum wage is insulting.
- If there were an easier way to report insufficient wages, cash in hand pay (the tax evasion kind) etc, I would use it because I have experienced this for a number of years. I recently started at new job where I'm paid correctly but been at numerous places of work with no contract, no pay for overtime and below minimum wage.
- Grooms have a very specialised job, employers need to understand that they are worth more than the minimum wage, the national living wage should be the standard starting salary, it is now almost impossible to live on the minimum wage.
- If I calculate the actual hours I work as opposed to contracted hours I'm technically underpaid, but my employer is generous when it comes to training me on my horse and taking us along on lorry trips. Whilst I could definitely earn more elsewhere I feel the balance is good in this job. I've worked on other yards and found it almost impossible to ride my own horse outside of the very long hours worked.
- It is concerning that, while the equine industry is filled with so much money, minimum wage allows employers to get fully qualified staff for a small price and still expect the staff to work through lunches and past finish time in order to fulfil the days duties. While the cost of living is rising at a worrying rate the national minimum wage still does not take into account that anyone aged 18+ will likely still have the same outgoings as any other adult if they are living alone. For grooms who get free accommodation on site this isn't such an issue but for grooms as myself it is our responsibility to find accommodation close enough to work to be called in in an emergency (less than 10 minute drive).