



RACING AND WAGERING WESTERN AUSTRALIA

# WA Racing Industry Workforce Planning Project

## Trackwork Riders Pilot

### Findings and Recommendations

Tuesday December 2nd 2008

# AGENDA

1. Introductions
2. Pilot Study
  - Method
  - Results/Findings
  - Strategies
  - Questions
3. RWVA Response
4. Questions
5. Lunch

Start 10:30

Ken Norquay

Therese Cunningham

Andreas Sadler

Therese Cunningham

David Hunter

12:00

# RWWA Response

## ▶ Key Observations

### ◦ Findings

- Many trainers are finding it very difficult to find track work riders
- Shortage does not appear to be critical across the board
- Issue will get worse if the Industry and RWWA does not address the factors identified

# RWWA Response

- ▶ RWWA is committed to communicating findings and facilitating improvements where it can
  - Industry and RWWA can start straight away
- ▶ Items will be addressed in medium / longer term
  - Racing Code Industry Strategy (3 code plans)
  - Funding of Industry Training Facilities
  - RWWA Operational planning
    - Industry Training and Development program/s

# RWWA Response – First Steps

- ▶ Scheduling / Organisation improvements
  - Track work riders - Racing Calendar
  - Trainers – Notice Boards
- ▶ Track Usage Review

# RWWA Response – First Steps

- ▶ Safety
  - Club Safety Committee's to be extended and/or
  - Track work safety groups to be set up
    - Club representatives,
    - Licensed trainers
    - Track work rider representatives

# RWWA Response – First Steps

- ▶ Pay – in the coming weeks
  - Trainers Association to be provided findings so they can investigate their recommendations on pay
- ▶ Insurance – Ongoing
  - Information kits to be provided
  - Workcover information and survey posted out recently

# RWWA Response

- ▶ Related issues
  - Working Groups – when needed/required – early 2009
  - Track work rider representatives

# RWWA Response

- ▶ Other emerging issues or initiatives
  - Award modernisation
    - Track work riders may be covered under new federal award
    - Effective date January 2010
    - RWWA and Racing Clubs maintaining watching brief
  - 457 Visa
    - Federal Government review
      - Minimum pay and conditions to be met
      - Labour agreement also possible – DEEWR

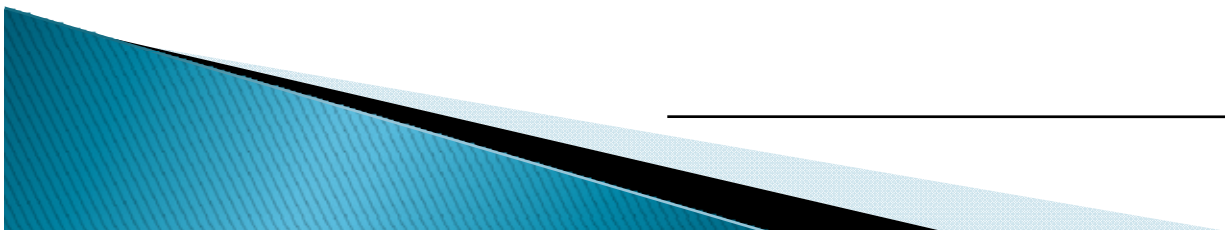
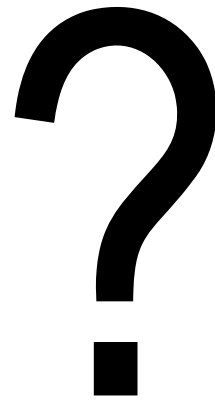
# Workforce Planning project - Status

- ▶ The RWWA Board & Management support the direction of findings and recommendations
- ▶ Before moving ahead RWWA want to ensure
  - the industry understand and can pick up on the changes or improvements required
  - that initiatives are capable of being implemented and are shown to be effective
- ▶ The pilot has helped develop knowledge of the situation
  - The literature review is informative and indicates there are common issues across industries

# Workforce Planning project - Status

- ▶ Trainers as industry leaders are key to getting the changes to work
  - RWWA is looking to support the trainers and track work riders where it can

# Questions



# For further information please contact

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