

Motorsport Safety Fund

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THE MARSHAL

INCORPORATING RESCUE & RESUSCITATION

Published for medical personnel, rescue crews & all officials involved in motorsport

Comradeship is the key

but spectators are becoming a problem

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Comradeship, being close to the action and the satisfaction of a job well done – that's what brings marshals back week in week out. But abusive spectators are becoming an increasing bugbear for marshals, particularly on rallies.

Most marshals responding to the latest Motorsport Safety Fund survey of marshals' views said the camaraderie and banter on post and the friendships they made with other marshals were the things they liked the most.

"My fellow marshals are sometimes the only reason to attend," said one.

"Being involved in motorsport is a fantastic way to meet people and, no matter how busy an event, it's almost always fun and extremely rewarding," added another.

Marshals also highlighted the excitement of being close to the action and the satisfaction of "a job well done" as being among the attractions.

One major change since the last survey, five years ago, is marshals' concern about the attitude of spectators.

Rally marshals in particular were likely to cite "abuse from spectators" the "attitude of the public" and "spectators with no common sense" as high on their list of dislikes.

Rude drivers and teams and the "bombastic, chauvinistic attitude of some officials," also came in for criticism.

"There is less recognition of marshals now than when I started," commented one 60 year old marshal. "Some Clerks and senior officials forget that we are volunteers."

As numbers of marshals decline and organisers persist in stretching resources by organising meetings on the same day at adjacent venues, concern is increasing among marshals who feel they are being asked to do more than they are able.

One marshal told us: "I stopped marshalling because I felt we were being treated poorly. To ask a Course marshal to be an Observer for a meeting, because you are short staffed and then criticise them for not doing a good job is just not acceptable."

Another criticised "Disorganised events with 'risky' stages, where there is inadequate back up," while a third said they were "Disillusioned by being asked to carry out multiple roles on a rally because of too few volunteers" and a fourth said too much was being expected of volunteers.

Top line events, the bigger circuits and leading clubs came in for criticism, too.

"Bigger clubs often have bigger delays, (leaving us) standing around on post doing nothing," said one marshal, while another cited "Late finishes, international and national championships, where the racing is often dull and marshals are taken for granted," as major dislikes.

Results of the
**2010 Volunteers'
Survey**
see pages 2-4

Survey results 2010

More toilets, on post shelters and better camping facilities top the list of improvements marshals would like to see at Britain's circuits.

Female marshals were most vociferous when it came to calling for more and better toilets on rally stages as well as at circuits, but male marshals are also backing their call in increasing numbers.

Jonathan Palmer's MSVR circuits and Knockhill in Scotland were praised for the facilities they provide for marshals.

"Other circuits need to follow the lead of MSVR and make appropriate improvements," said one marshal, while another praised Knockhill for its "Good, on-post accommodation and provision of meals" and a third added: "Knockhill really looks after marshals. English circuits need to follow suit."

Marshals agreed that as a minimum, each post at a circuit ought to be equipped with:

- Easier access – gates and no need to climb fences.
 - A clean portable or permanent toilet with hand washing facilities on post or within 150 metres of every post.
 - A weatherproof marshals' shelter – preferably with seating.
 - Dry storage for marshals' bags.
 - Somewhere flat to stand.
 - Flat, well maintained paths, with no trip hazards behind circuit barriers.
 - Modern, functioning communications with Race Control meeting a mandatory MSA minimum specification.
 - Well-maintained, secure barriers/tyre walls with easy, safe access to the track.
 - Safety measures that DO NOT obstruct marshals and prevent them doing their jobs.
 - Flags made from nylon, mounted on thinner poles.
- Marshals also wanted to see:
- Convenient parking near posts.
 - A secure, easy to use, permanent means for holding flags and displaying Safety Car and Hazard Boards.
 - Decent camping.
 - Showers.
 - A marshals' clubhouse with lockers and changing facilities.

Long days, a lack of lunch breaks, unnecessarily early sign-ons and delays, small grids, excessive regulation and poor communication continue to be cited by many marshals as among their major dislikes.

"Make race meetings more attractive by having fewer races with larger grids. There are too many clubs and too many classes," said one.

"Poor timekeeping and organisation is too prevalent and unacceptable," said another, while a third added: "We are constantly told how vital we are to the sport, yet we are treated like second or even third class citizens at most circuits."

Just under one thousand people completed the survey form in the last issue, slightly less than for the one in 2005 but still a meaningful number – some of the endless polls for the General Election will be based on smaller sample sizes. The results are shown below with men (M) shown in black, women in green (W).

Some respondents – more men than women – were coy about revealing their ages, one form was illegible having been savaged in the post, and some were so protected by Sellotape or parcel tape that cutting gear was needed to open them. But we are grateful to everyone who responded. As promised, ALL DATA HAS NOW BEEN SHREDDED. NB The results may total more than 100% where more than one option could be selected.

I Average age

M: 53.4 ranging from 12 to 87. This is up on the 48 in 2005 but fractionally down on the 53.8 in a ViM survey in 2007.

W: 43.8

Occupations:

M: Retired 27.9%	Engineering 9.9%
IT 7.2%	Health care 6.3%
Civil service 6.3%	Agriculture 4.4%
Student 3.6%	Education 2.7%
Finance 2.7%	

Plus a very wide range of other occupations including stevedore, signalman, butcher and sailmaker.

W: Managers/Admin 24%	Retired 20%
Civil servants 10%	Healthcare 10%
Social workers 8%	Finance 8%
Teachers 6%	Catering 4%
Students 4%	Retailers 2%
Housewives 2%	

2 Years been helping at motorsport events

M: 21.5 years W: 16 years

Branches of the sport helped:

M: Race 61.9%	Rally 54.7%
Speed 38%	Kart 7.1%

Plus one third listing a wide range of activities including trials, autocross, off-road, track days, banger racing, autotests, classic runs etc etc.

W: Kart 3.3%	Race 36.6%
Rally 36.6%	Speed 11.7%
Others eg autotests 11.7%	

3 Number of events officiated at in 2009

M: 11.8 W: 10.2

Number of days this involved.

M: 16 W: 15.6

4 Compared with 2008 this was

M: More 30.3% Less 36.4% About the same 33.3%
W: More 29.6% Less 25.9% About the same 44.4%

5 In 2010 expect to do

M: More 36.4% Less 9.1% Same 54.5%
W: More 40% Less 9% About the same 51%

6 What limits the number of days people marshal:

M: Family 36% (64% of total listed family in first three places).
Finance 26%
Other interests 18%
Travel 10%
Spectators 4%
Undervalued 16% placed in first 3 places
Small entries 16% placed in first 4 places
Late finishes 11% placed in first 4 places
Other reasons included 'My body is not getting any younger' and 'My wife thinks I'm mad'.

W: Family 23.2% (39.2% placed family in top three places)
 Work 21.4%
 Finance 19.6%
 Other interests 14.3%
 Early starts 7% (nearly a quarter placed in their top four)
 Late finishes 10.7% (nearly one fifth placed in top five)

Other off-punters mentioned: too many events, poorly organized events, small entry lists, spectators, underrated, distances to travel and disillusioned.

7 Why specifically choose some clubs, locations or events:

M: Club: Wide range of local clubs listed plus some mentions of BARC, BRSCC, 750 and Castle Combe almost all with the comment 'well treated'.
 Location: Perhaps reflecting the rating of finance in Q6, distance overwhelmingly influences where people choose to marshal followed way behind by 'friendly'.
 Event: Perhaps for the same reason, events are selected because they are local, followed by recognition and appreciation, interesting cars, good racing.

W: There was a shift here from the last survey in that location, location, location was the message with ladies marshalling on a wide range of local club events. Hardly any national clubs or circuits mentioned although 750 MC and Castle Combe received mentions for their friendliness. Events 'sticking to their finishing times' got special praise.

8 Miles travelled on average per events

M 124.7 miles W: 130.4 miles

9 Incentives marshals should receive:

M: Recognition: 80% placed in first 3 places
 Formal payment: only 5% placed in first 3 places but 55% in last 3 places.
 Expenses: 25% in first 3
 Token payment: 30% in first 3
 Meal voucher: 35% in first 3
 Gift: 20% in first 3
 Raffle: 30% in first 3
 Guaranteed lunch break: 30% in first 3
 Guaranteed finish time: 25% in first 3 but 35% placed in last 3 priorities with comments about 'impossible with uncertain weather etc.'

Although some want a fixed lunch break others commented that one hour is too long - 'would prefer 30 minutes and finish earlier'.

W: Figures show % listing an item first and then those in brackets those listing in their top three:
 Recognition: 54.4% (74%)
 Guaranteed lunch break: 14.1% (38.6%)
 Meal voucher: 10.5% (36.8%)
 Raffle: 3.5% (19.3%)
 Gift: 1.7% (12.3%)
 Guaranteed finish time: 1.7% (26.3%)
 Token payment: 1.7% (19.2%)

In contrast, 'formal payment' was not listed in anyone's top three but was listed in the bottom two places by 31.5%.

Other mentions: warm place to go at finish, toilet close to post, camping facilities, safety if alone on post and discounted marshalling equipment - clothing etc.

10 Trained for the tasks undertaken in the sport:

M: 98% Yes 2% No
 W: 94.7% Yes 5.3% No.

11 Who provided the training

M: MSA 50%, Club 40%, Circuits/championships 10%
 W: MSA 38.9% Club 55.9% Circuits/championships 5.1%

12 Number of hours training per year

M: 8.8 hours W: 8.2 hours

13 Consider this adequate:

M: Yes 76.5% No 23.5%

W: Yes 78% ("but gets repetitious after 20 years").
 No 22%

14 How to improve training:

M: No clear pattern emerged but suggestions included: little and often, local training to cut travel costs, refreshers through the year. How to deal with the public was identified as a growing concern.

W: More seminars 10.7% (3.6% concerned that no seminars within reasonable reach)
 Training throughout the year 3.6%
 On event training 3.6%

15 Prepared to train over the internet:

M: Yes 73.7% No 26.3%
 (53.3% replied yes in 2005)

W: Yes 61% No 39%
 (56.1% said yes in 2005).

16 First Aid training received if not a Doctor, Paramedic or Medical staff:

M: None 20%
 Health and Safety at Work 20%
 Basic introduction for motorsport 53.3%
 Other 60%

W: None 30.1%
 Basic intro for m/s 29%
 Other F/A cert 18.3%
 Health and Safety at work cert. 14.1%
 Other training 7.9%

NB Several comments from both sexes that ALL people involved in motorsport should receive training in first aid.

Training funded

M: Self 6% Employer 50%
 Motorsport organisation 31.3%
 Others (including voluntary organisations) 12.5%
 W: Self 25.8%, Employer 48.4%, Other, including clubs, MSA, circuits 25.6%

17 Marshalled abroad?

M: 10% had, mainly on one occasion only (Abu Dhabi most mentioned).

W: 13% had (the majority of these only once a year)
 France, USA, UAE, Belgium and Australia listed among the countries.

18 Ever competed:

M: No 28.1% Sprints 15.6%
 Stage rallies 12.5% Road rallies 12.5%
 Circuit racing 9.4% Others 21.9%

W: No 38.8%
 Yes 41.2% listing: rallies, circuit racing, karting and others (trials, autotests etc).

19 Competed in 2009:

M: Yes 10% No 90%
 W: Yes 22% No 78%

20 How prefer to receive information on volunteering:

M: First choices:
 Post 36%
 E mail 32%
 Club magazine 17%
 Internet site 7%
 Phone, texts etc 8%
 NB Fax if listed at all was always last!

W: Order of popularity: e mail, post and club magazines well ahead, followed by internet sites. Fax was hardly mentioned and was in fact vigorously crossed out on some replies!

21 Use to get information and to keep in touch:

M: E mail 75%
E mail newsletters (mainly MSA) 58.1%
Websites 8.3%
10Tenths, Autosport.com 15%

W: E mail 44%
Websites 28% (mainly club or championship ones eg BARC, BRSCC, BMMC, BTCC).
Facebook ticked by 23%, 10 Tenths by 15.8%
6% added 'none - prefer clubs' magazines'.

22 How first got involved:

M: Family 40%
Motor club 25%
Talking to a marshal 20%
Through spectating 10%
ViM 5%
GoMotorsport 5%
Ad on local radio 5%
BMMC website 5%

W: Family 30.1%
Talking to a marshal 32%
Motor club membership 16.9%
ViM 5.7%
Ad at circuit 3.7%
Magazine article and Go Motorsport 1.8%

23 Member of a marshals club, association or club with a marshals's section:

M: None 10%
Local car club 30%
BMMC 20%

Plus mentions for Castle Combe, BARC, BRSCC, SMRC, MMP and Manx Motorsport Marshals.

W: None 30.9% BMMC 21.8%
BARC 12.7% CSMA 7.2%
BRSCC 6.4% Silverstone/Combe 5.4% each.
A wide range of local motor clubs also listed.

24 On a club committee:

M: Yes 45% No 55%
W: Yes 25% No 75%

25 Motoring magazines read regularly:

M: None 40% (cost mentioned several times as the reason why not).

Motorsport News 40%
Autosport 20%
F1 Racing 5%

Plus mentions for Safety fast, Pace Notes, Motorsport Now!, Classic Ford etc.

W: None 33.3%
Motorsport News 31.5%
Autosport 19.3%
Motorsport Now! 17.5%
F1 racing 8.8%
Motor Sport 5.2%

26 (Suggestions in response to this question in the survey, which called for general comments on likes/dislikes etc, are covered in separate articles.)

27 Activities outside motorsport

M: None 11.8%
Community/charity work 23.5%
Then a very wide range including keep fit, travel, the church, power kite sports, dog training, angling, gardening, philately and photography.
W: Voluntary work 23.2%
Other sports, walking and exercise groups 21.4%
Music 10.7%
Animals 8.9%
Gardening 8.9%
Church 7.1%

Also mentioned: travel, politics and shopping.

NB Stroppey drivers should perhaps note that under 'other sports' one lady listed kick boxing.

28 How decide which activity is given priority:

M: Family 40%
Time available 33.3%
Motorsport above all 13.3%
What most enjoy 13.3%
W: Family 26.8%
Most interesting and/or most needing help 25%
Cost, time, work commitments 7.1% each.
'Best looked after eg by timely information' was noted by a few respondents, perhaps a pointer for organizers who as seen from answers to Question 27 are clearly competing for people's time with many other activities.

Thank you again for your help with the survey!

Attracting young members

More advertising, visits to schools, colleges and universities and a bigger role for young people at motorsports events are among the measures that could attract more teenagers to marshalling.

A number of marshals agreed that trainees should be allowed to do more.

"If they can race at 14, they should be on the bank at 16," said one male marshal, while a female marshal added: "Allow them to get 'hands on' at 16."

Novel suggestions included making use of social networking sites to attract young marshals and persuading a computer games company to invent a marshalling game or make marshals part of the action in their racing games.

Other suggestions included setting up Marshals Youth Clubs at circuits, giving young marshals a run in a course car, a place on a rally experience day or making it mandatory for them to have a passenger ride in a competitor's car at a circuit.

Early starts, costs and long days were seen as a discouragement for young people, who were also becoming

more risk averse and, consequently, less likely to want to marshal.

"Our society has made many of our young people frightened of the slightest danger," said one survey respondent.

Another, who suggested parents and relations were the key to attracting more young people, agreed, added: "The constant increase in focus on health and safety makes events less interesting to younger people."

One way of getting over the length of the day might be to allow young people to marshal for half a day, suggested one respondent, while another suggested offering more shadowing and mentoring for young marshals.

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Responding to marshals' concerns

The 2010 survey of marshals made interesting reading. More toilets, on post shelters and better camping facilities topped the list of improvements that race marshals would like to see at Britain's circuits, while there were calls from rally marshals for more and better toilets on stages. Long days, a lack of lunch breaks, small grids and poor communications were also cited as areas for improvement.

The Marshal put the research findings to Colin Hilton, Chief Executive of the Motor Sports Association, to establish what can be done, what has already been done and why some of the issues are more difficult to resolve than they might at first appear. See page 2

New pocket guide to rescue

The Fund will launch a new edition of its very first publication at the Watkins Lecture in January.

A Pocket Guide to Rescue and Resuscitation made its appearance more than a decade ago and heralded a significant move for what was then the Motor Racing Safety Fund.

Until then, the Fund had primarily acted as a grant awarding body, making contributions towards equipment designed to improve safety at motorsport events.

Following the publication of *A Pocket Guide to Rescue and Resuscitation*, the Fund began taking a proactive role in improving safety by developing a series of guides, manuals and films aimed at marshals, medics, rescue and recovery crew.

The Fund's *Rescue Manual* has been updated several times and was completely revised to create a new edition last year. *A Pocket Guide to Marshalling*, which is available to all new marshals, has also been updated.

However, *A Pocket Guide to Rescue and Resuscitation* has not received similar treatment, although the need for an aide memoire that crew members can slip into their pockets has in no way diminished.

Following the approval of the *Rescue Manual* as the official training manual for MSA Licensed Rescue Crew last year, the Fund has decided to completely revise and

Continued on page 3

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WATKINS LECTURE 2011

The fourteenth annual Watkins Lecture will be held at Autosport International at the NEC Birmingham at 11.15 am (doors open at 11.00 am) on Friday 14th January.

The name of the speaker will be announced later on the Fund's website and in the media.

Rest assured that it will be another outstanding name from the world of motorsport

Admission is free but by ticket only – there is an application form on page 12.

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Marshals' Survey — the MSA responses

Colin Hillon answers questions
prompted by *The Marshal* on the
results of the Volunteers Survey

TN 1: Is it a concern to the MSA that the same issues keep coming up year after year?

CNH: Of course it is. We depend on marshals and other volunteers to keep the sport running so it is absolutely essential that we (as a sport) do everything possible to ensure that they feel valued and respected. I think that this is the crux of the matter. I believe that marshals are happy to give their time if they feel that their commitment is valued; they will be less inclined to do so if they feel that they are being taken for granted.

However, it would be wrong to conclude that because the same issues keep coming up, there has been no progress in recent years.

TM: Could you highlight some of areas of progress for us?

CNH: The Association of British Motor Racing Clubs was set up in 2002 to provide a forum for these kinds of issues and has had considerable success in improving standards.

We have introduced the Volunteer Officials Advisory Panel, the chairman of which has a seat on the Motor Sports Council, to ensure that the views of marshals and other volunteers are brought to the top table of the sport.

Volunteers in Motorsport, and now Go Motorsport, has helped to address the drop off in marshalling numbers and the various on-going initiatives can all play a part in boosting numbers.

The MSA also liaises regularly with representative bodies such as the Association of Motor Racing Circuit Owners (AMRCO) and there are AMRCO representatives on both the Race Committee and Safety Advisory Panel.

While things may still not be perfect, I think it is fair to say that they are significantly better now than they were ten years ago.

TM: What about circuit facilities? Can't you link this to track licences or MSA regulations?

CNH: The track licence is a certification of the safety of a venue, not a critique of its facilities. There is such a disparity between the facilities of leading permanent circuits and those of smaller temporary venues that it would be impossible to legislate for minimum standards. We do make recommendations, but they cannot be regulations.

TM: What about grid sizes? Surely it's in the MSA's power to prevent small grids from taking up valuable track time and boring the marshals on post?

CNH: Not really, I'm afraid. The MSA has control over the awarding of championship permits and stipulates minimum grid numbers as one of the criteria of being recognised as a championship. As the governing body, we happen to think that competitors would rather compete as part of a bigger grid made up of different classes, but it is up to the clubs to decide whether or not to run fewer races with larger grids. Ultimately market forces will determine if the clubs are delivering what the customer wants.

TM: OK, but what about the format of meetings?

CNH: Again, we make recommendations as printed in the Blue Book but they are only meant as a guide to best practice. Perhaps it is time that the wording in the regulations was reviewed with a view both to provision of facilities and acceptable event guidelines. We can refer this to the relevant specialist committees for consideration.

TM: Can the MSA make any difference at all?

CNH: In terms of safety, the MSA absolutely has the power to make a difference, but in relation

to the commercial aspects of running a venue, we can only make recommendations. We give advice and we train club officials in how to run race meetings, but as ever it is down to market forces. If clubs and venues do not look after their volunteers, they will struggle to run their meetings.

I would recommend that if marshals have specific issues that need addressing from a particular event or venue, they make their case in writing to their organising club who can pass the information on to the MSA.

TM: How can we make the volunteers feel more valued?

CNH: I can assure you that all clubs, circuits, competitors, fans and of course the governing body are hugely grateful for the dedication of the volunteers, but perhaps that is not always apparent.

I think we could look at running an orchestrated campaign across the sport to get more recognition for their efforts and we could encourage all parties to consider whether they are doing all that they can to look after their loyal volunteers.

We do try to acknowledge the time and commitment of our volunteers. As well as the Marshal of the Year award at the Night of Champions, we offer the prize draws at the British Grand Prix and give commemorative gifts on Wales Rally GB, while clubs of course make their own contributions on their events.

The Go Motorsport initiative has this year arranged marshals visits to both the McLaren and Williams F1 teams for factory tours and, in the case of the latter, a full hospitality package to watch a Grand Prix at Grove.

Of course it would be nice to do more, but when you also consider the extensive on-going training provided for all volunteer marshals and officials, I do think that as a governing body we have made a great deal of progress.

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"Respect and appreciation please" say marshals

Motorsport is relying on a highly experienced – but increasingly ageing – band of volunteers, many of whom are likely to be helping at fewer events in future.

That is the picture painted by the first comprehensive survey to be carried out among British marshals and officials.

A total of 1,090 men and 118 women responded to the Motorsport Safety Fund survey, which included questions about everything from age and occupation to training and experience, as well as what attracted people to marshalling and what they thought about the way they were treated.

There were some strident views.

Organising clubs were criticised for failing to understand the range of experience of their volunteers – around one in five of whom are in managerial roles in everyday life.

There were some harsh words for some officials, too.

One respondent commented: "I can name a Clerk of the Course who, through his career, has cost us many marshals by his rudeness."

But, there were also compliments. A significant number of women marshals singled out the 750 Motor Club for the appreciation it shows marshals, for having meetings with big grids and for its good organisation.

Appreciation was a word that appeared again and again in the comments and a third of marshals complained of being taken for granted.

"Recognition" topped the list of incentives people wanted and almost no one supported the idea that marshals should be paid.

A lack of toilet facilities was the biggest complaint from women marshals, with a lack of communication coming close behind.

Opinion was split on training. There were calls for more training in the closed season, regular updates at race meetings and special training posts at circuits on the one hand.

However, there was also a warning that "The push to have every marshal trained is putting people off marshalling at events."

ANALYSIS OF THE VOLUNTEERS SURVEY – see pages 8-9

Safety improvements present their own hazards

Making Formula 1 cars more robust and measures to reduce the likelihood of head injuries have presented safety challenges of their own, according to Ross Brawn when he gave this year's Watkins Lecture.

Improving the strength of the cockpit survival cell had resulted in injuries to drivers' legs in major impacts.

"The car would stay in one piece, but they were damaging their legs because they would hit the inside of the survival cell, so now the inside of the survival cell has padding around the driver's legs," he said.

The introduction of high sided, padded cockpits had reduced drivers' peripheral vision, which was already limited by a full face helmet, but that was the price that

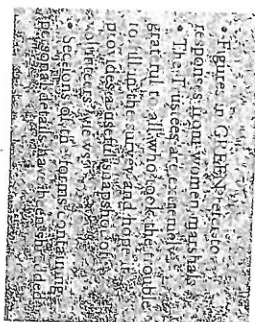
had to be paid for giving the driver extra protection.

"I made the comment last year, when Sato and Rubens came together, that Sato had made a great manoeuvre up the inside, but Rubens simply didn't see him", said Brawn.

"The driver overtaking has to be aware that the guy in front is not going to see him, so it is a little bit of a problem, but I think on balance it is better that we have the high sides and the protection."

Attempts were being made to improve the positioning of mirrors, which designers wanted to keep as small as possible for performance reasons, but had, nevertheless, been increased in size, he added.

Volunteers Survey



Pressure mounts on ageing volunteer force
Motorsport is relying on an ageing population of experienced volunteers, who are able to do fewer meetings each year.

Family commitments (60%), work (52%) and finance (34%) are the main pressures reducing the number of days marshalled, but volunteers also cited other interests (30%), too many events (26%) and feeling undervalued (24%).

Volunteers responding to the MSF survey had an average age of 48 (48.3 for the 1,090 men and 46.8 for the 11.8 women).

They helped at 17.5 events (14.6) and spent an average of 24.3 days (17.2) marshalling. While 55.7% (54.3%) marshalled the same number of days in 2004 as in 2003, 28.5% (33.3%) did fewer days and 15.4% more.

Although 70.2% (71.9%) plan to help at the same number of events this year, 17% (14%) will do fewer and 12.8% (14%) more.

When it came to choosing clubs to marshal for, 12% of men said BARC and BRSCC, 8% said 750MC and 4% MGCC. More women mentioned 750 MC (15%) than any other club, citing its appreciation of marshals, big grids and good organisation, with 5% making similar comments about MGCC and slightly fewer about AMOC, BRDC, BARC and BRSCC.

Late running meetings may not be the main reason for the major decline in marshals number in recent years they were once thought to be – less than nine percent of volunteers responding to the MSF survey listed long days among their dislikes.

That said, marshals did list 'finish times' among the factors that influenced whether they would

volunteer for a specific meeting and ranked guaranteed finish times as one of the top three incentives marshals should receive.

A third of male marshals cited being taken for granted as their major dislike, followed by gaps in the programme (15.5%) and having to be on duty far too early (11%) as a bigger bugbear than long days (8.8%) and too many championships (6.7%).

Women took issue with the lack of toilet facilities (13.3%), followed by lack of communication (11.6%) and long delays (8.3%).

Men also mentioned tight schedules among their dislikes, calls from people 'crying off' after volunteering, dealing with the public and "ungrateful competitors" while women found some clubs "too officious".

Everyone agreed that it was the friendship and camaraderie that top the list of what they liked most about marshalling, followed by being able to help and put something back into the sport, having a sense of involvement and "the organising challenge".

Recognition tops marshals wish list

What we want is recognition for what we do – that is the clear message from the 1,200 volunteers who responded to the MSF survey.

Recognition was listed as the top incentive that would encourage marshals to volunteer for meetings, followed by meal vouchers and a guaranteed finishing time – with a recognition that wasn't always possible.

Raffles got a mixed response, with as many against them as for them and there was a strong reaction against marshals being paid.

"We don't want paying," "We do it for the fun," "I don't want to be a paid employee" and "Payment might attract the wrong sort of person," marshals said.

Expenses, a guaranteed lunch break and a gift – "Provided it's not bulk rubbish" – followed the fourth placed Raffles as possible incentives. Other suggestions included better facilities and more information.

When it came to attracting younger people, it was recognised it was difficult with so much else to do, but

respondents suggested visits to schools and universities, more interaction with drivers and getting respected motorsport personalities and stars involved in marshalling.

Persuading TV motor racing programmes to feature marshalling, recruitment roadshows, encouraging and supporting motorclub open days, setting up a system to e-mail marshals who registered with information about clubs needing help with events and action packed events with close racing were among the other suggestions.

Give us shelter, storage and loos
Better shelter for marshals and storage for their personal belongings were top of the list of ways circuits and clubs could improve their conditions.

Shelter and storage was highlighted by 38% of respondents, followed by improved toilet facilities (19%) and communications (17%). Better camping facilities, more contact with drivers and an improvement in the way some officials speak to volunteers gained equal support (5%), followed by making grading simpler (4%).

Improved parking, fewer meetings, morale-boosting social events and "fewer jobsworths making circuit access difficult" were also among the suggestions for improving marshals' lives.

Other suggestions included making competitors marshal at least once or every time they upgraded their licences, fewer rules for grass roots events and "preventing the media/publicity machine from taking over the competitive side of events."

Marshals also called for Rally GB to be moved around the country again.

Marshals split over training

Marshals have given the 'thumbs up' to the training they receive – but there's room for improvement and mixed feelings over increasing the amount of training.

Almost all marshals (99.4%, 95%) had been trained (9.1 and 8.6 hours a year). Clubs (62.5% and 55%) provided most of the training, followed by the MSA (53.1% and 25%) and circuits (6.2% and 3.3%).

Seven out of ten men (71.9%) and two thirds (66.6%) of women said their training was adequate, which leaves a significant percentage

thinking otherwise.

Suggestions for improvements included: more training in the closed season, more and regular updates at meetings, training posts on circuits and more money for training.

That said, one respondent warned youngsters may be put off by a requirement for training before they have even given the sport a try and the commitment to ongoing training.

Another warned: "The push to have every marshal trained is putting people off marshalling at events."

Marshals were evenly split over the idea of training over the Internet, with 56.1% of women and 55.3% of men in favour.

Fewer than one in five respondents (18.8%) had no First Aid training. Most (40.6% and 20%) had attended a Basic Introduction for Motorsport session, 15.6% (13.3%) had undergone Health and Safety at Work training and 25% (18.3%) had other First Aid certificates.

Women were better than men at getting employers to fund their First Aid training (46.4% compared with 23.3%). Most men (53.3% compared with 28.6%) funded the training themselves, with the remaining training being provided by clubs.

In Brief

- Clubs don't understand the breadth of experience they have out on the bank, said one marshal.
- In all, 22% of male marshals are managers, 16.7% are retired, 8.3% are in IT and the same percentage in engineering.
- When it comes to women marshals, 13.5% are retired, 11.6% in healthcare and the same percentage in finance, 10% are managers, 6.6% housewives, 5% teachers and 3.3% students.
- The British Motorsport Marshals Club had the most members among survey respondents (41% of men and 38.3% of women).
- More than a third (35%) were members of local motor clubs and nearly one in five marshals (19%) didn't belong to any club.
- One of the other major clubs, 14% of respondents were BRSCC members, 12% of men and 6% of women were BRDC Marshals Club members and 10% of men and 5% of women were BARC members.
- The Le Mans 24 Hour Race is by far and away the most popular foreign

event and France the most popular foreign location for the 20% of male and 11.6% of female respondents who marshal abroad an average of 1.6 times a year.

Organisers of the DTM (German Touring Cars) got the thumbs up from marshals for making them feel welcome and for the post race events they organise for them.

A number of respondents who mentioned marshalling in the Isle of Man were not counted as marshalling abroad.

Men are most likely to become marshals as a result of being a motor club member, while for women, it's family connections that count.

While 44% of men and 20% of women got involved via a motor club, 48.3% of women and 20% of men got involved through family connections.

One in six marshals (16%) got involved as a result of talking to marshals, 8% through attending events as a member of the St John's Ambulance and the same percentage through friends.

Women go marginally further than men to marshal – 116 miles compared with 94.

That said, marshals overwhelmingly choose to volunteer for local venues and events.

Other factors affecting that choice were, in order of preference, how well marshals were treated, how friendly the locations and events were and whether there would be big grids and reasonable finishing times.

• Family pressures are more likely to prevent men from marshalling than women who put work ahead of family commitments. For one woman, however, it was the availability of a dog sitter that was the issue.

• Marshals are involved in such a wide range of other activities that there is no obvious area to target for recruitment.

Hobbies and pastimes included gardening, pub quizzes, badminton, rugby, football, railway society and ... keeping a flock of sheep!

• Family, finance, time and how entertaining an activity is likely to be determine whether someone goes marshalling or does something else.

One respondent said there was no contest, marshalling won every time, others said only good events would persuade them to go marshalling, but one man was quite clear who set the priorities. "I don't decide, the wife does!" he says.

• *Motorsport News* is the most popular magazine for motorsport volunteers.

Almost two out of five (39%) male marshals and more than one in four (26.6%) women marshals read the magazine, compared with 28% and 23.3%, respectively, who read *Autosport*.

Quite a large proportion of marshals (24% men and 38.3% women) read no motorsport magazines at all, while 10% of male marshals read *Motor Sport* and five per cent read *PI Racing*, with the same percentage taking *Motorcycle News*.

September 15–18 2005

Start and Finish CARDIFF



MARSHALLING FACTS AT A GLANCE

Double usage – on the same day – of all eight Forestry Stages Minimum of two visits per day to the Swansea Service Park Quality and Quantity entry and potentially more British Private Entrants

For more information on marshalling opportunities for Clubs and individuals please contact the Staffing Officers:

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