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CARTERS RAYNES PARK,
LONDON, S.W.20
THERE is fascination and speculation about that artificial line where country meets country—especially for those in these islands who even when they pass a sign welcoming them to Cymru meet no Jones the Customs to relieve them of contraband.

Last month we were walking round a site for a new course in France near Lille and at last found the perfect Out of Bounds. A hook off the 3rd tee will not only take the ball outside the course, but outside the country into Belgium; and if all goes well the 2nd tee should be in Belgium and the 2nd Green in France.

* * *

The Ormonde Fields Golf Club in Nottinghamshire is to get its course back following open-cast mining. The whole 9 holes were thrown out of action but the Committee remained intact and will soon have the first rewards of patience.

* * *

Fontainebleau Golf Club has taken in an extra piece of the forest and is considering whether to extend. This is one of the world's really attractive courses and with a little more length would surely have been more widely known. Pines, birch, oak, heather, and sandy soil characterise the setting. Fairways have mostly rolling contours and a new water system installed last year now maintains a good turf. Sprinklers are plugged into two rows of plastic capped points which run down each hole and there is no other above-ground equipment to set up or move around apart from green sprinklers.

* * *

Work on stream widening in Sutton Coldfield, part of which passes through Walmley Golf Course, is scheduled to start next May. An Act of Parliament was necessary so the preliminary stages have been longer than we hope the members will have to suffer.

* * *

King's College at Newcastle is planning a 9 hole golf course as part of its new sports centre at Heddon-on-the-Wall. As land is restricted, the course will be combined with a sports ground lay-out, but only cover the relatively little used winter pitches. A driving range will cater for golfers on Wednesday and Saturday afternoons in the winter terms. In summer cricket and golf can flourish side by side. This is a formula which more schools and local authorities could adopt to economise in use of land and in total cost.
The Golf Course Worker—
His Relations With the Membership
by A. M. RADKO
Eastern Director, U.S.G.A. Green Section.

WHENEVER the situation exists that two persons on the same property are pursuing different objectives there is every chance for friction unless each employs a great deal of tact and judgment. In the member-worker relationship of the golf course set-up several touchy situations can arise because the member in one sense is the employer—the golf course worker the employee; the member is out for pleasure—the employee is there to work; the employee of necessity uses equipment that is noisy—the golfer wants quiet. These and numerous other matters, similarly extreme, could and do arise which make it imperative that there be some rules and regulations, defined or understood, as a basis for relations between the worker and the member. The worker receives his instructions from the Golf Course Superintendent; the member normally through various responsible committees. The golf course set-up is like most other organisations in that there are normal channels of authority that each should pursue in working toward any objective. The channels of authority are clearly defined and though they might vary slightly from club to club, they usually follow from the President to the Board of Governors to the Committees to the Chairmen, to the Superintendent to the employee. These channels of authority should be followed. Otherwise, embarrassing or serious consequences could result.

Glasshouse
The golf course employee works in a “house of windows,” as large as all outdoors, in full view of the membership. From this it is easy for a member to gain a false impression of a worker’s ability. It is natural but not altogether sound to draw firm conclusions from fleeting glances of an employee’s habits. The point we wish to make here is that the member should not take it upon himself to judge an employee’s performance. The Superintendent in charge knows what it takes to complete each and every assignment. If the employee is not producing, the Superintendent unquestionably will be the first to know it.

We take for granted that each, the member and the worker, will abide by the rules of common courtesies of our society—being polite and considerate in any request that is necessary to make of one another. Such is not always the case and this, we feel, is to some degree due to a lack of true knowledge of the other’s objective. On the one hand the member should know a little about the amount of work that goes into the upkeep of the course. For example, putting greens are mowed 4 to 7 times weekly. Many a golfer assumes that greens are mowed only on the one day that he plays the course. The member often asks “Why must the greens be aerated at a time when greens are just about perfect for putting?” The average member is not really interested in the why. He usually asks the question without expecting an answer—it is often a way of showing his displeasure at the interference with his day’s putting—his day of golf.

Well Trained Workers Smile
Another opportunity for friction arises when workmen are applying chemical treatment to a green while one foursome after another plays through. Many chemicals are dangerous or unpleasant to use because they blister or irritate skin and nasal passages. A worker with some of this chemical in his lungs, eyes, and on his skin because of strong shifting winds isn’t exactly in a splendid frame of mind when asked to step aside for several foursomes. However, the well trained worker will manage a smile and accommodate the member because he, too, wishes to be co-operative and mannerly. Workmen take pride in the condition of the golf course, and their main concern always is to see the job through.
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THE GOLF COURSE WORKER—continued.

On the other hand, the golfer is out for a day's pleasure. He wants only to be able to concentrate on his game, and to score better this round than he did on his last. He wants no one around to interfere with his concentration, or to slow him up, or to in any way detract from the pleasure of his day at the course. If the worker doesn't know golf, he may not be aware that such things as walking or talking or motioning unnecessarily, or standing in the line of putt, could be disturbing to the golfer. The worker should know the game, but if he does not, the superintendent has a responsibility to school each new worker in the simple etiquette of golf.

With the increase in play today, the superintendent must, if at all possible, gear his maintenance programme to interfere as little as possible with play and to stay ahead of golfers. This is becoming increasingly more difficult because even on private courses play now begins very early each day, and workers are hard pressed to stay out of the way of golfers. It is difficult to plan for efficiency when golfers make such heavy use of the course; a great percentage of the time is lost in working around the players.

Little Extras

In the search for total harmony there are numerous things that the worker can do over and above the usual that would be helpful and greatly appreciated by the member. These would require consideration rather than extra time on the worker's part.

1. The worker might carry a few extra scorecards and pencils for forgetful members.
2. The worker might carry an extra golf ball or two to replace one inadvertently destroyed by equipment. The extra golf balls could be some of those found by employees during the course of their work.
3. Workers should report telephone calls to members on the course as soon as possible.
4. If a rain or electric storm breaks out, the worker could report the players' locations so the superintendent can arrange to pick them up quickly.
5. If a worker finds a club, he should try to return it immediately or place it in a conspicuous place where the searching caddie could easily find it.

Common Complaints

From the playing point of view, in addition to good turf there are several things the members desire, most of them minor; however, the game of golf being greatly psychological, minor items tend to take on major proportions if endlessly deferred. Here are some items that most frequently cause complaint:

1. Tees are not level, not smooth.
2. Tee markers are not moved often enough—grass cover too sparse.
3. Tee markers are placed too close to one another.
4. Tee markers are not squared away with the correct line of flight.
5. Pin placements are unfair at times.
6. Pin placements (cups) are moved too infrequently. Grass is sparse around cups or long and scraggly at perimeter of cup.
7. Cups not replaced properly—sometimes too low, or too high, or too near the last cup placement.
8. Greens bumpy—not perfectly true.
9. Too much grain, mat, or thatch in greens.
10. Greens too soft or too hard—ball marks numerous and repaired badly.
11. Traps raked inadequately or not at all.
12. Traps edged improperly or unfairly—traps constructed so that they restrict backswing are most unfair.
13. Roughs too lush near edge of fairways.
14. Roads through course too numerous—made by constant traffic or course equipment.
15. Clean towel for ball washers not replaced often enough.

In return, the worker asks primarily for understanding and appreciation from the membership which frequently

(Continued on page 9)
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BGG-4
F. G. SMITH RETIRES

The S.T.R.I. starts a new era in 1963 without Frank Smith, Superintendent of Grounds for twenty-six years and a much loved figure in greenkeeping circles for longer than that. He will not be living far away but we shall miss him on the job.

His quiet, unruffled efficiency in routine or unusual tasks—the skill, confidence and enjoyment which characterise the way he approaches them—have been a model to the many who trained under him and have contributed something real and enduring to the greenkeeping tradition.

At a centre where new ideas and methods are constantly under review, his verdicts have been of infinite value in separating the practical from the pretentious and in helping manufacturers to improve prototype machines which he has tested. At the same time, he is reputed to be able to broadcast evenly by hand at \( \frac{1}{2} \) oz. per square yard and would be more accurate at that rate than any machine one could mention.

His work for the Northern Section and for the Association, of which he was Chairman in 1956, need no repetition. It is typical that he should give of his time in the general interest. His lectures to the Sections have always been welcomed and we all hope that he will still find time to forget the bowler hat which he will now exchange for his brown trilby, and keep an eye on us for many years to come.

BIRMINGHAM BANQUET

Midland Section Dine Out

Just under ninety greenkeepers and their guests sat down to turkey and plum pudding with all the trimmings on 14th December. The President, Mr. Carl Bretherton, was in the Chair. The Association Chairman proposed the toast to the Association, which George Hart seconded, and Mr. T. R. Groom, a Vice-President, welcomed the guests, with special emphasis on the ladies.

The second part of the evening was enlivened by song, music, a lively auction and some talented amateur carol singers. Midnight came all too soon.

The only regret was Mrs. Bretherton's absence through ill health. We all hope she has now fully recovered.

CARTERS' BLUE BOOK

We have received Messrs. Carters' Blue Book of Gardening for 1963 which, with its improved colour sections, is still more attractive and a useful reference book as well as a catalogue. The Blue Book is well indexed and contains a wealth of information useful to the greenkeeper. Messrs. Carters will be pleased to send one to any of our readers on application to Raynes Park, London, S.W.20.
Latest model speeds transport between greens.

The 1963 version of the Atco 20-inch “Special” for all superfine mowing is being introduced with sturdy new disc-type transport wheels for rapid movement under power between greens.

A 12-bladed cutting cylinder and special bottom blade give this Atco 45 cuts per foot and a special arrangement of the front roller brackets in relation to the cutters minimises the risk of scalping even on awkwardly undulating surfaces.

There is power-to-spare from the Villiers 150 H.S. 4/stroke engine and a simple-to-operate release is incorporated to allow the machine to be used as a roller or for travelling with the cutters stationary.

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A 1963 Atco 20-inch Special at Ladbroke Park Golf Club in front of the recently extended club-house. Colin Keegan from Atco Technical Sales Department is at the helm.

The Golf Course Worker—continued,
is reflected in the way the member conducts himself on the course. If the member is careless in littering the course, in dragging his feet over greens, in burning greens with cigarettes, in taking divots unnecessarily, in failing to repair ball-marks, in recklessly walking through traps, in driving electric cars in restricted areas and numerous other minor but thoughtless acts, then the worker can only interpret these to mean his efforts are not appreciated.

The Small Extras

It's the small extras that make the big difference in this relationship. It's the co-operation on the part of every individual concerned that helps make the outstanding course. None of the items mentioned are severe matters in themselves, but in total they play an important part of the overall member-worker relationship.

(With grateful acknowledgments to the U.S.G.A. Journal)
To the Editor.

Sir,

My opponent and I, playing in the Monthly Medal, had just holed out on the 2nd green when he said he had forgotten to telephone his office and must return to the Clubhouse. I pointed out that he would be disqualified for leaving the course, but he said that this could not be helped and he would rejoin me at the 4th tee.

A single player in front of us was still on the 3rd tee and drove off as I approached. Evidently his stance was unsound because he fell to the ground with a cry of pain and lay prostrate.

I hurried over to him and asked if he would mind if I played through because he was a single player and had no standing. I explained that I had myself started in a singles match and therefore had priority although my partner was temporarily absent. I also asked him to observe my play for the hole so that he could confirm my score while my partner was away.

He explained that as he had apparently broken his leg he would not be continuing this particular round nor indeed, any other for some time to come and consequently the question of standing need not arise. He added that he would sign any card I cared to produce if this seemed likely to hasten the completion of my round when perhaps I would be good enough to notify the Secretary that there was an injured man on the 3rd tee.

I then asked him to move over since he was occupying that part of the tee two clubs' lengths behind the markers which was the only area within which I was permitted to tee up, and drew his attention to Definition 32.

He said that he could neither refer to the Rules nor accede to my request because the aforementioned broken leg tended to restrict his movements. Nevertheless, if he had been more mobile he would immediately have responded and would moreover have taken some pleasure in doing me physical injury. Preferring to seek a civilised answer to his unco-operative attitude, I suggested that he allow me to tee the ball on his forehead since I should still be able to drive off with the ball within the prescribed area, although I should be standing outside it (vide: Note to Rule 13). To reassure him, I explained that I had frequently seen this done by professionals of only local repute and it seemed to cause nobody any alarm except the spectators.

I suspect that he was about to reject even this simple remedy when a spasm of pain rather sharper than those which he had been enduring up to this point rendered him unconscious.

I therefore placed the ball on his brow on a rubber tee but the double irritation of argument and delay caused me to swing too quickly and I dealt him a blow on the temple which proved to be fatal. Even so, the ball was dislodged and I was able to hole out in one more than bogey.

I am writing this letter from prison and my future may depend on whether under Rule 31 (2) I should have treated him as an immovable obstruction and dropped within two clubs' length of that part of the outside of him nearest which I should otherwise have been able to tee up, or whether I was obliged to tee the ball within the area stipulated in Definition 32. The Club Committee has ruled that he was a loose impediment and that in any case I should have played a second provisional ball and holed out with both pending their decision. They have therefore disqualified me, but I should like to have your ruling and also the name and address of the Hon. Secretary of any barristers' golfing society of which you happen to know.

Yours faithfully,

Stickler,

(Name and address supplied).
JANUARY
9th
21st

Southern Section, Lecture, Talbot Restaurant, Moorgate.
North West Section, visit to Messrs. Ellis Rees.

FEBRUARY
12th

North West Section, N.A.G. Lecture, Lancashire County Cricket Club Pavilion, Talbot Road, Stretford.

APRIL
4th
9th

Midland Section, Spring Tournament, Sutton Coldfield Golf Club.
Northern Section, Spring Tournament, Woodsome Hall, Huddersfield Golf Club.

AUGUST.
12th, 13th and 14th

Annual General Meeting and Annual Tournament, Royal Birkdale Golf Club.

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A PARTY OF TWENTY-FOUR WHICH included our President, Mr. Oarl Bretherton, and Vice-Presidents, Mr. R. Parker and Mr. E. Ballinger, visited the Massey Ferguson Works at Coventry on the 28th November. At the Chase Hotel we were met by Mr. R. L. D. Hall and Mr. R. E. Gilks of Public Relations and after refreshments and an excellent lunch, Mr. Hall gave us a brief outline of what we were going to see. On arrival at the Banners Gate factory we were divided into two parties for a tour of the assembly line, where we followed the building of a tractor commencing with the gearbox and following its progress to the paint shop. On its return, tyres, straight from the store by conveyor belt, are fitted, then the testing commences, at the same time a label showing the country of destination is added. After the hydraulic pick-up, brakes and engine have been tested, the tractor is driven off the line, just one more of the 1,200 turned out each week.

We then visited the machine shop where the various rough castings are put through many different processes which make them part of a tractor. Next we saw the huge furnaces in which they are heated, and the oil vats into which they are dipped for hardening. We passed through stores where hundreds of engines are kept on arrival from the engine factory at Peterborough.

After tea in the canteen, George Hart thanked Mr. Hall and Mr. Gilks for their kind welcome and a most interesting and instructive tour, and the Massey Ferguson Company for allowing us to visit them. One thing puzzles me, after visiting a motor works and seeing the warm, clean and comfortable working conditions, slot machines for tea, etc., what is the reason for industrial disputes that occur. What a contrast to greenkeeping conditions where we have to contend with fog, frost and snow, a seven-day week and half the wages. Perhaps we are in the wrong trade!

Spring Tournament

Our Spring Tournament will take place at the Sutton Coldfield Golf Club on Thursday, 4th April, 1963, by kind permission of the Committee.

New Member

We welcome from the Tamworth Golf Club, B. Orton, 61 Deer Park Road, Fazeley, Tamworth, Staffs., and cordially invite him to join in our Section activities.

Congratulations

Congratulations to Reg Pugh on his appointment as Captain of the Public Courses English Team. He does a great job of work for the Public Courses Association.

NORTH-WEST

By B. Ellis

Hon. Secretary
T. Bremner
Romiley G.C.

MAY I REMIND MEMBERS THAT WE meet at Victoria Bridge at 2:45 p.m. on Monday, 21st January, for the tour of the works of Messrs. Ellis Rees. This will be followed by a film show after which we shall proceed to the Garrick Hotel for a talk by Mr. Clayton of the Research Station, which will commence at 7 p.m. No other notice will be given.

February Lecture

On Tuesday, 12th February, we are invited to join the members of the Manchester Area Section of the National Association of Groundsmen at the Lancashire County Cricket Club Pavilion, Talbot Road, Stretford, Nr. Manchester, for a film show and a general discussion on Massey Ferguson tractors and auxiliary equipment. This will be given by Messrs. H. Woodward Ltd., who are Massey Ferguson distributors, and will commence at 7:30 p.m.

New Members

We welcome to our Section the following new members:—G. Mundy, 20 Annie Road, Bootle, 20, Lancs. (Leasowe Golf Club), and M. Flint, 2 Anne Street, Birkdale, Southport, Lancs. (Hillside Golf Club).
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OWING TO THE BLACKOUT OF FOG, or shall we say smog, around the London area, the lecture which was to have taken place on Wednesday, 5th December, had to be cancelled and this will now take place on the 13th February. It will be given by Messrs. Parker's as arranged.

January Lecture

In January I am pleased to report that Mr. B. C. Clayton, M.A., of the Research Institute, will come along and give us a talk on “Greenkeeping in General”. I sincerely hope that, as this is the first time for many years that Mr. Clayton has paid us a visit, all members will make every effort to attend and give him a good welcome. The meeting will take place at the Talbot Restaurant, 64 London Wall, Moorgate, E.C., time 6.30 p.m. on the 9th January.

Please note in your diary that our March lecture will take place on Wednesday, 13th March. Details will be given later.

New Year Greetings

May I, on behalf of the Southern Section, extend to you, Mr. Editor, and to all members of the Association, our very hearty greetings for a Happy and Prosperous New Year.
NORTHERN

By J. Parker

Chairman:
G. W. Mason
(Halifax West End)

Hon. Secretary:
8 Goit Stock Terr., Harden,
Bingley, Yorks.

AFTER TWENTY-SIX YEARS AS Superintendent of Grounds at the Sports Turf Research Institute, Mr. Frank G. Smith retired on 7th December. I am sure that I am expressing the wish of all members of the Association in saying to Frank, "A long and happy retirement, and our thanks for everything you have done for greenkeepers and greenkeeping".

Spring Tournament

The Annual Spring Tournament of the Section will be played over the course of the Woodsome Hall, Huddersfield Golf Club, on Tuesday, 9th April, 1963, by kind permission of the Committee.

New Members

We welcome to the Section the following two new members:—B. Eastwood, 27 Miles Hill Grove, Leeds, 7 (Sandmoor Golf Club), and A. Tallant, 24 Gregstone Mount, Leeds, 15 (Temple Newsam Golf Club).

Grand National Sweep

Members will shortly be receiving books of tickets and it is hoped that they will do their utmost to sell them. The Section has to rely on this to keep their finances on an even keel and each year rising costs make it more difficult to do so.

November Lecture

The first lecture of the winter session was held at the Market Tavern, Bradford, on 13th November, when the speaker was Mr. B. C. Clayton, M.A., Senior Advisory Officer, at the S.T.R.I. Mr. Clayton spoke on "Continental Golf Courses". Each year Mr. Clayton visits many golf courses and was able to give details of the many different conditions under which greenkeepers have to work. Following the talk, questions were asked on all aspects of greenkeeping which the Speaker was able to answer in detail.

A vote of thanks was proposed by Mr. G. Mason (Chairman), seconded by Mr. W. Mountain (President). Forty members were present, a most encouraging number, and it is hoped that at future functions this will be increased.

MISCELLANEOUS

Professionals and Greenkeepers having stocks of used golf balls contact Sparkbrook Golf Ball Co., 295 Highgate Road, Stoney Lane, Birmingham, with a view to filling export orders.

THE SCOTTISH GOLF GREENKEEPERS' ASSOCIATION

NORTH AND MIDLAND SECTION

OUR ANNUAL GENERAL MEETING was held in Nicoll & Smiberts Restaurant, Dundee, on the 14th November, 1962, when Mr. Stewart Gray was in the Chair. A tribute was paid to our late President, Mr. George M. McDonald, Alyth G.C., for his excellent service to the Section.

The following office Bearers were elected:

President: J. K. Campbell, St. Andrews.
Vice-President: S. Gary, Caird Park.
Secretary and Treasurer: W. Ritchie.
Auditors: W. Falconer and J. Ross.
Executive Committee: J. K. Campbell, S. Gray and W. Ritchie.

New Members

We are pleased to welcome the following new members. J. K. Campbell, Craigilands, 18 Buchanan Gardens, St. Andrews; D. Burnett, 2 Boase Avenue, St. Andrews; D. Gray, 10 Ellibank Crescent, Arbroath; R. Scotland, 8 Airlie Crescent, Arbroath; and W. Hynd, Cupar Golf Club, Cupar, Fife.

Lecture

A lecture will be held in Nicoll & Smiberts, Dundee, on Wednesday, 16th January, 1963, at 7-0 p.m., when the Speaker will be Dr. Noel Jackson of the Sports Turf Research Institute.

W. Ritchie,
Secretary.

SITUATION VACANT

HEAD GREENKEEPER required. New club being formed at Abridge, Essex, under supervision of Henry Cotton. Must be fully experienced. Accommodation will be provided. State salary required. Box No. 1/63 "British Golf Greenkeeper".

WANTED for Holywell Golf Club, Brynford, Holywell, young couple for Professional/Greenkeeper and Stewardess, or young man for Professional/Greenkeeper. Bungalow available if required. For terms of employment and salary apply to Hon. Secretary.
**HON. SECRETARY’S NOTES**

**F. G. Hawtree Memorial Fund**

The Trustees of the Fund have two reservations for the Spring Course of Instruction to be held at the Sports Turf Research Institute, Bingley, Yorks., from the 25th to 29th March, 1963, and invite applications from greenkeepers for these places. Members are advised to make early application as there will be no further places available until the autumn.

The Fund is prepared to pay all travel and living expenses in addition to the fees, but the Trustees would be pleased to know from applicants, when applying, if their Club is prepared to make any contribution toward the costs.

Head Greenkeepers are asked to bring the scheme to the notice of promising members of their staff. Age, experience, and any relevant details should be given.

**New Year Greetings**

May I take this opportunity of wishing all members, and the many Trade friends of the Association, a very Happy and Prosperous New Year.

C. H. Dix.

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**Viewpoint**

From W. J. Gardner, M.B.E.,
The Artisan Golfers’ Association.

17th December, 1962.

The Editor,
The British Golf Greenkeeper.

Dear Sir,

May I be permitted to offer my sincere congratulations to the British Golf Greenkeepers’ Association on celebrating its 50th Birthday, and my compliments to you, sir, on the excellent Jubilee number of the Journal. Perusing its contents, my mind was taken back to many happy days in the long ago spent with Bill Smithers, Arthur Lacey (with whose well-known son now in U.S.A. I frequently correspond), Tom Mason, George Philpot, Tom Bridges and many others. I proudly join in the tribute to the Association’s founder, the late Mr. F. G. Hawtree, and may I here add a warm greeting to his loyal assistant and devoted partner, Mrs. Hawtree, happily still with us. A few short years after the formation of the B.G.G.A. Mr. Hawtree inaugurated the Artisan Golfers’ Association with which I have been privileged to be associated for a great many years. The sound advice, the kindnesses, the wise guidance I received from F.G.H. formed a debt I could never repay. I pray that both the B.G.G.A. and the A.G.A. may continue to prosper, for F. G. Hawtree would desire no better memorial.

Yours sincerely,

W. J. Gardner,
Hon. Secretary.
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