

A guide to wages

GOLF Clubs often seek guidance from this Association as to fair wages for their ground staff. Although the figures remain the subject of negotiation between the Golf Club and the Greenkeeper in the light of local circumstances, the British Golf Greenkeepers' Association carried out a survey of Greenkeepers' wages in England in 1964, in order to be able to make proposals as a general guide. This revealed wide variations in the rates, but enabled a scale to be formulated.

IN March, 1975, the Executive Committee reconsidered the figures, and now suggest the following:—

Head G'keeper (36 holes)	£3,750 p.a. or £72.00 per wk. Plus accom. & 4 wks. holiday
Head G'keeper (27 holes)	£3,450 p.a. or £66.25 per wk. Plus accom. & 4 wks. holiday
Head G'keeper (18 holes)	£3,125 p.a. or £60.00 per wk. Plus accom. & 4 wks. holiday
Head G'keeper (9 holes)	£2,812 p.a. or £54.00 per wk. Plus accom. & 4 wks. holiday
First Assistant	... £2,500 p.a. or £48.00 per wk. Plus accom. & 3 wks. holiday
Assistant	... £2,180 p.a. or £42.00 per wk. Plus accom. & 3 wks. holiday

That the basic conditions of employment should be:—

40-hour working week.

If not salaried, overtime to be paid for weekend work as follows:—

Saturday Time and a half.

Sunday Double time.

Retirement pension scheme.

Subscriptions paid.

Annual wage increases not less than cost of living index increases.

Washing and toilet facilities.

Footwear allowance not less than £10.00 per annum.

Travelling expenses at 10p per mile.

Insurance accident policy to be paid by the Club.

Time off to attend lectures, demonstrations and B.G.G.A. Golf Tournaments.

Where accommodation is provided by Clubs, it should be rent and rate free, plus phone costs if required by Club in connection with work.

In the lowest scale every endeavour should be made to make additions for experience and special ability, if junior staff are to be encouraged.

In the top scale the minimum will represent comparative newness to a responsible post, or for an experienced man, a wide range of additional benefits.

In view of the shortage of Head Greenkeepers, competent First Assistants are likely to secure rapid promotion to senior posts. The middle scale is, therefore, likely to apply only to a man potentially capable of full responsibility.

In addition to the rates set out, it is recommended that the Golf Club should operate a Pension Scheme which will ensure that a retired employee will enjoy an income representing not less than half his salary and benefits at retirement.

Objects of the Association

To advance Golf Greenkeeping; to assist and encourage the proficiency of members; to arrange lectures, functions and competitions; to maintain a Benevolent Fund; to publish a monthly magazine; to collaborate with the Sports Turf Research Institute; and to effect any other objects of a like nature.