RECOMMENDED MINIMUM SALARY/WAGES SCALE

In response to many requests, the Association has formulated a recommended minimum salary/wages scale for 1988, although actual figures remain the subject of negotiation between the golf club and greenkeeping staff. The quoted rates apply to 18 hole golf courses.

- **Course Manager/Head Greenkeeper**: £12,650 per annum*
- **Deputy Course Manager/Head Greenkeeper**: £9,100 per annum*
- **First Assistant**: £150.96 per week*
- **Assistant Greenkeeper**: £141.54 per week*
- **Apprentice 50% of Assistant Greenkeeper rate i.e.**: £70.77 per week *

and to increase annually by 12.5%

The First Assistant is a post designed to recognise a third-in-charge where appropriate to the size of the club. In cases where the First Assistant is the recognised Deputy the appropriate salary scale of £9,100 per annum should apply.

N.B. Staff in possession of recognised qualifications should have this reflected in an addition to basic salary.

* Basic conditions of employment should include:-

1. where accommodation is provided by the Club it should be rent and rates free with heating/lighting costs borne by the club.
2. where accommodation is not provided by the club a suitable remuneration should be paid.
3. 40 hour week
4. Retirement Pension Scheme
5. Telephone costs on club business
6. Mileage allowance
7. Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
8. If not salaried, basic overtime to be paid at time and a half on Sundays and Statutory Holidays.

OBJECTS OF THE ASSOCIATION

To promote and advance all aspects of greenkeeping; to assist and encourage the proficiency of members; to arrange an International Annual Conference, educational seminars, functions and competitions; to maintain a Benevolent Fund; to act as an employment agency; to provide a magazine; to collaborate with any body or organisation which may in any way benefit the Association or its members or with which there may be a common interest; to carry out and perform any other duties or responsibilities which shall be in the general interests of the Association or its members.