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BY the time you read these notes, Sections will have nominated representatives to the regional boards and indeed the first official meetings of those boards will have taken place during January. I think it fair to say therefore that the Association’s section/regional structure is now established. The final regional administrator will be Arnold Philips-Jones. I held a meeting with the regional Administrators in Mid-December and there should have been a consistency of approach subsequently at the regional board meetings. I have a further meeting planned for the first week of February to report back on those meetings and this should prove an effective means of communication with myself at a regional level.

Obviously it would be impossible and not necessarily desirable for me to attend all regional board meetings, although I will of course attempt to be present on any particular occasion where my presence is considered necessary.

With the structure established I am looking for strong section and regional development during 1988. Decisions from the meetings of the Board of Management and magazine sub-committee on 19th January will be conveyed to regional administrators and section secretaries, thus keeping members briefed on developments within the Association.

Members need to note some particular points:-

VAT
This is NOT payable on 1988 subscriptions. The Association's exemption came through after publication of the November/December issue of 'the Golf Course' and therefore VAT inclusive rates were included in that issue. However, all application forms including those in this issue now exclude VAT.

UNIFORM
Orders are now coming in and members need to bear in mind that delivery dates are some 12 - 15 weeks from placing of order. Orders with size, quantity, fitting and colour as appropriate should be placed via your section secretary and it should be noted that payment is not required at this stage.

NATIONAL TOURNAMENT 1988
This is confirmed for week commencing 25th September 1988 in Ayrshire and preliminary details appear on page 7 of this issue.

1988 MEMBERSHIP
Application forms appear elsewhere in this issue. Members should note that section secretaries have been provided with supplies of forms for both FULL and ASSOCIATE/TRADE membership and potential new members should be directed to the appropriate secretary for an

Continued on page 6
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WF5 1TB
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Seven Hills Road
Iver Heath
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Tel: (0895) 832626/834198

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application form. Alternatively I can supply forms and can be contacted on 0274-560556.

REGIONAL ADMINISTRATOR/SECTION SECRETARIES

A list of names and addresses is included in this issue for general information. This will be regularly updated when changes in personnel occur. Individuals concerned should advise me of any incorrect details.

Finally some thoughts for 1988. Whilst there is much cause for optimism, there is a need for a concerted effort by all members to fully project the Association on a national basis as the professional body for greenkeepers. Not everything can be done from headquarters - there is a need for a real impact to be made at local level. Reflecting on the last six months, I would hope for a greater sense of urgency from greenkeepers in 1988 in responding to Association needs and requests - it is after all YOUR Association. Too often there is much chasing to be done to elicit responses on various matters. Again greenkeeper contributions to the magazine have been rather disappointing. The magazine sub-committee will welcome all ideas and contributions - what about letters to the editor for example - either commenting on greenkeeping matters or seeking advice? This would make for good reading.

To end on a positive note, I have met many greenkeepers and been involved in numerous discussions. The enthusiasm for BIGGA and the future is heartening and there are many ideas and aspirations from members for the years ahead. I need to know the views of members and these can be forwarded to my office as well as conveyed to me at the various meetings around the country. We are in an evolving situation and each month of 1988 will bring new developments.

I can rely on members to provide the positive support and backing BIGGA will need to become a pre-eminent force within the world of golf.

Neil Thomas
Executive Director.

JOIN BIGGA IN '88

BIGGA is the professional body for greenkeepers in this country and also offers membership benefits to greenkeepers on an international basis. Already the Association has members in America, France, Sweden, Germany, Holland, Spain, Portugal and as far afield as Japan. BIGGA aims to promote and advance all aspects of greenkeeping, as well as assisting and encouraging the proficiency of members.

For 1988, a wide range of member benefits have been made available, particularly in terms of legal and insurance cover, designed to protect the greenkeeper both in his employment and in his life in general. As well as full members, associate and trade members will be welcomed and they will be encouraged to play a constructive part in the Association's future.

As far as the growth of BIGGA is concerned, there will be strength in numbers and new members will assist in establishing a sound base for the ongoing development of the Association. As a priority, BIGGA will be concentrating on the future education and training needs of greenkeepers. Plans are underway for national events in 1989.

Greenkeepers can now identify with their own National Association and Headquarters office. With its own uniform, logo, and personalised member benefits, there is already an increasing awareness of BIGGA within the golfing world where the views and aspirations of greenkeepers can now be projected.

Now is the time to join BIGGA and be a part of the exciting developments which lie ahead as the Association establishes an organised, professional approach to greenkeeping in all its many aspects.

Neil Thomas, Executive Director

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NATIONAL TOURNAMENT
INTERNATIONAL CONFERENCE
SEPTEMBER 1988

This first major event for the new Association will take place in Ayrshire, week commencing 25th September, 1988.

There will be three days of tournament golf followed by a two day International Conference. A Sub-Committee of the Scottish Region has been formed to organise the event and is working closely in conjunction with myself.

There will be full and varied entertainment each evening and, for the ladies, an interesting programme of excursions and visits is being arranged. Full details will appear, together with a registration form in a brochure currently being prepared. Registrations and bookings will be co-ordinated through the Scottish Regional Office and members wishing to make early reservations should contact Mr. C. Kennedy, Regional Administrator, BIGGA, 82 Dumbreck Road, Glasgow, G41 9DW - tel. 041-427-4242.

The cost for the week will be £170 per person (£320 for a couple), to include six nights hotel accommodation with breakfast, entrance to the competitions and attendance at the conference. The price also covers evening entertainment as well as, for the ladies, coach excursions and visits. There will be an extra charge of £10 for those wishing to attend the banquet and prize-giving on the last evening. Tickets for the banquet will be limited and early reservations are essential. For those wishing to participate in the tournament and the conference but making their own accommodation arrangements or attending on a daily basis, the cost will be £50 for five days. For those wishing to attend the conference alone, the cost will be £10 per day.

I would ask members to give their full support to this inaugural event. It is important for the Association that it is successful and that those participating will wish to attend again in the future. It will be an occasion for establishing international contacts and projecting the Association at home and abroad. The choice of speakers for the conference will most certainly reflect the international aspect of the event. Chris Kennedy will be pleased to deal with any individual queries and members will be kept informed through 'the Golf Course' as details of the event are finalised.

Neil Thomas

HEAD GREENKEEPER
wanted
COUNTY ARMAGH GOLF CLUB N.I.

Must have theoretical knowledge and practical experience of turf management. Successful applicant will be responsible for management of course.

Salary and conditions subject to negotiation.
Further details from:--
Greens Convenor,
County Armagh Golf Club N.I.,
Armagh,
Northern Ireland.

ST. NEOTS GOLF CLUB
require an
ASSISTANT GREENKEEPER

Applications are invited for the above post to commence in April 1988. Apply stating age, experience, and qualifications to:-
The Head Greenkeeper, St. Neots Golf Club, Crosshall Road, St. Neots, Cambs. PE19 4AE
This year you can play a round with Iseki in the Iseki Greenkeepers Golf Tournament in association with the British and International Golf Greenkeepers Association.

Five regional finals of 18 holes medal play lead to qualification for the National Final – to be played over 27 holes medal play this September.

There's some great prizes on offer and, we hope, excellent golf too.

Look out for more details in the March issue.
ISEKI UK are to sponsor a National Greenkeepers Golf Tournament in 1988, in conjunction with the British and International Golf Greenkeepers Association.

The Iseki Greenkeepers Golf Tournament will be open to all Greenkeepers who are members of the BIGGA and who hold an official handicap card. The Tournament will be played over 5 regional rounds, 1 in each of the five regions and will be played over 18 holes of Medal Play with qualifiers going forward to a National Final.

The Iseki Greenkeepers Golf Tournament is open to three categories of player, in order to encourage both established and new players alike, with the three categories being:

**Category 1:**
Players with an official handicap from 0 - 9

**Category 2:**
Players with an official handicap from 10 - 19

**Category 3:**
Players with an official handicap from 20 - 28

Once the regional finals have taken place, the first four players from each category will then be invited to play in the National Final which will be held over 27 holes of Medal Play in September 1988.

Iseki and British and International Golf Greenkeepers Association are putting up prizes, not only for the overall winners, but for the winners of each category and for veteran and young players too, whilst at each round there will be spot prizes on certain holes to enliven the competition.

At the moment, arrangements are being made to finalise dates and venues for each aspect of the competition, but it is anticipated that the regional finals will take place in May/June and the National Final in September.

All players will have to register for the regional rounds with their Regional Administrator by the end of March 1988, and an application form for the Tournament will be published in the March issue of 'the Golf Course'. Sections will run qualifying events to determine the Regional finalists who will be limited to sixty with twenty in each category.

For both Iseki and the British and International Golf Greenkeepers Association, this new Tournament promises to be an exciting and innovative competition for the Greenkeepers.

Speaking briefly to 'the Golf Course' at the Tournament launch, BIGGA executive director, Neil Thomas, said 'The Iseki Greenkeepers Golf Tournament looks to be a very interesting addition to the BIGGA calendar, not only proving some very enjoyable golf, but for the Association, also a way of meeting even more of our members during the season. We feel that Iseki's professional participation in the Championship, this can only go from strength to strength providing good competition and we hope Tournaments in Europe too at some future date. This competition is particularly appropriate as we seek to establish strong regional bases within the Association with which our members can identify'.

For Iseki, their managing director, John Hawkins, added 'Since we started Iseki UK just under two years ago, we have done an increasing amount of business with golf clubs around the country. We felt that with the formation of BIGGA, we had an opportunity to put something back in for the greenkeeper with a professionally run tournament we could all enjoy. Our range of tractors has quickly been taken up by the greenkeeper all over the country and with the new Turfblazer and CoreMaster ranges about to be introduced, Iseki Greenkeepers Golf couldn't happen at a better time. Both Iseki and our friends at the BIGGA look forward to some great golf days in the Iseki Greenkeepers Golf Tournament this year and to an interesting National Final in September'.

A more comprehensive diary and application form for the Iseki Greenkeepers Golf Tournament will be published in the March issue of 'the Golf Course'.
GREENKEEPER TRAINING COMMITTEE

Members should note that the administration of the Greenkeeper Training Committee is now in the process of being transferred to Mr. Neil Thomas who will become the General Administrator to the Committee. All matters relating to Greenkeeper training should henceforth be directed to the General Administrator, Greenkeeper Training Committee at the Sports Turf Research Institute, BINGLEY, West Yorkshire. BD16 1AU - Telephone (0274) 560556.

For members' benefit, the Greenkeeper Training Committee has recommended that the following Colleges be the approved establishments for Greenkeeper training:

ENGLAND AND WALES

Cheshire College of Agriculture and Horticulture
Reaseheath
NANTWICH
Cheshire
Tel: 0270-625131

Askham Bryan College of Agriculture and Horticulture
Askham Bryan
 YORK
Tel: 0904-702121

Somerset College of Agriculture and Horticulture
BRIDG water
Somerset
Tel: 0278-652226

Hampshire College of Agriculture
Snettisham
WINCHESTER
Hampshire
Tel: 096-272-4411

IRELAND

The Botanic Gardens
Glasnevin
DUBLIN
Republic of Ireland
Tel: 0001-375556

SCOTLAND

Emwood Agricultural and Tech College
Carnegie Road
CUPAR, Fife
Tel: 0334-52781

Langside College
Woodburn House
Horticulture Dept
Buchanan Drive
Rutherglen
GLASGOW
Tel: 041-649-4991

Oatridge Agricultural College
Edinmshack
BROXUR
West Lothian
Tel: 0506-854387

ENGLAND AND WALES

Cheshire College of Agriculture and Horticulture
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Hampshire
Tel: 096-272-4411

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Woodburn House
Horticulture Dept
Buchanan Drive
Rutherglen
GLASGOW
Tel: 041-649-4991

Oatridge Agricultural College
Edinmshack
BROXUR
West Lothian
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Toro outfront 52
Toro 21" excellent
Toro GM3 Fully reconditioned
Toro 81
Ransomes 190 floating heads
Ransomes Bobcat
Ransomes Auto Cetus choice of 3
Ransomes sportscutters 5
Ransomes sportscutters 3 choice of 2
Ransomes hydraulic 3
Ransomes hydraulic 214 (set of 3)
Ransomes 214 Verti-cut
Ransomes hydraulic 5 choice of 2
Ransomes 360 TG floating heads
Ransomes 171 Triplex tournament - for spares only
Ransomes TM80 Serifier
Ransomes 213D Ex demo
Husley hydraulic 3 compact gangs
Husley TR6AM
Husley TV36 Turf Scarifier
Cushman 4 wheel truckster
Cushman 3 wheel truckster
Cushman Top Dresser
Cushman Greensaver
Cushman Slitter/Aerator
Cushman Cyclone
Dorais Autocut
Dorman sprayer
Wessex Fieldmaster 150 - Rotary mower
Bomford Bandit - Flail mower
Hy-Crack log splitter

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Golf course management
- a green committee view -
by John Harris
Green Committee Chairman
at Hankley Common Golf Club

HANKLEY COMMON Golf Club over the last few years has seen firm, all the round greens; (a vast improvement on the wet thatch ridden greens that greeted the arrival of Kevin Munt in April 1984) a heather conservation programme; a tree management programme; and a visible improvement in the skills of staff and the equipment with which they are provided to carry out their work.

These changes have been brought about through the foundation of a clear management philosophy which created the environment to allow green staff to make rapid progress since 1984, first under Kevin Munt and since April 1986 under the dedicated and skilled custody of Ian McMillan, supported by his highly motivated and well trained team.

The extent to which greenstaff can carry out their profession to the benefit of golfers is limited largely by the management environment they are working within. This article attempts to look at a management strategy for golf clubs and examines the implementation of this in the context of Hankley Common Golf Club. It will not provide all of the answers but my intention is to stimulate thought and discussion on a subject that has been largely neglected by the golfing press - a press that has historically concentrated a high percentage of its content on greenkeeping, greenkeeper training and trade information.

Role of management.
The role of management in relation to greenkeeping in the golf club can be analysed under the following headings:
- Setting objectives
- Planning
- Budgeting
- Communicating
- Motivating
- Controlling

Objectives.
The setting of objectives can be viewed as producing a 'mission statement' that clarifies simply a club's policy in relation to the upkeep and development of the golf course. The mission statement will vary from club to club and indeed may vary during the lifetime of a golf club. At Hankley our mission statement relating to the golf course is:
'To present the golf course in the best possible condition for members all the year round; to preserve the heathland nature of the course for future generations; and to do this within an agreed budget plan'.

The objective that is set for each golf club may vary according to the type of course or club management philosophy i.e. heathland, parkland, downland, or links - members owned, business owned, public or whatever. The important point is to have an objective that is easily understood by management, staff and members alike.

Planning.
Planning can be defined as 'the setting of achievable goals and deciding the means by which these will be achieved'.

Plans fall into two categories:
1) Long term or strategic plans
2) Short term or tactical plans

Good planning should always start at the higher level plan, be long term and flexible. This plan can be viewed as the strategic plan. At Hankley Common this is a five year rolling plan, i.e. as the fifth year becomes the fourth year a new fifth year is added.

Examples of long term plans are:
- The five year plan
- Machinery replacement programme
- Conservation programme
- Tree management

Lower level or 'tactical' plans should support the strategic plan.

Examples of tactical plans are:
- The winter programme
- Replacement of the greensheds
- Construction of a new practice ground
- An upgrade to the irrigation system
- Building a new green

Budgeting.
A budget can be defined as:
'A statement in financial terms of what is planned and of what is expected to happen. In golf club terms it should reflect the summation of all the tactical plans plus the normal programme of course preparation and maintenance.'

A budget is normally divided into a revenue budget and a capital budget (i.e. machinery, new buildings, etc).

Budgeting requires careful record keeping. If this has not been done in the past, the preparation of the first budget is somewhat difficult. A budget should be phased - that is broken down on a monthly basis in order that expenditure can be monitored against it. In my experience the time spent on producing a good budget is well worthwhile. A well written budget acts as a major selling document to the
treasurer and the rest of the committee, particularly when it is necessary to persuade them to allocate funds for golf course development and upkeep in preference to other golf club projects.

I would recommend budgets to be prepared under the following format:

- Revenue (phased on a monthly basis): Phasing enables the club to plan its cash flow in and out of the club's funds.

- Capital: This should reflect the programme for machinery upgrade and replacement and should also be phased.

Notes of explanation: These are a very important aspect when communicating the justification for expenditure.

Comparison to previous year's performance: This is an extremely important aspect of the budget. It always provides a persuasive argument if you have performed within the previous year's budget and it is even better if you are able to demonstrate that you have kept within budget for a number of years.

Examples of revenue budget headings are:

- Salaries & wages
- Training & education
- Publications/manuals
- Subscriptions
- Tax & insurance
- Clothing
- Materials
  (Top dressings, soil & sand; bunker sand; turf; path scalplings; grass seed; fertilisers; chemicals; fungicides)
- Fuel: (petrol; diesel; oil).

- Watering system
- Sundries
- Plant repair & maintenance
- Hire of equipment

A phased revenue budget allows a monthly account to be produced showing the expenditure against each item of the budget. Corrective action can then be taken if any overspends occur. Underspends will be detected before the end of the year and in this case you may well be able to convince your committee to permit expenditure on an unbudgeted but worthwhile item.

Communicating.

Communicating is the most difficult of the functions to review because this article is using the very function to define itself. Communicating can be defined as: "The transfer of ideas so that they may be understood by others. Good communicating occurs when a useful or appropriate idea is transferred efficiently. Bad communication has many causes, but simplified it entails the non-arrival of a message or the arrival of a distorted message".

This is illustrated by the analogy of the message "Send us re-inforcements we are going to advance" which gets translated into "Lend us three and fourpence we are going to the dance".

I cannot overstate the importance of good communications within the golf club. In my experience poor communications are generally at the root of most complaints, controversy, politics and staff relation problems.

Golfers become more reasonable individuals when they understand when and why you need to put several tonnes of topdressing on their greens at least once and sometimes twice a month; and when and why you insist upon putting 14" deep holes through their beloved putting surfaces. Do not forget societies either - they are likely to spend a much happier day at your course if they are made aware of any major greenkeeping activity in advance of their visit.

At Hankley Common we have a policy of open government and we communicate by publishing information to both the membership and the staff.

The methods used are:-

- An annual course status report
- Minutes of green committee meetings
- The winter programme
- Special notices
- Reports on special topics
- Chairman of green & course manager (available to members)

Another important aspect of good communications is that it provides a very important feedback. In management terms this is described as the feedback loop. This provides the means to verify that communications have been fully understood and to obtain the point of view of others on a given topic. You will soon know whether or not you are developing your golf course to meet the membership's or owner's aspirations.

Figure 1 illustrates the feedback loop principle. This
This principle is practically employed when you attend a seminar and take part at the end of the day in the question and answer session with the panel of speakers.

**Motivating.**

Motivating is important because:

- Staff must be induced to stay within your employ. Labour turnover and absenteeism can be costly and dysfunctional if allowed to get out of control, but attendance is not enough.
- Staff must do their appointed jobs in a dependable fashion. If our greenstaff are to function well as a team, we need to rely on a continuous and fairly stable pattern of relationships over time.
- Staff must be innovative and exhibit spontaneous activity. That is, to act on their own initiative and carry out tasks beyond those that are laid down for them to do.

Motivation is important if you expect a consistently high level of job performance. Figure 2 attempts to describe the various aspects of job performance.

There are many other motivational factors such as:-

- Training
- Promotion prospects
- Grading structure
- Good staff communication
- Sense of involvement
- Praise
- Discipline
- Appraisal
- Company car
- Pension
- And many others

The methods used to motivate the staff at Hankley Common include:-

- Information: We publish the same information to them that is published to the members. Downward communication is as important as upward and outward communication.

Involvement: The course manager has access to the clubhouse and members. Staff with a handicap play in monthly medals Stablefords and non-boarded competitions. Informal contact between the staff and committee members is actively encouraged and pursued.

Training: The course manager is encouraged to develop his subordinates by on-the-job training. Subordinates themselves are encouraged to participate in training their subordinates. Appropriate external courses and seminars are identified. Apprentices attend Sparsholt College, Winchester and their expenses and course fees are paid for by the club. Our YTS trainees attend Merrist Wood College, near Guildford.

Praise: When staff have done a particularly good job, we tell them and tell anyone else who will listen.

Remuneration Policy: Annual pay awards are paid on fixed percentage plus merit percentage. Apprentices are reviewed six monthly. There is an annual Christmas bonus which is based on individual performance, attendance records and timekeeping during the year.

Grading Structure: We have a grading structure of course manager, assistant course manager, senior greenkeeper, greenkeeper, apprentice greenkeeper and trainee greenkeeper.

Discipline: This in itself is a motivator when administrated fairly. When you are not satisfied with performance do not let it fester - take urgent appropriate action. The person being disciplined and his colleagues respect a firm but fair style of management.

BIGGA Membership: All staff are encouraged to join BIGGA and their subscriptions are paid for by the club.

Appraisal: In the coming year consideration will given to introducing a formal appraisal scheme linked to the annual pay review.

**Controlling.**

Controlling can be defined as:-

"The essential process of seeing that what is planned to happen actually happens". At Hankley Common day to day control is carried out by
the course manager. The course manager reports to the green committee. The green committee reports to the club’s management committee. Since 1983 the committee structure at Hankley Common has gone through an evolution with a major restructure in 1986. The following describes the changes as they have affected the course management side of the club:-

Committee Structure 1983
- Large main committee
- House committee
- Finance committee
- Large green committee (with no continuity)
- Irregular meetings
- No greenstaff representation
- No budget
- No plans
- Four un-qualified staff
- Annual visit from agronomist
- No planned machinery replacement
- No Health & Safety procedures

Committee Structure 1987
- Two tier committee structure: Captain’s committee; Management committee of six (chairman; treasurer; lady secretary; green member (committee of three - green chairman; course manager; secretary) house member; properties member).

Course Management Status 1987
- Budget
- Monthly green account
- Staff (3 qualified; 2 qualifying; 1 YTS + 1 YTS vacancy; job descriptions; training plan).
- 5 year rolling plan
- STRI subscription
- Published machinery replacement/upgrade programme
- Published winter programme
- Published monthly green minutes
- Conservation programme
- Planning approval for greensheds & workshop
- Planning approval for new staff facilities
- Health & Safety procedures
- Annual status report to members

To conclude, I would like to return to the main theme of management. Managing is getting things done, with and through people. The function can be categorised as a series of roles.

Relating roles to superiors; peers; subordinates.
Information roles - clarifying goals; informing; planning.
Decision roles - allocating resources; resolving conflicts.
Just as it is possible to categorise the roles that a manager plays it is also possible to identify his skills.

Management is not a gift - it is a skill and a science.

When BIGGA puts together proposals for greenkeeper education and training, I would suggest that management training will need careful consideration.
You do not create a manager by changing his job title from head greenkeeper to course manager.

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THE QUICK...

1987 was a year that many greenkeepers will remember. Having said that, it is also true that most years seem to be exceptional at the time, but when we do all the sums at the end of the year we find that the inches of rain, feet of snow or degrees of frost etc. come very close to average.

Last year was not so very far out of line in most areas of Britain; the exceptional thing is the way these factors combined with the present state of so many courses to push them nearer to total disaster. Nature always repays her debts and extremes average out, but it is worth noting that it is these same extremes (drought, heavy rainfall, cold, heat, etc.) that put stress on the grasses. It is this stress, when combined with a weakened sward, that causes problems so much greater than twenty years ago.

An excellent article on this theme by James F. Moore in the July/August 1987 issue of the USGA Green Section Record is entitled "Management on the Edge". The author speaks of the difference for course superintendents between those who run their courses on the edge of success - and those who run them on the edge of failure, "Those clubs with limited play excellent construction and large budgets do just fine".

That combination is rare in Britain and over here this year's weather has been savage for those working, sometimes without realising it, near the edge of failure.

Moore picks out four groups of factors which have led "to this unhappy and insecure situation.

1) Turfgrass selection -perhaps that sounds more applicable to the varying climatic areas of the USA with their varying grass requirements, but there is equally a lesson for those in this country who have unconsciously "selected" Poa Annua through mistaken management and find it's incapable of meeting the demands of intensive winter play.

2) Chemical usage.

3) Fertility practices.

4) Player demands.

Space does not permit me to enlarge on all these issues, but the downward trend of player demands in terms of reality, or to be more correct, unreality must be stressed.

Past demands for green and "receptive" surfaces have led to dangerous levels of Poa Annua infestation. The difficulties in managing this situation have only too often been met with chemical answers. For example the use of fungicide twice a month is not uncommon in the winter months. For those who have gone further downhill to thatch this must have been a desperate year. I have seen golfers attempting to putt across greens so soft the triplex left deep ruts.

Some stories sound just too unlikely to be true and I don't like to have my leg pulled. So I just had to check when I heard of a club which had issued instructions that every shot must be played from small pieces of matting which players were to carry round the course with them. It was true and worse, it is not unique - is there no end to this decline?

1987 has seen a further problem. Most of Britain has experienced a combination of weather which has exposed just how near the edge 'modern' greenkeeping is running. Rain a bit above average, but well spread through the year. Lower than normal temperatures and less sunshine meant the ground never really dried out after the end of April. Heavy play continued on wet ground and compaction was difficult to relieve. These conditions were ideal for Poa Annua to increase and dense Poa, however frequently mown, is a rough grass giving a slower surface.

The media and talkative professional golfers, equally uninformed, have gone overboard about speed of greens and have shown us once again what damage they can do. Every golfer has absorbed pictures of balls sliding across greens like glass. The fact that these have frequently come from U.S. courses with budgets in six figures or with play limited to a few months in the year has not been appreciated."We must have it on our course" has been the cry and committees have jumped to obey.

It all looked very simple - "just tell them to put the mowers down a bit". No mention of which grasses are to be grown and what effect this drastic treatment might produce.

A vogue has grown up for regular use of the Stimpmeter. This simple device does provide a much needed objective method of measuring pace.

The speed of greens and it is an improvement on relying solely on the golfer's subjective perception, but a shower of rain can vary readings by two feet or more. Unfortunately it has been seen by the non-technical as the sole method of management. Simply take a reading and cut accordingly - never mind if that results in unacceptable defoliation. Prolonged periods of mowing at 1/8th of an inch kills fine fescues quickly and Agrostis within months and even the annual meadow grass which replaces them dies eventually. Greens may be quick, but they may also be dead.

Many greenkeepers have now seen slides taken with magnifying lens of different grasses in the cut state and this has provided further food for thought. Close-ups of Poa annua show that, especially before seeding, it is a fleshy and course grass providing considerable resistance to the passage of a rolling ball. Individual stems and leaves stick up in a haphazard fashion. Similar magnifications of Agrostis Tenuis and
especially of Festuca Rubra show a much smoother and more consistent surface. No wonder putts on Poa so frequently just miss where those on greens composed of the finer grasses roll in. Poa may look all right to the naked eye, but not in closeup.

Almost daily inspection and frequent photographs have disclosed that even sensible management this year did not prevent an increase in the Poa annua content. In fact just three days into a wet spell new green shoots could be seen invading any less dense patches of bent or fescue. At precisely the same time the greens became much slower. They were not being encouraged by fertiliser or added artificial water and with the cooler weather in the autumn rapidly disappeared. A few warm days in December and up they popped again. In general, though, it was noticeable that this invasive competition had thinned out the bent and fescue.

I suspect that, even without this photographic proof, most people will feel that 1987 was a year in which they went backwards in the never ending battle against Poa annua. I know that many course managers feel sore that interference by committees demanding faster greens has led to further losses to the enemy.

A report on the speed of greens in 'turf Craft Australia' in July 1987 by the course superin-

SPEED REPORT

tendent of Royal Melbourne, Peter Williams, seems to have received wide circulation in this country. Even if we don’t know Australia, we must be inclined to doubt the statement that the original Sutton’s Mixture sown on the greens 60 years ago remains. Nor are we reassured by Williams’s statement “that he has seen both in Australia and America, excellent putting surfaces consisting of a predominance of Poa annua and in fact if maintained and prepared cor-

rectly for tournament or club golf, present a surface equally as good and fast as that of bent greens”.

So claims that the greens at Royal Melbourne are cut for tournaments at 1.8mm (about 1/14th of an inch) and more regularly at 2.3mm (about 1/11th of an inch) lead to a sense of disbelief or at least the certainty that fine grasses would not survive such treatment here. It does seem significant that on one day of the Australian Open the players refused to continue their round. The venue? - Royal Melbourne.

In fact, it might be better to make the greens a bit faster at these difficult times by rolling with a weighted hand machine, not forgetting to relieve any resulting compaction by intensified aeration. A more recent article in the Green Section Record by Larry Gilhooly makes a further point “Moss invasion is becoming more common as memberships ask for green speeds that are simply not attainable on a regular basis”.

The biggest disaster of all, though, was perhaps the disappearance of what I would call “the voice of Experience and Authority”. Many greenkeepers have told me privately how much they have missed Jim Arthur’s regular pronouncements on current problems. Jim has not disappeared, but has decided to help only those who are a) not too far from Budleigh Salterton and more importantly b) have proved that they will carry out his advice. I will not presume to assess his reasons other than to say that a lesser man would have done so long ago.

In 1987, only Jim’s client clubs have been given his authoritative answers to these current problems, an unwelcome shock for those who have not realised the value of an expert second opinion when pressure is exerted by a customer or employer.

This might be a good time for all those engaged in golf course maintenance to rethink their attitude to agronomists and advisers. Forty years as a general practitioner in a profession does at least qualify me to express strong general views. I built up my own panel of consultants to whom I could refer my difficult patients for the support and comfort of a second opinion. I certainly did not feel that my status was threatened.

Yet some greenkeepers seem to resent their clubs calling for a second opinion even if the result is to strengthen their hand. In all professions I suppose there will be someone who is so clever they don’t need help, but for most of us it is great to have a shoulder to lean on. It is a curious fact that in all professions it is the good practitioner who benefits most from a good adviser.

It goes without saying that I am only referring to qualified and experienced advisers with no commercial attachments.

Experience teaches us all that the best weapon in an argument is a few grey hairs and therefore it takes time to build a reputation as an adviser with the necessary clout”.

Looking to the future I am encouraged to feel that the STRI increasingly speaks with authority and I hope that they will add to that a more complete service and fruitful research into the darker corners which still exist in golf course maintenance. In years such as 1987 - and they will come again - we need all the help we can muster.

BY

EDDIE PARK
"OCTOBER 16th and all that!"

I WAS driving to work across Cheshire on the morning of the 16th October 1987 and the car radio was switched on. There was a pause in the music and a voice announced that if you lived in the South of England you should stay at home.

I thought to myself "What nonsense is this, we don't have severe weather in October, you only get such announcements in February".

It's all past history and the hurricane winds of over 100mph had indeed flattened much of the South East of England.

So what lessons can be learned from such a catastrophe and what can be done to reduce the likelihood of it all happening again?

Well, basically, you have got to be philosophical about such natural disasters. They are Acts of God. If a similar hurricane should occur again next October, say in the North of England, it is likely to have an identical effect. Unfortunately the high winds couldn't have chosen a worse time to attack. A very wet summer meant most trees were less firmly anchored than normal. Combine this with the fact that the trees were in full leaf, when they have maximum wind resistance, and you have a recipe for potential trouble.

You could, as a golf course manager, take some consolation from the fact that even places such as Kew Gardens suffered just as badly as the worst hit golf course. It's no reflection on your lack of tree expertise if you lost a lot of your tree cover.

How should you tackle the after-math of the storm? Reading this several months after the event you might be inclined to think that you have done all that is necessary, but let's see...

The first thing to do is to remove any trees, or parts of trees, which are dangerous. The safety of anyone using your golf course has to be a paramount priority. If there is dangerous work to do, call in a specialist contractor.

Once you are reasonably happy that all the immediately dangerous trees have been cleared or made safe you need to take stock of what's left. If there are trees blown over, but lying safe, you can probably leave these for a while before you deal with them.

Just bear in mind that several million trees have, in the space of one day, become unexpectedly available to the timber trade. The trade is not geared up to handle this windfall timber and, as a result, there is a buyers market. If trees are blown down, but lying so that they are not dangerous, it could pay you to wait a while until you can get a realistic price for your timber.

Here are some useful tips to help you organise a timber harvesting programme for your fallen trees.

Trees such as, birch, poplar, pine, lime, sycamore, beech and ash will start to decay first. They need getting rid of fairly quickly, preferably within the next 12 months.

Spruce, larch, oak, sweet chestnut and yew can remain in good condition for up to five years. So these species can be left to the last to remove.

Timber merchants can make the most use of large pieces of timber. If you want to cut up fallen trees try to save big pieces. Straight lengths of over 12 feet and two feet in diameter will, if they are in good condition, fetch the best prices.

Other timber in smaller pieces could be sold as logs for firewood or to DIY enthusiasts for wood-turning. Cherry, robinia, laburnum, ash, beech, walnut and yew are excellent for wood-turning or carving.

If you are unable to leave fallen sound timber in situ and you can't remove large pieces to sell to timber merchants, don't simply burn it on site. There are several portable machines available for hire that can convert fallen timber into planks. Rather than take the timber to the machine you take the machine to the tree. These machines are ideal for places where access is difficult for heavy timber hauling vehicles.

Portable sawmills are now widely used on rural estates and in country parks to convert timber into fence posts, stiles, signs and general purpose planking.

Once you have cleared up the initial mess and organised a programme for dealing with the rest of the obviously damaged trees you need to take stock of all the remaining trees on the golf course.

by Tony Gentil
You must check all the large trees first. Look very carefully round the cartwheel area of their root systems for signs of upheaval of the ground.

All large trees that show evidence of drastic movement in their root system will have to be removed. They might seem quite safe at the moment but once they come into leaf they will blow over very easily. A damaged root system can't always be detected by visible signs of heave. But sometimes you can feel it. If you stand under a tree that has a loose root system you will feel yourself rising and falling as the tree sways in a strong breeze.

Even if everything seems OK don't become complacent. The full effects of the hurricane will only come to light over a period of several years. Watch your trees carefully as they come into leaf. If the crowns seem thinner than usual and the leaves smaller, it could be that the trees were damaged below ground.

Make sure that before you fell any standing trees, even if you are convinced that they are unsafe, you have the right to do so. Trees covered by tree preservation orders or those standing in conservation areas cannot be felled without first obtaining permission from the local planning authority.

Although, as I have said, you can't do anything to stop a hurricane, you can take steps to reduce its impact on the tree cover of your golf course. The majority of trees that succumbed to the might of the wind on October 16th were elderly. Where trees are represented by all age groups the effect of a disaster is likely to be less.

Don't assume that by replacing all the lost trees next year you have solved your tree problem. If all the replacements are the same age you will simply be stoking up a repeat performance for future generations.

Ideally, a tree replanting programme needs to replace existing losses in the first year and then add a few more each year.

You should be able to get assistance with tree planting schemes from bodies such as the Forestry Commission. Check with them before you finalise your replanting programme.

BIGGA N-W SEMINAR
ANOTHER Seminar is to take place at Mere GC, Cheshire, on March 17th 1988.
A wide selection of speakers have been arranged to wet your appetites, although a few have yet to be confirmed. Those who have confirmed are as follows:- Mr. J. Kidd Golf Estates Manager at Gleneagles Hotels, Mr. Neil Thomas BIGGA Executive Director based at Bingley, Mr. Brian Pierson Golf Course constructor, working on most of the Open Championship courses and Mr. Michael Coffey, Managing Director of the Golf Course magazine.
You will be able to put your questions and theories straight to some of the top people in the greenkeeping profession.
I can assume that this years seminar will be as good if not better than last years. Full details and price will be available on application to: Mark Lewis, North-West Secretary, 35 Haddon Drive, Pensby, Wirral, Merseyside.
ON the night of 16th October last year the worst storm in living memory hit the south-east of England - leaving the countryside devastated, with a reported 15 million trees down.

If the reported losses are correct, it would be fair to say that a good percentage of what has taken out that night could at best be described as scrub timber. Many of the better quality hardwoods lost were long past maturity and had begun to rot away at their centres.

No matter the value, that one night of wind is still affecting the lives of many greenkeepers. Courses have had to be cleared and many dangerous trees made safe. The time devoted to wood clearing has affected the day-to-day presentation of courses and planned winter programmes have been forgotten.

The cost of clearing timber is very real and in many cases this will determine how long the clear-up will take. Many clubs will be levying their members to finance the clear-up. Many are hopeful of realising something from the sale of timber to help with the cost, but with so much timber available, the price obtainable hardly pays for getting it off the site.

To be of any value, some types of trees should be cleared as soon as possible as there is a very real danger of invasion by pests - making the wood only fit for burning. Clubs should take professional advice if in doubt.

Every experience brings a harvest and the real beneficiaries of the hurricane are the saw millers and pulp mills. The manufacturers and retailers of chainsaws could not keep up with the demand. Many retailers were completely sold out the day after the storm. There are not enough professional woodcutters available and this influences the cost as well. I recently heard of someone being asked £500 to remove a medium sized Acacia tree from their garden!

On the day before the hurricane, I had arranged for six of the staff here at Sunningdale to attend a course on the safe handling and care of saws, through Peter Bridgeman Associates. I was obviously unaware at that time that the skills learned were going to prove invaluable over the next few weeks.

Since the storm there have been reports of hundreds of accidents involving inexperienced users of chainsaws. And accidents will happen even with experienced users.

I was surprised to find that at many clubs no provision has been made for basic instruction on the safe handling and care of saws. We are responsible under the 1974 Health and Safety Act, to ensure that staff are given this essential instruction. There is a requirement for certain protective clothing and equipment: safety helmets, eye protectors, ear defenders, gloves with protective guarding on the back of the left hand, safety boots and non-snag outer clothing. Another essential piece of on-site equipment is a first-aid kit, including large wound dressings and hand cleaning materials. It is an added advantage if one member of the team has had some first aid training.

A good training course ensures that everyone becomes familiar with the saw and how to use it safely. It is also a long term economy to see that everyone knows how to

by Jack McMillan, Head Greenkeeper at Sunningdale Golf Club in Surrey.
sharpen and care for a saw. Courses can include instruction on felling, snedding, cross-cutting and stacking, the take-down of hung-up trees, chainsaw clearance of wind-blow, felling large hardwoods and tree climbing and pruning.

Bert Watson of Tyrells Wood Golf Club lost a lot of trees up on the Downs. He had the good fortune, however, of having a first class squad of woodcutters from the north-east working on a nearby Estate. They have cleared a lot of the timber, with the Tyrells Wood greenkeepers working behind them, burning the rubbish and restoring any damage created by getting the timber off the course.

Jim Liddington of New Zealand Golf Club was confronted with a loss of some 2,000 Birch and Pine trees. The club have been able to get a pulp company to take the timber. They provide the labour to get the timber they want, and a squad of greenkeepers burn the debris. Jim reckons it will be some years before he catches up with the burning operation.

Kevin Munt was, at the time of the hurricane, into the second day of the Suntory World Matchplay at Wentworth. Anyone who witnessed the scenes of havoc on television created by the storm must be aware of how Kevin felt. Access roads to the course were completely blocked, large trees were down all over the West Course and television towers, complete with valuable cameras, were destroyed. The Wentworth club, Kevin and his staff, are to be commended that the course was made playable and the tournament completed.

Puttenham Golf Club have, in the last two years, been undergoing extensive alterations to lengthen their course. This has entailed cutting five new holes through woodland. By the time of the storm, the new holes had been completed and greens, tees and fairways were all sown. Ian Lowe now has his work cut out clearing some 700 trees, left to define the new holes, that were blown into a knot.

Jim Russell, assistant course manager at Hankley Common, awakened on the morning of the 16th to find himself without a car. A nearby tree had come down in the night and gone through the garage - wrecking both garage and car. Jim later discovered that the club secretary had suffered similarly - his car was also written off!

Alex "Lex" Armitage was basking in the sunshine in Spain when he first heard of the hurricane. On arriving home he could hardly believe the scene that confronted him. The first hole at Richmond was completely blocked with blown Lime, Beach, Oak and Hornbeams. The course had to be completely closed for a week to allow for essential clearing and to make it safe for members. It took four weeks for the first hole to be cleared and made ready for play. Alex believes Richmond have lost 60 per cent of their timber.

The 18 holes at Selsdon Park Golf Course were only opened for play on 1st January. Clearance and restoration has cost a lot of money - the sum of £60,000 has been mentioned in the Press. Ian Hamilton, the course manager, says in all, 300 mature trees were brought down by the winds and a further 150 had to be felled in the interests of safety. Ian reckons he has something like two acres of replanting to complete. Selsdon Park’s hotel carpark also suffered - twenty cars were completely written off and many more were badly damaged.

The loss of trees has made some courses seem rather bleak. Clubhouses were damaged, irrigation systems torn up, storage tanks smashed, vehicles lost, shelters and storage sheds brought down. But, driving across the home counties, I am amazed at the number of trees we will have, and I am sure every effort will be made to restore things for the future.
QUESTIONS, questions and more questions. Any comparison between the greenkeeping meetings of twenty years ago with those of today would have to take account of the fact that more people are asking more questions than ever before.

Not just technical questions, but much more fundamental questions concerning the whole structure of the game of golf. A prime target for criticism among those involved with the maintenance of golf courses are the national golf unions and their apparent inability to shoulder tasks that would seem to be their responsibility. It would perhaps be only fair to first establish how they operate. So it was that I made my way to the headquarters of the largest of the national unions, the English Golf Union at Leicester to talk to their secretary Keith Wright.

Our first task was to put the EGU into a proper historical context. We all understand that the R & A constitutes the ruling body of the game outside America, but it is not responsible for the running of the game in each golf club. From a fairly early stage, in order to arrange local competitions, clubs banded together to form county unions. National unions were a later development and the English Union is a relatively recent newcomer, dating from 1924. The Scottish, Welsh and Irish unions consist of all their constituent clubs, but their English counterpart has as full members only "the county unions of England and the Isle Of Man". Thus there is no direct link between the national body and the clubs. Everything has to pass through the county unions with funds collected by the county from the clubs and services given in return have to use the same roundabout method.

In recent times, considerable efforts have gone into modernising the mechanics of the EGU starting with the move in 1985 from Wokingham to a more central site at Leicester in a building specially adapted for the purpose. At that time Keith Wright was appointed as secretary, an encouraging if rather surprising appointment as his previous career was with the Football Association. Keith and his very capable deputy Paul Baxter have now had time to set up an organisation well equipped for today's world. So where does it obtain its income and what does it do with it? Keith did his best to give me some answers.

Looking at the financial report it is clear most of the income is raised, by an annual levy on all golfers, currently set at 60p per head. This amounts to £204,000 out of a total of £260,000. There is some additional aid from both the Sports Council and the R & A. It is when we come to look at the other side of the figures that some doubts arise in my mind. Administration accounts for £97,000 of which salaries make up less than half, the remainder going on the general expenses of maintaining a national headquarters. Quite modest, but it then appears that the principal services being rendered are the running of committees and coaching, matches and competitions for the good players. Indeed the accusation has been levelled, that they do little more than train budding professional golfers. Keith Wright thinks that is putting it too strongly, arguing that "traditionally any governing body is expected to conduct and run a programme of competitive excellence and the EGU is not unique in this".

However, the first of the three official aims of the Union is "to further the interests of Amateur Golf in England" and if amateur golf is taken to include club golfers it is difficult to refute the argument that most of the money is being spent for the benefit of a small minority. There's £2000 for greenkeeper training and £700 for the STRI. The Council and Executive Committee consist solely of members elected by the county unions and any debate as to desirable further services which might be carried out by the EGU will be carefully monitored to ensure that they do not encroach on the territory of either the county unions or of their constituent clubs.

Perhaps an examination of the ability to survey current problems and to react to them on a national scale is called for and it is first essential to identify the true aims of amateur golf. The sort of help that can follow could be illustrated by recent examples such as the problems of common land and taxation of green fees where clubs have been delighted to receive a national lead.

That brings us to today's problems on the golf course and here there is plenty of sympathy from the EGU which has not always been translated into action in the past. Although the EGU has always been strongly represented on the board of the STRI financial contributions could not be described as generous. Part of the blame for this must be shared by CONGU which is the body set up to represent all four Home Unions, with responsibilities in the field of handicapping and international competition. Representing all British golfers it might be thought that it could have ensured that matters appertaining to the health of British golf courses were properly looked after.

Now we are beginning to see the difficulties. CONGU has no teeth and no way of enforcing its will. Worse still, it has little in the way of income. Income is also a problem for the EGU. In most fields of sport the organising body has a money-making event which it can finance desirable ends.

In recent years the R & A has begun to derive substantial profits from the Open and has set up a mechanism to distribute any surplus. I am not sure that the cash is really reaching the best targets for the good of the game as a whole, but both BIGGA and the STRI are receiving very necessary assistance. The EGU championships are not regarded as being of enough interest to even justify admission fees, let alone TV interest and there is a limit to what can be derived from levies, but only this year when the R & A suggested that the unions should join them in better support for greenkeeper training the EGU have agreed and will give a two pence per head contribution which will provide in the region of £8000.

I asked Keith for some general comments on how he personally sees the future and he made some interesting points. For example, it really ought to be possible to cut out some of the overlap between the activities of the many fragmented bodies involved with golf eg. the EGU, the PGA, BIGGA, the golf Foundation and so on. The same goes for new developments with the Sports Council, the architects, the constructors, STRI etc.

Sponsorship is another difficult subject which is at least being thought about. The Golf Foundation has done a splendid job in interesting more and more young people in golf, but very little to ensure that good courses are available for them to actually play.
"It does seem sensible for the EGU to pull one way and another body to pull in a different direction"

KEITH WRIGHT

What is worse is the fact that commercial organisations do not readily see an alternative home for their generosity. A plan that has been in the back of Keith's mind for some time is the concept of a golf development body, financed by sponsorship, that would act as a channel to funnel money into worthwhile projects.

"The indications are that there are problems with courses and it would seem sensible for a fund administered by the EGU to be set up to support any project which is required" stated Keith, "and it could be argued that the EGU has a duty to provide services that individual clubs cannot provide, chief among which is education'. There is at present nobody to educate golf club members and their committees in how to manage their golf courses. In some other countries there is a much greater input of expertise into golf clubs and it need not be costly.

A further criticism of the EGU is that, if it runs competitions with a view to encouraging excellence, it does not always select venues which match that aim. Youngsters need not master ball control if the examination is target golf. Some of the courses seem to have been selected on past reputation rather than on current excellence. The EGU does not consult or employ expert advice in selecting courses, but that problem may be more easily solved now that a member of the executive, Peter Wilson, is also chairman of the STRI.

Appointing a consultant and then ignoring or misusing his advice is another mistake. Of course, this kind of criticism works both ways. Do the boards of management of the STRI and BIGGA know enough about the needs of their customers?

Continuity is a frail commodity in golf and golf courses are the losers. The EGU headquarters staff have already been able to offer BIGGA some help with such things as computer lists of club details and I feel sure the time is ripe for BIGGA officials to talk about the problems of their members with the EGU. The last word must rest with Keith Wright. "The responsibility for maintaining a golf course does not rest with the EGU; it rests with those charged with responsibility within the club. The role of the EGU is in the long term concerned with providing means whereby people in clubs can obtain educational help to do a better job. The fact that a club has not come to grips with a thatch problem or whatever is not the fault of the EGU."

"The future role of the EGU must centre around the building of a better co-ordinated programme for golf and golfers. It does not seem sensible for the EGU to pull one way and another body to pull in a different direction".

FACE TO FACE
New system

UNIVERSAL Materials has evolved a new type of Tee Mat system which combines what managing director Geoff Russell calls "the best of both worlds".

The stance area is a traditional rubber link mat of the type which Universal, under their trade name "Unimat", has been making for over 50 years. Constructed from used truck tyre material, these mats are still easily the most durable on the market.

The striking surface comes from Japan where its manufacturer, Soko of Tokyo, is the largest supplier of artificial turf to the country's 3,000 driving ranges.

"The Japanese driving range market is so enormous", says Geoff Russell, "that it is feasible to produce a deep pile artificial turf specifically for golf. We have tried to combine our mats with many different artificial grass products from several different countries and there is no doubt that Soko's is superior to every thing else on the market".

The mat is available in both single and double-ended configurations and is mounted on a treated wooden platform.

The artificial grass runs the full width of the stance mat, thus giving the user a generous area on which to position the ball. For further details ring Geoff Russell on 01-421-1236.

Proud student

TOM BRANNON (19) assistant greenkeeper at Ratho Park Golf Club in Newbridge near Edinburgh, is the proud recipient of a new award introduced in 1987 - the Institute of Groundmanship's Prize for best Greenkeeping and Groundmanship -Practical Student.

However, to Tom, who hails from Fauldhouse, this ultimate accolade was simply the pinnacle of a successful three year course at Oatridge Agricultural College, Uphall West Lothian. In his two previous years he took Best Greenkeeping and Groundsman Student Award.

In recognition of his excellent performance, Ratho Park Golf Club presented Tom with a cheque.

At present Tom doesn't play golf but he is eager to learn, and if he applies himself to the game with the same vigour he attacked his studies he's sure to prove successful.

'Survivors' of John Deere course manage a smile

AS part of their plans for expansion in the UK market, John Deere consider the best way to ensure that the quality of service matches the quality of their machines, is to train their staff at first hand. So behind the smiles in this photograph was an intensive five day training course for British ground care dealers in Nashville, Tennessee, U.S.A.

A large part of the company's success over the last 150 years has been due to their firm commitment to training, research and development at all times.

* * *

The happy picture below shows Mr. D. M. Walker, managing director of John Deere UK (3rd from left) Mr. F. A. McKee, commercial manager (2nd from left) and Mr. M. Rhodes (2nd from right) with British ground care dealers.

Three wheel drive from Jacobsen

JACOBSEN'S Tri-King 1471 triplex reel mower is now available with 3-wheel drive for improved traction and maneuverability. The powerful new hydraulic traction drive system along with aircraft-style steering, a foot-operated hydraulic reel lift with auto start/stop and a 71" cutting swath gives the Tri-King increased efficiency and productivity. For details call Chris Smith on 0553 763333.
New course gets "thumbs up"!

GLENEAGLES HOTELS plc have presented a trophy for a new two-year college training course in gamekeeping and estate maintenance.

The course is at Elmwood Agricultural and Technical College in Cupar, Fife.

Jimmy Kidd, estate manager at The Gleneagles Hotel, said: "Elmwood is the most progressive college of its kind anywhere in the UK and is particularly renowned for its greenkeeping courses. The new course was prompted by Scotland's need for the conservation of its wildlife, which is vital to the tourist industry.

"We hope it will encourage youngsters to enter this buoyant sector of the estates management industry".

Iron in a spray ...

SPECIFICALLY formulated for the professional greenkeeper and groundsman who requires the ultimate in easy-to-use sprayable iron, Farmura have introduced Ferrosol Liquid Iron to the UK market.

Ferrosol is a patented bonding of ferrous sulphate to urea, which not only keeps the iron stable, but also speeds up its intake into the plant system. Because plants have a high requirement for nitrogen they absorb it and the iron at the same time. Ferrosol avoids the problems normally associated with excessive or unwanted flushes of growth due to additional nitrogen as the amount of N actually applied per square metre is very low.

Ferrosol can be tank mixed with other Farmura Products and will compliment their liquid fertiliser programmes is available in packs of five litres.

For further information contact Farmura Ltd, Stone Hill, Egerton, Ashford, Kent. Tel No. (023376) 241 or a Farmura main distributor.

Consistency is the key

QUALITY, reliability and value for money are the standards set for Supaturf's range of Turf Top Dressings. Supaturf use only the finest quality controlled sterilised and screened foam to produce a dependable and consistent product. In addition, each product batch is analysed by laboratory trained technical staff, guaranteeing batch production consistency, maintaining the essential optimum particle size distribution, which can be consistently repeated time after time to meet customer requirements. This attention to product consistency is one of the reasons why Supaturf Top Dressings are regularly specified by independent turfgrass advisors at consultant agronomists.

With three production centres and five regional branches throughout England and Wales supplies are readily available, to be delivered either bagged or in bulk, at competitive prices.

For further information contact Supaturf H.Q. Oxney Road, Peterborough. PE1 5YZ. Tel. No. (0733) 68384, a regional branch or a representative.
TON UP FOR PIERSON IN '87

GOLF GREENS COMPLETED IN 1987

In 1987 we constructed 100 golf greens and with the upturn in the golf course development market we are set to maintain our position as the UK's leading golf course builder in 1988. For further information or a quotation please contact -

Brian D. Pierson
(Contractors) Limited
Homestead Farm, Ringwood Road, Three Legged Cross, Wimborne, Dorset. BH21 6QY
Telephone: Verwood 822372 & 824906 (STD 0202)

CLEAR A PATH THROUGH THE AMENITY SEED JUNGLE

FREE

Our 1988 guide to Amenity seeds is out now - write or telephone for your free copy.

BRITISH SEED HOUSES LTD
Bewsey Industrial Estate, Pitt St., Warrington, Cheshire WA5 5LE. Tel (0925) 54411

AS TRAILERS
FOR PICNICS IN THE PARK

FEATURES
- Detachable hinged sides and cornerpost
- Top hinged tailgate
- Hydraulic tipping
- Weldmesh extension kit available
- Rear tip, side tip or 3 way tip

Maintaining parks, playing fields, sports centres and similar areas can be a heavy undertaking. With the help of AS Trailers maintenance becomes a picnic.

Thinking trailers? Then think AS, the big range that gives the best performance.

Please forward me full details of your trailers.
Name ____________________________ Tel. ____________________________
Address __________________________________________________________
Postcode ____________________________ Tel. ____________________________
Dealer [ ] Farmer [ ] Student [ ]

Marston Agricultural Services Ltd.
Toll Bar Road, Marston, Lincs. NG32 2HT
Tel: (0400) 50226 Telex 377608

The Loadcarriers
STRI courses

THE STRI will hold two courses at Bingley in early 1988 on the theory and practice of turf construction and management. The courses last five days and will cover soils, grasses, turf diseases and pests, drainage, watering, fertilizers and machinery.

The commencing dates are 22nd and 29th February. If there is sufficient demand for places a third course will be held commencing 7th March.

The fee is £100 for members and £120 for non-members, plus VAT (exclusive of accommodation and meals).

Further details from The Secretary, Sports Turf Research Institute, Bingley, West Yorkshire BD16 1AU. Telephone Bradford (0274) 565131.

Going South

AFTER travelling south across the border, twenty members of the BIGGA Scottish Section, in addition to an informative day at Ransomes' Nacton Works, also spent an enjoyable two nights in Ipswich.

The party of head greenkeepers, led by Jimmy Neilson, besides having a tour of the factory also had the opportunity to try out Ransomes latest equipment for golf course maintenance.

"We greatly value such sessions" said Ransomes technical sales and service manager Brian Mitchell, "because it is always helpful to hear what users have to say about our equipment".

GREENKEEPERS WIN AWARDS

DAVID BAKER from Walton Heath Golf Club came first out of 24 students on the head greenkeepers supervisory management course at Elmwood Agricultural and Technical College, in Cuper, Fife.

Paul Seago from Hunstanton Golf Club, Norfolk, received two awards - best second year student (out of a group of forty) and also best practical greenkeeping student. Peter Bancroft from Taymouth Castle Golf Club, Aberfeldy received the Gleneagles Trophy for the best greenkeeping project.

HOWARD SWAN, chairman of the National Turfgrass Council and secretary of the British Association of Golf Course Constructors, has resigned his position as director of Golf Landscapes, and as from 1st January has formed his own company, Howard Swan Ltd. Swan's intention is to specialise in golf construction management, with an advisory service on design, irrigation and golf course maintenance.

His position in the industry is already well established and he has been a keen advocate of bridge building between the various professional bodies within the amenity turf market. He plans to employ experienced personnel to manage projects in Europe and elsewhere on the fee-based system, and to this end, work is underway in Portugal (for Bovis International Ltd and Quinta do Lago; McInerney Ltd at several new sites in The Algarve; Quinta de Marinha Golf and Country Club outside Lisbon; Pinecliffs - a new development in The Algarve). Swan is also advising Corfu Golf and Country Club on the upgrading of their course and maintenance practices. Another project is in Turkey in collaboration with Hawtree & Son.

An area of particular interest is golf course maintenance management. In Europe Swan has discovered a great lack of skills and the professional approach to golf course maintenance expected in the UK is lacking also.

A REVOLUTION IN FLAGPOLE DESIGN

AVAILABLE ONLY FROM "TACIT"

Just tie the flag to the swivel and have a swivel flagpole for less money than most other ordinary flagpoles, with the added advantage that it will accept any type of tie on flag. Particularly useful if flags are changed frequently for society, company or championship events.

Introductory offer of only £6.99 each + 1 FREE FLAG


TACIT
The Silent Marker
UNIT 3, 3 MILLERS LANE
MONKS KIRBY, RUGBY CV23 0JR
Telephone: 0788 832166
FOR SALE
PATTISON SP TURFPIERCER CW TINES £400 ONO
CUSHMAN GREENSHAPER AERATOR CW WEIGHT BOX SET AND 1 1/2" TINES £450 ONO
HANN 20" VERTICUT GOOD CONDITION £350 ONO
HAYTER '21' ROTARY MOWER £150 ONO
VERULAM GOLF CLUB LONDON ROAD ST. ALBANS 0727 53327

Two Toro Greenmaster in good condition, complete with grass-catchers. Machines are grinded and ready for use.

Prices: D.F1. 5500, and D.F1. 7500
One set thatching units D.F1. 2500

Fa. G. van Veldhuizen, Dorpsstraat 67, Postbus 236, 3941 AE Doorn, Nederland, Tel: 03430 - 12094

BLACK FEN TOPSOIL
TEL: G.J.MOYES (0733) 69447

FOR SALES OR WANTS OR SITUATIONS VACANT PHONE LINDA BAKER 0255 507526

It's a whole new ball game when Ryan's in your team
In the game of professional fine turf maintenance one name has always been a match winner - Ryan.
Aerators, scarifiers, over-seeders and turf cutters - whatever you need to maintain your particular 'patch' in top class condition - you’ll find it at your Ryan dealer.

Scotland
Turfcare, 0506 822155
Northumberland, Tyne & Wear
Durham, Cleveland, N. Yorks. (NW) JM Raine 0388 604847
Cumbria, Lancs, G. Manchester,
Merseyside, Cheshire, Derbyshire, N. Yorks (W), W. Yorks (W) Fletcher-Stewart (Stockport) 061-483 5542
S. Yorks, Humberside (N), N. Yorks (Cen. & E), W. Yorks (E) Sowards Agricultural Machinery 0964 704121
Clwyd, Gwynedd, Shropshire, Powys
Walker Engineering 069-186 2447
Stafs, W. Midlands, Warwick,
Hereford, Worcs.
ET Breakwell 021-7444477

Lincs., Notts., Leics., S. Humberside
Lawnmower Services (Lincoln) 0522 810562
Northants., Cambs., Beds.
Rogers Engineers 0234 870201
Norfolk, Suffolk (NE)
Ben Burgess Garden Equipment 0603 628251
Essex, Suffolk (SW), London (E)
R Johnson (T.E.S.S.) 0708 28811
Oxon, Berks, Bucks, Herts, London
(NW) Ribborough Turf Suppliers 08444 3023
Glos., Avon, Wilts. (N)
Handy Garden Machinery, 0793 721615
Dyfed, Glamorgan, Gwent
Celtic Mowers 0792 41517
Somerset, Devon
LP Jewells 0279 424088
W. Sussex, Hants., Dorset, I.O.W., Wilts (S)
Marshall Rolfe 0794 513165
Kent, E. Sussex, Surrey, London (S)
Shanks Mowers (Croydon) 01-771 4811
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Eire
Brophy's Lawn & Turf Machines 0001 974081

PROFESSIONAL TURF CARE EQUIPMENT
Aerators, Scarifiers and Turf Cutters

VICTA (UK) LIMITED
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Telex: VICTA G 858282
Facsimile: (0256) 840518
WEST GERMANY

HEAD GREENKEEPER
This position will be very attractive to a fully qualified Head Greenkeeper who wishes to broaden his experience by working abroad, possibly on a two or three year contract which will be renewable. The successful candidate should speak German (or be willing to learn quickly) and must demonstrate and ability to direct, train and motivate staff and also to deal with the problems associated with the development of this new spectacular 36-hole complex. Applicants should be available by 1st April 1988, should write initially enclosing C.V. to:-
A.J. Acres, Burhill Estates Co. Ltd., The Clubhouse, Burhill Park, Walton-on-Thames, Surrey. KT12 4BL

BISHOP AUCKLAND GOLF CLUB
CO. DURHAM (18 holes)
invite applications for the post of
SENIOR HEAD GREENKEEPER
From persons of proven ability with suitable qualifications and experience in all aspects of course maintenance, who have a thorough knowledge of machinery maintenance and also the ability to direct and motivate staff. Salary negotiable - no accommodation.
Applicants should apply in writing with full C.V. to:-
The Secretary, Bishop Auckland Golf Club, Durham Road, Bishop Auckland, C. Durham. DL14 8DL

FILTON GOLF CLUB
(Est. 1909)

An established parkland course invites applications from fully experienced and highly competent persons to fill the post of
HEAD GREENKEEPER
Applicants must possess a sound knowledge and experience of modern turf management techniques and a thorough knowledge of the use and maintenance of machinery, equipment and watering systems. Salary negotiable but will be attractive and commensurate with this important position. Write in the first instance giving full details of training, experience and present salary to:
The Secretary, Filton Golf Club, Golf Course Lane, Filton, Bristol. BS12 7QS

COLLINGTREE PARK GOLF VILLAGE
NORTHAMPTON

Collingtree Park is a new prestigious golf, health, leisure and residential development in Northampton and requires
First Assistant and
Assistant Greenkeepers.
Applicants will have worked to high standards in all aspects of course maintenance and be prepared to receive further specialist instruction during the establishment of the golf course.
Please apply with your full C.V. to:-
Collingtree Leisure Ltd., Lodge House, Collingtree Park, Collingtree, Northampton, NN4 OHT
"Slow Release" disclosure debate speeds up

THE STRI has recently been advocating that suppliers of turf fertilizers containing nitrogen in slow-release form, such as IBDU, should disclose openly and fully the actual amount of nitrogen from such a source contained in their fertilizers. This disclosure would enable specifiers and users of slow-release fertilizers to make effective comparisons of quality and value for money between the various products available today.

Rigby Taylor, suppliers of fertilizers, have endorsed this course of action and details of their market-leading Mascot Microfine range of fine-turf fertilizers are set out (right). Rigby Taylor believe that it is in the interests of all users that other fertilizer companies follow this positive lead on the question of disclosure of slow-release contents in support of the STRI’s campaign.

<table>
<thead>
<tr>
<th>Analysis</th>
<th>Percentage of Nitrogen from IBDU</th>
</tr>
</thead>
<tbody>
<tr>
<td>18.0.0 + 6% Iron</td>
<td>80%</td>
</tr>
<tr>
<td>12.0.6 + 2% Iron</td>
<td>60%</td>
</tr>
<tr>
<td>8.0.0 + 4% Iron</td>
<td>50%</td>
</tr>
<tr>
<td>14.4.7</td>
<td>50%</td>
</tr>
<tr>
<td>4.0.8 + 2% Iron</td>
<td>50%</td>
</tr>
</tbody>
</table>

RIGBY TAYLOR, the UK’s leading supplier of materials and equipment for the sports turf and horticultural industries, have doubled the size of their Midland sales and service centre at their existing address on the Budbrooke Trading Estate in Warwick.

The added resources now offered by over 10,000 square feet of warehouse and administrative offices represents a positive response to increased business and is intended to maintain the company’s reputation for a comprehensive and impeccable service.

To support this expansion, Owen Jones, a well known respected authority within the industry has been appointed sales office manager. His wide experience gathered from over thirty five years in the horticultural trade is now available to enhance the many other benefits already enjoyed by customers of Rigby Taylor.

THE 'TUFTURF' TEE MAT —
Like a piece of firm, well sprung fairway

AND FAIRWAY SHOTS

FOR TEE SHOTS

"A British made porous hardwearing all weather tee 1.5m x 1m and 2m x 1m. Synthetic grass bonded to reconstituted rubber underlay shock pad with 60 tee inserts, combine to give a superb playing surface. Its use is highly beneficial as a WINTER TEE, or when re-turfing tees in the playing season. Also ideal for DRIVING RANGES and PRACTICE GROUNDS both indoor and outdoor."

Further details from:-

CARPETITION LTD.
6 KAFFIR ROAD, EDGERTON,
HUDDERSFIELD HD2 2AN.
Tel: 0484-28777
RUDDINGTON GRANGE GOLF CLUB
require
HEAD GREENKEEPER
for a new 18 hole course. Applicants must be fully experienced in all aspects of greenkeeping and have a thorough knowledge of course machinery and its maintenance. The ability to control and motivate staff is essential.
Salary negotiable.
Accommodation may be provided.
Applications including a full C.V. to:-
The Secretary,
Ruddington Grange Golf Club,
Ruddington,
Nottingham,
NG11 6NB

DATCHET GOLF CLUB
invite applications for the post of
HEAD GREENKEEPER
From persons of proven ability with suitable qualifications and experience in all aspects of course maintenance, who have a thorough knowledge of machinery maintenance and also the ability to direct and motivate staff.
Salary negotiable - no accommodation.
Vehicle supplied.
Applicants should apply in writing with full C.V. to:-
The Secretary,
Datchet Golf Club,
Bucleuch Road,
Datchet,
Berks.

HIGHGATE GOLF CLUB
require an
ASSISTANT GREENKEEPER
Use of modern greenkeeping machinery an advantage. Salary negotiable. Apply in writing stating age, qualifications and references to:-
The Secretary,
Highgate Golf Club,
Denewood Road,
Highgate,
London.
N6 5AH

GREENKEEPER
Up to £144 per week inclusive of bonus and allowances. Required at Little Hay Golf Course, Bovington, Hemel Hempstead. Previous experience in turf management and golf course maintenance is an advantage. A two-bedroomed bungalow is available at the golf course for which a reduced rent and full rates are payable.
Application forms are available from and should be returned to:-
Mrs. Diane Patterson, Leisure Services Department, Civic Centre, Marlowes, Hemel Hempstead, Herts.
HP1 1HH. Telephone Hemel Hempstead 60161 extension 2500
Closing date: 23rd February 1988
We are an equal opportunities employer and welcome applications from registered disabled persons.

DACORUM BOROUGH COUNCIL
SHANNON GOLF CLUB invites applications for the post of HEAD GREENKEEPER for this 18 hole parkland course situated at Shannon Airport Co. Clare Ireland. Applicants must have proven ability with suitable qualifications and experience in all aspects of course maintenance including the supervision of staff, use and maintenance of greenkeeping machinery. Applications with full C.V. to:- The Honorary Secretary, Shannon Golf Club, Shannon, Co. Clare, Ireland.

CHORLEY GOLF CLUB require an experienced GREENKEEPER Apply in writing to:- The Secretary, The Chorley Golf Club, Hall o' th' Hill, Chorley, Lancs. PR6 9HX

CONSTRUCTION SUPERVISORS WANTED FOR WORK IN EUROPE APPLY IN WRITING WITH FULL C.V. TO:- HOWARD SWAN LIMITED, LITTLE DUKES, THE STREET, ROXWELL, NR. CHELMSFORD, ESSEX.

SALES OPPORTUNITY An excellent opportunity has arisen for a person with a good knowledge of greenkeeping and golf to sell to Golf Course Managers and Head Greenkeepers in the following areas: - South East London, South West London, Surrey, Hants, Sussex, Kent. The ideal candidate will either be an experienced greenkeeper looking to embark on a sales career or a person already selling successfully to greenkeepers. For the successful applicant the rewards will be well above average, expenses paid and a vehicle supplied. If you are between 27 and 45 years old, living in this area, and would like to work with a friendly, progressive company, apply in writing to:- Mike Moss, C.M.W. Equipment Co., 21 Totman Crescent, Rayleigh, Essex. SS6 7UY

HEAD GREENKEEPER required for modern course PORTO CARRAS, HALKIDIKI, GREECE. Applicants should be over 25 years with experience of modern greenkeeping, machinery and staff supervision. Salary negotiable with accommodation. Applications to:- Tommy Horton, Royal Jersey Golf Club, Grouville, Jersey. Tel: 0534 82234

THE RAC COUNTRY CLUB require an ASSISTANT GREENKEEPER Applicants must be experienced in all greenkeeping techniques and in the use of all modern equipment. No accommodation Applications in writing, stating age, qualifications and experience to:- The Estate Manager, The RAC Country Club, Woodcote Park, Epsom, Surrey. KT18 7EN
**Peter wins new award**

HEAD greenkeeper at Willingdon Golf Club, Peter Negus, has recently been presented with the inaugural Sussex PGU Greenkeeper of the Year Award.

Peter, a BIGGA member, was presented with a certificate, which now hangs proudly in the clubhouse, and a cheque by the professional golfers of Sussex because of "his consistent excellent presentation of the course for all professional events".

The SPGU intends to make the Greenkeeper of the Year Award a permanent fixture in order to recognise the excellent work done by the unsung hero of golf - the greenkeeper.

Willingdon believes the award will go to Peter Negus every year unless he retires prematurely! No doubt the challenge will be taken up by the county's greenkeepers.

---

**THE LATE SIR HENRY COTTON**

A personal note on his passing by Howard Swan

HENRY Cotton died in London on 22nd December 1987 in King Edward V11 hospital for soldiers.

Henry Cotton was a great Professional. From the earliest of ages he set his sights on becoming a champion. He achieved his ambition and made sure he lived like a champion always. The story goes that, in the days when professionals were barred from clubhouses, Henry sat in the car park and openly lunched on champagne and caviar from the boot of his Rolls Royce. Few would argue that it was he who revolutionised the professional golfer's life in the early days.

Open champion in 1934, 1937 and 1948, he gave his name to the Dunlop 65 ball after his wonderful round at Sandwich. Whether it be strokeplay or matchplay, he was simply the best - playing and captaining in the Ryder Cup.

On retiring from the competitive game, he turned his attention to contributing to golf in other ways - writing, teaching and designing golf courses. It was my privilege to work with him many times, in the UK and in Europe predominantly in Portugal, where he made his winter home.

His endearing love of all parts of the game of golf will be missed by many, many thousands of golfers.

He was, simply a great man and a friend. No one could ask for more. I am proud to remember Henry Cotton as that.

---

**Hang out the flags!**

FEBRUARY 1988 sees the launch of a revolutionary new idea in flagpole design. Tacit's new anti-tangle swivel action flagpole, designed to help both the golfer and the greenkeeper.

For the golfer it gives an instant indication of wind change and direction without tangling around the flagpole. For the greenkeeper it is simplicity itself, - no special tools, spanners or especially adapted flags. Just pull the flag on and tie as normal or, if yours is a busy course with society, company or championship events, use the Tacit flags with convenient velcro clip.

The price a pleasant surprise too, with a launch offer of £6.99 each, including free flag. For more details call Tacit on Rugby (0788) 832166.
GOLF CLUB
HERZOGSTADT
CELLE - WEST
GERMANY

HEAD
GREENKEEPER
required
for the new course at Celle in West Germany. 10
holes already in operation the remaining 8 to
open in May 1988. The successful applicant will
be well versed in all aspects of turf management,
machinery and irrigation maintenance. He will
be used to motivating and managing staff. A
working knowledge of German is an advantage
but not essential. An attractive remuneration
package will be offered to include
accommodation.
Write in confidence with full C.V. to:-
Box No. 1606,
the Golf Course,
121-123 High Street,
Dovercourt, Harwich,
Essex. CO12 3AP

CARLISLE GOLF CLUB

HEAD
GREENKEEPER
Applications are invited for the above post to
commence in early Spring 1988. This parkland
course, established in 1909, is founded partly
upon sand and partly upon clay.
Applicants must be of proven ability,
extensively experienced in golf course budgeting,
maintenance, including machinery, be
innovative in course presentation, able to lead
by example and motivate extant staff.
Membership of the BIGGA an advantage.
Accommodation available - Salary negotiable
Applications should be in writing and include
full C.V. to:-
The Hon Secretary,
Carlisle Golf Club,
Aglionby, Carlisle
CA4 8AG

SAFFRON WALDEN
GOLF CLUB
require a

COURSE
MANAGER
Rent free accommodation and
other benefits must be keen
and enthusiastic
SALARY TO
BIGGA SCALE
Apply in writing with full C.V. to:
The General Manager
Saffron Walden Golf Club,
Windmill Hill,
Saffron Walden,
Essex. CB10 1BX

GLENBERVIE GOLF
CLUB
The Club invite applications for the post of
Course Manager
at Glenbervie. Applicants must be fully trained
and experienced in all aspects of modern course
management. A full job description will be sent
on request together with a form of application
for the post.
For these write to:-
The Secretary,
Glenbervie Golf Club Ltd.,
Stirling Road,
Larbert,
FK5 4SJ

A substantial salary will be paid commensurate
with the responsibility which this post carries.
No Punctures!

A NEW product to eliminate punctures in Turf tyres called FLEXEL has recently been launched on the British Market. The process will be manufactured by FLEXEL (UK) Ltd under licence from a Swiss Company FLEXEL AG.

FLEXEL is a polymer blended rubber which is moulded directly into the tyre. The low pressures required in turf tyres can be closely matched and the ride characteristics remain similar. To extend the life of the filled tyre and reduce the overall costs a remould service on most sizes is offered using the latest Vakuum Vulk pre-cure system.

Operators who have tried Flexel have found that downtime and expensive call out charges due to punctures have been eliminated. There has also been less tyre and wheel damage. Drivers of ride-on machines have found no difference in comfort after Flexel filled tyres have been fitted.

For further details telephone: 0782 616206.

F.H. TOMKINS PLC the industrial management company, has acquired Polymark Beaver Equipment Ltd., manufacturers of professional and commercial grass cutting equipment. Tomkins already owns Hayters PLC and this infill acquisition will compliment the current range of Hayters’ rotary grass cutters. It will significantly strengthen Tomkins’ position in the professional lawn mower market and further its products overseas, particularly in America.

Revised edition from STRI

A SECOND, completely updated and revised edition of Turfgrasses Diseases first published in 1979 is now available from the Sports Turf Research Institute.

The new booklet retains the concise 40 page format of its predecessor and is illustrated with colour plates of common turf diseases. It contains much useful background information on turf diseases, how to recognise turf diseases by the damage they cause and gives advice on disease prevention and control.

The booklet is priced at £2.50 which includes VAT and postage and is available from The Secretary, Sports Turf Research Institute, Bingley, West Yorkshire, BD16 1AU. Tel: Bradford 0274 565131

CREWS HILL GOLF CLUB

invite applications for an

ASSISTANT
GREENKEEPER

Must be experienced.
Applications in writing with full C.V. to:-
The General Manager,
Crews Hill Golf Club,
Cattlegate Road,
Crews Hill,
Enfield,
Middx. EN2 8AZ

HANKLEY COMMON GOLF CLUB

require

ASSISTANT COURSE MANAGER

for their heathland course
Applicants must be experienced in all aspects of golf course greenkeeping and have a thorough knowledge of repair and use of modern machinery. The ability to motivate and control staff is essential. An attractive package which includes accommodation is negotiable depending upon experience.
Applications in writing to include full C.V. to:-
The Secretary,
Hankley Common Golf Club,
Tilford, Farnham, Surrey. GU10 2DD

THE WORCESTERSHIRE GOLF CLUB

require

DEPUTY HEAD GREENKEEPER

with at least five years experience.
Salary negotiable according to age, qualifications and experience.
Applicants should write giving career details to:-
The Secretary,
Worcestershire Golf Club,
Wood Farm,
Malvern Wells,
Worcestershire,
WR14 4PP

1ST ASSISTANT GREENKEEPER

required
Salary negotiable
No accommodation
Apply in writing or telephone 0273 564453 (evenings)
E. HADGKISS,
HEAD GREENKEEPER,
THE DYKE GOLF CLUB,
DYKE ROAD,
BRIGHTON,
EAST SUSSEX.
Club Tel. No: 079 156296
The finest grass seed any J of the week

Whatever your requirement for sports turf, landscaping or reclamation, there is a J Range mixture to suit your purposes. Johnsons J Range grass mixtures are renowned for their reliability and suitability for a wide variety of uses. This is why users have made this range their Number One choice. We also offer a wide range of specially formulated mixtures including quality grass varieties Waldorf, Banner, Dawson, Merlin, Parade, Scaldis, Arno and Ranger, also a reclamation range and British wild flowers.

With over 160 years of experience we can match your needs any J of the week.

J Range

SPORTS AND AMENITY GRASSES

W W Johnson & Son Ltd, London Road, Boston, Lincs. Tel: (0205) 65051
Branches at Haydock, Merseyside and Woodley (Berks)
'Daconil' turf is a broad spectrum fungicide which controls a wide range of turf diseases, but is especially useful against those recurrent problems Fusarium Patch, Red Thread and Dollar Spot. And because it is a contact fungicide it can be used all year round.

'Daconil' turf contains chlorothalonil.
READ THE LABEL BEFORE YOU BUY; USE PESTICIDES SAFELY.
'Daconil' is the registered trade mark of SDS Biotech UK Ltd.
To assist in expansion plans we now need to recruit individuals and/or companies to act as agents/distributors in many parts of Mainland UK, Northern & Southern Ireland, Isle of Man, Channel Islands and Europe.

All enquiries:-
Mr. F.J. Garvey,
061 - 747 - 4333

NORTHAMPTONSHIRE COUNTY GOLF CLUB

invite applications for the position of
HEAD GREENKEEPER

for this 18 hole Championship course
Applicants must be fully experienced in all aspects of greenkeeping and modern machinery and the ability to lead and motivate staff.
Salary is negotiable and benefits include a non contributory pension scheme.
A detached house on the course is available.
Applications in writing with full career experience to:-
The Secretary/Manager,
Northamptonshire County Golf Club,
Sandy Lane,
Church Brampton,
Northampton NN6 8AZ

DUMFRIES AND COUNTY GOLF CLUB

invite applications for the position of
HEAD GREENKEEPER

Applicants must be fully experienced in all aspects of turf management including the use and maintenance of greenkeeping machinery and possess the ability to motivate and direct staff.
The salary is negotiable.
Apply in writing giving age, qualifications and full details of experience to:-
The Secretary,
Dumfries and County Golf Club,
Edinburgh Road,
Dumfries.

WEST SURREY GOLF CLUB

require an
ASSISTANT GREENKEEPER

Applicants must be experienced in all aspects of greenkeeping and the use of modern equipment.
A mature person preferred with initiative to undertake tasks once instructed.
No accommodation available. Applicants should apply in writing, stating age, experience and qualifications to:-
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