to comparatively easy and marked on the sketch plan in three distinct areas (see fig. 1), marked A, B & C.

The forward Ladies tees should also be treated in similar fashion in instances where their teeing areas are greater than 150 square feet.

Next, draw up sketch plans of the eighteen greens, showing both sand bunkers and other hazards adjacent to the putting surfaces.

The green plans are now divided up into six segments on the sketch, ignoring any areas where a pin position is totally unfair, such as a steep slope, covered from the approach by tree or lying in a hollow prone to fill with water in a thunderstorm.

The six segments are now numbered from 1 to 6 for all eighteen greens and these plans form the basis of a "Master Board" located in the Greenkeeper's Shed (see fig. 2).

It is a simple matter to extend this record on to a separate card for each tee and green, reproducing the "Master Board" into a ring folder for the complete course.

The man responsible for the course set-up, consults his "Master Board" for the day's locations and using the now created set-up card can instruct any member of staff to change the holes and position the tee markers, knowing precisely where they will be put.

Using the cards, two or more greenstaff can change the holes at any one time, working to instructions such as - "Today tees placed in position B - Greens position 4.

A copy of the "field folder" can also be given to the Competition Secretary who on special medal days might require some say on the overall course set-up. Using the sketches he can give his instructions to be passed on to the actual hole-cutter.

Since there are now six set-ups over a seven day cycle, set-up number one occurs on a Sunday only once every six weeks, so the member will face a different challenge each time he plays. Variations can also be included to allow for changes in the weather or when the wind is directly down the line of the shot or following.

There is also a natural extension of the scheme. By providing a copy of the "Master Board" in the clubhouse. If golfers are told - "Today's flag positions are at 1, depending on the coding used, they will be able to note whether the hole is at the front, back or side position on each green before setting off on the round.

This is essential information on courses with a number of "blind" holes or on par 3s, where the bottom of the flag-stick cannot be seen from the tee.

This simple and straightforward scheme will not only please your members but has the added benefit of spreading wear on tees and greens.

Why not try it?
1989 BIGGA GREENKEEPER MEMBERSHIP PACKAGE

For 1989, BIGGA will be offering a comprehensive membership package for greenkeeper members designed to offer members a full range of services and benefits in line with a progressive professional Association. Full details are available from Headquarters Office on request, but the package will include:

(i) Monthly copies of the 'The Golf Course' – the Association's official publication.
(iv) Full Employment cover.*
(v) Full Personal Injury Cover.*
   * Pursuit of civil claims by the Insured for damages, specific performance or injunction arising from or out of:
      (a) A contract of employment.
      (b) Death or personal injury of the Insured from any cause.
(vi) Beneficial Insurance Options in respect of Car, Home – Building and contents, and Vehicle Breakdown.
(vii) BIGGA Enamelled Lapel Badge.
(viii) BIGGA Membership Card.
(ix) Use of Employment Agency Scheme.
(x) Personal Accident Cover.
   This cover will provide capital sums under the following headings:
   1. Death. £5,000.
   2. Loss of use of one or more limbs and eyes. £5,000.
   3. Permanent total disablement lasting 104 weeks at the end of which being beyond hope of improvement. £5,000.

However, a most attractive feature of the negotiated scheme will enable members suffering temporary total disablement in excess of seven days to receive a weekly income of £25 for a maximum of 104 weeks.

Also, it will be possible for members to purchase additional units at their own cost within the scheme and a pamphlet incorporating an application form will be made available upon payment of subscription.

NEW Members will also receive a BIGGA car badge sticker and golf bag tag.

NB. Existing legal and insurance covers terminate at 31st December 1988 and it is essential that current members renew with effect from 1st January, 1989.

Accordingly, they will be separately invoiced during early December and should not therefore complete the application form in this edition of 'The Golf Course'
BRITISH AND INTERNATIONAL GOLF GREENKEEPERS ASSOCIATION
EDUCATION OFFICER

This is a new post established to meet the current and future education and training needs of greenkeepers. In line with the anticipated growth and development of greenkeeper education in the next few years, the appointed officer will have a key role in both the co-ordination and review of current college-based courses as well as the development of new and advanced courses.

The postholder will have wide-ranging responsibilities in relation to all aspects of greenkeeper training including administration of a number of committees; development of in-house training courses; organisation of conferences/seminars; liaison with national education bodies.

Applicants for the post should be able to demonstrate excellent communicative and administrative skills, and, whilst the Association will be seeking to appoint a person with experience of education and training in general, it will be advantageous if candidates can demonstrate a knowledge and background of specific relevance to greenkeeper education.

For further details and job description please contact:
Mr Neil Thomas, Executive Director, BIGGA, Sports Turf Research Institute, BINGLEY, West Yorks, BD16 1AU. TEL: 0274-560556

HARTSBOURNE GOLF & COUNTRY CLUB

require an

ASSISTANT GREENKEEPER

with a minimum two years practical experience and a keen interest in golf and greenkeeping as a career.

Salary to BIGGA scale.

Single status accommodation provided.

Please apply in writing only, with a full c.v. to:-

G.Haynes,
Golf Course Manager,
Hartsbourne Country Club,
Hartsbourne Avenue
Bushey Heath,
Herts WD2 1JW

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HADLEY WOOD GOLF CLUB

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ASSISTANT HEAD GREENKEEPER

Written applications from suitably qualified and experienced Greenkeepers.
The successful applicant will have a thorough knowledge of modern greenkeeping methods including the use and maintenance of machinery and automatic water systems.
Preference given to keen golfers who are BIGGA members and are willing to join a young and enthusiastic staff.
Salary £9,000, pension scheme and accommodation available. Please send full C.V. to:

J.E. Linaker,
Secretary/Manager,
Hadley Wood Golf Club,
Beech Hill,
Barnet, Herts.
EN4 OJJ

WORTHING GOLF CLUB

require
ASSISTANT to COURSE MANAGER

This is an excellent opportunity for qualified persons with proven practical aptitude of 23 years and above to join our team in the upkeep of this well known 36 hole downland course.
To advance their career or to consolidate their experience from a similarly held position.
This position will carry responsibility and offer a leadership role to the successful applicant we are therefore offering an attractive package which will include accommodation if required and other fringe benefits in keeping with this position.

All applications welcomed to:
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Apply with full details to:
Box No. IOM 1,
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Kings Avenue House,
Kings Avenue, New Malden,
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LEISURE SERVICES DEPARTMENT GOLF COURSE MANAGER

Scale 6 £11535 - £12267 p.a. inclusive

The newly formed DSO is looking for a suitably qualified person to join a progressive and enthusiastic team getting ready to meet the challenge of competitive tendering. If successful you will be responsible for the daily operational activities involved in the running of the Borough's three 18 hole municipal golf courses. You must have a proven managerial record as well as a sound technical background plus the flexibility to enable you to succeed in a commercial environment.

Previous applicants need not apply.

Application forms quoting reference number LS/428/42X are available from the Personnel Division, Civic Centre, Uxbridge, Middlesex, UB8 1UW. Telephone Uxbridge 50589 (24 hour answering service available).
Closing date 23 December 1988.

Hillingdon as an equal opportunities employer, welcomes applications from candidates irrespective of race, sex, marital status, age, sexual orientation or disability.
WESTMANN ISLANDS GOLF CLUB (ICELAND)

(9 holes to be extended to 18 holes)
require a
HEAD GREENKEEPER

for a summer season of 6 months, the successful applicant will be of proven ability and be fully conversant with all aspects of greenkeeping and the maintenance of modern machinery. Knowledge of construction techniques an advantage. There is no language problem as English is spoken.

Accommodation and travel expenses paid by the club.

Apply in writing with full C.V. to:-

The Secretary,
Westmann Islands Golf Club,
C/O Laneside Farm,
Wigglesworth, Nr. Skipton,
N. Yorks. BD23 4SP

SHREWSBURY GOLF CLUB

Invite applications for the post of
HEAD GREENKEEPER

Must be fully qualified and experienced in all aspects of course and machinery maintenance. No accommodation available but help given towards removal expenses.

Salary negotiable depending upon age and experience, but commensurate with this important position.

Apply to:
The Secretary,
Shrewsbury Golf Club,
Condover, Shropshire.
SY5 7BL

SHERINGHAM GOLF CLUB

require a
COURSE MANAGER

Applicants must be fully experienced in all aspects of course management and maintenance, have a thorough knowledge of modern machinery and be able to supervise and control staff.

Salary and conditions will be commensurate with the responsibilities of the position.

Apply in writing enclosing full C.V. by 12th December to:-

The Secretary,
Sheringham Golf Club,
Weybourne Road,
Sheringham, Norfolk.
NR26 8HG
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The BIGGA/SUPATURF EDUCATION '89 Conference is the place to be in April 1989. Book now to secure your attendance.

Please send applications to: The Executive Director, BIGGA, The Sports Turf Research Institute, Bingley, West Yorkshire, BD16 1AU. Telephone: 0274 560556
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