show them that most of the established professions only emerged over long periods and the early pioneers saw little of the benefits. But at least it is a progressive view with a worthwhile long-term aim.

The same cannot be said of those who seem to want to retire into their fortress and pull up the drawbridge. There are some who want, in effect, an association composed solely of established head greenkeepers, which will preserve the status quo forever. This is a recipe for censorship of greenkeeping journals, the imposition on employers of a salary scale they have not negotiated, a firm policy of no consultant agronomists, head greenkeepers dictating policy to the clubs, which, in turn, will have to put up with whatever conditions they choose to give. I believe the majority of greenkeepers have more sense and are more realistic.

I have put down a few ideas, having tried to face the problems head on. So, don't switch off or turn the page because you don't like them all—try to thrash out something better with your colleagues! Of course, the first task is to educate golfers about golf courses and I think that has begun. If it means putting up with whatever conditions they put up with whatever conditions they put up with whatever conditions they choose to give. I believe the majority of greenkeepers have more sense and are more realistic.

Let us first deal with the vexed question of who sets policy. I believe that this is not the job of either greenkeeper or green committee—rather, that both should make big contributions towards gathering the facts required before making these decisions. Policies will only stick if all members have at least a say in making them. Anything decided by a committee or individual can be overturned by successors within months.

By all means let everyone make their points, perhaps engage an agronomist to prepare a report or address the members. But then put them in a general meeting to decide a policy and stick to it for a long period. They will have to decide which type of golf—target or traditional and the costs and consequences of each.

Architecture must go hand-in-hand with this, so changes in bunkering, etc, all come into the reckoning. If all this can be done properly, resulting in a policy document, the greenkeeper should then be protected from much of the pressure from which he suffers at present. What a relief!

The reality is that only the owner, be it club or company, can decide policy. They can, and should, take advice, both from their greenkeeper and their consultant, but they cannot be allowed to duck the responsibility of actually doing the deciding.

Denigrate

I do not denigrate either greenkeeper or green committee by saying they should not take on this role themselves. Having got rid of that bogey, let us proceed to consider a structure to cover the whole field of golf greenkeeping.

If we are to claim this is a skilled business, it follows that there is no place for unskilled operatives, which is only another name for cheap labour. The set-up of a highly paid head greenkeeper with a bunch of unskilled and untrained young men should become a thing of the past. Most clubs had a full, fairly skilled workforce up until the last 25 years. The need to attract head greenkeepers with a reasonable salary led to clubs recruiting young men from the bottom of the labour market and then keeping them, without training, on very low wages. Trainees should be of high quality, carefully selected and then trained fully. The City and Guilds course was not too bad for this purpose when properly taught by the colleges. It perhaps did not give sufficient emphasis on fundamental science subjects, tended to be repetitious, not always relevant and too spread out.

Within a year, at most, the trainee should be moving into the craftsmen grade followed by further grades of skilled craftsmen. Remuneration could be geared to these grades.

My impression is that there is not too much need for additional training in practical greenkeeping. Learning the job from senior colleagues is still a very good method. The trade will find it in their own interests to provide some lectures and especially training in machinery workshops.

The main difficulty now at craftsmen level is that, at different clubs, working practices have evolved in different ways and at different standards. We need some standardisation and upgrading to fit in with modern policies.

Now, all the time we have to be thinking (as do other crafts and professions) along two parallel lines. We may be able to make suggestions for future college-based training for craftsmen, but it would be grossly unfair to present staff to fail to produce a scheme that will help them at craftsmen level, my own experience of this standardisation and upgrading is that it is not really so difficult to do.

I believe the greenkeepers' associations could form a board, perhaps with some outside help, to agree working practices and appoint some regional advisors.

Big Brother? Not really. In my profession, I know that any piece of work I carry out can be inspected at random. The fact that greenkeepers themselves would be seeking to enforce high standards and, therefore, protect their clients is a concept common to most professions.

Now we come to the real crunch. It Continued on page 34...
Marshall Concessionaires' Qualifying Tournament

The Marshall Concessionaires' qualifying tournament for SIGGA members was held at Cawder Golf Course, Bishopbriggs, near Glasgow in June. Fifty took part and the six who qualified to go forward to the finals in England later this year are Jim Grainger (Largs GC), Steven Hogg (Cawder GC), Alan Clark (Ballochmyle GC), Alan Purdie (Broomieknowe GC), Ian McLeod (Tain GC) and Ian Galbraith (Hilton Park GC).

SIGGA would like to thank Malcolm Clark, managing director of Autogarden (Glasgow), for providing all the hospitality for players and officials and also for donating six beautiful prizes. Alistair Connell, course manager at Cawder, presented an excellent golf course. We wish all the qualifiers every success.

Joe McKean.

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Jimmy Kidd has been appointed estates manager of Gleneagles Hotels. Jimmy joined Gleneagles in March 1983. In his new position, he will be responsible directly to the general manager Peter Lederer for all aspects of golf-course maintenance, gardens, landscaping, and all projects related to the 610 acres of Gleneagles Hotel. Jimmy can be contacted on 07646 2231 (ext 4364) or 07646 2879 (home).

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WEST HERTS GOLF CLUB requires
HEAD GREENKEEPER
Applicants must be fully experienced in golf course management. Scotec or City & Guilds certificates essential. Salary and conditions negotiable, house available.
Apply to:
The Secretary,
West Herts Golf Club,
Cassiobury Park,
Watford
Tel: 0923 36484

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SOUTHERNDOWN GOLF CLUB
Mid-Glamorgan
invite applications for the post of
HEAD GREENKEEPER
from persons of proven ability and experience in golf course maintenance of an 18-hole championship downland/links type course. Salary in line with other top class courses. No accommodation available.
Apply in writing stating age and experience to:
The Secretary,
Southerndown Golf Club,
Ewenny,
near Bridgend,
Mid-Glamorgan.

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HEAD GREENKEEPER
required by
HARBORNE GOLF CLUB
Applications are invited for the above post from persons of proven ability and experience in golf course maintenance.
Salary negotiable. No accommodation available.
Apply in writing stating age and experience to:
THE SECRETARY,
HARBORNE GOLF CLUB,
40, TENNAL ROAD,
BIRMINGHAM B32 2JE
Leisure Services Department

HEAD GREENKEEPER

Misc 8 £6,636 - £6,810 (inclusive)  
(Pay award pending)

Responsible for the day to day activities associated with the maintenance and overall condition of our 184 acre golf course. Applicants should have at least 5 years experience of golf courses in a green-keeping capacity, have proven supervisory skills and be over 30, with an appropriate qualification in turf management.

The successful applicant must reside on site. The accommodation is a 3-bedroom bungalow, for which rent is payable. Generous relocation allowances are available in appropriate cases.

It is expected that the successful applicant will commence employment in December 1984.

A job description and application form can be obtained from, and should be returned to, Personal Services, Civic Centre, Marlowes, Hemel Hempstead, Herts HP1 1HH.

Tel: (0442) 60161 ext 2512. Closing date 24.9.84.

The Council is an equal opportunity employer and welcomes applicants from registered disabled persons.

Dacorum District Council

ST. GEORGE’S HILL GOLF CLUB

invites applications for the position of

HEAD GREENKEEPER

Applicants for the position of Head Greenkeeper for our 18 and 9 hole courses must possess a sound knowledge and experience of modern turf management techniques. A thorough practical knowledge of the use and maintenance of machinery together with the ability to manage a young, hardworking staff is required.

A top class salary will be paid.

Apply in writing, stating age, qualifications and experience. Two recent testimonials are required together with the names of two persons to whom reference may be made.

Address to:

The Secretary,
ST. GEORGE’S HILL GOLF CLUB,
St. George’s Hill,
Weybridge,
Surrey KT13 0NL

ST. ENODOC GOLF CLUB

require a

HEAD GREENKEEPER

Applicants must possess a sound knowledge of up-to-date turf management techniques preferably with links course experience. Thorough knowledge of the use of maintenance machinery and the ability to direct and motivate staff.

Salary negotiable.

Applications in writing giving full details of previous experience and names of referees to:

The Secretary,
ST. ENODOC GOLF CLUB,
Rock,
Nr. Wadebridge,
Cornwall. PL27 6LB

HEAD GREENKEEPER

required by

GORLESTON GOLF CLUB LIMITED

Applications are invited for the above post from persons of proven ability and experience in golf course maintenance.

Salary negotiable.  No accommodation.

Apply in writing, stating age and experience to:

THE SECRETARY/MANAGER
GORLESTON GOLF CLUB
WARREN ROAD
GORLESTON-ON-SEA
GREAT YARMOUTH
NORFOLK NR31 6JT
"FENDRESS"

TOP DRESSING


A specifically designed mix of Fenland Peat/Soils and Lime free sand carefully blended, shredded and sieved. Ready for immediate application to golf/bowling greens. New SPORTSDRESS loam/sand/peat in various formulations to suit your requirements.

Save purchasing expensive equipment which stands idle for much of the year, also high labour costs, and problems of finding suitable ingredients of constant quality.

Pre-packed supplies now available.

SPECIAL MIXES TO YOUR SPECIFICATION OUR SPECIALITY.

ALSO sedge peat “FENPEAT” in bulk.

Lime free sands (white or yellow), screened loam, top soils etc.

Please telephone for quotations.

Contact: Fen Turf Dressings Ltd., 36, High Street, Market Harborough, Leics. LE16 7NL.
Tel: Market Harborough (0858) 64346

FOR SALE

Used RANSOMES HAHN triplex greens mower c/w tournament and verticutting reels and trailer. Very good condition.

£2,240 + V.A.T.

Ring 0277 73720 for further details.

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Toro 21" Greensmaster
£550
Re-ground and serviced, hardly used since new. Present cost over £1,300.

WANTED

Small electric shredder for large private garden, state price and details.

PHONE LIVERPOOL (051) 924 9101

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See us at I.O.G. Show
Stand No. N26-27

For information, literature and supplies contact your local merchant or

Farmura Ltd, Stone Hill, Egerton, Ashford, Kent
Tel: Egerton (023376) 241

Cherwell District Council

First Assistant Greenkeeper

Wage £82.40 per week plus Bonus to a maximum of £42

Because of a change in circumstances we are re-advertising this new job on the Council’s Cherwell Edge Golf Course. The 9 hole course, opened in the spring of 1980 is currently being extended to 18 holes and is due to be completed by spring 1985. You will have a good general education and must hold the Institute of Groundsmanship Certificate, City and Guilds Fine Turf Culture or any other relevant qualification, plus a minimum of seven years experience as an Assistant Greenkeeper.

You will need to work on your own initiative and have a thorough knowledge of golf course machinery and fertilisers and weed killers. You will also need to know the rules and etiquette of golf and some supervisory experience will be desirable.

Assistance with housing will be considered for a suitable married applicant.

If you are interested in the job, telephone Ian North on Banbury 52535 extension 175 for an application form and job description. Closing date two weeks from appearance of this advertisement.

If you want an inexpensive natural fertiliser that will:
* Encourage a deep hard-wearing turf
* Help the growth of fine grasses
* Assist deep root development
* Maintain the natural greens and colours of the turf
* Mix with weedkillers for ‘Feed and weed’ and
* Will not scorch
* Is safe and non-toxic
* Does not produce a flush of growth (and so cuts mowing costs)
* Is low cost
* As used by many courses including championship

For information, literature and supplies contact your local merchant or Farmura Ltd, Stone Hill, Egerton, Ashford, Kent
Tel: Egerton (023376) 241

See us at I.O.G. Show Stand No. N26-27

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