The ever vigilant

Don’t drive into trouble

The BIGGA recommended minimum salary/wages scale

The Association has updated its recommended minimum salary/wages scale, although actual figures remain the subject of negotiation between the Golf Club and Greenkeeping staff. The quoted rates apply from 1st January 1992.

<table>
<thead>
<tr>
<th>Number of Holes</th>
<th>Course Manager/ Head Greenkeeper</th>
<th>Deputy Course Manager/ Deputy Head Greenkeeper</th>
<th>First Assistant</th>
<th>Assistant Greenkeeper</th>
<th>Apprentice Greenkeeper (All Courses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>£17,440 pa</td>
<td>£12,590 pa</td>
<td>£209.30 pw</td>
<td>£196.70 pw</td>
<td>Age 16/17 – £98.35 pw; Age 18 – £122.95 pw; Age 19 – £147.55 pw; Age 20 – £172.15 pw; Age 21+ – £196.70 pw.</td>
</tr>
<tr>
<td>27</td>
<td>£19,020 pa</td>
<td>£13,715 pa</td>
<td>£209.30 pw</td>
<td>£196.70 pw</td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>£21,290 pa</td>
<td>£15,345 pa</td>
<td>£209.30 pw</td>
<td>£196.70 pw</td>
<td></td>
</tr>
</tbody>
</table>

NB: Where appropriate these rates should be increased to reflect regional variations up to a maximum of 24% in the South East region.

The First Assistant is a post designed to recognise a third-in-charge where appropriate to the size of the Club. In cases where the First Assistant is the recognised Deputy, the appropriate Deputy Course Manager/Deputy Head Greenkeeper salary scale should apply.

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

Basic conditions of employment should include:

1. Where accommodation is provided by the Club, it should be rent free with heating/lighting costs borne by the Club. The Club should compensate for Poll Tax liability.
2. Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary should be paid.
3. 40 hour week.
4. Retirement Pension Scheme.
5. Telephone costs on Club business.
7. Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
8. If not salaried, basic overtime to be paid at time and a half, with double time on Sundays and Statutory Holidays.

Don’t drive into trouble

As a Course Manager/Head Greenkeeper member of BIGGA, you will recently have received a survey for completion and return to HQ. When analysis of returned surveys is completed, vital information will be available of lasting benefit to you, your golf club and the industry. If you have not already done so, please take time to complete the survey and return without delay.

Each greenkeeper completing the survey will receive a synopsis of the report; a similar survey conducted in the USA positively revolutionised the industry in that country.

Reports from the recent

International Golf Trade Exhibition suggest that Tony Jacklin, yet one more professional golfer who has formed his own golf course design company, Golfscape, is in serious discussion with the PGA, who are considering leaving their base at The Belfry and purchasing Deer Park in Stoneleigh. If the deal reaches fruition the PGA would not only have new national headquarters but three 18 hole golf courses. One would be a ‘championship’ course designed by Jacklin, the idea being that it could host the Ryder Cup in 2001!

Absolute clarity in reporting is something which Greenkeeper International seeks always to achieve. My attention has been brought to a Flying Divot comment in October which was perhaps not entirely clear, that of the edict issued concerning Open Championship courses and of the R&A’s insistence that Championship Clubs follow the advice of their appointed agronomists to the letter. This was, of course, not directed specifically at Royal Birkdale and certainly not at the Club's head greenkeeper, Tom O’Brien, but at all seven Clubs on the Championship roster.

To quote our Executive Director, Neil Thomas, "the problems of this particular Championship course (Royal Birkdale) have been well known and documented over a number of years. As such, criticism of the present head greenkeeper is not justified - he worked within established guidelines in presenting the course for The Open, but in terms of preparing the greens he was clearly not working from an ideal base". Greenkeeper International offers an unqualified apology to Tom O’Brien for any misunderstanding in the interpretation of this comment that may have been caused.