Ken Richardson looks forward to this year’s autumn training courses and reminds Course Managers of their responsibilities for reducing workplace stress.

Many members wonder what they get for their membership fee each year. On average, we spend £25 per member on Education and Training, including: Regional Training Courses, the National Education Conference and Workshops, BTME/Clubhouse Seminars, Regional Conferences, Field Guides, Posters, Lending Library, Manuals, Videos, CD ROMS, DVD, Higher Education Scholarships and Refund of Fees. We have almost completed the planning of this Autumn’s Regional Training Courses and places are available on the following:

<table>
<thead>
<tr>
<th>Date</th>
<th>Course Title</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>28 &amp; 29 October</td>
<td>Essential Management Skills</td>
<td>Sunningdale Park Conference Centre</td>
</tr>
<tr>
<td>29 &amp; 30 October</td>
<td>Basic Computer Skills</td>
<td>Newark Golf Club</td>
</tr>
<tr>
<td>4 &amp; 5 November</td>
<td>Next Steps in Management Skills</td>
<td>Beedles Lake Golf Club</td>
</tr>
<tr>
<td>11 November</td>
<td>Fire Safety and Manual Handling</td>
<td>Pennard Golf Club</td>
</tr>
<tr>
<td>25 &amp; 26 November</td>
<td>Basic Computer Skills</td>
<td>BIGGA House</td>
</tr>
</tbody>
</table>

Each one-day course costs BIGGA members just £30 + VAT (£35.25) and each two-day course costs £60 + VAT (£70.50). As the actual cost of staging a one-day course is £80 plus VAT and £160 for a two-day course, members can gain a subsidy worth more than their membership fee by attending just one day of training.

Courses in Tractor Driving, Risk Assessment, Presentation Skills, Abrasive Wheels and Chainsaw Operation are being held this autumn, however, they are already sold out.

More courses are being planned for the Spring of 2004, including, Tractor Driving, Further Computer Skills, Risk and COSHH Assessments, Budgets and Finance. Watch out for details of these and other courses in future editions of Greenkeeper International.

### STRESS MANAGEMENT

The Health and Safety Executive treat hazards that lead to stress related illnesses in the same way as hazards leading to physical injury. Major changes in Health and Safety Law have made it easier for employers to accept blame and claim damages that can be paid out.

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- Having responsibility for others
- Poor working relationships
- Bullying, racial or sexual harassment
- Inflexible work routines
- Physical danger
- Poor working conditions
- Lack of communication
- Lack of support for personal development
- Blame culture when things go wrong

Golf Course Managers and Golf Club Management must implement strategies to control or remove these risks. Some are easy to put right by training. For example by providing training when and where necessary and increasing the scope of jobs for those already trained. Change the way in which jobs are done giving workers more variety of tasks. Avoid example by providing training when and where necessary and increasing the scope of jobs for those already trained. Change the way in which jobs are done giving workers more variety of tasks. Avoid...