Rachael and Gemma would like to welcome 61 new members to the Association and talk about time off for dependants.

**WIN**

**A WEEKEND SURVIVAL COURSE FOR TWO**

Our congratulations go to Nigel Robins of Whittlebury Park Golf and Country Club who wins a survival weekend for two. Nigel will spend the weekend building his own shelter, learning about edible plants and survival medicine and receiving instruction in navigation.

**DID YOU RECEIVE YOURS?**

The new 2005/2006 Membership Handbook was launched with the October Magazine. The handbook is an, all encompassing one stop guide, which offers easy access to information on many organisations and individuals. If you did not receive your handbook or would like extra copies please contact Rachael or Gemma on 01347 833800.

**BIGGA welcomes...**

**SCOTTISH REGION**
- Kenneth Liddell, Central
- Alexander Macdonald, North
- Shaun Macdonald, North
- Euan Macdonald, North
- Andrew Mackay, North
- Craig Mackay, North
- Nicholas Marsland, North
- David McLeish, Central
- David Ronaldson, East
- Alastair Ross, North
- George Simpson, North
- John Smith, East
- Matthew Thomson, East

**NORTHERN REGION**
- Peter Colley, Northern
- Richard Cook, North West
- Mark Finley, North West
- Adrian Hallatt, Sheffield
- Philip Jordan, North West
- Paul Judd, Sheffield
- Neil Kenyon, North West
- Martin Kirby, North West
- Spencer Lloyd-Pye, North West
- Geoff Marchant, North West
- Stuart Mason, Northern
- Adam McColl, North Wales
- Adam Moore, North West
- Andrew Scaman, Northern
- Dominic Skinner, North West
- Dave Squire, North West
- Mike Wiznieniowski, North West

**MIDLAND REGION**
- Michael Boyes, Mid Anglia
- Daniel Kendle, East of England
- Matthew Pratt, East Anglia

**SOUTH EAST**
- Simon Barber, Essex
- Tony Barker, Essex
- Gary Brayshaw, Surrey
- Christopher Evans, Surrey
- Michael Goodyear, Surrey
- Stuart Hazleton, London
- Benjamin Jevons, Surrey
- Elaine Kelley, Surrey
- Chrissi Kyries, Kent
- John Lynch, Surrey
- Lee Mayhew, Surrey
- James Murphy, Surrey
- Philip Ryder, Surrey
- Paul Skuse, London
- Chris Young, East Anglia

**SOUTH WEST/WALES**
- Anthony Clarke, South Coast
- Christopher Dawe, South West

**INTERNATIONAL**
- Thomas Ijland, Spain
- Michael Lee, USA

**STUDENT MEMBER**
- Craig Spruce, Northern

**ASSOCIATE MEMBERS**
- Adrian Handbury, Midland
- Lodewijk Klootwijk, Netherlands
- Nuno Sepulveda, Portugal

**NOVEMBER’S MEMBERSHIP DRAW WINNER**

Just introduce one or more new greenkeeping members to BIGGA and your name will be placed into a draw to win a Digital FM Scan Radio/Alarm. The radio can stand alone or can be clipped onto a belt with headphones for when your on the move. Our congratulations go to Eoin Riddell of Royal Dornoch Golf Club.

**Quick Guide to Time Off for Dependents**

This right allows employees to take a reasonable amount of time off work to deal with unexpected emergencies and make longer term arrangements. The emergency must involve a dependant of the employee.

**WHO IS A DEPENDANT?**

A dependant is the spouse or partner (living at the same address), child or parent of the employee. It can also be an elderly relative living at the same address. In case of illness, injury or where care arrangements break down a dependant may also be someone who reasonably relies on the employee for assistance. Such as, if the employee is the primary carer or is the only person who can help in an emergency, such as when an elderly neighbour living alone breaks a limb.

**UNDER WHAT CIRCUMSTANCES CAN AN EMPLOYEE TAKE TIME OFF?**

- To deal with a death of a dependant
- To deal with an unexpected disruption or breakdown of care arrangements for a dependant
- To deal with an unexpected incident involving the employees child during school hours
- If a dependant falls ill, or has been injured or assaulted
- To make longer term care arrangements for a dependant who is ill or injured
- When a dependant is having a baby (this does not include time off after the birth as this is covered by paternity leave)

**HOW MUCH TIME OFF CAN YOU TAKE?**

The legislation does not specify the amount of time off which is reasonable since this will vary according to circumstances of the emergency. In most cases one or two days off should be enough to deal with the immediate crisis and make alternative arrangements.

**IS THE TIME OFF PAID?**

The right to time off does not include an entitlement to pay. If it is paid it is down to the employer’s discretion or to the contract of employment between the employer and employee.

*This information should not be treated as a complete and authoritative statement of the law. For further information go to the department of work and pensions website* [www.dwp.gov.uk](http://www.dwp.gov.uk).

**Coming up next month : Quick Guide to Parental Leave**