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Enjoy the read

Jon Croxton, BIGGA CEO
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The only place to start this month’s column is Ipswich – or more precisely the HQ of Ransomes Jacobsen which proved to be a marvellous venue for the first ever Future Turf Managers’ Initiative.

It turned out to be a wonderful couple of days that I can honestly say surpassed all my expectations. I’m 64 now but still came away having learnt all manner of new things. All the presentations were superb, but if I had to pick a highlight it would be Lorna Sheldon’s seminars on interview techniques, writing CVs and effective communication strategies. I enjoyed Lorna’s seminar at the Turf Managers’ Conference this year and was delighted to see her return and pass on her years of expertise.

You can have all the greenskeeping knowledge in the world, but without a well-written, professional CV you won’t get past first base for the next position you’re aiming for.

Once you’ve got to interview stage, you really need to stand out and Lorna showed everyone how. In today’s highly competitive job market these are critical skills being passed on.

Well done to all the candidates, who without exception were engaging, enthusiastic and eager, and I’m a feeling we will be hearing much more about them and their career successes in the future.

Also, my heartfelt thanks to the presenters, and the BBGGA mentors, who gave up their valuable time to assist the next generation.

Finally, congratulations to everyone at Jacobsen who were so helpful and welcoming.

When I started in greenskeeping all those years ago there was little to no formal training available and it was a frustrating time to be an ambitious young (or relatively young) greenkeeper. I fondly remember the first ever supervisory management course organised by BBGGA which took place at Aldwark Manor in the early nineties.

The seminars, presentations and mentors we had gave us so much to work on and many of us went on to become Course Managers at all manner of courses.

I’m 64 now but still came away having learnt all manner of new things it was also a great chance to meet other greenkeepers from across the country, tap into their knowledge and get to know them personally.

It was a novelty at that time to take part in formal training, now there are so many opportunities for all members and you must take these opportunities.

As I mentioned at the start of this column, it doesn’t matter if you’re a little older and nearing the end of your career, you will definitely learn something.

I don’t want to jinx it, but it seems the weather has turned and spring has finally arrived after one of the longest and coldest spells I can remember.

March was particularly cold which I’m hoping to visit as many Sections and Regions coming up, as I’m sure you all have, and I hope to visit as many Sections and Regions as possible.

As always I’d be happy to discuss anything with BBGGA members, my contact details are below.

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A glimpse of the future

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March was particularly cold which I’m sure may have thrown a spanner in the works for your plans ahead of the start of the season. I enjoyed watching a superb Masters tournament on TV, but as we all know, Augusta is a long way from the day to day reality of life preparing a golf course in the UK.

In fact, I’m sure many of you had a wry smile on your faces as you watched the final holes take place in torrential rain and gloom looking more like a drub-day on Tresside – they’ve now had a taste of what we had to put up with for most of last year!

With the Masters out of the way it really feels like summer is approaching, let’s hope it’s a good one. I’ve got a busy few months coming up, as I’m sure you all have, and I hope to visit as many Sections and Regions as possible.

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I don’t want to jinx it, but it seems the weather has turned and spring has finally arrived after one of the longest and coldest spells I can remember.
A BIGGA stalwart, and great friend to many in the industry, Bill Paterson has retired after 50 years in greenkeeping. Bill has spent 26 years at Beaconsfield Golf Club in Buckinghamshire. Here, Billy McMillan pays tribute to his friend... Starting at Old Randfurly golf club in the early sixties as an apprentice, Billy was soon hooked on greenkeeping. He was number 27 on the register of young greenkeepers taking up a formal education in Scotland at that time. Once qualified he soon took on the role of Deputy at Old Randfurly then Paisley.

In the early seventies he became Head Greenkeeper at the Randpark Golf Club in South Africa - not only was this a big move for him personally but also a massive learning curve in the management of warm season grasses. Creeping bent grass was on his agenda, and with great initiative he managed to get his hands on some seed, introducing it into his greens during dormant conditions to give his membership quality surfaces year round.

This was not a simple thing to achieve with sanctions going on at that time. He actually managed to have this grass seed smuggled in on the back of his then club captain’s business of importing American cars with his then club captain’s business. He managed to have this grass seed smuggled in on the back of his then club captain’s business. He actually managed to have this grass seed smuggled in on the back of his then club captain's business of importing American cars with his then club captain’s business.

In 1985 he decided to see what England had to offer and took up his role as Head Greenkeeper at Beaconsfield.

An avid reader, Billy boasts at home a collection of books that would be the envy of many, with publications from Ripling, Dickins, and Robert Service as well as greenkeeping to choose from. He not only has a marvellous ability to recall information but can recite it in such a way you are hooked and entertained, ensuring it will be an experience to remember for anyone that has had the pleasure to be in his company.

I remember lying in bed at many a HTME with the silence being broken with a rendition of some Scottish ballad drifting through the night as Billy returned to his room. Now you may think a greenkeeping career was all that he aspired to - but you wouldn’t be further from the truth. Bill is a top brain. His job here has been his life. He’s been much more than a greenkeeper. He’s arranged Christmas parties, he puts the Christmas trees up, he’s done so much work with the Artisan section... you name it, he’s been involved in it!

“His job here has been his life. He’s been much more than a greenkeeper. He’s arranged Christmas parties, he puts the Christmas trees up, he’s done so much work with the Artisan section... you name it, he’s been involved in it! I aimed to continue the terrific work Bill has done here. I’ll be continuing the woodland management project he started and also the layout of the new paths. Then it’s likely to be working on the greens, bringing up the putting speed, and reviewing and investing in our machinery fleet.”

The recent Chalara Management Plan released by DEFRA lacks any uniform and equitable assistance for landowners and organisations affected by the disease.

Grants will be given for removal, destruction and disposal of recently planted common ash and replanting with alternative tree species, but this only applies to a selective swathe of counties (Cornwall, Devon, Gloucestershire and up through the Midlands). The aim is to allow down east to west disease spread and help create a ‘V-shaped’ forest in westernmost England.

The Royal Forestry Society describes the plan as a ‘postcode lottery’ but worse still it excludes the amenity and landscape sector and therefore golf courses.

Simon Ellis, marketing director at Crowder’s Nurseries in Hornshaw Lincolnshire, which currently holds 250,000 healthy ash trees, told Greenkeeper International: “We are about to destroy the entire stock. They are unsalable and difficult to manage. Many are up to ten years old which means a decade of investment down the drain with no compensation from government.

“This plan is selective, divisive, inequitable and unfair. Grant aid will only be available to forestry sector landowners with planted ash sites funded under the Rural Development Programme for England. It excludes the amenity and landscape sectors but it is they who buy our larger trees. I don’t see why grants should only be given to the ‘saddened gentry’ and withheld from entrepreneurs building and maintaining leisure complexes, golf courses and other sporting facilities.”

Small trees planted by big forestry landowners are typically purchased at around 20 pence ‘a throw’.

Simon and others in the nursery trade met with Defra and put forward specific plans to assist the amenity and landscape sectors, including golf courses, but this has clearly been ignored.

Dr Tony Mabbott

Bill has been succeeded by Stuart Langhorn who spent eight years as Course Manager at Adwickbury Park Golf Club.

Stuart commented: “I’ve been seeking a new challenge and this is a great opportunity at a stunning golf course - their ambitions match mine. I’ve been involved in greenkeeping committees he has been hugely instrumental in the establishment and development of the BIGGA Section in recent years. With a spell as chairman of this section he has always been quietly working away doing a lot of the work behind the scenes. A wonderful career is at an end, so from all your greenkeeping friends we wish you Billy, your wife Eileen, your children Fiona and Billy and all your grandchildren a happy retirement filled with many adventures yet to come. Many are up to ten years old which means a decade of investment down the drain with no compensation from government.

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SHINING BEACON BILL RETIRES

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amateur tournaments such as the Scottish Ladies, Home Internationals and the British Amateur.

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I remember lying in bed at many a HTME with the silence being broken with a rendition of some Scottish ballad drifting through the night as Billy returned to his room.

Now you may think a greenkeeping career was all that he aspired to - but you would be way off the mark. He has lived a well-rounded life.

In the mid to late seventies home backdrop - maybe he missed the charm of wet feet and a cold wind - and after a short spell as Head Greenkeeper at the Vale of Leven Golf Club he was off to the acclaimed Royal Dornoch Golf Club. During his time there he enjoyed presenting the course for many fine

Bill has been succeeded by Stuart Langhorn who spent eight years as Course Manager at Adwickbury Park Golf Club.

Stuart commented: “I’ve been seeking a new challenge and this is a great opportunity at a stunning golf course – their ambitions match mine. I spent six weeks working alongside Billy. When you join somewhere new you always wonder whether it’s going to be a little awkward working with the person you’re replacing, but it wasn’t.

“His job here has been his life. He’s been much more than a greenkeeper. He’s arranged Christmas parties, he puts the Christmas trees up, he’s done so much work with the Artisan section...you name it, he’s been involved in it.”

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MARATHON MISHAP

Unlucky Asa English endured a torrid time at the recent Brighton Marathon after suffering an injury halfway through – but still managed to finish after limping 12 miles to the finishing line with a torn thigh muscle.

Asa and pal Greg Skinner ran the Brighton Marathon for charity last month, the fourth time Asa – Greenkeeper at Rothley Park Golf Club – has run the 26-mile course. But disaster struck after 14 miles when he suddenly felt a searing pain in his left leg. However, determined not to let his chosen charity down, he insisted on finishing, and managed to drag himself across the finishing line in 3 hours 52 minutes. A scan later revealed a Grade Two muscle tear with doctors amazed he had managed to complete the course.

He said: ‘It was all going well and I thought I was on track to beat my personal best of 3 hours 23 minutes when I felt this really sharp pain out of nowhere. I never suffered any injuries before so I thought I could just keep going.’

‘But it did become very hard work. I think the spectators must have thought I was suffering from ‘Tourer’s knee’ because I was sneaking constantly due to the pain’

Asa had been training for months up to the big day, which was watched by crowds of up to 150,000 people on the South Coast. He will now be restricted to certain less intensive tasks at his club until the injury heals.

He added: ‘It’s frustrating, but these things happen. I won’t be able to exercise for a month but I’ll be back. There’s life in the old dog yet!’

Asa was running for ‘Miracles To Believe In’ – a charity for autistic children. To donate to this worthwhile cause please visit www.miraclestobelievein.moonfruit.com or for autistic children. To donate to this worthwhile cause please visit www.miraclestobelievein.moonfruit.com or email castlegb@bigga.co.uk and you may be featured in GI!

We’re continuing to receive details of blogs greenkeepers have started across the UK – proving furthermore that blogging can be a very useful tool for communicating with golf club members, visitors and even committees.

This month we focus on Cheshire – specifically Grange-over-Sands Golf Club. Head Greenkeeper Rob Sandiland started his blog just a couple of months ago and has already noticed some significant benefits – such as the site initiating conversations with interested members. The blog is also well promoted on the club’s website, something which would be welcomed at other clubs! Rob said:

‘The blog was started in February, mainly because I know how much more support and understanding you get as a greenkeeper when you keep people informed of what you are doing and why you are doing it. It’s a 21st century version of a noticeboard or newsletter. As such it is an invaluable employee and we are sad to lose her.

Jane’s last day will be 31 May 2013 and we would like to wish her all the best in her new ventures.

SANDY’S BLOG AT GRANGE-OVER-SANDS

Asa was running for ‘Miracles To Believe In’ – a charity for autistic children. To donate to this worthwhile cause please visit www.miraclestobelievein.moonfruit.com or email castlegb@bigga.co.uk and you may be featured in GI!

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GI SURVEY

Thanks to everyone who completed our recent Greenkeeper International survey – we had a fantastic response with over 200 members letting us know what they would like to see in the mag. You will notice changes to the magazine as a result from this edition onwards, hopefully reflecting some of the feedback we have had. If you have any further comments or suggestions on anything regarding GI, please contact Steve Castle at BIGGA HQ.

The most widely read sections of the magazine proved to be technical greenkeeping articles, recruitment and course features/ case studies. Some of the least popular sections included the Learning & Development and Membership pages which have led us to revamp these areas with further changes coming in future months. Again, technical detail was the greatest attraction when deciding whether to read an article, followed by human interest, and location in the magazine.

We received a wide range of feedback and suggestions to some of the other questions on how to improve aspects of the membership and location in the magazine. As always, the magazine is for members – so if you have any suggestions, comments or constructive (!) criticisms contact Steve Castle at BIGGA HQ.

JANE JONES TO DEPART BIGGA

Sadly we are announcing the resignation of Jane Jones from her post as Regional Administrator for the South West/South Wales Region.

Jane has worked dedicatedly for BIGGA for eight and a half years, joining us in November 2004. She has been a hugely valuable employee and we are sad to lose her.

Jane still intends to work within the golf industry on a more local level. Jane’s last day will be 31 May 2013 and we would like to wish her all the best in her new ventures.

BRAVE ASA’S MARATHON MISHAP

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We’re always on the lookout for stories involving BIGGA members. So if you’ve won a sporting trophy, achieved a qualified or have a humorous story to tell contact Steve Castle at BIGGA HQ or steve.castle@bigga.co.uk and you may be featured in GI!

“People react very positively to being kept informed - not only what and why you have done certain things but what you plan to do and why. You can also include before and after pictures of projects and links to other articles on things such as winter greens and flooding which have been very topical lately.”

“Members have been constantly stopping me and commenting on how much they enjoy the blog, many of whom I’ve never properly spoken to before. Other friends within the industry have commented on how they find similar benefits from their own blogs and had good things to say about ours.”

You can check out Rob’s blog for yourself at www.googlegreenkeeping.blogspot.co.uk. Keep the blog suggestions coming in - email steve.castle@bigga.co.uk with details of yours and we may feature you in the magazine!
We’re continuing to receive details of blog greenkeepers who have started across the UK – proving furthermore that blogging can be a very useful tool for communicating with golf club members, visitors and even committees.

This month we focus on Cumbria – specifically Grange-over-Sands Golf Club. Head Greenkeeper Rob Sandlands started his blog just a couple of months ago and has already noticed some significant benefits – such as the site initiating conversations with interested members. The blog is also well promoted on the club’s website, something which would be welcomed at other clubs! Rob said: “The blog was started in February, mainly because I knew how much more support and understanding you get as a greenkeeper when you keep people informed of what you are doing and why you are doing it.” It’s a 21st century version of a newsletter or newsletter. As a club, we are in a process of change in many departments, among them greenkeeping and marketing, so setting up the blog was something I felt would better connect us with the membership and also act as a good marketing tool for the club. We are also stepping up our efforts to maintain a presence on social networking sites such as Twitter and Facebook for daily updates on course condition.

“People react very positively to being kept informed – not only what and why you have done certain things but what you plan to do and why. You can also include before and after pictures of projects and links to other articles on things such as winter greens and flooding which have been very topical lately.”

“Members have been constantly stopping me and commenting on how much they enjoy the blog, many of whom I’ve never properly spoken to before. Other friends within the industry have commented on how they find similar benefits from their own blogs and had good things to say about ours.”

You can check out Rob’s blog for yourself at www.gogreengreenkeeping.blogspot.co.uk. Keep the blog suggestions coming in – email steve.castle@bigga.co.uk with details of yours and we may feature you in the magazine!

**JANE JONES TO DEPART BIGGA**

Sadly we are announcing the resignation of Jane Jones from her post as Regional Administrator for the South West/South Wales Region.

Jane has worked dedicatedly for BIGGA for eight and a half years, joining us in November 2004. She has been a hugely valuable employee and we are sad to lose her.

Jane still intends to work within the golf industry on a more local level. Jane’s last day will be 31 May 2013 and we would like to wish her all the best in her new ventures.

**SANDY’S BLOG AT GRANGE-OVER-SANDS**

Unlucky Asa English endured a torrid time at the recent Brighton Marathon after suffering an injury halfway through – but still managed to finish after limping 12 miles to the finishing line with a torn thigh muscle.

Asa and pal Greg Skinner ran the Brighton Marathon for charity last month, the fourth time Asa – Greenkeeper at Rothley Park Golf Club – has run the 26-mile course.

But disaster struck after 14 miles when he suddenly felt a searing pain in his left leg. However, determined not to let his chosen charity down, he insisted on finishing, and managed to drag himself across the finishing line in 3 hours 52 minutes. A scan later revealed a Grade Two muscle tear with doctors assured he had managed to complete the course.

He said: “It was all going well and I thought I was on track to beat my personal best of 3 hours 23 minutes when I felt this really sharp pain out of nowhere. I’ve never suffered any injuries before so I thought I could just keep going.

“But it did become very hard work. I think the spectators might have thought I was suffering from Tourette’s because I was swerving constantly due to the pain”

Asa had been training for months up to the big day, which was watched by crowds of up to 150,000 people on the South Coast. He will now be restricted to certain less intensive tasks at his club until the injury heals.

He added: “It’s frustrating, but these things happen. I won’t be able to exercise for a month but I’ll be back. There’s life in the old dog yet!”

Asa was running for ‘Miracles To Believe In’ – a charity for autistic children. To donate to this worthwhile cause please visit www.miraclesbelievin.moonfruit.com or contact Asa on 07790 574075.

We’re always on the lookout for stories involving BIGGA members. So if you’ve won a sporting trophy, achieved a qualified or have a humorous story to tell contact Steve Castle at BIGGA HQ on steve.castle@bigga.co.uk and you may be featured in GI!

**GI SURVEY**

Thanks to everyone who completed our recent Greenkeeper International survey – we had a fantastic response with over 200 members letting us know what they would like to see in the mag. You will notice changes to the magazine as a result from this edition onwards, hopefully reflecting some of the feedback we have had. If you have any further comments or suggestions on anything regarding GI, please contact steve.castle@bigga.co.uk

The most widely read sections of the magazine proved to be technical greenkeeping articles, recruitment and course features/case studies. Some of the least popular sections included the Learning & Development and Membership pages which have led us to reassess these areas with further changes coming in future months. Again, technical detail was the greatest attraction when deciding whether to read an article, followed by human interest, and location in the magazine.

We received a wide range of feedback and suggestions to some of the other questions on how to improve aspects of the magazine – and you will start to see these reflected in Greenkeeper International over the coming months. As always, the magazine is for members – so if you have any suggestions, comments or constructive (!) criticisms contact Steve Castle at BIGGAHQ.
OPEN Q&A

Last month we featured a Q&A on the Open Support Team. This month we’ve spoken to a member of last year’s team and an excited first timer to find out their views on the showpiece event in July.

Steve Hopkins, Greenkeeper at Buryghley Park Golf Club, took time out from being tormented by badgers on the course (see the bulletin board!) to fill us in...

What’s being on the Support Team like?

It’s fantastic. You’re never going to get that close to professional golfers in any other situation and it’s awesome to see them in action. You also get to spend a good length of time with greenkeepers from all sorts of different courses from around the world.

Can you pick out a highlight?

All of it! It’s extremely well organised and planned. You really are a part of the tournament, and it’s an honour to get inside the ropes and watch the world’s best players at the closest proximity you can get.

What advice would you give?

Go an enjoy it! Also, ask questions. You’re getting a hell of a lot of experience there in the BIGGA Support Team and beyond so you can learn a lot from them, and also seeing how things are done at one of the world’s top courses.

Monsieurs-Jucy Goodchild, Head Greenkeeper at Bawoo Golf & Country Club, is gearing up for his third taste of the world’s most famous golf competition.

What’s your reaction when you found out you had selected for The Open Support Team?

I’ve played a part on support teams at the BMW PGA Championships in the past, and got so much from it, but The Open is the ultimate really and I can’t wait for July to come round.

What are you hoping to gain from the week?

I’m looking to get an insight into tournament preparation, the presentation and the operational side of things.

We hold so many high profile tournaments at Bawoo – but obviously these are nowhere near as prestigious as The Open! I’m sure I’ll learn a lot from the week and maybe even bring some knowledge back which I can use on my own course.

What are you most looking forward to?

I’ve never attended The Open even as a spectator so I’m looking forward to experiencing the buzz of the whole event. I know it’s going to be an intense few days but I’m looking forward to the adrenaline rush when I’m there.
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Morroisco: Lucy Goodchild, Head Greenkeeper at Bawdow Golf & Country Club, is gearing up for the Open as one of the world’s most famous golf competition.

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In future editions we’re hoping to feature examples of how BIGGA members have taken advantage of the various ways BIGGA membership has helped in difficult times. Whether it’s personal accident guidance, legal assistance, debt counselling or general support we want you to get in touch and let us know how we helped you.

First up is Greg Skinner, Head Greenkeeper at Forest Hill Golf & Country Club, who contacted our dedicated (and free) Legal Assistance line on 0800 177 7891 after having a series of problems with his car.

Greg takes up the story…

‘Those of you that know me will have heard me curse my car over the last year for its desire to be pampered in the garage. I have learnt two really important things during my ownership of my Alfa GT. Firstly, never buy an Alfa Romeo and secondly the BIGGA Greenkeepers – Legal Assistance phone line is absolutely fantastic in terms of giving quality legal advice free to full members. ‘I bought it on finance and had endured numerous problems with it, yet the garage insisted I had to pay £1,800 despite it still being under warranty. I knew they were in the wrong but what I needed was the legal ammunition to respond to them. ‘The Legal Assistance team advised me exactly where I stood with the garage and the correct terminology and Acts of Parliament to quote. I was then confident enough to relay this to the garage. They immediately backed down and agreed to repair it, as a result I’ve been able to exit the finance agreement due to the issues I had with it. ‘Making that one phone call made such a difference to me and for an annual subscription of £340 I would suggest incredible value for money. BIGGA membership has many valuable benefits – use them to your advantage.’
Future Turf Managers Take The Initiative

The Jacobsen Future Turf Managers Initiative got off to a flying start early last month with delegates and mentors returning delighted by the two day course held at Ransomes Jacobsen’s Ipswich HQ.

Twenty Deputy and Assistant Greenkeepers travelled from various courses across the UK to attend several professional seminars designed to equip them for a future in management. It proved to be an intense yet hugely successful event! The FTM kicked off with an ice breaker session, led by BIGGA’s Learning & Development Technical Executive Stuart Green, where the mentors and delegates got to know each other, and this was followed by dinner and introductions from Jim Croston and David Withers, Jacobsen President. The mentors were Steve Chappell, Head Greenkeeper at the PGA Centenary Course at Gleneagles, Matt Pledston, Course Manager at Muirfield Hill GC, Michael Sawicki, Club Manager at Dulwich and Steve Chappell advising the candidates on how they can enhance their careers taking advantage of volunteering opportunities at major tournaments. The day was rounded off with an informal evening session led by Stuart Yarwood entitled ‘The Skills and Experience can be Built on. That experience, using that experience to build on, is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very clear that the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a pleasure to work with you all. My message to all who are not actively involved with the future of the industry is very bright. It was a ple
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The course kicked off with an ice breaker session, led by BIGGA’s Learning & Development Executive (Technical) Stuart Green filling delegates in on what to expect from next month’s course.

Stuart outlined how delegates can identify professional situations which had arisen, along with personal development such as CPD and the MG certificate.

Lorna Sheldon, Head Greenkeeper at West Horsley GC, opened the day's proceedings.

Lorna outlined how the course would provide attendees with priceless information to guide their careers, taking advantage of volunteering opportunities at major tournaments.

The day was rounded off with an informal evening session led by Stuart Yarwood entitled ‘The Challenges of Team Management.”

On the second morning, Lorna took a quick look at the Journal of Golf & Country Club Management, which covered the latest in golf course management.

The first morning saw Lorna share her ideas on ‘Alternative Careers’ and the opportunities that lie beyond the greenkeepers path.

For the second session, Stuart provided a detailed presentation on ‘Effective Communication Strategies’ and ‘Interview Experience’.

Six of the delegates were selected to be interviewed by the mentors plus several other group based tasks. This was followed by Steve Chappell advising the delegates on how they can enhance their careers by making the most of opportunities that arise.

Day two was all about the future and the mentors passed on will only be enhanced by the feedback collected.

The last session of the two day course was an informal meeting with the delegates and mentors.

Successful event!
What is CPD?

...and how can it benefit your career? BIGGA’s Learning and Development Executive (Technical) Stuart Green explains how CPD will transform your personal and professional development

C - CONTINUING
P - PROFESSIONAL
D - DEVELOPMENT

Right now that’s been established let’s discuss what it really means. When you enter the industry, you may have little knowledge of grass or how it’s maintained. So you attend college, learn how to maintain turf and will be ready to use the equipment.

...to maintain turf and will be familiar with it. However, it should be the first step on your development plan. The next step is to sit down with a piece of paper and think about where you are now. What skills do you have, what are your strengths and weaknesses and what are your goals? At this point, be brutally honest with yourself. Take one piece of paper and draw a line across it. Start at the far end, with what you would like to achieve. It could be Course Manager, Club Manager, Stockbroker or Film Director. Then work backwards along it putting down what steps you need to reach your desired goal. This is where you may need to do some research or take some advice, because you will need to decide what skills you need to develop to achieve this goal.

For example, completing a course in management or undertaking an evening class in French could improve your English skills and knowledge, boosting your confidence, strengthening your professional credibility and ensuring your employer has a competent and well-motivated employee. However, CPD is not only for your employer; it is about YOU. It is a strategy to help you succeed and go succeeding.

It’s now time to look at CPD and what it means to you, your employer and to the industry. The profession of greenkeeper has greatly improved in the last 40 years, with the introduction of formal education specifically designed for the turf professional, the establishment of a professional body to act as a voice for its members and the commitment of its members to continuing self-improvement to drive up standards of turf care. This ultimately has led to a greater respect for the profession from all corners of the industry. Perhaps the most significant part of this journey has been for BIGGA members and their desire to be recognised by their clubs and members as a professional.

So, in truth, greenkeepers have been carrying out CPD for years but didn’t know it and also didn’t know they could be recognised for it.

CPD Commitment

A commitment to CPD is really a frame of mind rather than a process. You are probably doing all the right things - CPD is the way of formalising this frame of mind and being recognised for your commitment. By committing to CPD it identifies you as a competent professional. Your commitment to your own development, both personal and professional, is up to you. It could take five minutes or five hours – it depends on how much time you are willing to invest.

Learning

I have taught many sports turf students, over the years, who have varied hugely in age, yet apart from turf care, they have all learnt some-thing about themselves. It may have been how they learn best, they may have improved their reading or writing or how to ask the right question. It should be remembered that learning is deeper than just knowledge: it is a fundamental part of our evolution. Without it, I may have been chiselling this article out of stone! CPD provides the opportunity to explore and develop not only our professional skills but to discover who we are, what makes us tick or how we can challenge ourselves.

CPD - A Cunning Plan...

So where should you start? Firstly, join the BIGGA CPD Scheme. This will help and it should be the first step on your development plan. The next step is to sit down with a piece of paper and think about where you are now. What skills do you have, what are your strengths and weaknesses and what are your goals? At this point, be brutally honest with yourself. Take another piece of paper and draw a line across it. Start at the far end, with what you would like to achieve. It could be Course Manager, Club Manager, Stockbroker or Film Director. Then work backwards along it putting down what steps you need to reach your desired goal. This is where you may need to do some research or take some advice, because you will need to decide what skills you need to develop to achieve this goal.

So, after one year you will have the evidence of what you have learnt and be flexible, especially in the current economic climate.

At this point, you can begin to break this down into years or months and schedule them. This is called ‘chunking’.

Breaking down your plan into manageable chunks makes the end goal more attainable, as you will be completing steps towards it. If your goal is to be a Deputy in five years and a Course Manager in ten, break that down by achieving your Level 3 to your two and then even further by achieving a unit by July.

That’s just an example, but research has shown by achieving smaller goals on the way to a bigger goal, you are more likely to achieve it. Fig.1 shows an example of this timeline.

So everything you do to achieve this goal will be classed as CPD. Also, it is now compulsory in all Level Two, Three and Four qualifications to complete a Personal Development Plan, so by completing one now you will have the evidence already in place. It can also be good to include personal goals in this process, such as starting a family or saving for a car.

One of the most fundamental tasks is REVIEW it on a regular basis. Your goals and fears are not cast in tablets of stone and need to be flexible, especially in the current economic climate.

In summary, CPD is a state of being. By embracing CPD and what constitutes CPD activities, you can ensure that the activities are of benefit and how could you use what you have learnt? This is something called ‘chunking’. By committing to CPD it identifies you as a competent professional, is up to you. It could be Course Manager, Club Manager, Stockbroker or Film Director. Then work backwards along it putting down what steps you need to reach your desired goal. This is where you may need to do some research or take some advice, because you will need to decide what skills you need to develop to achieve this goal.

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CPD is about YOU taking responsibility for your career and personal development and aspiring to the highest standards
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However, it doesn’t stop there. You are then put on a spraying or chainsaw course. Then the following year you may go to BTME, attend seminars and/or go to a Regional Conference. You get your copy of Greenkeeper International each month and read articles on subjects, such as, aeration and disease identification.

That’s a small example of what CPD may be. You are updating your skills and knowledge, boosting your confidence, strengthening your professional credibility and ensuring your employer has a competent and well-motivated employee.

However, CPD is not only for your employer, it is about YOU. It is a strategy to help you succeed and go succeeding.

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For example, completing a course in management or undertaking an evening class in French, Economics or Spanish class.

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Next month: New changes to CPD and what constitutes CPD...
GI

INDUSTRY UPDATE

The latest turf industry news from around the globe

VERSATILE WIENDEMANN SUPER 500 TACKLES GLENEAGLES’ ROUGH

As you would expect, a clear focus and a precise plan underpins course preparations at Gleneagles ahead of the 2014 Ryder Cup.

A Wienemann Super 500 was purchased in June last year by Steve Chappell, Head Greenskeeper at the PGA Centenary Course, with a very specific role in mind. The Perthshire team chose the Super 500 CHD which comes with a high dump feature as standard. Flail mowing, collecting, verti-cutting and scarifying make this a truly multitasking machine. The container lifts via a parallel system to a height of 2.1m while rotating the hopper to completely discharge collected material. Additional scarifying blades and the optional golf course contour kit completed the package supplied by dealers, Fairways GM.

“Some of the roughs hadn’t been cut for 20 years so there was an immediate requirement to take them right back and clean them out. The main purpose at time of purchase was its flail mowing and harvesting capabilities but its principal duties will switch to scarification and grooming of fairways and roughs,” said Mike James, Wienemann UK’s Northern Sales Manager.

CLUB CAR HELPS DRIVE UK GOLF COURSE BUSINESSES

Club Car is helping drive business at golf courses large and small thanks to its renewed partnership with the UK Golf Course Owners Association (UGKOCA).

“Club Car is the world’s largest manufacturer of small-wheel, zero emissions electric vehicles, making its world renowned Precedent golf car and utility vehicles at its factory at Augusta, Georgia, USA. Colin Mayes, Chairman of the UGKOCA, a growing organisation with nearly 200 members, said: “The UGKOCA is focused on driving the golf course industry forward through collaboration, and that includes working with partners that can make a difference to our members’ businesses.”

QUALIBRA BATTLES THE ELEMENTS

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Last year’s climate proved a testing time to cope with the huge variability in British weather conditions. James Braithwaite, Course Manager at Long Ashton GC in Somerset, tested the attributes of Qualibra for his greens and club members

ClearWater celebretes 10 years

ClearWater, the leading washpad water recycling system, is celebrating ten years of sales with 10th Anniversary Special Offers.

“The much acclaimed full biological, below ground system was introduced below ground system was introduced in 2003. It is currently installed at over 100 courses, and is undergoing its ten-year life cycle. It is being renewed over the next five years.”

ClearWater barrow and free year’s supply will be offered to those golf courses who purchase a Qualibra system.

ClearWater systems are manufactured by Syngenta Crop Protection UK Ltd. Visit www.greencast.co.uk for more information.
GI

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“It requires an investment on the part of the golf course, but it’s an investment that delivers a return and positions the course as a leader in quality and experience.”

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Colin Mayes, Chairman of the UKGCOA, a growing organisation with nearly 200 members, said: “The UKGCOA is focused on driving the golf course industry forward through collaboration, and that includes working with partners that can make a difference to our members’ businesses.

“Our members include public pay-and-play courses, private members’ clubs and multi-venue groups and resorts.”

CLEARWATER CELEBRATES 10 YEARS

ClearWater, the leading washpad water recycling system, is celebrating ten years of sales with 10th Anniversary Special Offers.

The much acclaimed full biological, below ground system was introduced ten years ago by Highspeed Group Ltd, and now has an enviable reputation for performance and reliability.

Highspeed Group Ltd has developed the system and installation package since the launch and has worked hard to ensure it is the most affordable system of its type. The special offers include a free upgrade to the nine washing, five special ClearWater barrow and free year’s supply of micro-organisms.

Highspeed Group’s MD David Meares said: “We’ve introduced more powerful pumps, added extra filtration, improved access and ease of operation. One thing we have not done is to compromise our original concept of producing an un-complicated system that is very effective, reliable and real value for money. To mark ten years of supplying ClearWater, we thought we’d celebrate and make choosing ClearWater that bit easier.”

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Last year’s climate proved a testing time to cope with the huge variability in British weather conditions. James Braithwaite, Course Manager at Long Ashton GC in Somerset, tested the attributes of Qualibra for his greens and club members

Keeping putting surfaces firm

The original soil-based greens of Long Ashton Golf Club have always posed a challenge for Course Manager, James Braithwaite, to keep the course open and avoid the use of temporary greens as much as possible.

So James (bottom right) carried out trial with Ray Hunt of ALS by using Qualibra on nine greens, and another market leading wetting agent on his other nine. He applied both on a monthly basis, at exactly the same time and according to their recommended application rates. James reported that, despite using Qualibra on the more difficult greens, the results were that they were flatter and dryer at the surface than his other nine holes, resulting in faster, more consistent, putting surfaces.

He said: “Applying more water less frequently helps to rehydrate the soil more effectively to depth, and significantly reduces the effect of evaporation from the soil surface in hot summer conditions.”

Ray advocates the dual action of Qualibra for eliminating the risks of creating soft surfaces after a heavy rain or irrigation and help alleviate Dry Patch or hydrophobic soils more effectively.

“Creating a dry surface, whilst holding greater soil moisture reserves deep and evenly in the root zone, gives more efficient utilisation of water and encourages root development further down into the soil profile, which can further aid plant health,” he said.

Water conservation

Ray also recommends the dual action of Qualibra can help greenkeepers make better use of irrigation scheduling, and conserve of water resources in a dry season.

He said: “Golf courses will have to prove they have an efficient and sustainable policy for their use of irrigation water, if they want to get and keep an abstraction licence.”

Whilst the cost of borehole water can be as low as five pence per m3 and could pay for the investment in just three years, greenkeepers and clubs have to be aware of the potential risks of water quality.

Other sources for stored water, including rainwater harvesting and treated grey water or sewage effluent from a hotel complex, for example, could also provide viable alternatives.
Double take at Muirfield

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The last time Colin Irvine took charge of preparing a course for The Open Championship in 2002, Ernie Els scooped the Claret Jug. So there’s a pleasing symmetry to The Big Easy returning to Muirfield to defend the title this summer.

The Honourable Company of Edinburgh Golfers – to give Muirfield its official title – is one of just 15 courses in the world to receive maximum marks in Rule’s recent top 1,000 Golf Courses book. I arrived on a perfect sunny winter’s morning, with golfers – some clad in traditional plus fours – strolling round the course which has tested legends of the sport since hosting its first Open in 1892. The tournament’s first tee shot was still months away, and it was hard to see exactly where tens of thousands of spectators plus media – and the BIGGA Open Support Team – will be housed.

I asked Colin what he’s most looking forward to and he replied, tongue firmly in cheek, “Sunday night”. He added: “We reopen on the Monday morning for the R&A’s official guests’ day with the holes in the same position as The Open. We then cut the greens, rake the bunkers, then send the guys home because everybody’s very tired.”

After studying at Elmwood College, Colin was offered a summer job at Muirfield in 1981, and after catching the greenkeeping bug was promoted to second in charge before leaving for Germany after the 1992 Open.

“I fancied travelling and doing something different, and I like a challenge, so I spent two years at Dusseldorfer Golf Club. It was an inland course with a completely different setup so I knew it would broaden my education.”

He admitted he spoke no German on arrival – but soon picked up the language after studying at night school. After a valuable two years he returned and became Course Manager in 1994. So how has his role changed since Els’ last triumph in 2002?

“If anything you’re less hands-on. There are more meetings and you rely more on your deputy and green staff. We don’t have a greens chairman here. I speak to the Secretary three times a week. We also have five committee meetings a year, from budgeting to maintenance work – anything really.

“If they have a question they can put it straight to me so it works well.”

Colin is relaxed despite me bombarding him with questions, eager to discover the technical secrets of preparing a course for an event of this magnitude. There’s already a map on his office wall showing the planned locations of the spectator stands and also the tented village.

He said: “We topdress the greens with pure sand every three weeks, then they’ll get an application of lawn sand in April and an organic fertiliser in late May – although this is dependent on weather. We use a lot of wetting agents to let the irrigation water through as evenly as possible so the runoff is evenly moist.

“The greens are fescue dominant. More bent comes in if you get wet summers, you can’t help that. Last spring the fescue was beautiful on them because it was 23C in March.

“Then the weather deteriorated from there. Of course, the weather’s totally out of your hands – you just have to adapt to it and work round it. Sunlight was a big factor last year – we barely had any! But if you think we’ve got it tough, you should speak to the guys on other courses...”

The contrast in rainfall figures between the East and West of Scotland is truly remarkable. Last month’s GI featured The Carrick on Loch Lomond that had a staggering 1800mm of rainfall last year, following on from 2200mm in 2011.

This dwarfs Muirfield’s rainfall in 2012 which was 782mm – although that was their highest for ten years. Unfortunately the team did have to battle poor conditions prior to their last Open.

“It was very wet in 2002. There were no flooded bunkers or anything, but of course you prefer a drier, browner thing, but of course you prefer a drier, browner take. Sunlight was a big factor.

“We sand the fairways and the surrounds a lot more now trying to compensate if it’s wet – although we do that every year, not just because it’s The Open.

“July is an unpredictable month here. Over the last ten years we get 71mm in July on average. The wettest was 112mm in 2007 and the driest was 18mm in 2004. There’s generally a westerly wind but on the Saturday of the last Open we had a north-easterly storm and there were a lot of high scores.

“The drainage is good but if you’re using a lot of heavy machinery things get compacted.

“The core full-time team numbers the same as 2002 - we have myself, one mechanic, one trainee and nine full-time greenkeepers, five of whom were here last time. It may seem a big staff to some people, but we look after a 220 acre golf course plus 300 acres of dune land and woodland. We also hand mow greens, tees and aprons so it’s very labour intensive.

“Of course we have extra support staff during the Championship. Rather than cutting fairways or tees at night the R&A want everything done on the mornings, brightening the presentation.

“Obviously this requires more staff so we’re very grateful to the local courses at Gullane, Archerfield, Luffness and the Renaissance Club who have all agreed to allow one of their greenkeepers to work here during The Open. We also have a greenkeeper from each of the other Open venues, a few on scholarships from the R&A and of course the BIGGA Support Team.”

This support network offers invaluable assistance as well as bunker raking and help with any other tasks. As Colin said: “If we’re not divoting or raking bunkers in the morning it frees us up for other tasks. We double cut greens with 18
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The R&A will decide on the green speed, they normally say about 10.5. Through the summer they run between 9.5 and 11 anyway.

“We close the course a fortnight before it all starts, and as any greenskeeper will tell you, it’s a lot easier to work without golfers! We don’t actually make any changes to our procedures, it’s more that everything intensifies.

“The Sunday before The Open is a test day where we do everything that we would do before the Thursday of the tournament, and then another dummy run on the Tuesday before.

“A couple of years ago MJ Abbott installed a new RainBird irrigation system to make things more controllable in the run up to a tournament. Ryuos have to slow the greens down or add a bit of moisture you’ve got that facility rather than going down or add a bit of moisture you’ve got that facility rather than going down or add a bit of moisture.”

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The team have also completed intense work on the rough. Colin adds: “Muirfield is famed for its fast growing rough. It’s hard to judge because of the uncertainty over the weather. You obviously want it long enough to cater for a mishit shot but not so long the ball is lost.”

I accept the unmissable opportunity to walk parts of the course with Colin and stand on the 18th tee gazing towards the distant green and the famous clubhouse. The prospect of having to get par from here to secure the Claret Jug would surely fill even the most experienced golfer with dread. Over to you Tiger, Rory, Justin and Ernie.

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AERATION PROGRAMME
- 8mm or 12mm solid tining of the greens, aprons and tees
- Fairways vertidrained – 19mm carries and fairways, 12mm fairway approaches
- Greens tined once or twice a year, either in November or February depending on the weather
- Fairways tined once a year or once every two years

HEIGHT OF CUT (SUMMER)
- 4mm minimum on greens, generally 4.5mm
- Aprons and tees 8mm
- Fairways and surrounds 11mm

MACHINERY LIST

TRACTORS
- John Deere 4520
- John Deere 4600 with loader
- John Deere 4410 with loader
- John Deere 2326

FAIRWAYS
- John Deere 7500E x 2
- John Deere 8000E

GREENS
- John Deere 2500E x 2
- John Deere 180 SL x 8

TEES
- John Deere 220C x 4

APRONS
- John Deere 180C x 5

GEN MACHINERY
- John Deere Pro Gator
- John Deere E Gators x 3
- John Deere 1565 with Luulet deck
- John Deere 2653 B
- John Deere 365 Gang Mower
- John Deere Aercore
- Wiedenmann Terra Spike
- Wiedenmann Super 600 Flail Mower
- Digastra 410 & 415
- Topdressers
- Vredo & Charterhouse Overseeders
- TruTurf Rollers x 2

WORKSHOP
- Hunter Grinders/Jupiter & Orion, Rotary Two Post Lift

A certain greens bunker to tighten the entrances to selected drive areas. In summary the changes were:

- The extension of certain greens
- The introduction of six new championship pin positions
- The introduction of six new championship tees, extending the course to 7245 yards
- The most noticeable change is at the 9th, which is now a longer par five into the prevailing wind.
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Getting to know...what your members want

In a bid to answer this fundamental question, Mike Bush MG – Course Manager at St Mellion International Golf Club - quizzed hundreds of the club’s members, and the results are helping to shape his future strategy.

St Mellion’s Player Survey has highlighted that course condition is a key priority for members – and it’s also provided some key pointers regarding turf management practices and priorities in the future for Mike.

Presenting the results at BIGGA’s Devon & Cornwall Spring Seminar, held at the Club, Mike identified that the condition of greens was consistently the most important factor for members across the Club’s two 18-hole courses – the Kernow – designed primarily as a resort golf course – and the original championship Nicklaus Signature Course.

The condition of fairways and tees were also of very high importance, although tees were of slightly less importance to lower handicap players on the Nicklaus Course.

Design and aesthetics of the playing environment were also ranked as highly important.

“Pleasingly for the greenkeeping team, the satisfaction with the condition of most aspects of the playing surfaces was high, especially the greens and fairways,” reported Mike. “However, the slightly lower satisfaction of the tee conditions has indicated we will need to focus more on those areas to bring them up to the same high level as the rest of the course.”

He added that the price of membership was listed as the second most important factor on both courses. “It is a factor that had to be acknowledged in the current economic climate. We have to manage our costs more effectively to ensure our membership price remains competitive, and to recognise that we don’t have a blank cheque to spend on areas that won’t give members a valued return.”

The Survey was developed and tailored to the Club’s specific needs by Syngenta, based on a previous survey which looked at general trends and demands among the golfing public across more than 300 courses in 2011/12.

Managing to players’ demands

The survey did throw up some fascinating differences between the Club’s two courses and the golfers that play them. Mike says the results could now help the team tailor management of the two courses more effectively to cater for the different players’ average abilities and meet required criteria of levels of importance.

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key factor for fairway playability was to have the ball sitting proudly on the turf surface, with tight mown fairways and rough. Mike and the team was the fact that raising the rough for greens, tees and approaches. The survey highlighted the issue of an ageing golf population, especially in the South West region where there is a higher proportion of retired players. More than 70% of respondents over 50 years old, with around 45% more than 66.

“We know that we need to be doing more to attract a new, younger generation of golfers to the game, having greater feedback from them would possibly enable us to do more to meet their demands – whether that be in specific playing conditions, or a game format they would want to participate in more.”

The survey did positively identify that an internet-based questionnaire could reach the older generation, but it may be that a survey for younger players needs to feature fewer, shorter questions directly related to golf topics that interest them, which they could answer quickly. It could also be placed on Twitter or Facebook to encourage greater participation.
key factor for fairway playability was to have the ball sitting proudly on the turf surface, with tight mown turf far less desirable. Mike and his team appreciated that the majority of players surveyed had a handicap of less than 15, tightly mown fairways were rated as far more crucial. "That has implications for height and frequency of cut and other practices that we can use to help present the sort of playing surfaces that better meet the different demands of players," he added.

Ironically, all the players rated a dense fairway sward of low importance. He added, "the different demands of players," playing surfaces that better meet the features they are looking for. Mike believes this highlighted the need to phrase any survey questions in a way that players would understand and around the park comments and the frequent calls we hear for the need for speed. This gives us evidence to discuss with members what they really want, and explain what we are doing to deliver it. "It doesn't mean that we will slow greens down - since smooth consistent surfaces will almost always be quicker, but does change the emphasis of what we are looking to achieve with cutting heights and management for dense, smooth surfaces."

Mike and the team was the fact respondents to questions about the greens identified overwhelming demand for smooth and even paced greens, with fast ball roll lower than the ranking for greens conditions. "That goes against the typical car park comments and the frequent calls we hear for the need for speed. This now gives us evidence to discuss with members what they really want, and explain what we are doing to deliver it."

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Rough challenge

Across the courses there were adverse comments about the density of the rough, which the team are going to work to address over coming seasons.

Mike says: "It may be that we have made the rough just too challenging for players, to the point that it's spoiling their game."

"With relatively low scores for satisfaction in aspects such as finding their ball and the ability to play out of the rough, we clearly need to look at ways to open out the rough and encourage a higher proportion of finer, wispy grasses."

It shifts the balance between what we see as providing a golfing challenge and defining aesthetically pleasing hole designs using the rough, with the need to maintain playability and enjoyment."

The St Million Player Survey was developed and tailored to the Club’s specific needs by Syngenta, based on the company’s original Golf Player Survey, which looked at general trends and demands among the golfing public across more than 300 courses in 2011/2012. The findings from the 260 St Million members who took part in the on-line questionnaire over the early part of 2013 were remarkably consistent, but added a level of detail to enable Mike Bush to consider future actions. Read the full report on the GreenCast website.

Mike and his team had already been trialling the use of Rescue to remove coarse grasses in the rough and leave desirable finer species, in an effort to reduce time players spend looking for balls and to speed up play - which was a key area of dissatisfaction for some players.

Mowing matters

The beautifully presented courses at St Million come at a cost of time and effort to hand cut greens, tees and approaches. The mown fairways are carefully striped and chippings boxed throughout the playing season.

It’s an attention to detail that gives Mike and the greenkeeping team immense pride, but the survey revealed this is largely overlooked by players. More surprisingly, players seemed totally unconcerned about stripped and well defined fairways.

"That raises questions about how we manage mowing in the future, which might possibly release time and budget to spend in other areas."

However, he will raise these questions with members before introducing changes and may repeat the survey to check responses.

"It would also appear that they are unconcerned that the greens are cut with pedestrian mowers - it came bottom in importance among the Kernow respondents and very low for players on the Nicklaus. However, they both rated smooth ball roll and even pace as crucial - which are both enhanced by the accuracy of pedestrian cutting. That mean we possibly need to better explain the link between our greenkeeping activities and the resulting playing quality, so I feel the question’s terminology may have been misunderstood."

Ageing golfers

Mike acknowledged that the survey highlighted the issue of an ageing of golf population, especially in the South West region where there is a higher proportion of retired players. More than 70% of respondents on both courses were over 50 years old, with around 45% more than 66.

"We know that we need to be doing more to attract a new, younger generation of golfers to the game, having greater feedback from them would possibly enable us to do more to meet their demands – whether that be in specific playing conditions, or a game format they would want to participate in more."

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Attractive proposition

The survey also looked at what specific and attractive players to a different course – providing a valuable insight into what might tempt members away, as well as elements that could be enhanced to bring in new players.

The design of the golf course unanimously came out as the key factor that attracted them to a course, followed by the aesthetics of the course and the quality of greens. Turf quality on the rest of the course, along with a friendly atmosphere in the club, ranked lower.

Mike believed these results demonstrated that investment in new features on the course and improving the quality of playing surfaces was always going to prove a key factor in attracting new players, as well as maintaining the interest and satisfaction of existing members.

Justifying investment

Mike added the results could prove valuable in helping to justify investment and expenditure in key areas of the course where they now know that members will welcome improvements.

"We have been looking to do further work on the drainage across the course to improve year-round playability, which was really put to the test last year."

"The fact that members have identified this as an area of low satisfaction adds weight to the need for action. I am keen to do more to further improve the tees, which again we know is an area to prioritise with a re-levelling and drainage programme.

"General Managers and Directors all love data and make their business decisions based on stats. If you would be interested in running a similar Player Survey on your course, please log on to GreenCast - www.greencast.co.uk and follow the link to send an email to register your interest."
18 steps to becoming a Golf Course Manager

Part one - The front nine

1. Ambition

Without this you cannot begin your journey so, if you haven’t already, get some!

How do you become ambitious?

Well it may be something that was sparked during your childhood or teenage years or you acquired throughout your career. Ambition can be gained out of either a positive or a negative situation. For example, you may have enjoyed playing golf and wanted to make a career out of it.

Alternatively you may not have achieved at school and, as a late developer, have now discovered your niche.

This was certainly my experience when, aged sixteen, my dad read out a job description for Apprentice Greenkeeper in the local paper and said “do this job, then build me a golf course”. So by all means be as ambitious as you like, but don’t let ambition dictate your pace, and don’t ram that ambition down people’s throats.

2. Support

You are not going to make it on your own, you are going to need the support of your family, friends, peers, colleagues, educators and employers, to name an important few.

Let people you trust know of your career plans and they will help you with advice, experience, knowledge and introductions. You will also need their support when you up sticks and move to the next role along your career path.

3. Learning

Before you can take that first step to being the boss there are a large number of course maintenance related topics that you will have to obtain a good understanding of.

This knowledge will be learnt by practical “on-the-job” application, formal college education, and your continued professional development through BRIGA and other management workshops and courses.

The great news is that learning has never been so in depth, available and accessible to greenkeepers. You should be aiming for a well-rounded knowledge of the many practical and technical aspects of the role. But, for all your advance preparation you will gain the most learning once you have obtained your first Course Manager position.

4. Communication

I could easily have listed this as step 1, as you have to start sharing what you want to achieve straight away. We do not all start out as good communicators; indeed many of us enter greenkeeping because we don’t want to spend all day communicating. We are not natural sales people or marketers, it is something we develop as we grow in our professional lives. In my experience all the awkward, difficult and stressful situations I have found myself in have been caused by miscommunication or non-communication. Remember that good communicators are “influencers”, your main aim as a manager will be to bring your influence to the decision making process and ultimately a satisfactory end result. Some may call this getting your own way but it’s better to get your own way than get in the way! Just be aware of your two-way communication skill levels and make sure you improve both enough so that your message is clearly received and understood without harm or offence.

Successful influencers have a strong vision that they support with measurable, achievable delivery targets that form the basis for well-constructed business/operational plans. So do you see yourself as an influencer? If not, you will have to be content with being a passive doer.

5. Golf Skills

This may surprise a few but in my opinion you must be able to play the game to a handicap. Do you think you are going to persuade your employers of your aims for their playing surfaces and course set-up if you don’t understand the skills and nuances of the game? So if you don’t play get some lessons and get out there now, or be prepared to be behind the gain line at interview, if you are lucky enough to get one!

6. Career Path

You may think that this should be listed earlier in these steps. There are (I hope) young greenkeepers out there who already have their hearts (and heads) set on running a championship course. It may be your plan is to stay at your first course and devote your entire working life to its success, or you may be on the first rung to St Wentingdale G&CC. I don’t believe you can truly set your course management career path in place until you make that first

How do you make the step up from Assistant to Course Manager? In the first of a two-part special, consultant Kevin Munt gives you a potential roadmap to success.
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These are vital, as simple as that. I presume you are reading this because you are already on a career path, maybe you are already a First Assistant or Deputy supervising a team. If so it is most likely that you know what is in a golf course manager’s role and more or less writes their job description/specification.

To make the move up you should know what is in a golf course management policy document. Once you are a Deputy or Assistant you should ask lots of questions about how it’s formed and why it’s there.

They should be telling you its main purpose is to identify the strategy needed to achieve the quality objectives set out in the club/business mission statement, and then identify the processes needed to achieve these aims.

Your golf course management policy document should be the foundation on which the management of your course is built.

If your course doesn’t have one then ask around or look at the Model Document in the Member Resources section of the BIGGA website.

8. Course Policy

Now we are getting into the nitty gritty of the job role. This is one of the subjects that all the Deputies on our workshop want to know about and get their hands on.

This document encapsulates the golf course manager’s role and more or less writes their job description/specification.

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9. Resource Management

If these 18 steps were golf holes this would be stroke index 1. This one topic covers everything a manager is ever asked to control. Manpower, machinery and materials all require the fourth ‘M’ - money. Get this right and you will succeed as a Course Manager.

Contained within the four ‘Ms’ your operational management will include health and safety, environmental management, power, water, irrigation and, in case you forgot, the provision of a golf course that provides customer satisfaction. To control the delivery of these resource elements within the constraints of the fourth requires good management skills above all else. Of course you have to know when and why you are applying all of this resource, but if you don’t have the structure, systems and controls in place your aymnogromatic knowledge and skill will be rendered useless, and you will be neither efficient or attain your objectives.

Now you have walked the first nine of the Course Management Career Planner take some time out at the halfway hut to work out whether you are under or over par.

Then note what you are going to do to improve on your front nine and be ready to take on the all important career back nine in next month’s issue.
step into the role. Ambition and your career path are closely linked, however do not allow ambition to dominate your career direction totally.

Aged 26 I had ambitions to be the Links Superintendent on an Open Championship course, to ensure I gained the necessary skills and contacts I made my career moves in line with this aim. At 29 I got distracted by a role that proved to me that all that glitter is not gold so mid-career moved into golf course construction and design, and then into club management.

So your career climb needs to be flexible because there are many branches to this particular tree. Things change in a career, you, employers, family and general life, so make sure you have a flexible path that still satisfies you and don’t let that path run into a dead end.

7. Organisational Skills

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So keep going, stay organised and plan, use day-to-day organisational tools such as diaries and project notebooks, as well as learning IT software packages and mobile technology skills that help you plan, record and report.

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Dan McGrath MG recently won Conservation Greenkeeper of the Year, a coveted STRI Environment Award. BIGGA are part of this and Greenkeeper International is a media partner, so Dan agreed to tell us about his prize – a trip to Portugal to explore how they’re dealing with environmental challenges on the Iberian Peninsula.

Following my appointment as Course Manager at North Foreland Golf Club on the Kent coastline seven years ago, many challenges confronted me. A truly spectacular chalkland cliff top course built on the ethos of traditional golf needed tweaking in several work programmes – one being the ecology and environmental work.

First thing was to draw up an environmental policy and plan, without which there is no direction. This was completed and the wheels were then well and truly in motion. I was introduced to the Kent Wildlife Trust by a previous employer, so the next logical step was to make North Foreland a corporate member.

The main concentration of the first phase of the work was the Chalkland Regeneration Programme. Large areas had previously been unmanaged and seen as out of play areas. Scrub had taken a foothold, completely smothering the native chalkland grasses and also allowing ground ivy to populate the site. A programme of scarification on a rotational basis commenced and is still carried out to this day. The results have been immense. Native grasses have returned, orchids have appeared with numbers growing every year, the rough is thin and wispy giving fantastic definition and improve...
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Conservation goes European

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First thing was to draw up an environmental policy and plan, without which there is no direction. This was completed and the wheels were then well and truly in motion. I was introduced to the Kent Wildlife Trust by a previous employer, so the next logical step was to make North Foreland a corporate member. Having the expertise and local knowledge of such an organisation is invaluable and one I would recommend to anyone wishing to pursue such environmental project.

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ing overall playability. This work accompanied by the construction of a reservoir and bore hole plus over 70 bird boxes, two owl boxes, log piles, recycling units and more have led us to where we are today.

It was a great honour to accept Conservation Greenkeeper of the Year on behalf of all my team during BTME. The Award is as result of programmes put in place in 2005 and followed through by some fantastically motivated, skilled members of the team.

Once we felt that we were starting to win the battle on invasive vegetation and the site’s natural characteristics were flourishing we felt it time to enter into The Golf Environmental Awards. I saw it as a great way to showcase the hard work the team had put in.

The first stage was completing the application form and then sending it to ecologists Richard Stuttard and Bob Taylor.

To everyone’s delight within the club we were chosen for a site visit. Notice I say visit rather than ‘inspection’. I feel that many may be put off by experts visiting and judging one’s practices, however you couldn’t be further from the truth. Richard and Bob are two of the most realistic and understanding ecologists out there and fully appreciate the obstacles that us turf managers have to confront every day. They not only have an unbelievable passion for flora and fauna, but they are also very sincere when they say that golf courses are one of the most valuable habitats left in society today for many endangered species.

I am no eco-warrior and anyone that knows me would say I’m just a normal everyday turf manager and the STRI appreciate this in every way.

The most important thing to recognise is that we are turf managers – but more so we are all land managers.

It really does not matter whether you have a championship course or a nine hole course, the decisions are made on the work done with the resources available. This is one of many refreshing aspects of the Award and believe me there are many highlights throughout the whole process. The phone call from Richard giving me the good news was one of the highlights of my career to date. On receiving the plaque during BTME, we were informed of the date for our prize Environmental trip to Portugal.

Onyria Palmares Golf Resort

Onyria Palmares Golf Resort was the first stop where we were greeted by Course Superintendent Joel Nunes. This recently redesigned Robert Trent Jones Jr 27 hole complex showed us the scale of the environmental challenges faced in such a location. Like all Portuguese clubs, struggles with the scarcity of water gave us a great example of how both drainage and lake design can be incorporated to serve multiple ends. Wetland areas were integrated with the drainage system and new lakes designed to increase holding capacity. Recycling of all hollow cores had also seen the recent construction of a chipping green which will be open in time for the main playing season.

It was a pleasure to share ideas with Joel and his professionalism and hospitality was greatly appreciated by all.

Amendoeira Golf Resort

From there we moved onto the Faldo & O’Connor Courses in the Amendoeira Golf Resort. Located on the western Algarve, this 36 hole complex was largely built on a flood plain. Russ Wilson, Course Superintendent, explained the challenges and work carried out to reduce the frequency and severity of flooding.

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The trip couldn’t have been timed any better as I was looking forward to swapping the unforgiving easterly winds in Kent for a little Iberian heat. Bob, Ian and myself all met up in Faro in the Algarve and were later joined by Alexandra Almeida, Sustainability Advisor to the Portuguese Golf Federation.

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Serious engineering solutions were required and employed with the stream bed being widened and redesigned with meanders added, to slow the water flow rate. The new stream accompanied by retention basins, lakes and integrated drainage has allowed them to produce two championship courses.

It has been widely recognised that the work carried out is not just from a golfing viewpoint but for the local area and residents. Villages have seen the flooding risk to their homes greatly reduced thanks to the work. It is very rare for a golf course today to actually reduce water usage and not impact more on the natural resources.

San Lorenzo

Day two saw us head to the exclusive resort of San Lorenzo – which has a joining fee of €60,000. Welcomed on site by a truly remarkable Director of Golf, Antonio Santos, nothing could have prepared us for the day that lay ahead. A stimulating tour around the course proved to us that this was justifiably awarded Golf Resort of the Year 2009 for Europe. One of the premier clubs from the 90 in the country, Antonio explained that a major issue environmentally is the residents living close to every hole. Large exclusive houses with gardens to match have seen many exotic plant species finding their way onto the course from the resident grounds.

These have increasingly become more invasive and the natural vegetation characteristic was starting to be lost.

San Lorenzo are now addressing these issues and have in their team a very knowledgeable greenkeeper/environmentalist to make sure all codes of practice are followed. Large stretches of the course run along the protected area of the Ria Formosa, a wetland area of true beauty. The team are working hard to eradicate any foreign plants and produce a haven for all wildlife. To say that they are succeeding is an understatement. The bird life and plant species on show are unbelievable and the course is a shining example of how both nature and the game of golf can go hand in hand.

I could go on and on about our experiences from first entering this competition to the Portugal trip, but hopefully I have given you all a positive insight to a truly rewarding process. Please put yourselves forward for this award as all parties win, you the individual, your team, your membership, the golfing industry and the fragile flora and fauna we share this planet with.

Bob Taylor, Head of Ecology and Environment at the STRI, said: “It seems a bit of a cliché to say that the study trip provided through the Golf Environment Awards is a life changing experience but it is true. I am sure that Ian and Dan will never forget their experience to the Algarve and particularly the visit to San Lorenzo. The passion, knowledge and enthusiasm from the Director of Golf there was superb. Antonio Santos gave over five hours of his precious time; showing the group the World heritage site – The Ria Formosa – adjoining the course. His passion was infectious and perfectly aligned to the aspirations of our more informed greenkeepers. A wonderful trip.”

ABOVE: San Lorenzo Director of Golf, Antonio Santos
LEFT: Telephone masts disguised as trees at San Lorenzo
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San Lorenzo
Where are you going with irrigation?

Sport in the UK is predominantly played on turf and it is the overall quality of that surface which dictates the excellence of play. There are several factors which help to control sward quality including grass species, maintenance practices and irrigation; and it is perhaps the latter which is least understood.

Unlike agriculture, sports turf managers do not require their turf to produce a commercial yield, they require a balanced growth, sufficient only to maintain the quality of the playing surface, and of course it’s the quality of that playing surface which keeps the punters clamouring to become members, or seek out your facility as a visitor.

The past few years have provided the UK with about as many varied rainfall scenarios as there is possible to be. The autumn of 2012 was the wettest on record and we had an extremely cold spring this year. Cold winds have scoured the turf for available water leaving us with bleached droughty conditions. But are we heading for a hot dry summer, and are you prepared?

Whatever your views on global warming weather patterns are certainly changing. Even in areas of the country where average rainfall figures suggest there has been little significant change in the past ten years, the pattern of precipitation has changed.

Moderate precipitation over a sustained period has often been replaced with shorter but heavier downpours, resulting in an even greater need for irrigation as the rootzone is unable to absorb the precipitation and surface run-off wastes the precious resource.

Taking responsibility

‘Taking responsibility for Water’ is a document produced by the United Kingdom Water Research and Innovation Framework and looks at provisions for water until 2030. Water will be increasingly in demand in the future, it is not a finite resource and golf courses must make provision for this. In the UK demand is set to increase. Not only will potential consumption rise but owing to urbanisation, road building and residential housing, the amount of water naturally recycled will decrease and the surface run off which lost to drainage will be greater.

The way forward has to be through better understanding of the use of our precious resource. Several golf courses in the UK, Europe and beyond have had success with continued use of potable water and abstraction rights when they have been in a position to demonstrate they are being proactive in their effective and efficient use of water. The use of water meters to monitor and record specific water use for irrigation purposes on a daily or weekly basis is a must to protect your rights to this water as this provides factual information which can be presented as hard evidence.

An irrigation system is arguably the most expensive piece of equipment in which a golf club...
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An irrigation system is arguably the most expensive piece of equipment in which a golf club...
can invest, but as most of it is out of sight it is frequently neglected. Many irrigation systems in the UK were installed in the eighties and nineties, the boom years for golf, and may be nearing the end of their productive life. They may no longer be fit for purpose or indeed not meet current Health and Safety standards as well as wasting considerable amounts of water. It may be the time to analyse whether it is expedient to sit back and do nothing, repair the ailing system, upgrade it or grasp the nettle and replace the existing system.

A thorough Irrigation System Audit from a competent and independent irrigation consultant will look at all aspects of the irrigation system. So, should you repair, upgrade or replace? Repair will almost certainly be the least expensive, but will it be the most cost effective over time? Upgrading may involve looking at the whole ethos of ‘what do we wish to irrigate?’ and any upgrade should always be balanced with the integrity of the existing system. If the decision is to replace then there may be no need to replace the whole irrigation system in one year, a phased approach could be adopted provided the new plan is embedded in the overall golf club management plan.

Design
The design and designer must rank high in the efficiency of any irrigation system and when coupled with a detailed knowledge and understanding of the equipment available in the marketplace, will save water. A tees and greens only system will certainly use considerably less water than a wall to wall fairway design. Sprinkler arc settings set to 180 degrees rather than 360 degrees will also reduce water application volumes provided the sprinkler run times are adjusted accordingly. Deciding the priorities and parameters of your irrigation requirements are a matter of individual choice. Areas can be targeted accordingly for specific irrigation needs, one only needs to witness the accuracy of targeted areas demonstrated on desert courses in both America and the Middle East. Accurate design, spacing and installation of sprinklers to ensure head to head contact is vital in ensuring efficient coverage. The use of specific design software to select the most efficient irrigation sprinkler and nozzle for the desired spacing is extremely important to ensure efficient use of water. Modern sprinklers can also deliver the irrigation trajectory at lower angles, helping to ensure better distribution in windy conditions. Sprinkler run times and application rates need to be within the bounds of the infiltration rate using a repeat and soak cycle if necessary.

Monitoring conditions
Accurate monitoring and recording of soil moisture deficit conditions will allow the irrigation manager to balance and modify the daily application rate. After a period of natural precipitation it is not only pointless but profligate to apply irrigation which takes the soil moisture level above field capacity. The days of ten minutes per night to all areas of the course are over. Water balance sheets have now largely been superseded by weather stations and soil moisture monitors, which can be directly linked to the irrigation central computer controller. I might add that all too often when making a return site visit to a Golf Club where an irrigation system has been installed in the past, the initial irrigation programme has not been altered or modified. Workshops on irrigation design and maintenance are available at BTME.

The move toward improved sustainability within our industry is something which is here to stay. The advancement in irrigation design, irrigation control and sprinkler technologies are a vital piece of the jigsaw and irrigation manufacturers are constantly striving to ensure the efficient use of water by their products. There are irrigation computer controllers which now schedule sprinkler run times in seconds rather than minutes. One area in which advances are rarely mentioned is turf grass species. We irrigate to ensure the survival of our grasses which make up our playing surfaces and it is their requirement for water which ultimately determines how much we apply. The use of improved cultivars of grasses which have a lower water use rate and those with deeper rooting to ensure water availability in the soil is maximised is a must. The composition of the rootzone is also an important factor and how this is managed is an even more important factor. So when we consider efficiency within our irrigation system we should also consider the species composition and the rootzone as these have considerable bearing on the water demand for irrigation.

Undoubtedly there is going to be more pressure on our most precious resource – water - in the future. As an industry I truly believe our practices are efficient and often more so than other industries whose use of water is far greater than ours. Perhaps our voice is sometimes least heard or maybe least recognised, even though we provide pleasure and enjoyment for so many people. I feel we need to communicate our need for water, not as a need for yield, as in the turf industry yield is not our goal; our goal is sufficient water only to maintain growth and a quality playing surface. Communicate with your membership and explain the principles of water management, audit your irrigation system to ensure you have an efficient system design, regularly maintain and service your irrigation system, identify your priorities for irrigation in a worst case scenario and repair, upgrade or replace as necessary, but above all be proactive in your water management policy.

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Spray application

...to the manor born

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Looking at the onslaughts by the EU on chemical pesticides you could be forgiven for believing that chemical control of insect pests, diseases and weeds is ‘drinking in the last chance saloon’. Brussels continues to fire bureaucratic broadsides at a whole raft of industries for which chemical pesticides are traditionally used to manage economically important and environmentally destructive biological agents.

Professional sports turf is a small part of the big pesticide picture and contributes tiny amounts to overall environment loading, but turf suffers disproportionately from what goes on in adjacent areas including arable crop spraying and hard surface applications. Substantial overlap can occur in the use of specific active ingredients with serious implications for turf.

The consequences of broad acre insecticide treatment of cereal crops and high run off risks from total (non-selective) herbicides application to roads, pavements and industrial hard surfaces can seriously impact on golf courses.

Game changing directives

The turf industry is ahead of the game in pesticide use and regulation, but a clutch of EU directives are now pushing the sports turf industry much faster and further than could have reasonably been projected or imagined just ten years ago. Bioicides are increasingly brandished as the only option for long term sustainable protection of professional turf.

However super-easily attractive biocontrol products may be, they are already being outstripped and overtaken by chemical pesticides of biological origin.

Classic examples include azoxytrobin – a fungicide first discovered during research on wild mushroom rooms commonly found in Czech Republic forests – and fludioxonil, a fungicide inspired by a naturally occurring antifungal compound produced by some soil bacteria.

These biological fungicides are potent and highly targeted which means just a fraction of that normally used for more conventional turf fungicides can be used to manage turf diseases.

Biological origins and credentials make them less environmentally intrusive and more readily removed from the soil. With reduced dosage and less persistence comes lower environmental loading.

Enter application

Forty years ago pesticide application was simply a means of getting a dose of chemical from point A (the spray tank) to point B (the plant surface). Accuracy, wastage and contamination were generally not considered and pesticide application to turf was still very much the poor relation of agricultural spraying. Early attempts at controlled droplet application were generally regarded as unwanted assaults on sales volumes and targets.

Today’s chemical companies regard sound application as a safeguard for new products, and in a wider context an important factor in sustaining chemical control. Regulators want to know exactly how much pesticide is being placed and where, and how this translates into maximum efficacy from minimum loading (dose) with negligible environmental contamination.

With regard to pesticide application, the turf industry now ‘has its own man’. New application techniques are custom designed to suit golf course topography and developed to accommodate the canopy characteristics and control requirements of closely mown turf grass.

These trends are encapsulated in the evolutionary development of the XC nozzle range by Syngenta for reduced-drift application to turf over undulating surfaces on golf courses.

A day at Hanbury Manor

I didn’t have to travel far to see Syngenta’s new XC nozzle range in action at Hanbury Manor Golf Course in Hertfordshire. On a sunny day I met Dr Simon Watson (Technical Manager EAME Turf & Landscape) and Caroline Scott (Marketing Communications Manager EAME Turf & Landscape) from Syngenta, and Stan Power, Golf & Estate Manager at Hanbury Manor. Stan was one of many greenkeepers instrumental in bringing practical spray application problems faced by greenkeepers to Syngenta’s attention.

Stan now uses XC Nozzles for the application of fungicide and soluble nutrients to his greens and fairways at Hanbury Manor. He and his team are clearly doing the right thing for their turf in Hertfordshire. Irrespective of best management practice you would expect greens in mid February – when I visited – to look at least a little jaded but these were as pristine and shining as the day itself.

NaSoR - Calling All Greenkeepers

NaSoR (National Amenity Sprayer Operators Register) is a professional register designed for spray operators in the amenity sector. It provides members with Continuing Professional Development (CPD) opportunities to update their skills and to record learning. The scheme is open to anybody who holds a City & Guilds NIPTC Safe use of Pesticides Certificate of Competence, a minimum of a PA1 foundation module, plus one or more of the Pesticide Application Modules (PA2-PAL3). Members are required to collect 30 or more CPD points in each three year period to qualify for membership renewal. A wide range of CPD events and courses are approved for NaSoR members and are publicised under the events section of the NaSoR website.

Members are required to:
• Ensure that any equipment is being used in accordance with current legislation.
• Have due regard to any environmental impact.
• Give priority to the health and safety of bystanders and those that use areas being treated.
• Use equipment that provides protection to operators under current health safety and legislation.

The benefits of joining City & Guilds NaSoR include:
• Recognition and professional development
• Up-to-date knowledge for more efficient and effective use of pesticides
• Proven skills for professional spray application techniques
• Supporting career development through on-going CPD
• Independent recognition of good operator standards for higher business achievement

To join simply go to www.nasor.org.uk and click on “Join Now” on the banner at the top of the page. Applicants will require an e-mail address and have a qualification in the Safe Use of Pesticides.
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Application hurdles on golf courses

Nozzle technology and how it affects droplet size, trajectory and impaction is not the easiest thing to understand but Simon staunchly reduced the situation to several core issues requiring resolution and engineering solutions. He said: “Syngenta was faced with resolving a number of practical spraying issues sometimes unique to the amenity sector and the golf course landscape and environment in particular.”

Standard flat fan nozzles are designed to produce overlapping even coverage at 50cm from the ground, but that is not a constant option on golf courses especially around greens. “We don’t have the luxury of spraying over the uniformly flat surface of a Norfolk wheat field” says Stan, adding how greenkeepers are often faced with variable gradients and undulating ground with recurring reductions in nozzle height to just 30cm from turf surfaces.

Loss of patternation means undulating turf receives spray in peaks with accompanying overdosing directly underneath nozzles and gaps with under dosing between nozzles. “We told Syngenta how this was a big issue for greenkeepers” said Stan. “It was always obvious, especially following the application of ‘colouring up’ nutrients like iron with their visual effect. Equivalent problems in over dosing and under dosing with fungicides may not have been so obvious, but effect and consequences related to efficacy and environmental loading are even more important.”

The nozzle brief

Syngenta’s task was to design and develop a novel nozzle technology which could maintain patternation at different nozzle heights over undulating ground while simultaneously minimising the proportion of small diameter high drift potential droplets. It all sounds relatively easy but as Simon pointed out nozzle size, momentum, trajectory and overall effect on turf target impaction is very much a double edged sword requiring rationalisation before resolution.

Small droplets are retained well on narrow acute angled leaf surfaces typical of close mown turf but lack the mass and momentum to penetrate the layer of still air which surrounds all plant surfaces. Penetration and impaction problems for small droplets are accentuated on ultra-low profile turf grass surfaces because there is nowhere for the layer of air to be displaced to. Net result is poor impact of small spray droplets already prone to drift.

Water is invariably nearby in most areas of spraying but golf courses are especially well endowd and equipped with water features. Water features – ponds, lakes, streams and ditches – have always been incorporated to maximum effect during golf course design and layout and were boosted during the mid-nineties when the ‘American Design’ (Jack Nicklaus course) came to the UK and Ireland in an increasingly big way. For instance, man-made lakes were placed close to greens to make courses that much harder to play. Net overall result is golf course spraying never being far away from water and all the implications related to LERAP and buffer zones. LERAP considerations must take into account dry dusts as well as all currently flowing and standing water with its integral aquatic life and water margin plants.

So the higher momentum droplets, with good on target trajectory and reduced susceptibility to drift, are the answer, but there is yet another ‘catch-22’ situation here. Due to correspondingly large contact angles created with leaf surfaces impacting large droplets have a tendency to roll off, while inherent high momentum means they may shatter on impact that could reduce retention on the leaf target.

However, as Simon points out these situations can be recovered to some extent when using new age protectant fungicides like fluazinid.

“Grass foliage continues to be the prime target for this protectant fungicide”, he says, “but it will also destroy the spores of thatch inhabiting fungi causing turf diseases such as Pythium patch and anthracnose, so any fungicide falling through the net is not wasted.”

XC Technology uses a novel elliptical shaped nozzle orifice and wide droplet pattern to ensure effective coverage with variable nozzle height above the ground and accommodates air induction technology. As the spray liquid passes through the nozzle chamber, air is sucked in through holes to create the so-called ‘Vortex’ effect which incorporates a tiny volume of air into each spray droplet.

Air induction technology gives more consistently sized droplets with a well maintained trajectory on target, and an air ‘pushdown’ effect that lowers contact angle, reduces roll off and helps to prevent these large droplets shattering on impact.

Practical benefits

Spraying water from a static boom on the car park’s hard surface, and following up with spray liquid collection in measuring cylinders under each nozzle. Simon Watson demonstrated how in uniformity, accuracy and pation the XC nozzle range does exactly what it says on the label. Stour Power then took his Toro 5700 sprayer over some of the undulating ground around the greens at Hanbury Manor so we could see the system in action.

So what are the practical benefits? Use of Syngenta’s XC reduced drift nozzle technology widens the window of spray opportunity. Caroline Scott who manages Syngenta’s Greenecast systems calculates that greenkeepers using XC Nozzles will have four extra days per month to spray.

With the enhanced droplet size distribution and superior coverage provided by the XC nozzle systemStan has reduced spray volume from 500L/ha down to 250 L/ha (100 L/ha average). “This means I can spray 3.2 ha using the full 1100L tank whereas before I could only manage 2 ha. It provides much more flexibility and can prove critical when allowing me to carry out a task in 2 hours instead of 4.

“This might not seem a lot but is a real blessing when we are under pressure during pre-match periods.”

“The flexibility afforded by XC nozzles also extends into what kind of foliar feed I can apply”, said Stan, “by allowing me to spray when conditions are most favourable for fast and efficient nutrient uptake by leaf surfaces or simply because it is more convenient.”

Last but not least is the LERAP consideration which allows for measures to reduce buffer zones around water courses and features. Nozzle technology is one of them.

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CHEMICAL PESTICIDES

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Central

Congratulations to Paul Armitage of Leicestershire GC who has recently become a dad, a good excuse for not making the spring outing whether he’s still trying to get caught up on his sleep. All the BIGGA members at golf clubs are also in a for a change shorty as the course opens for play this month. It looks like we might have golfer out there after an extended grow in, welcome back to normal.

We have an education event planned for 7.30pm on Thurs 3rd June. The venue is likely to be Elmwood College and the speaker is Mike Joass of Course Communications. Mike is a regular presenter at the GIS show for American Superintendents in their February events and the seminar will be suitable for all categories of members.

The meeting will be held in the main hall at the college who I think are doing a first class job here in the North East. After the section members, talk on Woodland Management, After the Marathon we had an auction for some incredible lots for your chosen charity ‘Miracles for Macmillan’ – for more on this take a look at https://www.charity0998@gmail.com. One of the winners of the auction for some incredible lots also looking up an injury at the 12th hole. A great achievement Asia made sure everyone is a winner for your chosen charity ‘Miracles for Macmillan’. It will be a great pleasure to be part of the team and enjoy the day of fun and games.

Editor – sorry Communications in the name of the game and the year as it will be on 24 July please contact Nick Gray for details. I can be contacted on 01768 700 604 or at jehan@blueyonder.co.uk

Chris Ibbetson

Northern

I’m sat after my first ever marathon. I can clearly remember walking to the start line and feeling so anxious. I was the first to cross the finish line and I was amazed that I had actually run a marathon. I can clearly remember the feeling of pride and elation that I had achieved this goal. I was so happy to have completed the marathon. The next few days were filled with so many emotions and memories. I can still remember the feeling of being among so many other runners and feeling so powerful. The feeling of achievement was immense.

The spring tournament took place on Thursday 11 April at Tynehead Golf Club. The weather was very good and there was a good turnout of players. There were only thirteen of those who set off for the day and only twelve played in the tournament. The first prize was won by a fellow greenkeeper and committee member achieved 2hrs 50mins and came second in his category. The second place went to a friend of the section and the third place was won by a fellow greenkeeper and committee member. I can clearly remember the day as it was a very special day for me. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance. I was able to run for a half marathon and I was very happy to have completed the distance.
Good to see that spring has actually started to arrive, better late than never I say as the weather has been woe-raking havoc - if not snow it's the wind blowing tons of sand over our courses. I received a picture recently taken at North Berwick where links after sand had blown over them! I forecast to create a massive new temporary bunker! Think it was a hard shaft to get the area back to normal by all accounts.

We can confirm we have the opportunity to attend a get together at Muirfield races on May 24 for some banter and a catch up and I have been reliably informed that our new Vice Chairman has got us two red hot tips for the night! The first race is at 6.15pm on the night, please contact the section if you are interested in attending.

The first spectactor stand was started to go up at Muirfield and I’m pleased to say that our secretary Stuart Ferguson has got us in his selecion for the Open Support Team. By the time this report appears our support will have been completed at Seabrooks, request to follow next month.

I’m also pleased to report that it was the month of May’s birthday and after a month that had been a handful for Newcastle’s Beedles Lake Golf Club host John Nicholson did a first class talk. A welcome back for the second half in the new job and just in time to learn how to operate all that new wonderful machinery. Robert Paterson was saying that his squad has started a five a side football team and is playing at Goals on a regular basis. It should be a match to be attended by all our turf technicians but they were soundly beaten in their first match by a bunch of oil workers. Were it not for a great goal-keeping display from Mike Northwood ref would have lost count by half time. I bet Barcelonium are running scared. So if any other clubs want to give them a game feel free.

Hughie McLatchie is now getting his big operation well into the golf again so best wishes to him. That’s it for this month please call with any news or news that you are interested in being put in the newsletter.

I bet that’s all I have to say at this time of the year by the time you get this report we will have had our outing at Duff House Royal and the winners and losers will all have sorted themselves out for the 200 club. All the results will follow in the next issue.

Warran Beveridge is sadly leaving Peterculter Golf Club after seven years and leaving greenkeeping so we would like to wish him all the best for the future. Paul Sharp has replaced Warren with Stevie Cocker from Inchmarlo Golf Club so we would like to wish him all the best in his new job and just in time to learn how to operate all that new wonderful machinery. Robert Paterson was saying that his squad has started a five a side football team and is playing at Goals on a regular basis. It should be a match to be attended by all our turf technicians but they were soundly beaten in their first match by a bunch of oil workers. Were it not for a great goal-keeping display from Mike Northwood ref would have lost count by half time. I bet Barcelonium are running scared. So if any other clubs want to give them a game feel free.
President Martin Forester and his team had turned the golf course out in great condition.

We have another golf day fast approaching here in Kent. As you know our first event at Royal St Georges was, unfortunately, cancelled due to deep snow but there is no danger of this that situation repeating itself.

On 16 May we shall be heading—

Outgoing Chairman Mark Stoppes gave an emotional report thanking all the sponsors for their support over his period as Chair. He also stated that with the help of the following, our golf and educational days had been a great success.

Amenity Technology, Bales of Norfork, Banks Amenity Products, Bankes Amenity Products, Blade, CMW Equipment, Collar Turf Care, Ernest Doe, Everris, Firms, Flower Power, Gamewright, Amenity, Irrigation and Water, Linseed, Power Tiller, Punch, Powerline Turf, Paynes Turf, Philip Liverton Ltd, P Tuckwell (John Deere), Perren Products, R J Morris, Russell (South), Rainfall, Rigby Taylor, Chaingreen Ltd (Sea Nymph), Tey Farm Systems, Toro (Lely) as Sponsors Representatives. In the afternoon, Mike Bush MG (Course Manager at St Mellion) was in charge of the presentation on how to manage your turf levels by improving heather and encouraging soil biology and encouraging natural degradation.

Thank you to all our speakers for the day and in particular to Ian MacFarren who took the floor to introduce his talk for also sponsoring the day. Also a big thank you to Mike Russell of Russell (South) as we were able to stage the event at St Mellion once again for his team for a marvellous event.

The next meeting is “The Point at Polzeath”, North Cornwall, on 22 May. The Tee Services Committee has also decided that the Course Walk will commence at approx 2pm.

We have a further Summer Meeting on 2 July at Teignmouth

Our Spring Seminar held at St Mellion on 13 March was again very successful with over 50 attendees including many students from Teign College. First up was Dr Simon Watson from Syngenta who focused on the future of turf research. Afterwards Roy Welland, who is involved in the research and development of the noodles along with completed and unplayed RM1 noodles and the RM1 noodles in action, showing the comparison between the new noodles for St Mellion and the old flat noodles. The event was held in St Mellion with obvious reduced drift and more even distribution of spray. The talk was given by Roger Davy from Irritech. Roger went through the possible pitfalls and in particular the use of Target 600 and he then went on to explain the results of the noodles that had been used this year.

Here’s to a great season and hopefully an improvement in bad weather conditions.

George Pitt MG, 07729 754041, gottis@syevertongolf.co.uk
Executive! As usual I'm late
with my notes. Let me tell you
a little story, but with a warning.
I often have to vividly imagine
a bowl of orange squash made up in
a proprietary pop bottle, at the
hour of midnight, mates, gained
from the bins.
Decedence has never been my
way to approach this subject.
Whilst reading the greens I
imagine eating delicious squash
syrup, and finding that smoke Puddi
(such will humour some, but not me).
As you know I'm often with me a bottle
that has been carried to clean a
ity. Whilst feeding the greens I
had to cope with a local pop bottle,
at the
I'm pleased that at long last
have any news for the section
limited number of spaces. If you
please contacting either Gerald
Steve Braddock so if interested
Gerald@berkhamstedgc.co.uk
for our qualifiers.

I have never seen so many
that ends well.

Please try to see our excel-
ten calendar, this month’s is the
11th by the Board, and

There may just be time to
get your entry in for the spring
tournament on April 22nd.
14 May. You’ll have to go
to Gary though (07788 935 764).
Next month is the
but just a reminder it is

Our next event is the annual
summer tournament at Ashley
March 30th. Entry fee is £36.
please let either Kev or myself

Please ensure we have
your entry details ready to
can be gained from buckets-
address and contact details so
you receive the information for
all.

You have until the 14th to
the big end of the season. If interested
please contact either Gerald or
myself asap so there will be a
limit to the number of spaces. If you
have any news for the section
please get in touch.

Next meeting is at "The


How good is it to see The
Masters on tv again. I was working on
the magazine for April when I
announced that we were
will be £20 so very reasonable
and we hope to see as many of
you there as possible.

Thank you to Geoff Penu
for arranging this at short notice.
Frieldford GC is the venue, National Park, 7 – 8 October
2013 after hosting a Tour Event
the week prior. So it should be in
good condition and is bordering
our section meaning travelling
to the event should be far
far easier for our fans.

Let’s hope we can produce
and want to thank our new
B. Simon Dace

We received a number of
inquiries early in this season and also join the
BIGGA Mid Anglia Facebook
to stay in touch.

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Please ensure we have
**How to**

**How to conduct a one-to-one meeting**
**How to conduct a team briefing**
**How to prepare for an appraisal**
**How to recruit the right staff**
**How to write a job description**

“**How To...” guides are available exclusively to BIGGA Members, on a range of Human Resource topics.**

These short, handy guides provide practical, step-by-step guidance on a range of subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes within your workplace.

To access the “**How To...” guides, log on to the BIGGA Members Area at www.bigga.org and click on Member Resources.
How to conduct a one-to-one meeting
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How to recruit the right staff
How to write a job description

1. Cascading goals

A goal describes a measurable outcome or result that needs to be achieved.

Definition

Cascading goals means breaking down the organisational goals into a series of smaller goals that describe what should do to help achieve them. This requires a management process to be in place that cascades top-level goals down through the organisation.

The formation of goals that set out what a business is aiming to achieve is a key part of business planning.

Introduction

In some areas of the organisation, it may be enough to cascade goals down to the team level (e.g. in administration or production teams where they work together more as a team than as individuals). For some it is more appropriate each unit or department needs to achieve. These goals are then broken down further until each individual in the

1. 'How to Cascade goals to Teams and Individuals'

Profit goal - to reduce waste by 10% across the whole site, by

Development Fund.

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Photographic competition

How you can win our coveted members’ competition, and see your photography grace Greenkeeper International and the next BIGGA Calendar - following in the footsteps of recent winner, Craig Boath, Head Greenkeeper at Carnoustie Photographic competition

Do you fancy yourself as a budding photographer? The competition offers you the chance to portray your course in a variety of publications, with the winner receiving a full course feature in GI.

Our industry offers terrific opportunities for stunning photography across the year – and now is the time to send in the images many of you have captured from the autumn and winter, and the forthcoming weeks offer another chance for great spring and summer shots. The competition is judged by a panel of experts including professional photographers Alan Birch and Eric Hepworth – and the winner will receive a framed image of their choice from Eric’s super selection of golf course photography (www.hepworthgolfphotography.com), as well as one of your own entry. Two runners-up will receive an unframed print, and the final 12 will all be featured in next year’s calendar.

To enter, please send your images to comps@bigga.co.uk - the closing date is the 31st July 2013. Please write “BIGGA PHOTO COMP 2013” is the subject header of your email, and label your entries with your name, club/college currently at, membership number and a brief caption of the course. Images need to be high resolution and landscape shape, suitable for an A3 calendar (approximately 30cm wide at 300dpi). Please avoid reducing the file size as this will reduce the quality – we recommend one image per email if file size becomes an issue – or use a compression facility such as winzip or an ftp site such as www.mailbigfile.com. There is no limit to the amount of images you can send us, but please seek permission of the club before sending your entries – we are sure they will be delighted with the potential coverage.

Good luck to all entrants.
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Good to hark to all entrants.
GTC Chairman Donald Steel examines two ways of doing the same thing. Could greenkeeping throw up anything more contrasting?

One part of a job description for a Head Greenkeeper should surely be “you do what you have to do it”. It might even carry the rider, “if you can do it. Constant adjustment, on account of the weather, makes me wonder how often, in fact, programmes can be implemented in any year without a hitch. Either that, or important exercises don’t get carried out at all. Which is worse?

It is odd comfort that, in the more predictable climate of Augusta, preparations for the Masters progressed uninterrupted with every conceivable technical aid at their disposal. On the other hand, the bigger question is whether the maintenance and presentation of the course is the right way of doing things.

Although the Masters is watched on television from Kuwait to Kathmandu via Kashi, and hailed by some as golf’s colourful shop window, to other eyes it represents by some as golf’s colourful shop window, to other eyes it represents a fabled ghost ship, The Flying Dutchman via Karachi, and hailed as one of a myriad of rough cross-pollinations.

Donald Steel examines the GTC Chairman Laurence Pithie’s interview with David Golding, the GTC Education Director, and European Greenkeeping Training Committee’s Director, and British Greenkeepers Association’s David Golding’s thoughts”. What was equally fascinating in the same edition was Laurenance Pithie’s interview with Chris Mitchell at Royal Ashdown Forest and the comparison it threw up between Ashdown and Augusta and the different methods of maintaining the two courses. Apart from playing the same trade, the outlook for Chris and Brad Owen, the Augusta National Superintendent, has little in common.

It made me wonder, in fact, how an exchange would work, Chris with a bottomless purse and Brad Owen, the Augusta Superintendent, restricted by austerity. The first peculiarity is that, while Ashdown is launching a new playing season, Augusta is shutting its doors. In the heat of summer, the Augusta greenkeeping crew have the place to themselves – mostly carrying out one of the changes to the course for which they are famous.

They may be pruned that they can re-lay a green in May and have it back in full play by the fall. As we heard and saw on television, the 14th green was the latest to be re-laid although it is still a minefield of rocky slopes.

Another revelation in the Links Golf Magazine was that Augusta has started using sensing camera technology at the 13th and 17th greens. The “hawkseye” system provides infrared temperature readings every ten minutes to detect areas of stress caused not only by temperature, but by insects, fungus, disease, and other environmental stressors. That is in addition to four iPad controlled sensors on every green to monitor soil moisture, temperature, and salinity.

As far I am aware, such extremes of scientific assistance haven’t yet infiltrated Forest Row where Royal Ashdown Forest is celebrating its 125th anniversary and, without blemish, has claims to being the most natural of golf’s settings. However, one joint aim shared by Mitchell and Owen is a preference for a fast running course to highlight strategic subtleties.

Augusta was, after all, designed for Bobby Jones by Alister Mackenzie based on the love of both for St Andrews. If it doesn’t rain for The Masters and the greens are firm, chipping and putting becomes a bigger question is whether the Masters is watched for a little, gentle golf. Now, look how’s happened.

As the weather finally improves how closely have you been paying attention to the spring sporting action?

1) Who scored the goals for Manchester City as they beat Chelsea in the FA Cup Semi Final?
2) Which county cricket team were bowed out for 96 in their very first innings of the season?
3) Who won the Chinese Grand Prix?
4) And which former racing driver claimed women do not have the “mental skills” to compete in Formula One?
5) Who scored the goals for Manchester City as they beat Chelsea in the FA Cup Semi Final?
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It is cold comfort that, in the more predictable climate of Augusta, preparations for the Masters progressed uninterrupted with every conceivable technical aid at their disposal. On the other hand, the bigger question is whether the maintenance and presentation of the course is the right way of doing things.

Although the Masters is watched on television from Kuwait to Kathmandu via Karachi, and hailed by some as golf’s colourful shop window, to others it represents more what not to do.

Scott Cottrell pulled no punches in his article last month’s edition. “I must be careful not to tread on his toes,” he wrote in his article in last month’s edition. “In any event, they could read my thoughts...” What was equally fascinating in the same edition was Owen’s interview with Augusta Superintendent, restricted by austerity.

The first peculiarity is that, while Ashdown is launching a new playing season, Augusta is shutting its doors. In the heat of summer, the Augusta greenkeeping crew have the place to themselves—most likely carrying out one of the changes to the course for which they are famous.

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However, one joint aim shared by Mitchell and Owen is a preference for a fast running course to highlight strategic subtleties.

Augusta was, after all, designed for Bobby Jones by Alister Mackenzie based on the love of both for St Andrews. If it doesn’t rain for The Masters and the greens are firm, chipping and putting becomes a test of nerve and judgement like no other but, if other elements are slightly awry, even the best can look stupid—horribly stupid.

Some players may try to blame the insects and soil temperature readings although the caddies may not include their iPads in their golf bags. In any event, they could constitute an outside agency but they are further examples that The Masters and the Augusta National Golf Club occupy a golfing world of their own, a far cry from the days when Bobby Jones founded the Club so that his special chums could gather in the winter for a little, gentle golf. Now, look what’s happened.

— Donald Steel

Contact Details
www.the-gtc.co.uk
david@the-gtc.co.uk
twitter @theOfficialGtC

GREENKEEPERS TRAINING COMMITTEE
This month it’s GTC Chairman Donald Steel’s turn to write the column...

ACROSS
4 Expression of disagreement, or an attempt to escape (5)
8 Pasta form whose name means ‘little strings’ (6)
9 Drug used in the treatment of Parkinson’s disease (4–6)
10 Glazed pottery, named after a town in Holland (5)
12 Known to friends as Jack and Teddie, transatlantic flight pioneers (6,3,5)
15 Popular toy sold as Erector Sets in the US (7)
17 Faithful follower (7)
18 South African home of inland ghost ship ‘The Flying Dutchman’ (4,2,4)
20 Indian food found at more or less restaurant standard (9)
22 Sicilian criminal organisation (5)
23 Pickle cheese of the Netherlands (6)
24 Class covering lobsters, shrimp etc (9)
25 Form of insecticide now banned in many countries (3)

DOWN
1 Pungent plant of the lily family (6)
2 One of two Monopoly properties worth (originally) 600 (11,4)
3 Beef dish with sauce based on sour cream (10)
4 Draft of proposed law (4)
5 Author of The Vicar of Wakefield (6,9)
6 Type of road used in UK since 1959 (8)
7 Gill — typeface popularised on the London Underground (4)
8 Instruments carried for use in loading guns (4,4)
13 Scottish band who had a hit with Real Gone Kid (6,4)
14 Light brown cane sugar (8)
16 Rich sauce with wine and mushrooms (8)
19 Formally, an act of worship (6)
20 French novella by Colette (4)
21 One of an ancient people who lived in, especially, NE Scotland (4)

SUDOKU
Fill in the grid so that every row, column and every 4x4 box contains the numbers 1 to 9.

MONSTER SUDOKU
Fill in the grid so that every row, column and every 9 box shape contains the numbers 1 to 9.

Puzzle Answers
on page 65

QUICK ‘NINE HOLE’ QUIZ
As the weather finally improves how closely have you been paying attention to the spring sporting action?

1) Spurs lost to Basel on penalties in the Europa League, and only one of their players scored in the shoot-out. Who?
2) Which football club’s ground used to be called the KotKat Stadium after a sponsorship deal with Nestlé?
3) Who finished runner-up to Adam Scott in the Masters?
4) Who was the top Brit at the end of the Masters?
5) Who scored the goals for Manchester City as they beat Chelsea in the FA Cup Semi-Final?
6) Which county cricket team were bowled out for 96 in their very first innings of the season?
7) Which cyclist announced his retirement from the sport?
8) Who won the Chinese Grand Prix?
9) And which former racing driver claimed women do not have the “mental skills” to compete in Formula One?
Lovie specialist sands

Lovie, a family-owned company with a total commitment to quality and service have, since 1990, been developing and perfecting a range of specialist products for use in the construction and maintenance of sports fields and golf courses. Major capital investment in plant and machinery ensures that specially selected materials from our own quarries are processed to meet the very demanding standards of the industry.

Constant monitoring in our on-site laboratory as well as regular testing at the one and only USGA approved testing facility in Europe, ensures the consistent quality and composition of the product.

Why Choose Lovie Specialist Sands?
- Rigorous production standards to meet the demands of USGA guidelines.
- Constant monitoring of quality.
- Extensive deposits of raw materials to ensure long-term supply of the products.
- Dried and heat treated top dressing and sands compatible with the rootzone.
- Products of a glance:
  - Drainage stone 10mm, 14mm, 20mm & 40mm
  - Grit 4mm - 6mm
  - Grit 2mm - 4mm
  - Playing field sand
  - Uniform sands
  - Roofstone mix
  - Divot mix
  - Top dressing (dried)
  - Uniform sands (dried)
  - Screened topsoil
- Many other quarry products such as hardcore, Type 1 sub-base and dust for roads, paths and car parks.
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from £575+vat for an 1/8 advert

Contact Jill Rodham on 01347 833 812

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**Course Manager**

Crown Golf invites applications for the position of Course Manager at:

*Pine Ridge Golf Club, Old Stanley Road, Frimley, Camberley, Surrey, GU16 3NX*

The successful applicant will be responsible for the management & implementation of the golf course maintenance practices & presentation of the golf course.

**Applicants will also:**

- Have the appropriate agronomic knowledge & understanding.
- Possess an NVQ Level 3 & possess PA1, 2 & 6 spraying certification.
- A competitive remuneration, work clothes and accommodation (free of charge)
- Experience of working in a Links environment.

**Salary dependant on experience and qualifications.**

Please apply in writing, with CV & a covering letter (preferably by email) to:

**Mr. Paul Copsey, Group Course Manager, Crown Golf.**

p.copsey@crown-golf.co.uk

**Closing date for applications: 3rd June 2013**

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**Recruitment**

**DEPUTY LINKS MANAGER**

This is an internationally renowned Club with many fine traditions and a sustainable method of course management.

These positions have become vacant due to the impending retirement of the current Head and Deputy Head Greenkeepers.

The successful candidates will join a dedicated and hard working team and will need to excel in all areas, will need to be passionate, reliable, hard working and motivated.

**Job descriptions are available from the Secretary, Royal St David’s Golf Club, Harlech, Gwynedd LL46 2UB**

**Closing date for applications: 3rd June 2013**

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**Recruitment**

**GREENKEEPERS** (for the 2013 season), for our clients Golf Course management division:

The positions are based at several locations in the middle and south of Sweden. Contracts are for 6 months commencing beginning/middle of April 2013. (Starting dates can be flexible) Working in an environment where the new language is English and where the majority of Head Green keepers are from the UK or Ireland. There will be other native English speakers at all locations.

Opportunities are open to all with a genuine interest in sports turf and who are looking to broaden their horizons both on a personal and professional level. Formal qualifications in Turf management would be beneficial for applicants.

Applicants are required to work in an environment where the main work is carried out in the evening (8:00 pm – 6:00 am) and will need to be flexible.

**Salary dependant on experience and qualifications.**

**Please apply in writing, with CV & a covering letter (preferably by email) to:**

**The Secretary, Blackstone House, Old Lombard Street, Old Portsmouth, PO1 2HX.**

**Telephone: +44 (0) 7799 315255**

**email: derek@interactive-management.co.uk**

Please send a current CV and covering letter to:

**Derek Judd, InterActive Management Agency Ltd.**

**Telephone: +44 (0) 7799 315255**

**email: derek@interactive-management.co.uk**

**Closing date for applications: 3rd June 2013**

---

**Recruitment**

**Assistant Greenkeeper to join our existing team.**

Camberley Heath is a traditional heathland Golf Course set in Surrey and was designed by the Legendary Harry Colt.

It is the ideal place for an up & coming turf professional, who will thrive on the challenge of working within an international environment.

You already know that Bernhard produce the fastest, most durable and easiest to use grinders money can buy, but did you know how affordable they are?

Talk to us about your finance options today and we’ll give you a free trial.

Raise your expectations, upgrade to Bernhard.

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**Recruitment**

**CROSSWORD MONSTER SUDOKO SQUIGGLY SUDOKO**

**QUICK ‘NINE HOLE’ QUIZ ANSWERS:**

1) Gylfi Sigurdsson
2) York City
3) Angel Di Maria
4) Lee Westwood
5) Samir Nasri & Sergio Aguero
6) Yorkshire
7) Sir Chris Hoy
8) Yorkshire
9) Stirling Moss

**QUIZ ANSWERS:**

1) Gylfi Sigurdsson
2) Sir Chris Hoy
3) Angel Di Maria
4) Lee Westwood
5) Samir Nasri & Sergio Aguero
6) Yorkshire
7) York City
8) Gylfi Sigurdsson
9) Stirling Moss
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Talk to us about your finance options today and we’ll give you a free trial.

Raise your expectations, upgrade to Bernhard.

Recruitment

Camberley Heath Golf Club is now recruiting an Assistant Greenkeeper to join our existing team. Camberley Heath is a traditional heathland Golf Course set in Surrey and was designed by the Legendary Harry Colt. The successful candidate will be someone with high standards of presentation, an eye for detail, will be a good communicator and team player and be passionate about their chosen career. Applicants will need to possess or be working towards the following Qualifications, Experience and Skills:

- Qualified to Level 2 or higher in Sports Turf Management and Maintenance.
- Passionate, enthusiastic and highly motivated.
- Excellent communicator and strong team player.
- The ability to work in an efficient and effective manner and prioritize work schedules.
- Spraying certification (PA1, PA2 & PA6) & Chainsaw Certificate.
- Experience in the use and maintenance of irrigation systems.

Salary dependent on experience and qualifications.

To apply, please send your CV and covering letter by email or post to: Nick Price, Course Manager, Camberley Heath Golf Club, Golf Drive, Camberley, Surrey, GU16 1UQ

cghgreenkeepers@hotmail.co.uk

Recruitment

Crown Golf invites applications for the position of Course Manager at;

Pine Ridge Golf Club, Old Bisley Road, Frimley, Camberley, Surrey, GU16 9NX

The successful applicant will be responsible for the management & implementation of the golf course maintenance practices & preparation of the golf courses.

Applicants will also;

- Possess management skills in organised, heads, motivate & train staff.
- Be computer literate & have the ability to manage budgets.
- Have the appropriate agronomic knowledge & understanding.
- Be qualified to NTO Level 3 & Possess PA1, 2 & 6 spraying certification.

Remuneration package will reflect the successful applicant skills and experience.

Please apply in writing, with CV & a covering letter (preferably by email) to;

Mr. Paul Copsey, Group Courses Manager, Crown Golf.

Recruitment

CROSSWORD MONSTER SUDOKO SQUIGGLY SUDOKO

CROSSWORD

QUICK ‘NINE HOLE’ QUIZ ANSWERS:

1) Gylfi Sigurdsson
2) Nick Cym
3) Angel Di Maria
4) Lee Westwood
5) Samir Nasri & Sergio Aguero
6) Yorkshire
7) Sir Chris Hoy
8) Fernando Alonso

SQUIGGLY SUDOKO

CROSSWORD

puzzlepage answers

MONSTER SUDOKO

Recruitment

Active Management Agency

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Mr. Paul Copsey, Group Courses Manager, Crown Golf.
Redundancy is one of the worst possible situations to find yourself in, and the greenkeeping industry is not immune. Here former Chairman Paul Worster explores all aspects of redundancy.

Redundancy is a very stressful and difficult situation to find yourself in. Often, the potentially redundant person is one of the last people within the company structure to learn of the proposal.

Taking a wider view, are we making a Head Greenkeeper or Course Manager redundant a club risks losing that entire bank of experience, site specific knowledge and skills.

Employees are of course protected by law, and in some cases redundancy is a last resort when all else has failed to keep a company financially viable.

Every employee in this position is entitled to a consultation period, and the company must demonstrate that it has examined all options, and considered other people for redundancy within the process rather than singling out an individual. The individual has every right to a hearing and to submit a plan to show that the situation is not irretrievable.

Often redundancy is not a straightforward issue of simply paying someone off – it requires a complicated calculation taking into account other factors such as leave entitlement and length of notice periods, and hardly ever brings the immediate anticipated financial impact. So it really is, or should be, a last resort.

Experience shows that people who ‘go the extra mile’, who make regular contributions over and above that which can normally be expected, are much less likely to fall through the information. For example – if, in seeking to aid the recruitment of new members, we need to lay off making huge jumbo holes in the greens for even a couple of years then we should not shirk from doing that. We need to find other ways of achieving much the same end, but not at the expense of performance.

We need to get close and stay close to the Club Management or the Ownership structure within the club. We need to be the ones feeding through the information. We need to be the ones coming up with the proposals for the course, the proposals for reducing spending, the proposals for improving the member experience. We need to be the ones ready and willing to go the extra mile, to stick our necks out and take the hard decisions. We need to be the ones who show adaptability and a willingness to manage change.

If we are doing all that, we are much less likely to come under threat.

What can BIGGA do to help? BIGGA is not a trade union but does provide advice and personal support.

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About the author

Paul Worster is Course Manager at Minchinhampton Golf Club and a former BIGGA Chairman. He is now a director of FEGGA and the very lowest running costs.

For more than 20 years Baroness has been building the LM315 with our very own ‘hybrid’ drive system which minimises the amount of hydraulic lines by using cable drive to the cutting units.

Now available with a 21hp 3-cylinder diesel engine and offering industry leading light weight combined with outstanding traction, the Baroness LM315 is now available to view on your golf course.

The Back Nine

A column for writers and members to air and share their views on golf greenkeeping topics.
Redundancy is one of the worst possible situations to find yourself in, and the greenkeeping industry is not immune. Here former Chairman Paul Worster explores all aspects of redundancy.

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Experience shows, that people who ‘go the extra mile’, who make regular contributions over and above what can normally be expected, are much less likely to come under threat. What can BIGGA do to help? BIGGA is not a trade union but does provide advice and personal support.

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BIGGA is not a trade union but does provide advice and personal support. The helplines will give access to legal advice – to ensure that you are being fairly treated. Your Regional Administrator would be an important port of call. Don’t leave it until the day before a hearing or tribunal, or the Administration would be an important port of call. Don’t leave it until the day before a hearing or tribunal, or the day before a hearing or tribunal. The helplines will give access to legal advice – to ensure that you are being fairly treated. Your Regional Administrator would be an important port of call. Don’t leave it until the day before a hearing or tribunal.

To summarise – be proactive, try to predict difficult areas and find solutions. To summarise – be proactive, try to predict difficult areas and find solutions. To summarise – be proactive, try to predict difficult areas and find solutions.

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About the author
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Trusted by the best courses on earth.
Royal Lytham & St Annes Golf Club, England

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John Deere Golf: Trusted by the best courses on Earth – Video on www.johndeere.co.uk/bestcourses/

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