MonsTer SuDoKU
Fill in the grid so that every row, every column and every 4x4 box contains the numbers 0 to 9 and the letters A to E.

Across
1 'Behold the Man' - image of Jesus wearing crown of thorns (4,4)
6 Regard as likely to happen (6)
9 Hungarian inventor of the ballpoint pen (4)
10 Island and bird sanctuary located off the Ayrshire coast (5,5)
11 Fuddy-duddy (5-2-3-3)
13 Resembling a thin sheet-like tissue (10)
15 Cause the downfall of (4)
17 Shakespears Sister's number 1 hit of 1992 (4)
18 Expression of ironic disbelief (3,4,3)
20 Comedy actress who starred in Smack the Pony and appeared regularly in The Day Today (4,9)
22 Film genre on the theme of camaraderie (5,5)
24 Sister of Bart and Maggie (4)
25 Part of body between head and abdomen (6)
26 Sympathetic reaction (8)

Down
5 Bacterium of the intestinal tract, a threat to food safety (1,4)
6 Persian polymath whose works were translated by Edward FitzGerald (4,7)
7 City of Florida, site of Walt Disney World (?)
8 Young person (5)
12 Papal title of respect (3,8)
14 Superhero name of Batman's sidekick Robin (3,6)
16 Identification of disease or other ailment (9)
19 Ring to light (7)
20 Mass of kneaded flour in its state prior to baking (5)
23 To blend (3)

Quick 'nine hole' quiz
1) Who were the first British Club to win the competition?
2) Liverpool famously overturned a 3-0 deficit to beat AC Milan in Istanbul in 2005. But where was the rematch held?
3) From which country were the winners of each competition from 1970 to 1973?
4) Who won the tournament at the Nou Camp, Barcelona in 1999?
5) And who scored their goals?

Online Safety Management System
The BIGGA/GCMA Safety Management System (SMS) provides:
• All golf clubs with Golf Industry Standard Risk Assessments.
• All golf clubs with a SMS tailored to their needs.
• Golf Club Managers with practical help to meet their legal obligations.

Why do you need it?
• It is a key obligation of health and safety legislation.
• It is required by HSE guidance.
• It gives protection to employees and senior management.

The Safety Management System helps golf clubs:
• Prevent avoidable accidents.
• Meet the best standards of the golf industry.
• Reduce the costs.

Besides an SMS Policy, there are seven key areas to be considered when developing a full SMS at a golf club:

1. Greenkeeping activities
2. Maintenance facility
3. Golf course
4. Clubhouse
5. Kitchen
6. Pro shop
7. Fire safety

Within each of these areas, users can access the following downloadable documents:
• Risk Profile (available in word and excel formats)
• Risk Assessments relevant to that area of the golf club
• Hazards - information and weblinks

For further information contact:

BIGGA
01347 833800
www.bigga.org.uk

GCMA
01934 641166
www.gcma.org.uk

Access via the Members Area of www.bigga.org.uk, in Member Resources
**Recruitment**

**gWest**

GWest was David Mike & Kid designed 10 hole golf course that is a facility for a private exclusive development in central Perthshire, Scotland. The course was constructed in 2008/9 and is laid within the 65 acre site. The course consists of USGA greens and has 90 acres of managed fine turf. Following a generous grow-in period to ensure maturity, this time has been used to continue with major projects –

- Transformation of two and a half acres of mature heather and continuing heathland renovation programme.
- Construction of a short game practice area, including USGA putting green, chipping green and practice bunker green.
- Construction of a Silvopasture on USGA green turf grassway
- Major tree planting scheme
- Ongoing development of the Estate.

**gWest will officially open in 2014 and now require additional -**

**Two Senior Assistant Greenkeepers**

Applicants should be able to demonstrate the following attributes:

- Practical operational knowledge of plant and machinery, including PA1, PA2 and PA6.
- The ability to contribute to the continuing success of a large team.
- Trustworthiness to work alone and in small teams.
- An appetite to key instructions but complement your duties with your own creativity, imagination and intuition.
- To help lead and develop trainees and seasonal greenkeepers into their role at West and their career.
- The opportunity to continue a career in golf course management and accelerate professional development.

The senior assistant positions are full-time, permanent and offer a competitive salary based on 40 hour work week and a range of benefits. The department operate a six and three week pattern on annualised hours scheme.

*Please apply to e-mail with an introduction and CV to Lee Street, gWest, MG, AGS - Golf Course Manager // lstreet@gwest.co.uk
Closing date: 20th October 2013 // www.gwest.co.uk*

**Junior and Semi Trained Seasonal Greenkeepers**

Applicants should be able to demonstrate the following attributes:

- A basic understanding of practical greenkeeping skills.
- A willingness to learn how to operate plant and machinery.
- Onsite training programmes will be used to train individuals to a competent standard.
- Ability to work in small and large teams as well alone.
- An appetite to key instructions but complement your duties with your own creativity, imagination and intuition.
- The opportunity to create and continue a career in golf course management and accelerate professional development.

The seasonal positions run from April to September (inclusive) and may lead to permanent roles. The positions offer a competitive salary based on a 40 hour week and a range of benefits. The department operate a six and three work pattern on annualised hour's scheme.

**Royal Wimbledon Golf Club**

**Course Manager**

Royal Wimbledon Golf Club is the third oldest golf club in England and can trace its origins back to 1865. Located close to London, this private 18 hole members’ club, designed by Harry Colt in 1924 provides a tough test of golf over fairways lined with heather and gorse.

We are looking to recruit a dynamic Course Manager who has the drive and passion to reach new standards of excellence in the management and presentation of our heathland / parkland golf course. The successful candidate will be able to demonstrate past record in course and man management and will hold relevant greenkeeping and / or agronomy qualifications.

Royal Wimbledon Golf Club will host the Surrey Ladies County Championships in 2014 and the L&G Home Internationals in 2015.

Family accommodation and work transport are provided along with an attractive salary, relocation and benefits package.

Interested applicants should apply in writing enclosing a full CV no later than Monday 21st October 2013 to: Mr Robert Brewers, Secretary, Royal Wimbledon Golf Club, 29 Camp Road, Wimbledon, London S9W 4WV

*If you would like to receive a copy of the job description please and an email request for the attention of Lucinda Bailey, administrative assistant to office@rwgc.co.uk*

**Gordon Simpson, General Manager, Chigwell Golf Club, High Road, Chigwell, Essex IG7 5BH**

**Course Manager**

Chigwell Golf Club is a traditional private members’ club, near Essex Forest some 10 miles north east of Central London and within easy reach of the M25. We are looking to recruit a new pro-active Course Manager with a proven track record, to manage our mature and attractive 18 hole facility.

The successful applicant must be a team player who can also lead by example and will have at least 5 years experience in all aspects of modern green keeping and should be educated to at least NVQ level 3. A thorough understanding of greenkeeping and regulations and procedures are essential as is the ability to maintain and work within strict budgetary requirements.

The Course Manager will be an integral part of the overall management of the facility and will attend weekly HOD planning meetings alongside Greenkeeping Committee Meetings. He/She must be able to plan and execute small scale development programmes.

Interested applicants should apply in writing no later than Friday 11th October with a full CV and their expected salary expectations to Gordon Simpson, General Manager, Chigwell Golf Club, High Road, Chigwell, Essex IG7 5BH

**Cradoc Golf Club**

Cradoc Golf Club is seeking to appoint a Head Greenkeeper, to start in early 2014, to manage the mature parkland course with one of the most beautiful areas of Wales.

As well as an 18 hole golf course the club has a 10 bay driving range and extensive practice facilities including a floodlit 5 course.

The successful candidate will be educated to at least NVQ level 3 and have a proven record of working as a Deputy or Head Greenkeeper. You will be able to demonstrate a thorough understanding of the role including all aspects of green keeping and agronomy, health and safety and machinery maintenance. Essential is the ability to lead and develop the existing green keeping team, to maintain budgetary control and communicate effectively with the club committee.

Cradoc is a forward thinking Club and is looking for a highly motivated professional to make a difference to its future. The successful applicant will be part of a dynamic management team and will enjoy a great deal of autonomy in this well established and very successful members club.

Salary is negotiable according to experience.

Interested applicants should send a full CV together with a covering letter detailing your suitability for the position and stating your salary expectations to our Club Manager, Robert Southcott, on manager@cradoc.co.uk by Friday 18th October 2013.

The Manager, Cradoc Golf Club, Penoyre Park, Brecon, Powys. LD3 9LP

**Recruitment**

**Chigwell Golf Club**

**Head Greenkeeper**

is seeking to appoint a Head Greenkeeper, to start in early 2014, to manage the mature parkland course with one of the most beautiful areas of Wales.

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The Manager, Cradoc Golf Club, Penoyre Park, Brecon, Powys. LD3 9LP

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tContact Jill Rodham on 01347 833 812

**www.iepuk.com 01572 823934**

**Gardening Jobs Ireland**

**Puzzle page answers**

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