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THREE OF A KIND AT DUNSTANBURGH CASTLE

PLUS...
HOW ROB SANDILANDS STEPPED UP TO COURSE MANAGER

@risk?
How to avoid the pitfalls of social media
NEW TURF FERTILIZER

Microlite TE-Bag

Essential nutrients precision applied

Microlite TE-Bag is a unique, super micro-granular trace element package that gives the ultimate in fertilizer precision. It is ideal for applications of Magnesium on sand-based constructions that are prone to leaching. Research has also shown that TE-Bag can assist in the turf resisting Argentine. Research has also shown that TE-Bag can assist in the turf resisting Argentine resistance in turf.”

Back to the future (part 2)

Last month I was privileged to attend the 2nd Future Turf Managers Initiative, made possible by Jacobsen, at which 20 BIGGA members descended on Jacobsen’s Ipswich headquarters for three days of intensive education, mentoring and networking.

The purpose of the event is to give the delegates the additional non-agronomic skills and knowledge that they need to progress to greater achievements and substantial career development. The delegates, one of whom – Joe Buckley from Queenswood – has contributed an excellent technical article this month (pages 28-30) and the contacts made to full effect in their greenkeeping career. We are hugely indebted to Jacobsen for their generous support of this superb Initiative.

At the opening dinner the internationally renowned turfgrass scientist, Dr Frank Rossin from Cornell University, spoke on ‘The Future of the Industry’. His keynote message to the ambitious young greenkeepers present was succinct – “you guys are in the service industry, and if you can’t accept that, then it’s time for a change of career!”

It was fascinating to hear such a bold statement from someone who has spent their whole life in the agronomic side of this business. It really brought home to me that, if you can’t accept that, then it’s time for a change of career!

It is crucial that everyone involved in delivering the golfer’s customer experience takes the lead within their clubs and help ensure that golfers enjoy their time on the course and choose to hurry back.

In this month’s magazine we carry news of two exciting developments for the Continue to Learn programme at BTME 2015. We are delighted that Everris has agreed to support an education voucher scheme for Continue to Learn as part of their Turf Rewards scheme.

Feedback suggests this will be a hugely popular opportunity to earn substantial contributions towards taking part next year. Additionally we are introducing a new process for determining a sizable proportion of the educational content at BTME 2015. The ‘Proposal to Present’ scheme will ensure that we cast the net as widely as possible in terms of presenters and content and will put you the member firmly in position to choose which are relevant to you and your facility.

Enjoy the read.

Jim Croxton, Chief Executive
NEW TURF FERTILIZER

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Turf insect pest control on a knife-edge

How to avoid the pitfalls of social media

Three of a kind

How a youthful greenkeeping team are making their mark at Dunstanborough Castle

Stepping up

How Rob Sandilands explains how he’s adjusted after making the move up to Course Manager

A breath of fresh air

The basics of aeration and its advantages

What about buying pre-owned machinery?

Potential benefits of buying second-hand
36 Turf insect pest control on a knife-edge
Dr Terry Mabbett on how to control chafer grubs and leatherjackets

50 What about buying pre-owned machinery?
Potential benefits of buying second-hand
No rain in Spain…and get well Clive

A few weeks ago I was privileged to attend the FEGA Conference held near Girona in sunny Spain, and it was interesting to see how so many of their aims align with ours. It was clear they are looking to modernise, and explore exactly how they can best clear they are looking to modernise, and explore exactly how they can best serve the needs of their members.

We visited PGA de Catalunya, venue of the Spanish Open in May, which was just stunning. In many ways the course and setup were similar to those I had seen in Orlando just a couple of weeks earlier. Rasmus-Jacobsen gave us an overview of the course’s ecology work before Course Superintendent David Bataller gave us a fascinating insight into agronomic work and the course’s history.

The educational seminars were excellent and it was also a terrific opportunity to catch up with new equipment from Campey, Toro and Symphony. John Deere also presented a ‘Q&A’ session with a difference where you ‘interviewed’ other delegates, which was good fun! I then headed to Dunfermline for the Scottish Regional Conference. It was superbly well-attended with over 200 delegates. Scottish Regional Administrator John Young had arranged a terrific line-up of speakers - Paul Miller from SRUC Elsfraes, Gordon Moir from St Andrews, Alistair Eccles from Germinal Seeds GB, Steve Chappell from Gleneagles. A superbly well supported event on a great golf course. I played alongside Jim Croxton of Headland Amenity and the course’s history.

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Unfortunately one key figure was missing from the day. As many of you will know our South East Regional Administrator and former Chairman Clive Osgood has been unwell and unable to attend. Clive – it wasn’t the same without you, and everyone at the Association and in the industry wishes you a full and speedy recovery.

Next up was the Board Meeting at BIGGA House. It’s fair to say that following a very positive SME, things are on the up and it was a productive meeting. Now the dust has settled I have one important message you will hear me returning to during my time as Chairman because I feel it’s critically important. All members should remember that BIGGA is a members Association. The structure that was put in place at the very beginning is there to ensure the voice of the grassroots greenkeeper is heard and that there are open lines of communication to the team at BIGGA House and to the National Board. If you have any questions or ideas please don’t hesitate to talk to your Section or Regional committee members. They’ll be able to answer many of your questions and will give your ideas their full consideration.

At Chippenham we will shortly be opening three of our new holes as part of our project to extend the course. We’ve managed to overcome one problem I’ve heard many greenkeepers mention recently. Because of the terribly wet winter, we struggled to get hold of any turf. Now it’s finally been delivered, it’s drying out and dying! Just another example of the challenges Mother Nature pose for us greenkeepers.

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No rain in Spain...and get well Clive

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years. This is now the tenth successive

played in months seemed to fall on deaf

round! Sadly my excuse that I’d barely

managed to drag him

course. I played alongside Jim Croxton

very well supported event on a great golf

hospitality and friendship shown to me on

for inviting me to attend and the fantastic

have learnt so much from the day. I would

varied range of presenters and topics, and

also presented a ‘Q&A’ session with a

Campey, Toro and Syngenta. John Deere

catch up with brand new equipment from

fascinating insight into agronomic work

Superintendent David Bataller gave us a

of the course’s ecology work before Course

Ransomes Jacobsen gave us an overview

in Orlando just a couple of weeks earlier.

of the Spanish Open in May, which was

visited PGA de Catalunya, venue of the

was Walton Heath Golf Club for the South

Marketing Department, Cameron McMillan from Queenwood, Alistair Eccles from Germinal Seeds GB, Elmwood, Gordon Moir from St Andrews, of speakers - Paul Miller from SRUC

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The Scottish Region has relaunched its Patron’s Award Lunch which was held at The Dormy Clubhouse Gleneagles. This event enables the region to thank our Patrons for their generous support of the association in Scotland during the course of the year and at the same time recognise the five section winners of the Patrons Award.

Through the support of our Patrons, the Scottish Region is able to provide the winners with a prize of attending BTME. The prize fund of £500 per member entitles each to accommodation for three days, a delicious lunch followed by an entertaining and educational afternoon of awards and presentations. It was good to meet some of our Patrons and award winners from other regions and really interesting to learn about the seminars and classes, I am keen to learn as much as possible to improve my knowledge as best I can.

“It has made me feel like I am more prepared to deal with certain difficult situations.

“After attending BTME and considering how beneficial I found the seminars and classes, I am keen to learn as much as possible to improve my knowledge as best I can.

“I feel that receiving the patrons award has been a big boost to my confidence in my own abilities and hope this could potentially lead to bigger opportunities down the line in my career.”

John Young

Anyone reading this article should feel free to offer any comment on this award to either their section committee, regional board, or to John (Regional Administrator).

Craig Baeth added: “BTME encompasses every product in the industry including course furniture, drainage, fertilisers, grounds care machinery and equipment, irrigation, mowers, soil biology, spraying, turf and seeds, water, lake and pond management, wetting agents and so much more. If you have never been to BTME or even thought about going, for me the opportunity to not only catch up on advancements in machinery and agronomic technology at the exhibition but also to meet a lot of professional people is invaluable.”

Gregor Wilson added: “Having been nominated by my colleagues in the Ayrshire Section to receive the 2014 Patron’s Award, I was delighted to be recognised by the Association and receive the funding towards education and development.”

Bryan Ramsay said: “I managed to do a bit of networking at BTME, seeing some old and new faces. It was great to get some ideas from guys who are higher up the ladder, also just getting my name out there should help me in my career. Hopefully I will get the chance to visit BTME again as I love my job, and hope I can work my way up the ladder to be a head man someday.”

Dennis Grant commented: “I chose to attend lectures on grass identification and dealing with conflict at BTME which I found very interesting and useful. The grass identification lecture was a great opportunity to brush up on my basics from college. Dealing with conflict was very interesting and showed me how I can improve my interactions with people using better body language and word choice.

Scottish Chairman Andy O'Hara hosted the lunch and welcomed the guests, introduced the award winners and also our presenters Scott Ferwick, Courses and Estates Manager for Gleneagles and Sami Strutt, Learning and Development Manager from BIGGA. Scott providing an excellent and detailed presentation on the preparations for that small tournament to be held in Scotland during September called the Ryder Cup. Sami then followed, providing key details on BIGGA’s future education programme and objectives. Without the patronage scheme in Scotland, the region would not be in a position to target its main objectives: 

• Improving networking opportunities
• Fully recognising greenkeeping as a profession in clubs
• Increasing education opportunities for members
• Improving networking opportunities
• The promotion of BIGGA as a professional association

The association would like to place on record their appreciation of the support the patrons give the Scottish Region. Your support is invaluable in providing a service to the members through the various events that have been mentioned. Our thanks to you and on behalf of BIGGA Scottish Region we look forward to continuing our relationship.

Scottish Chairman Andy O’Hara said: “I am sure that the Patrons Award will become a prestigious award in Scottish greenkeeping circles over time. Our patrons generously provide funds to the region and it is vital that we use these funds to promote education among our members. "Previous winners have included greenkeepers from various types of courses and trainers. This fits in with the aim that BIGGA is all-inclusive and that greenkeepers from all backgrounds should be encouraged to involve themselves.”

Over to the winners! How did they gain from the award? Alan Campbell said: “The awards lunch at Gleneagles was a fabulous start to the whole process, delicious lunch followed by an entertaining and educational afternoon of awards and presentations. It was good to meet some of our Patrons and award winners from other areas and really interesting to learn about the big build up to the Ryder Cup. I would highly recommend that greenkeepers are active in their local section activities and sign up for BIGGA’s CPD programme.”

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The section winners for 2013 were:

• West Section – Bryan Ramsey, Head Greenkeeper at Glasgow Golf Club
• Central Section – Craig Boath, Head Greenkeeper at Carnoustie Golf Links
• Ayrshire Section – Gregor Wilson, Head Greenkeeper at Turnberry Resort
• East Section – Alan Campbell, Greenkeeper with Edinburgh Leisure
• North Section – Dennis Green, Head Greenkeeper at Handa Golf Club
• West Section – Bryan Ramsay, Greenkeeper at Glasgow Golf Club

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Scottish Patrons Award

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Without the patronage scheme in Scotland, the region would not be in a position to target its main objectives: promotion of BIGGA as a professional association, increasing education opportunities for all greenkeepers from various types of professional people is invaluable.

Over to the winners! How did they gain funding towards education and development?

Craig Boath said: “I managed to do a bit of networking at BTME, seeing some old and new faces. It was great to get some ideas from guys who are higher up the ladder, also just getting my name out there should help me in my career. Hopefully I will get the chance to visit BTME again as I love my job, and hope I can work my way up the ladder to be a head man someday.”

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The latest news from around the globe
FANTASTIC TURNOUT AGAIN FOR SCOTTISH CONFERENCE

Yet again the Scottish Conference had a fantastic turnout with over 200 delegates coming along to the Carnegie Conference Centre on Tuesday 4 March. Scotland Regional Administrator, John Young reports:

Delegates were treated to presentations covering a diverse range of topics throughout the day with the double act of Paul Miller from SRUC Elmwood and St Andrews' own Gordon Moir kicking off proceedings with the tale of Kingarrock Golf Club in Fife. This little known course is dedicated to tradition with players using ‘Hickory’ clubs and a mix of techniques employed. David Anderson, proprietor of the course, attended the day as a guest of the Region and commented that he thoroughly enjoyed all the presentations as well as being thankful for the promotion of Kingarrock to our members. Alistair Eccles from Germinal provided delegates with an excellent story of having to ponder the methods used at his presentation was the largest audience he has had the day considering that this was the question?’. Alistair performed extremely well on the day considering that this was the last conference he has faced the audience.

David Anderson from SRUC Elmwood is well known among the clubs and a mix of techniques employed. David Anderson, proprietor of the course, attended the day as a guest of the Region and commented that he thoroughly enjoyed all the presentations as well as being thankful for the promotion of Kingarrock to our members. Alistair Eccles from Germinal provided delegates with an excellent story of having to ponder the methods used at his presentation was the largest audience he has had the day considering that this was the question?’. Alistair performed extremely well on the day considering that this was the last conference he has faced the audience.

The first day of the two-day conference was held at PGA de Catalunya which is Spain’s premier golf complex comprising 36 holes of Championship golf set within a secluded location. 15 minutes from the historic city of Girona.

The Superintendent David Bataller gave an enthusiastic account of the establishment of the club, whose business mantra is “ski in the morning, play championship golf in the afternoon”, and took us through fascinating maintenance plans and future development plans.

Ranionnes-Jacobson gave us a full tour of the course and ecology work, John Deere challenged us to look at the industry and answer some searching questions, Ryegenta took us through spray maintenance and calibration while Campey and Toro brought along some of the latest golf course aeration and mowing equipment.

PGA Catalunya boasts the finest practice facility in Europe with a 2000 square meter chips and potting facility which incorporates recreations of some of the world’s most famous bunkers such as the Road Hole bunker, an Augusta bunker and even a volcanic sand bunker. Day two saw a classroom type conference which included a real "I Was There" session when Rhett Evans, CEO of the GCSSA defined exactly what it is we should be striving for as Associations.

1 Work out an achievable coherent Vision and then clearly communicate it
2 Meet/exceed your customers or stakeholders needs through superior operational execution
3 Make your organisation easy to work with and in.

These tenets are so simple and we can apply them in all our various Associations – and even back in our Sections e.g. clear communication with our members, meeting our members’ needs, and making it as simple as possible for a member to be involved in Section events.

It was a really positive and useful couple of days. FEGGA would like to thank PAGA Catalunya, and major partners Ranionnes-Jacobson, Toro, John Deere, Ryegenta, and Campey.

Paul Worster
FANTASTIC TURNOUT AGAIN FOR SCOTTISH CONFERENCE

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During his presentation, he kicked into full gear with Mark Hunt from Headland Amenity providing a talk on climate change and other issues that all greenkeepers must take into account when managing their course. Mark is well known among the greenkeeping community and his talks always hit the mark as they are so interesting and thought provoking. A number of delegates will no doubt be joining his blog at weather.headlandamenity.com.

Scotland has always had a great tradition in all things golf especially through the number of major tournaments that are held in the country. This year of course, a small competition called The Ryder Cup returns to Scotland for the first time since Muirfield in 1973.

To oversee or not to oversee, that is the question? Alistair Evans took to the stage and opened proceedings with the talk ‘To overseed or not to overseed, that is the question?’ Alistair performed extremely well on the day considering that this was the largest audience he has faced over the years. Included in his presentation were some of the greatest stories he has faced over the years. Included in his presentation were some of the greatest stories he has faced over the years. Alistair also provided a great insight into the changes required to the course prior to the event. He also explored all the peripheral work required in staging one of the biggest sporting events on the calendar. Good luck to Steve and all at Gleneagles with the event, everyone in the association are right behind you guys!

Delegates John Worster, Club Manager at Royal Aberdeen Golf Club, spoke for many when he said: “What an excellent conference with very informative speakers passing on a wide range of knowledge. It was a credit to the Scottish region".

Special thanks to my colleagues for assisting on the day. This was a true team effort with Simon Struth monitoring the timings of the presentations and my fellow Regional Administrators Tracey Harvey (South West & South Wales) and Sandra Raper (Northern and Midlands) for being there to provide an exceptionally welcoming reception desk.

Planning for next year’s conference is well under way and indeed all five presentation spaces have been taken already including Steve Chappell returning to let us know his experience of the Ryder Cup. Thanks to our patrons: Atkins, Amenity Sales, Bayer, Blyssara Tractors, Double A, Everris, Farmura, Franklin Soil, Germinal Seeds, Green Tech, Hamilton Bros, Hendersons, Hugh King, Indigrow, MacGregors, McNab Sport, Nairn Brown, Oakland Amenity, Rigby Taylor, Scotlube, SCM, Contracts, Sherf, Amenity, Souters, Sports Turf Services, Stewart Plant Sales, Symbio, Terra Firma, Thomas Sheriff, Thurstrees, Turf Irrigation Services, Turfline Amenity.

South East Golf Day

The South East Region’s hugely popular Annual Golf and Dinner Day took place on the Old Course at Walton Heath Golf Club on (Old Course) – with Michael Buck from Rushmere Golf Club emerging as the overall winner. Michael clinched the Ray Day Memorial Trophy with a 71. Full results: Ray Day Memorial: Michael Buck (71) – Rushmere Golf Club 0-10 handicap 1st: Gwinn Kyle – Knole Park Golf Club 2nd: David Langholm (71) – Wimborne Park Golf Club 3rd: Mark Ogilvie - Golf Golf Club 2nd: Graham Hurren – St Albans Golf Club


Challenge Saver: First 3 scores make a section team East Anglia: Graham Hurren, Andy Baker, Michael Buck (11) Trade: Dale Searles – Golf & Turf

Longest Drive: Richard Hall – West Surrey

Nearest the Pin: Riddy Oliver – Liphook Golf Club

Special thanks to my colleagues for assisting on the day. This was a true team effort with Simon Struth monitoring the timings of the presentations and my fellow Regional Administrators Tracey Harvey (South West & South Wales) and Sandra Raper (Northern and Midlands) for being there to provide an exceptionally welcoming reception desk.

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FEGGA IN SUNNY SPAIN

The Annual FEGGA Conference and AGM took place in Spain recently. 24 Greenkeeper Associations were represented by some 80 delegates and partners, included Chris Sealey and Jim Croxton, as well as Rhiett Evans, CEO of the GCSAA. The first day of the two-day conference was held at PGA de Catalunya which is Spain’s premier golf complex comprising 36 holes of Championship golf set within a secluded location 15 minutes from the historic city of Girona. The Superintendent David Bataller gave an enthusiastic account of the establishment of the club, whose business mantra is “ski in the morning, play championship golf in the afternoon”, and took us through fascinating maintenance plans and future development plans. Rionann-Jacobsen gave us a full tour of the course and ecology work, John Deere challenged us to look at the industry and answer some searching questions, Ryngenta took us through spray maintenance and calibration while Campey and Toro brought along some of the latest golf course aeration and mowing equipment.

PGA Catalunya boasts the finest practice facility in Europe with a 2000 square metre chipping and pitching facility which incorporates recreations of some of the world’s most famous bunkers such as the Road Hole bunker, an Augusta bunker and even a volcanic sand bunker.

Day two saw a classroom type conference which included a real “It Was There” session when Rhiett Evans, CEO of the GCSAA defined exactly what it is we should be striving for as Associations:

1 Work on an achievable coherent Vision and then clearly communicate it
2 Meet/exceed your customers or stakeholders needs through superior operational execution
3 Make your organisation easy to work with and in.

These tenets are so simple and we can apply them in all our various Associations – and even back in our Sections e.g. clear communication with our members, meeting our members’ needs, and making it as simple as possible for a member to be involved in Section events.

It was a really positive and useful couple of days. FEGGA would like to thank PGA Catalunya, and major partners Rionann-Jacobsen, Toro, John Deere, Ryngenta, and Campey.

Paul Worster

Golf competition? Course walk? New appointment? Charity cycle? Drop Steve Castle a line, with all your news - steve.castle@bigga.co.uk

GI NEWSDESK

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Mike Ellis, Deputy Head Greenkeeper at The Point at Polzean, reports on a section visit to Ealing Golf Club, The Richmond Golf Club and Twickenham.

Our section was lucky enough to visit two golf clubs and a rugby stadium in two days this month. Firstly we went to Ealing where we met Course Manager Greg Evans. He gave us a presentation on why he cuts his Poa greens at 2mm. Only a few courses in our section can cut greens that close, but as Greg explained there are nine courses within five miles of Ealing. He must make his course stand out from others and producing quick greens is necessary to attract golfers.

Next, Keith Kent gave us an insight of his role at Twickenham, where alongside being Head Groundsman he also visits other rugby clubs up and down the country from grass roots up, giving them advice on how to improve their pitches within the clubs budgets.

Keith told us he feeds often and yearly puts in place to help new turf establish. The next visit was to Richmond Golf Club and met Course Manager Les Howkins MG. He gave a presentation on the bunker renovation the club has been working on. All bunkers were worked on, either filled in, moved to different locations on the same hole or new ones constructed. With 660 tons of sand and a lot of man hours, Les and his team have done a great job.

A big thank you to Greg, Keith and Les for their time and effort. Also a big thank you to Colm Webber who made the trip possible. We look forward to doing this all again sometime soon.

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You can always bank on Germany to come up with innovative ideas and new strategies like the use of drones to target oak processionary moth in areas unsuitable for use of full size helicopters. This is clearly something for UK plant health authorities to chew on, especially since virtually all current oak tree infestation with OPM is in urban and suburban areas which includes an increasing number of golf courses. What’s more the German government actually pays for OPM control, unlike here where central government leaves local authorities, golf courses and householders to pick up the bill even though it was government incompetence which allowed the OPM to enter the UK in the first place.

This latest German initiative involves aerial application of insecticide by small unmanned remote controlled helicopters to closely target individual infested oak trees in towns and cities.

OPM shows no distinction in the oak trees attacked, which means many are in urban and suburban areas and thus unsuitable for standard aerial spraying.

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The Federal Institute for Risk Assessment (BfR), the Julius Kühn Institute (JKI) and the BAM Federal Institute for Materials Research and Testing have initiated a joint research project which started with an OPM infested tree near Pupplinger in southern Brandenburg. If the trials prove successful, OPM control can be closely targeted on individual oak trees especially in built up areas.

With such high degrees of accuracy more potent and broad spectrum chemical insecticides, not normally permitted for use in aerial spraying, could be used. Scientists selected a solitary oak tree with no buildings within a radius of 300 metres and used a UAV (unmanned aircraft) to spray a coloured dye dissolved in water and of proven safety for humans, animals and the environment. This was used to identify the distribution of spray deposit over the tree crown and to see how far spray droplets had spread out beyond the actual oak tree target as spray drift.

They captured data on how natural air movement (wind) and the air current generated by the rotor blades had influenced the spread of the water droplets away from the target tree. Whether these small helicopters can better meet the health and safety requirements for operators, passers by and residents, compared to large manned helicopters will be the focus of this research. In addition, their effectiveness will be compared to ground spraying techniques and others carried from a MEWP (cherry picker).

The scientists say that small and maneuverable UAVs can be used to fight OPM in more targeted ways and can therefore be used safely and effectively even in densely populated urban areas. The small helicopter used weighs 65 kg and can carry up to 24 litres of spray liquid.

Dr Terry Mabbett
NEW LOOK IOG INDUSTRY AWARDS

The date and venue have been announced for the first IOG Industry Awards to take place in partnership with Bigga.

The 2014 event will take place on Thursday 4 December at MK Dons FC Stadium in Milton Keynes, and after Bigga and Bigga recently agreed to cooperate, three new greening categories have been introduced.

The new awards are expected to recognize the achievements of greenkeepers and the length and breadth of the country, as well as to promote growth in the Industry.

The first group is the Most Innovative Use of Technology Award which recognises greenkeepers who use state-of-the-art technology to improve the quality of the course.

The second group is the Best Maintenance Award which recognises greenkeepers who maintain the course at the highest level.

The third group is the Best Environmental Award which recognises greenkeepers who manage the course in an environmentally sustainable way.

If you want to know more about the IOG Industry Awards, please go to www.iog.org.uk

SUPPORT THE ENGLISH

Axx English greenkeeper at Bollington Park Golf Club, is putting on his running shoes again to compete in the Sebright Marathon in April.

Amazingly, it will be Axx’s fifth marathon and he will again be running for charity – this time in aid of Macmillan Cancer Support.

Axx told us he feeds often and yearly puts about 800kg of N and 1200kg of K. He gave a presentation on the bunker renovation the club has been working on. All bunkers were worked on, either filled in, moved to different locations on the same hole or new ones constructed. With 660 tons of sand and a lot of man-hours, Les and his team have done a great job.

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We launched our Xtra Benefits package on the opening morning of BTME 2014 – and with summer on the horizon (at last) now is the time for all full members to really take advantage!

It’s a great way to save time and money, whether at work or in your own leisure time. We’ve already heard members mention how much they’ve saved on trips to Legoland, Warwick Castle and glasses at Vision Express!

One big benefit is money off various attractions in the Merlin Entertainments Group which includes several venues across the UK, including Alton Towers, Madame Tussauds, Blackpool Tower, Thorpe Park and Chessington World of Adventures.

These benefits really are superb so we wanted to highlight them in the Membership column this month. Here’s a rundown of just some of the offers and discounts available:

- Save up to 58% on your next cinema visit
- A £40 voucher for Naked Wines
- Choice of 3 models: 27.4HP - 37.3HP
- Powerful & economical Kubota diesel engines for high torque with low vibration, noise and emissions
- Hydrostatic power steering
- Auto assist 4WD (4WD models only)
- Simple and quick maintenance
- Large operator deck, clean seat and ergonomically positioned levers for enhanced comfort
- 2 Year Warranty

*Terms and conditions apply to all benefits. Offers and prices subject to change without notice. All insurance is subject to underwriting.

Don’t forget that green wristbands supporting the BIGGA Benevolent Fund are available from BIGGA House, all the R&As and at sections Events. The minimum donation is £2. Look out for more information on the Benevolent Fund coming soon!

For an excellent range of high quality fertilisers and seeds designed to meet the specific needs of the amenity industry, simply buy direct from the specialists at

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- **Great savings on a wide range of Apple products**
- **Great value Life Insurance through LifeSearch**
- **Holiday savings through Superbreak and other operators**
- **Discounts on various gym memberships**
- **Save up to 58% on your next cinema visit**
- **Choice of 3 models: 27.4HP - 37.4HP**
- **Choice of models:**
  - 3
  - 4
  - 6
  - 8
- **Choice of mowers:**
  - 100”
  - 120”
- **Simple and quick maintenance**
- **Auto assist**
- **Hydrostatic power steering**
- **Large operator deck, please seat and ergonomically positioned levers for enhanced comfort**
- **Powerful 37.3HP & 27.4HP engines for high torque with low vibration, noise and emissions**
- **HST Transmission for quick response and increased productivity**
- **Hydrostatic power steering**
- **Auto assist 4WD (4WD models only)**
- **Simple and quick maintenance**
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- **54” - 100” mower decks available**
- **Optional grass collector and enclosure cab**
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‘Aber’ is a registered trade mark of Germinal Holdings Limited

Scan the QR code to have the right mixture at your fingertips

We want to hear your stories and experiences – so whether you’ve found a new job through BIGGA, got help through our Legal Helpline or Lifestyle Counselling, worked at a high-profile tournament or even won a golf competition we want to hear from you!
BIGGA has created a series of new packages aimed to improve the recognition given to the Association’s invaluable supporters. For many years the Gold and Silver Key sponsorships have been the only vehicle for recognising the huge support given to BIGGA’s Learning & Development activity by our many commercial partners. 

Over time this support has developed and now includes far more than donations to the Learning & Development Fund.

We have introduced the title of BIGGA Partner for those organisations who actively engage with BIGGA’s education programme through scholarships and other initiatives as well as contributing important funding. Many of the former Gold Key sponsors fall into this category.

Additionally we have created BIGGA Education Supporters to give recognition to those companies previously known as Silver Key sponsors. These companies financially support the Learning & Development Fund on an annual basis. BIGGA CEO Jim Croxton said: “The Gold and Silver Key programmes, provided hundreds of thousands of pounds to be used specifically for greenkeeper education. The Fund is utilised at all levels, individual refunds of fees, Section/Regional subsidies and National initiatives as well as to fund the production of learning materials and building our impressive lending library.”

"BIGGA are hugely grateful to all Partners and Education Supporters - and the many Individual Contributors - as the funding they provide goes a long way to underpinning our Continuing Professional Development programme and all educational activity."

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Stuart Green, BIGGA’s L&D Executive (Technical), explained: “Since turning the system on in November, 773 members have made 2,729 claims, which averages out at approximately 4 claims per member. Of these claims, a total of 15,303 credits have been claimed since 1 July 2013. "The reason for the difference in the dates is a member can claim back to when we launched the new programme on 1 July. So that’s nearly 3,000 claims in four and a half months!"

"The new system makes it easier for members to claim credits and more opportunities to claim credits."

Members can’t fail to have noticed BIGGA’s increased focus on CPD with articles in Greenkeeper International, input at the Regional Conferences and many other initiatives.

This is just the start, we will keep increasing CPD visibility and ensuring the message gets across that it’s absolutely vital for your professional and personal development."

Stuart explained exactly how to claim credits in February’s Greenkeeper International (BTME 2014 review edition).

Anyone with any questions about CPD can also contact any member of the L&D team – contact details are shown below.

BIGGA education supporter

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GREATEr RECOGNITION FOR BIGGA’S COMMERCIAL PARTNERS

We Need YOU

Interested in presenting an education event at BTME 2015?

• Submit your ‘Proposal to Present’ through the link on the BIGGA website
• The BIGGA Membership will vote on all of the viable proposals
• The most voted for proposals will be included as a ‘Members Choice’ event in the Continue to Learn at BTME 2015 programme
• Closing date for all ‘Proposal to Present’ applications is 25 April 2014

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BIGGA SCHOLARSHIP FUNDING

Thanks to generous support from Barons, Scholarships for BIGGA members undertaking their Level 3 qualification in Sportsturf are available.

Designed to help greenkeeper members of BIGGA gain their technical and supervisory qualification, the scholarships may be awarded to those studying for the following:

• Level 3 Work-based diploma in Amenity Horticulture (Greenkeeper)
• SVQ Level 3 Sports Turf Management

For more details and to apply, visit bigga.org.uk/education/funding-opportunities.

Individual Contributions: Steven Tierney MG, Chris Lomas MG, Andrew Campbell MG CGCS, W Fridge, Boris Lengyel, Edip Banerjeanta. Nick Gray, Steve Owen, Richard McOnie, Douglas Chapple, Jon Sewart, Graham Wray, Michael Bester, David Blymer
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GREENKEEPER INTERNATIONAL

We’ve already received over 1,000 applications and the deadline is 25 April 2014. Please supply details of your project, your involvement and why you feel it is a worthy project to be included as a “Members Choice” event in the Programme.

The BIGGA Membership will vote on all viable proposals, and the results will be announced in the June edition of Greenkeeper.

Barness Scholarship Funding

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• Level 3 Sports Turf Business
• Level 3 in Sports Turf Science
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Stuart Green, BIGGA’s L&D Executive (Technical), explained: “Since turning the system on in November, 773 members have made 2,729 claims, which averages out at approximately 4 claims per member. Of these claims, a total of 15,303 credits have been claimed since 1 July 2013.

“The reason for the difference in the dates is a member can claim back to when we launched the new programme on 1 July. So that’s nearly 3,000 claims in four and a half months!”

“The new system makes it easier for members to claim credits and more opportunities to claim credits.”

Members can’t fail to have noticed BIGGA’s increased focus on CPD with articles in Greenkeeper International, input at the Regional Conferences and many other initiatives.

This is just the start, we will keep increasing CPD visibility and ensuring the message gets across that it’s absolutely vital for your professional and personal development.

Stuart explained exactly how to claim credits in February’s Greenkeeper International (BTME 2014 review edition).

Anyone with any questions about CPD can also contact any member of the L&D team – contact details are shown right.

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Campey Take Demo To Hart

Hart Common Golf Club was the venue for the first UK demonstration of the VGR Top Changer - a trailer mounted injection process that can inject fluid and small particle materials, in this case Turf Concire designed to encourage rapid, healthy grass growth. Over time the process can completely change the top surface leaving very little playing surface disruption afterwards.

Combining aeration and sanding in one action, the VGR Top Changer introduced by Campey Turf Care is designed to encourage rapid, healthy grass growth. Over time the process can completely change the top surface leaving very little playing surface disruption afterwards.

The VGR has a working width of 1.6m and produces a classy spread of sand that is immediately filled with sand to allow a path of air and water to penetrate the top layer of the soil and be absorbed by the root zone. Nutrients, setting agents, liquids and soil improvers can also be placed directly at the roots.

Don’t Risk a ‘Will Fit’ This Spring

Spring is a key time of year to consider your turf equipment and its performance, but never more so than this year when the impact winter on record. With over 90 percent of Toro quality specification standards, proves this point. In tests focused on many physical characteristics, in particular the flatness of the knife and positioning of the chamfered mounting holes, results showed that competitor bedknives failed in over 50 percent of Toro quality specification standards.

All Campey aerators are easy to operate controls for depth and safety settings that are tool free. Changing tines takes less than 15 minutes. By using a variety of tines in combination, soil compaction and soil exchange can be done cost effectively using only one machine.

An excellent anti vibration system significantly reduces any vibration through the tractor to the operator. Another advantage a Wiedenmann delivers is the consistently regular hole pattern and clean finish. Wiedenmann machines prove daily that vibration can be done quietly and effectively without leaving tell tale signs.

Versatility is the key with all the Terra Spikes, the extra XP, the extra deep XD, the extra penetrative XP while the ‘G’ prefix on the GXi relates to its suitability to greens and fine turf areas.

VGR Top Changer introduced by Campey Turf Care: designed to encourage rapid, healthy grass growth. Over time the process can completely change the top surface leaving very little playing surface disruption afterwards.
**INDUSTRY UPDATE**

**GI**

The latest turf industry news from around the globe

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**CONTROL THE WEATHER**

BTME 2014 was a roaring success and everyone left Harrogate with a spring in their step anticipating the new season with relish. Also, the weather has been playing its part again in spilling thoughts we had of an early start to the season. Here Alan Abel from Complete Weed Control gives his views.

“There is nothing but sadness for all those flooded out of their homes recently. As far as our industry is concerned, all involved in turf/husbandry are struggling either to make surfaces playable, or get anything done whatsoever. The ground has been like a sodden sponge, where just walking on it has a mugging effect.

“We need two or three weeks with a dry easterly wind to help with the drying process and enable much needed fertiliser programmes to start. These recent conditions have led to swarms that are hungry so now is a good time to get soil samples done and analysed. With the correct programmes put in place when the ‘big dry out’ does eventually happen, turf should recover quickly.

“On a happier note, temperatures are remaining quite reasonable, but this is leading to a lot of early growth of weeds. The temptation is for an early spray, but as previously said it’s economically advantageous to wait till the real season starts.

“The other problem is moss and the weather has only exaggerated the problem we all have with this invasive nuisance. Talking of invasives; probably best known for its iconic Verti-Drain®, BTME 2014 showed that competitor bedknives failed in over 50% of evaluations. Characteristics, in particular the flatness of the knife and the finish of the chamfered mounting holes, results showed that competitive bedknives failed in over 50% of Toro quality specification standards. Dull bedknives damage grass, affecting after-cut appearance and the long-term health of the turf.

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**NEW DEALER FOR CHARTERHOUSE**

Charterhouse Turf Machinery has taken on GGM (Gibson’s Ground Machinery) as their dealer for West & South Yorkshire. GGM Groundcare is a specialist supplier of tractors and high quality professional hand-based equipment together with after-sales support. Probably best known for its iconic Verti-Drain® aerator, Charterhouse products have constantly evolved and expanded to not only offer aerators, but also top dressers, oversenders and scalifiers for natural turf as well as a growing range of machines for synthetic surfaces.

Andy Melville, GGM Commercial Director, said: “For over 30 years Charterhouse Turf Machinery has been providing turf managers with professional maintenance machinery. The addition of their range of products will strengthen the expanding range of groundcare products that we at GGM already have to offer.”

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**DON’T RISK A ‘WILL IT’ THIS SPRING**

Spring is a key time of year to consider your turf equipment and its performance, but never more so than this year, with the impact of the cold and wet winter on land and root. The seasons have got off to a better shape and spring course renovation underway, let’s say it’s imperative users Toro equipment is up to the job of looking after that all-important new grass.

Well-maintained bedknives are vital in producing a quality cut and genuine Toro bedknives are the best alternative to inferior parts. Outperforming ‘will-fit’ inferior quality parts. Well-maintained bedknives are vital in producing a quality cut and genuine Toro bedknives are the best alternative to inferior parts.

**CAMPEY TAKE DEMO TO HART**

Hart Common Golf Club was the venue for the first UK demonstration of the VHR Top Changer - a tractor mounted injection process that can inject fluid and small particle materials, in this case urea into the playing surface keeping very little playing surface disruption afterwards.

Combining aeration and sanding in one action, the VHR Top Changer introduced by Campey Turf Care is designed to encourage rapid, healthy grass growth. Over time the process can completely change the top surface to encourage greater infiltration.

The VHR has a working width of 1.6m and produces a closely spaced row of holes that are immediately filled with sand to allow a path of air and water to penetrate the top layer of the soil and be absorbed by the root zone. Nutrients, watering agents, liquids and soil improvers can also be placed directly at the roots.

**HOW TO IDENTIFY THE WIEDENMANN AERATOR FOR YOU**

Wiedenmann’s Terra Spike brand markets no fewer than ten machines so there is quite literally an aerator to suit everyone. But who buys what? According to the Wiedenmann UK sales team, the starting point generally depends on two things - what do you want to achieve and what size is the tractor? The filtering process then moves to factors like required depth, speed, size of site, versatility and budget concluding normally with a match of one or two Wiedenmann aerators that often can be demonstrated in situ.

Mostly purchasers have already identified they have issues with compaction or thatch or a combination of both. Solid tining is the traditional route to resolve compaction. Usually clients volunteer where their specific problems lie, typically somewhere in the range of 100 mm to 300 mm below the surface. As Wiedenmann Terra Spikes operate down from a very competent 220 mm to a handsome 400 mm, most machines remain in the frame. If thatch is severe then perhaps the aerator’s focus will be hollow coring. Depth here wouldn’t be as big as a concern as thatch normally occurs in the top 50 mm of the soil layer but a faster machine could be favoured as it produces optimal hollow coring results.

Early recognition of the tractor employed is essential because obviously the larger the aerator the more hp is required. Tractors from approximately 25 hp to 60 hp can all accommodate approximately 220 mm to 400 mm. Well-maintained aerators have “access all areas” status so can be run on all sites, be it football pitches, golf courses, municipal sites and club pitches.

The name badges attached to the Terra Spike fleet give a clue to each area of machine speciality - the extra fast XP, the extra deep XD, the extra penetrative XP while the ‘G’ prefix on the GXi relates to its suitability to greens and fine turf areas.

All Terra Spike aerators are easy to operate controls for depth and soil exchange can be done cost effectively using only one machine. Importantly, the aerator’s working width should be slightly wider than the tractor wheel span preventing issues with tyres tracking over newly tined ground. Wiedenmann’s fleet goes from working widths of 1.35 m right the way up to 2.1 m so contractors or those with consider area to cover, like estate managers, might start by looking at the widest machines first.

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Three of a kind

A three-man team with an average age of just 20 are in charge of one of the north-east’s finest links courses. Steve Castle travelled to Northumberland to speak to them and discover how a young Head Greenkeeper deals with learning the trade as well as answering to a committee and members.
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A three-man team with an average age of just 20 are in charge of one of the north-east’s finest links courses. Steve Castle travelled to Northumberland to speak to them and discover how a young Head Greenkeeper deals with learning the trade as well as answering to a committee and members.
If you combine the ages of the three greenkeepers at the proprietary Dunstanburgh Castle links, you still haven’t reached the traditional retirement age. Stuart Imeson, 22, is Head Greenkeeper and warmly welcomed me as I arrived on a winter’s morning with an icy wind sweeping across the course.

He explained that the land is owned by The National Trust and leased to London-based businessman Dr Peter Gilbert who fell in love with the area when on holiday at a young age.

We began with a tour of the James Braid designed course, which stretches alongside Embleton Bay. A true links, many of the holes offer views of the imposing castle, beaches and there are other quirks such as ‘pillboxes’ dotted around – small concrete guard posts constructed during the Second World War.

They have around 300 members, who continue to play very regularly throughout the winter as the course is dry thanks to its sand base. Various visiting parties and open days also bring in a hefty chunk of the club’s revenue.

A public footpath to the beach slices through the 6th fairway, but this does mean a huge boost for clubhouse takings in the summer as holidaymakers flock to the stunning beaches. With the nearest pub around a mile away, Dunstanburgh’s smart bar and restaurant is dry thanks to its sand base. Variety is the key.

“Dunstanburgh is a great place to work, it’s a huge bonus to have the clubhouse and restaurant on site. It means you can have a drink or a meal after a day’s work and even if you aren’t a member you can still come in and have a meal. It’s a real perk.”

“I did that for two years, Simon was moving on to Percy Wood and put my name forward to the owner for the Head Greenkeeper position when I was 18.”

“So what did he and his family say when he told them he had been appointed Head Greenkeeper, despite being so youthful he had only been allowed to drink (legally!) for a matter of months?”

“My parents reacted totally differently. My dad told me to go for it but my mam worried that I was too young. In the end I decided I would regret it if I didn’t have a go. It was hard to get my head around it all when I first became Head Greenkeeper. When you’re 18 you’re in party mode. I found myself thinking that I shouldn’t really be going out because I’m up early the next day!”

“With my dad it was the opposite. He’s not a drinker so for him it was more of a matter of principle. He said ‘if you get a job you can have a drink’.”

“Obviously the boss is going to ask for his advice, and to make sure I was doing the right things. Most of the time I was, but I think when you’re young you need that confidence boost – the last thing you want to do is damage the place. He would also pop in to see how I was getting on two or three times a month. I know a couple of other greenkeepers in the area and they are great.”

Stuart admits that meeting Dunstanburgh’s committee in a formal situation for the first time as head man was daunting.

“No matter what you say to a committee and even when you know you’re right, when they’re hearing it from a teenager it can fall on deaf ears. If you’re asked a question, you have to completely believe in your answer otherwise they just won’t believe you. I wasn’t the most confident when I started but I am now. That comes with time, and they start listening to you because when they play they can see you’re making a good job of maintaining and improving the course. You then start to get mutual respect.”

“Of course you’re going to get people who maybe don’t like the way you do things, but that’s the same whether you’re 18 years old or 65.”

Man management is another skill which Stuart had to develop quickly. He’s supported by his Deputy James Thorpe, who’s also 22, and Assistant Greenkeeper Dan Wilkin who has just turned 18, but already has two years’ experience at Dunstanburgh.

Stuart added: “We’ve got the right balance at the present time. The three of us go out together and play football together, but they both take on maintenance and advice from me and it’s working really well. When you have a small team you have to be on the same wavelength or it just doesn’t work.”

Deputy James is also enjoying the youthful setup. Not only does Stuart benefit from being a Head Greenkeeper at a young age, James does too.

“James told me: ‘With us all being young and learning we are all in it together. You have a great passion for progressing Dunstanburgh even further which I feel we all be on the same wavelength or it just doesn’t work.’”

“Dan said: ‘I think it’s really important to actually play the course and it will give me a whole new perspective as a greenkeeper.’

Stuart studied his Level 2 at Esh Winning College and his Level 3 at Newcastle College. During his Level 3 studies he was entered for the TOBO Student of the Year Award in 2012.

“When I was put forward for the Award I was amazed, I’d read about it in the magazines but now I was in it, I couldn’t wait to give it a shot.” After a couple of interviews he managed to secure a place in the final six.

Stuart told me that the competition was a fantastic boost to his career. “I met people that I still keep in touch with to this day. I think greenkeeping is all about networking. I knew it was a massive achievement for me personally to make the final and it gave my...
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“W"n Stuart Imeson Role: Head Greenkeeper Born: Embleton, 14 June 1991 Handicap: 20 Hobbies: Playing football, golf, networking. I knew it was a massive achievement for me personally to make the final and it gave me a new perspective as a greenkeeper.”
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So, what challenges and responsibilities are posed by maintaining a course on National Trust land?

"Put simply, the National Trust want to see the course in a natural state, not like a field that’s been constantly mown and cut back. There are certain areas of rough that we’re just not allowed to cut."

"It’s difficult at times but it adds to the character of the course. Obviously golfers come up and ask you why you haven’t cut this or that but again, as long as you explain the reasoning behind what you’re doing, you gain their trust and respect."

The greens are “generally” pure fescue. Stuart said: “Don’t get me wrong, over the last few wet summers a few things crept in. This might partly have been down to my inexperience and not nipping things in the bud early enough, but you learn from it."

“We’ve only recently got a vertidrainer, and now we’ve started using that the greens cope with dry patch a lot better.

“We’ve also used the sarel roller a few times to combat the dry patch, prickling the surface to get the water through in places.

“Our tees took a hammering last summer because they were so dry so the next big project is to install an automatic watering system into the tees.”

Stuart is hopeful his career progression will be similar to that of Simon’s. His motto is “never be afraid to try things”, and this was proved by his decision to install three new bunkers on the 11th hole.

He explained: “I’ve been to the last four Opens as a fan along with James, and we really liked the look of three bunkers on one part of the course at Royal Lytham & St Annes.

“We thought something similar would work well here, and touch wood they have! We got permission from the National Trust and built new revetted bunkers, two fairway and one greenside. They were in place three months after I’d seen them at The Open.

“My ultimate goal is to keep improving and make this course the best in the area. We do get compared to nearby courses such as Alnmouth Golf Club and Goswick Links which are at a higher standard than ourselves, but their budgets and teams are bigger than ours. Eventually I’d like to be on par with them.”

“We’ve got a good setup here and feedback on the course has been positive so I’m really enjoying my time here and learning so much.”

Simon Olver’s view

I also spoke to Simon during my north east visit. He was in an identical situation to Stuart at Dunstanburgh – becoming Head Greenkeeper aged 20 – and I was keen to hear his views on how a enthusiastic teenage assistant greenkeeper adapts to the responsibilities associated with being in charge.

“90% of the time when Stuart called me for advice, he was right but it’s just a case of building confidence. He’s never afraid to try – you’re better off trying and failing than not trying at all.

“You can tell a young greenkeeper everything but if they don’t have the confidence in their ability to actually try things out they won’t progress.

“However with what he’s learned and built on it, I know exactly what he’s been through and the sort of questions he would be asking.

“I also think this type of club is better for a young greenkeeper. With less money and a smaller team, I feel it takes a little bit more effort and makes you a better greenkeeper.

“Stuart’s doing a great job and it’s really satisfying to see the effort that I’ve put into him and his career paying off so well.”
So, what challenges and responsibilities are posed by maintaining a course on National Trust land? “Put simply, the National Trust want to see the course in a natural state, not like a field that’s been constantly mown and cut back. There are certain areas of rough that we’re just not allowed to cut. “It’s difficult at times but it adds to the character of the course. Obviously golfers come up and ask you why you haven’t cut this or that but again, as long as you explain the reasoning behind what you’re doing, you gain their trust and respect.”

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The firing online

Joanne Moseley, Professional Support Lawyer from Irwin Mitchell solicitors, gives crucial legal advice on how you can avoid social media mistakes that can get you into hot water

The rise of Facebook, Twitter and LinkedIn has been little short of phenomenal— but there are many potential pitfalls and serious consequences for misuse. This is particularly relevant for greenkeepers who often use smartphones on their courses.

Social media makes it easy to post or respond to comments in hardly more time than it takes the user to formulate their thoughts. There have been countless examples of individuals using social media to post embarrassing pictures (of themselves and others), make inflammatory remarks, or to moan about their boss, job or customers. The problem of course is that unlike sounding off to your friends, the company’s disciplinary policy is likely to apply to what you say, not when you say it, or whose equipment you use to say it. For example, you are likely to be disciplined for circulating pictures of the dirty kitchen in your golf club or joking about how badly one of the members has behaved, even if you do this while you are out of the country on holiday.

If your employer has a policy which spells out what its staff can and cannot say about the business it can discipline, and in serious cases dismiss staff, for posting negative comments or images about its business. It will often also restrict what you can say about its customers or clients, or about your colleagues in the organisation.

The policy will usually also contain a list of online behaviour considered to be so serious, any breach will constitute gross misconduct. It is important that you understand these, because if you commit gross misconduct, your employer will have the right to dismiss you without notice.

Even if your employer does not have a specific policy, it can still discipline you if what you have posted has caused damage to its reputation or brand. This might occur if a number of clients complain about what you have written.

2 Don’t assume that what you post outside of work is ok

Clearly when you are at work, you are expected to concentrate on doing your job, not keeping up with your friends on Facebook or complaining online about your job. However, that does not mean that you are free to say whatever you want to in your own time, even if you are using your own phone or tablet.

Any restrictions contained in your employer’s social media policy are likely to apply to what you say, not when you say it, or whose equipment you use to say it. For example, you are likely to be disciplined for circulating pictures of the dirty kitchen in your golf club or joking about how badly one of the members has behaved, even if you do this while you are out of the country on holiday.

If you want to be able to post or tweet frivolous comments with your friends, don’t list your job or identify your employer in your public profile or reference it in any of your posts. Keep work and your social life and interests completely separate.

3 Assume that everything you say online will be made public

Everyone has bad days, but it is very unsafe to vent online and post negative comments about your job. Even if your boss decides not to take disciplinary action against you, it is the sort of information they are likely to remember when they apply for promotion or ask for a pay rise.

You will be expected to comply with your workplace diversity or equal opportunity policies which aim to protect workers from discrimination, harassment and bullying.

If you spend workplace gossip, or circulate discriminatory jokes amongst your colleagues, you may cause offences, even if that was not your intention.

Similarly, if you make personal remarks about a colleague you may also be accused of cyber bullying and/or discrimination.

Your employer has a duty to investigate these types of allegations and to take action to ensure that the behaviour stops - which may include demoting or moving you.

Plus, you may become personally liable for unlawful discrimination and may have to pay substantial compensation to the co-worker you have upset.

5 Don’t use social media to raise workplace disputes

If you have a genuine grievance, raise it formally in accordance with your employer’s policy otherwise you may find that you are disciplined for breaching company policy.

If you follow these simple guidelines and exercise good judgment, you should not go far wrong and can still enjoy all the many benefits of engaging with social networks.

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Clearly when you are at work you are expected to concentrate on doing your job, not keeping up with your friends on Facebook or complaining online about your job. However, that does not mean that you are free to say whatever you want to in your own time, even if you are using your own phone or tablet.

Any restrictions contained in your employer’s social media policy are likely to apply to what you say, not when you say it, or whose equipment you use to say it. For example, you are likely to be disciplined for circulating pictures of the dirty kitchen in your golf club or joking about how badly one of the members has behaved, even if you do this while you are out of the country on holiday.

If you want to be able to post or receive comments on your social media accounts, make sure these settings are marked as private, and that your profile is not cost you your job, follow these simple steps.

1 Find out whether your company has a social media policy

Now is the time to dig out the employee handbook, or issue a standalone policy, or referenced in the company’s disciplinary policy. If you can’t find these documents, ask your boss where to find them.

If you have a genuine grievance, raise it formally in accordance with your employer’s policy otherwise you may find that you are disciplined for breaching company policy.

3 Assume that everything you say online will be made public

Social media mistakes that can get you into hot water

The rise of Facebook, Twitter and LinkedIn has been little short of phenomenal - but there are many potential pitfalls and serious consequences for misuse. This is particularly relevant for greenkeepers who often use smartphones on their courses.

Social networking makes it easy to post or respond to comments in hardly more time than it takes the user to formulate their thoughts. There have been countless examples of individuals using social media to post embarrassing pictures of themselves and others, make inflammatory remarks, or to moan about their boss, job or customers. The problem of course is that unlike sounding off to your mates down the pub, posting comments via social media creates a permanent record and once something has been sent, the writer has no control over who else sees it.

Employees are entitled to a private life and to hold opinions that their employers may not agree with. However, that does not necessarily mean that you have an absolute right to say what you like and if you overstep the mark, you are likely to be disciplined and could even be sacked. To make sure that one wrong tweet or Facebook posting does not cost you your job, follow these simple steps.

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If your employer has a policy which spells out what its staff can and cannot say about the business it can discipline, and in serious cases dismiss staff, for posting negative comments or images about the business. It will often also restrict what you can say about its customers or clients, or about your colleagues in the organisation.

The policy will usually also contain a list of online behaviour considered to be so serious, any breach will constitute gross misconduct. It is important that you understand these, because if you commit gross misconduct, your employer will have the right to dismiss you without notice.

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Years of research and the development of technology has resulted in modern day greenkeeping relying more and more on science and numbers. Some see this as a negative, suggesting that the true art of greenkeeping is being forgotten and that the modern day head man needs to be more of a scientist than a greenkeeper.

While this is true to a certain extent, I don’t see it as a bad thing. The many facts and figures that can be found help us in doing our jobs and achieving the expectations that seem to be raised year after year. Specific targets should be established when planning maintenance and renovations with clear objectives put in place and communicated to golfers and committee members well in advance. Online research and developments in modern day techniques now provide us with various data and methods of testing which help in the planning of the aforementioned renovations.

I have always been a firm believer in the saying ‘what gets measured, gets managed’ and having statistics at hand not only gives a base to work from and track progress, it gives peace of mind that what you are doing is right. It also helps when confronted by the pro, greens chairman or a member having a bad round of golf because you have something tangible to present them with. Being able to add facts and statistics to a response when criticised about conditions makes for a more compelling and believable argument than a descriptive analysis on the subject.

Various studies detail the desired levels of organic matter for different styles of greens and the drop off in water infiltration if thatch levels move outside of this sweet spot. Research shows that a sand/soil based green has an infiltration rate of 90mm/hr when organic matter content at 0-40mm is around 5%. When thatch levels increase to 8% at the same depth the infiltration rate drops off drastically to just 20mm/hr, highlighting the importance of getting renovations right. Loss On Ignition (LOI) testing is now used to measure organic matter content accurately giving these percentages at various different depths down the profile. This is a far more accurate way to measure thatch content rather than using a ruler which can vary greatly depending on whether the sample is wet or dry.

It is recommended that a green currently in the target zone of 5-7% organic matter should aim to impact 15-20% total surface area every year through thatch removal processes. Research into various thatch removal practices now provides us with a guide as to which affect different percentages of surface area.

An increasingly popular technique in recent years involves carrying out two processes during the same maintenance window.

Joe Buckley, First Assistant Greenkeeper at Queenwood Golf Club, discusses GDD, phenology and how science can help turf managers even during record breaking wet winters.
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Research into various thatch removal practices now provides us with a guide as to which affect different percentages of surface area. An increasingly popular technique in recent years involves carrying out two processes during the same maintenance window. The rationale here is that the greens are already being disturbed, machinery is already out of the shed and, while the recovery time isn’t drastically increased, the amount area every year through thatch removal processes. Research into various thatch removal practices now provides us with a guide as to which affect different percentages of surface area.

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of thatch which can be removed at one time is.

Choosing the right topdressing cannot be achieved accurately without first knowing the properties of your soil profile. Soil sample testing will detail particle size distribution and it is vital that anything incorporated into the existing profile is of a similar composition. Again the importance of selecting the correct topdressing is essential as the effects of not doing so can lead to irreversible problems.

Once a suitable topdressing has been selected, a desired volume for the year should be established dependent on individual course specifics and objectives.

This number can then be targeted and individual applications can be scheduled and communicated. Light frequent applications of as little as 0.5kg/m² are preferable where possible to encourage quicker incorporation into the profile and reduce disruption.

Another key aspect of spring renovations is the feed that usually follows the aerification and topdressing process.

There are various factors involved in deciding the total amount of N-P-K required for a certain area of the golf course, but soil and tissue testing can help greatly, highlighting any potential shortfalls that could inhibit successful growth and giving a base number to work from.

These tests can be pivotal when planning a successful nutritional programme and, while these tests do cost money, their value can far exceed the initial outlay and in most cases save money and a lot of headaches in the long run.

A further area which can be used to help plan and predict various aspects of greenkeeping is phenology.

Phenology is the study of periodic biological happenings in relation to three main climatic conditions: sunlight, temperature and precipitation, from which both plants and animals take their cue.

An aspect of phenology is the Growing Degree Day (GDD) model which has been developed and is now something that is becoming more and more prevalent in predicting and planning various different aspects of greenkeeping. GDD are a measure of heat accumulation used to predict plant and animal development rates such as the date that an insect will hatch or a plant will bloom.

GDD are calculated by adding the daily maximum and daily minimum temperatures, dividing by 2 and then subtracting a base temperature (usually 10°C). As an equation: $GDD = \frac{(\text{max temp} + \text{min temp})}{2} - \text{base temp}$.

For example, if the max temperature was 25°C and the minimum 9°C, the equation would be: $GDD = (25 + 9)/2 - 10. GDD = 7$

The GDD units are a running accumulation throughout the year and can be used to accurately measure what stage of the growing season it is rather than relying on the increasingly varied calendar days.

This can be extremely helpful in planning timely pesticide applications or determining spray intervals for fertiliser applications ensuring the best possible results. Whilst there is some research into this model, GDD can vary from site to site so field testing is advised to get the best results.

With the abnormally wet winter we’ve had, where high winds and rainfall have been record breaking, not everything can be done by the book.

Whilst science should play a major role in the planning and decision process, it is also important not to get lost in numbers. The old saying “you can’t teach experience” is particularly true and skills such as good judgement and a well-trained eye are equally as important as any figures and come from years of practicing the art.

Contact Joe Buckley via email: joe.buckley@queenwood.co.uk

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It’s that time of year again

It’s time to ensure that the irrigation system is ready for the next six months, and to take into account all associated aspects of its operation. Here Kneale Diamond, Golf District Manager at Rain Bird, offers some key tips

Water Source/Supply
The source/supply of water can be from either mains water supply, winter storage reservoir, summer borehole supply or emergency top up (borehole), grey water, or treated sewage effluent.

Whatever the source, the end user must ensure that the supply is adequate and provides enough water for the areas in question. Is it tested for associated disease risks such as Weil’s disease or Legionella?

Pumping Stations
The pump station is the heart of the system – too low a flow and the sprinklers are ineffective, too low a pressure and the sprinklers are ineffective. If it’s incorrectly configured or maintained it’s could be extremely dangerous.

What else does the greenkeeper use that operates usually at 8.0 bar pressure (80 metres), and relies on high voltage power to work correctly?

Water, electricity, and pressure – a potentially lethal combination.

The pump station must be adequately signed, the pressure must be safe to use and certified, a risk assessment be in place, and adequate segregation be in place. 8.0 bar pressure will blow a valve stem 240 feet into the air before coming down.

Therefore leaking pumps, slippery floors, poorly earthed pumps, inadequately signed pumphouses all need to be addressed before we even look into the pump duty.

Underground Mainline

This is usually made up from UPVC with joints every six metres, or possibly a more modern system which should have Medium Density or High Performance polyethylene as the mainline piping materials.

UPVC is prone to age deterioration, typically a system over approximately 20-25 years in age (none a lot less than this) will suffer from leakage which reduces pressure and reduces sprinkler performance, as well as wasting water and reducing efficiency of usage.

Underground pipelines must be ‘used’ to take into account required water flows and pressures at the sprinkler, too small a pipelines size creates a higher velocity, more friction loss, more water hammer, more joint damage, and less water pressure at the sprinkler.

Solenoid Valve Assemblies and Solenoid Valves

Solenoid valves should be installed within assemblies and chambers that allow easy access, are clean and free of debris and allow manual operation of the system if required.

Many valve assemblies within ageing irrigation systems are incorrectly installed, within poorly installed chambers, with products that are prone to failure as they age, harden and corrode.

Solenoid valves should be pressure regulating in operation, allowing the correct downstream pressure into the sprinklers preventing over-pressureisation of the droplet and subsequent wind drift.

Poorly installed chambers, cracked lids, leaking or corroded valve assemblies all create a risk to health and safety to both the operator and golfer, and should be repaired or replaced as soon as possible.

Sprinklers

All sprinklers on the course should be regularly inspected for correct operation i.e. pop up action, nozzle performance and pressure, action in operation, radius of throw, and correct retraction.

In order for sprinklers to achieve uniform application they must be evenly spaced, throw head to head and be set level within the turf.

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When I ask golf clubs how much water they apply to their course, how often do you think I get the reply “Six minutes most days and 10 minutes when it is really hot”?

This is no use, we need to calculate in millimetres per m² per day, and it can be done (remember 1m³ of water is 220 gallons).

So, how much water do you want to apply to your golf course? Maybe 3mm per m²?

This is where you can use weather stations to give you accurate readings to help you make that decision based on fact rather than guesswork.

You can then apply exactly the amount required and you can prove your efficiency and conserve water!

All modern PC based control systems will allow you to do this if properly configured and used correctly, if you are unsure please check with your manufacturer.

Other elements associated with the control system operation apart from programming are usually cable jointing and reliability and this is one of the most crucial parts within an irrigation system.

This can be maintained prior to the season starting when the ground is wet and when time is a little less urgent.

So, if you have prepared yourself for the summer ahead then well done, if not don’t worry.
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Sprinkler Models

Older sprinklers lose efficiency, have non uniform rotation speeds, and worn nozzles.

Liken the sprinkler to an engine, the older it is, the more likely it is to be inefficient, be underpowered, and to lose reliability.

Control Systems

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Turf insect pest control on a knife-edge

Dr Terry Mabbett looks at how you can control chafer grubs and leatherjackets – the “economic pests” of UK turf
Fine turf doesn’t offer much in the way of sustenance for insect pests above ground. The two insect pests causing widespread economic damage to managed UK turf are subterranean in habit and feed on the fibrous roots of grass plants.

UK golf courses largely escape the worst the world has to offer in arthropod pest damage to temperate turf. Arthropods are a large group of invertebrate animals, mostly small sometimes microscopic and in precise zoological terms have jointed legs. The group includes insects, arachnids and crustaceans.

Only two true insects, chafer grubs (larval stage of chafer beetles) and leatherjackets (larval stage of craneflies) are economic pests of UK turf. They cause significant direct damage in their own right and lure bigger beasts like foxes foraging for a hearty meal and tearing up turf in the process.

*Chafer grubs and leatherjackets*

Chafer grubs are the larvae of the garden chafer beetle (*Phyllopertha horticola*) and the Welsh chafer beetle (*Hoplia philanthus*), while the leatherjacket is the larval stage of the cranefly (*Tipula sp*), commonly called ‘daddy longlegs’. Both juvenile stages are soil-dwelling pests living under turf and feeding on grass roots.

Chafer grubs sport a brown head, on a white, distinctly curved and fleshy-segmented body some 3cm long. Legs occur as three pairs on the front segments of the body in contrast to leatherjackets which are legless. Leatherjackets are ‘greasy’ earth-coloured segmented grubs, 3–4 cm long and with a tough leathery look and feel, as the common name suggests. That such a delicate adult insect like the cranefly should produce such a robust and damaging larva never ceases to amaze.

The seemingly innocent appearance of craneflies in August is a prelude to something altogether more sinister for professional turf. Adults emerge from pupae in dew-covered turf in the morning and immediately restart the life cycle by laying eggs in the grass sward. Eggs hatch into larvae within two weeks and waste no time in starting to feed on the grass roots. Leatherjacket feeding occurs throughout winter, accelerating in spring as the larvae approach maturity and pupation. This is the time when leatherjacket damage first becomes apparent, showing up as slow growth of grass and yellow patches of dead and dying turf. Leatherjacket infestation in...
PEST CONTROL

encouraged by poorly drained turf and affected areas may become inundated with surface water.

Adult chafer beetles appear in May and June with a characteristically metallic or black head and thorax and reddish brown wing cases.

They are abundant at dusk having just emerged from the pupa case and dug their way out of the soil to lay eggs which hatch within weeks to produce new chafer grubs that start to feed almost immediately.

Damage to turf is slow at first but accelerates quickly through summer and into autumn (when symptoms become apparent) due to increased cutting and consumption of grass roots by the increasingly large and mature grubs. The larvae, now fully-grown and developed, burrow deeper to overwinter in the soil as hibernating grubs that will pupate in spring.

Damage caused is similar to that by leatherjackets with yellowing, drying and loosening of turf from excision of the roots by sharp biting and cutting mouthparts. Roots lose anchorage and are unable to absorb sufficient water and nutrients.

Growth effectively ceases and large areas of grass are killed off due to drought. Turf damaged by chafer grubs lifts up with ease because the anchorage has gone.

Direct pest damage is accompanied by foraging mammals and birds tearing up already loosened turf to get at the grubs. Starlings and corvids are best known for their ‘grubbing’ activities on leatherjackets. Turf damage by foxes and badgers is more commonly associated with chafer beetle grubs.

The watchful and canny greenkeeper can put these avian activities to good use. If birds and especially starlings and corvids (mainly rooks and crows but also magpies and jays) are showing a ‘healthy’ interest in your turf then you can bet your bottom dollar there is something ‘unhealthy’ borrowing beneath that and which requires control.

Damage caused by badgers and foxes is not so easy to utilise. Being nocturnal animals their activities are rarely seen. In the evening the greens are pristine but by morning they may be a mess. Turf damaged by chafer grubs and leatherjackets is more prone to invasion by weeds.

Turf pest control on a knife-edge

Just two insecticides are approved for use in managed turf on golf courses in the UK, imidacloprid for the control of chafer grubs and leatherjackets and chlorpyriphos for the latter only.

From 1999 when the organochlorine insecticide gamma HCH was withdrawn until imidacloprid approval in 2006, there was a gaping hole in the market for chafer grub control, matched only by the gaping holes in turf caused by badgers, foxes and birds foraging for chafer beetle grubs.

Chlorpyriphos would have almost certainly killed chafer grubs but because the insecticide remains in the top layer of soil it cannot access chafer grubs deeper down.

This minimises any potential for leachable contamination of groundwater but excludes its use for chafer grub control.

Insect pest control in UK turf
encouraged by poorly drained turf and affected areas may become inundated with surface water.

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is in safe hands while these two insecticides are on the market but turf pesticides in general are largely at the mercy of what happens in the agricultural sector, where most insecticides approved for turf are additionally used in hugely greater amounts and for a wider range of applications.

Either of these insecticides currently used in turf ever falls foul of EU regulatory authorities and/or becomes commercially less palatable it will be because of what has been done (or not been done) in the agricultural arena.

Chlorpyriphos, an organophosphate insecticide, stands accused of contaminating water resources from spray drift during broad- acre arable crop spraying including for orange wheat grass midge control.

Clearly fearing for future approved uses of chlorpyriphos the agricultural industry has mounted a robust defence via product stewardship including a ‘Say NO to DRIFT’ campaign.

Imidacloprid is a neonicotinoid insecticide that has recently been accused of having an alleged impact on populations of pollinating bees, and which subsequently led to a two-year trial ban imposed by the EU for application to crops that attracts bees.

Managed turf is a different kettle of fish because short-interval low cut mowing inhibits the flowering of turf grasses and any broad leaf weeds. I often hear the word ‘never’ used to describe the incidence of flowering in managed turf but ‘never say never’ as that well-worn phrase goes.

By its very nature turf is composed of prostrate plants with low-positioned growing points that miss the mower’s blades and turf grass plants inherently so.

Broadleaf weed plants naturally suited to turf include dandelion, common daisy and white clover, but short-interval low cut mowing can actually assist these weeds by selecting out biotypes with the lowest positioned growing points. It is not unusual to see dandelions flowering in managed turf but ‘never say never’ as that well-worn phrase goes.

‘Everris gives me the confidence to present a golf course people want to play again and again.’

Iain Harrison, Golf Course Superintendent, Bangor Golf Club, Northern Ireland, pictured (centre) with Everris Country Manager Colman Warde and distributor John Lindsay.

‘When golfing societies visit your club, it’s their big day and they want the course in top condition for their event. To attract repeat business, it needs to impress those visitors each and every day.’

‘I’ve used Everris, previously Scotts, products for as long as I can remember. Used alone or in combination as part of my iTurf integrated turf management programme, each product is independently tested and backed up by research data and technical assistance that’s second to none.’

‘I approach course maintenance with confidence because my decisions are based on facts, not theory. Their technologies never let me down.’

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‘Never’ confined to weeds faster growing points that rains the mower’s blades and turf grass plants inherently so.

Broadleaf weed plants naturally suited to turf include dandelion, common daisy and white clover, but short-interval low cut mowing can actually assist these weeds by selecting out biotypes with the lowest positioned growing points. It is not unusual to see dandelions, common daisy and white clover, suited to turf include dandelion, common daisy and white clover, which are capable of flowering on golf tees despite short-interval low cut mowing.

Large patches of white clover flower across fairways despite mowing especially during drought conditions.

The single biggest danger to any pesticide used in turf is becoming a casualty of legislation aimed at the much bigger and wider-ranging uses of the same active ingredient in the agricultural arena. Imidacloprid is a stronger position because the one and only commercial product used by UK greenkeepers is a dedicated turf insecticide formulated as a granule.

Chlorpyriphos products tend to be formulated as sprayable emulsifiable concentrates with label approval in managed turf alongside a large number of agricultural crops.

Dual chemical control of chafers grubs and leatherjackets currently depends on the long-term availability of imidacloprid. Right or wrong imidacloprid is under scrutiny in the wider agricultural and horticultural arena. Clearly there is need to develop additional actives for control of chafers grubs and leatherjackets in professional turf.

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Most of the so-called new pesticide actives coming onto the UK sports turf market will have already done the rounds in agriculture for years beforehand.

Approval for the use of imidacloprid as a turf insecticide in the UK was gained in 2006.

In 1992 I was writing about an exciting brand new insecticide used for the control of insect pests on paddy rice. Its name was imidacloprid.

North American sports turf suffers sustained attack by ‘white grubs’ the generic name for larvae of a range of beetles including chafers beetles (chafer grubs).

Imidacloprid is just one of a number of modern insecticides approved for use against these soil borne pests in North America.

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Stepping up

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Last month GI discovered how Andy Pullen has made the transition from Deputy to Course Manager at North Wilts Golf Club. This month we hear how Rob Sandilands has adjusted to making the same move in Cumbria and how the many opportunities BIGGA offer can help.
Three years ago I stepped up to my first Head Greenkeeper’s post at Grange-over-Sands Golf Club, an 18-hole parkland course close to Ulverston in the Lake District. I had all the skills needed as I’d completed a string of qualifications and I had a good amount of greenkeeping and supervisory experience—it would be a breeze surely? I couldn’t have been more wrong!

Although my qualifications covered all sorts of technical greenkeeping topics from woodland and environment studies to health and safety and spraying, there turned out to be gaps in my knowledge I really needed to be a successful Head Greenkeeper. The role of a manager, which is what I had had become, required the majority of my skills to be based on people skills and communication—topics barely mentioned in greenkeeping qualifications and textbooks during my studies.

Meetings were a brand new experience, as was dealing with the personalities on committees and issues with members of staff. Then came the paperwork; course policy documents, risk assessments, budgets, meeting agendas—the list went on!

In short, I’d started a new job I’d worked towards for years and I felt as though I was starting from scratch when it came to these new skills that were essential to my role.

Fortunately for me, greenkeeping is an industry that is full of people who are unbelievably generous with their time despite the demands of their job, and I was never short of support and advice when I really needed it. Since then, the learning curve has been steep and I have made mistakes, but the learning curve has been steep when I really needed it. Since then, I’d worked towards for years and I went on!

- Budget: get a template and make a plan with all the information you have acquired.
- Aims: set out how you see the job and what your tasks in advance—what could go right or wrong and planning for both outcomes.
- Mentors: would you benefit from a mentor to help you?

**Interviews**
- Interviews are a two-way process; is the opportunity suitable for you? You need to consider your family and personal circumstances.
- You need to think about your potential new club’s resources—how many staff and what equipment they have. Try and find this out in advance.
- Either walk or play the course and make a plan with all the information you have acquired.

**Meetings and Committees**
- The course is maintained on behalf of the committee and you are their expert.
- Natural allies and adversaries will exist—avoid communication is key.
- The best outcome for the club is the key to any meeting.
- Set agendas and research your topics.
- Remain professional; be diplomatic but assertive and stand your ground where necessary.

**Planning**
- Thinking in detail about all your tasks in advance—what could go right or wrong and planning for both outcomes.
- Always have a plan B.
- Use lists and whiteboards

**BIGGA Regional Section Benefits**
- **Politics**
  - Communication is key.
  - You are the course custodian and need to ensure it is properly looked after.
  - Learn other people’s language. Different people have different agendas.e.g., finance vs. greenkeeping.
  - You must spell out the savings in time/money that will be made if you purchase a certain piece of equipment.
  - Remain professional.
  
- **Greens Chair**
  - A role of support and liaison to you.
  - A link role not a management role.
  - Should not interfere daily with work on the course.
  - Issues should be addressed and not allowed to develop.

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- **People Management**
  - You are a buffer between management and the greenkeeping team.
  - You won’t have picked any of your team—remember you may not like or have anything in common with them. They might not like you either—you represent change.
  - You have the potential to influence their career for better or worse.
  - Set down YOUR basic rules at the outset and stick to them—be consistent.
  - Your conduct and work ethic should be their benchmark.

- **Mistakes are frustrating, but they mean you are learning.**
- **Avoid stress wherever possible.**
  - It clouds judgment and affects your health and wellbeing.
  - Go home on time wherever you can!

**Conclusion**

Being a Head Greenkeeper/ Course Manager is about creating a balance between all the elements in this article. The balance between these will differ from person to person and club to club depending on resources and expectations and this is where your expertise comes in.

Yet again, this is proof if it were needed of what a varied yet underestimated career golf course management can be, but also what a rewarding and interesting job it can and will be for the next generation of managers waiting in the wings.

**Preparation for your first head role**

- **Volunteer**
  - Apply to be part of BIGGA’s Open Support Team or volunteer at the BMW PGA Championships. Arrange short visits to other courses to help with projects.

  **BIGGA Delegation/Future Turf Managers Initiative/CPD Scheme**
  - Free schemes and experiences that ‘fast-forward’ many essential elements by confining them into a short space of time and can be recorded on your CPD.

  **Preparation topics (not to be left until you are in the job)**
  - Budget: get a template and build your own.
  - Agronomy: ask to walk the course when the agronomist visits.

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Preparing for your first head post at Grange-over-Sands

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In short, I’d started a new job I’d worked towards for years and I felt as though I was starting from scratch when it came to these new skills that were essential to my role.

Fortunately for me, greenkeeping is an industry that is full of people who are unbelievably generous with their time despite the demands of their job, and I was never short of support and advice when I really needed it. Since then, the learning curve has been steep and I have made mistakes, but most importantly, I have learned a huge amount and have developed the all-important skills I need to succeed as a manager.

I was invited to present a seminar on this topic during Continue to Learn at BTME. The chance to pass on my experiences and viewpoint to the next generation of Head Greenkeepers and Course Managers was a great opportunity and something I got great feedback on. Here are some of the main pointers...

Preparing for your first head role

• Volunteer
  • Apply to be part of BIGGA’s Open Support Team or volunteer at the BMW PGA Championships.
  • Arrange short visits to other courses to help with projects

• BIGGA Delegation/Future Turf Managers Initiative/CPD Scheme
  • Free schemes and experiences that “fast forward” many essential elements by condensing them into a short space of time and can be recorded on your CPD

• Preparation topics (not to be left until you are in the job)
  • Budget: get a template and build your own
  • Agronomy: ask to walk the course when the agronomist visits
  • Meetings: attend green meetings to get a feel for their structure.
  • Health & Safety: learn what the documents are, how to construct them and how they tie in together

• Regional section: establish a local support network and keep your finger on the pulse for those job opportunities

• Mentorships: would you benefit from a mentor to help you?

• Interviews
  • Interviews are a two-way process; is the opportunity suitable for you? You need to consider your family and personal circumstances. Then you need to think about your potential new club’s resources – how many staff and what equipment they have. Try and find this out in advance
  • Either walk or play the course and make a plan with all the information you have acquired

You’ve got the job! Now what?

• You will make mistakes – this means you’re learning
• People will question you, it’s human nature
• Check your plan is still on track and make changes if necessary – communicate at all times
• Tackle lots of early pictures to refer back to – continue doing this with work and projects

• Planning
  • Thinking in detail about all your tasks in advance – what could go right or wrong and planning for both outcomes
  • Always have a plan B
  • Use lists and whiteboards

BIGGA Regional Section Benefits

• Politics
  • Communication is key
  • You are the course custodian and need to ensure it is properly looked after
  • Learn other people’s language. Different people have different agendas, e.g. finance v greenkeeping.
  • You must spell out the savings in time/money that will be made if you purchase a certain piece of equipment
  • Remain professional

• Greens Chair
  • A role of support and liaison to you
  • A link role not a management role
  • Should not interfere daily with work on the course
  • Issues should be addressed and not allowed to develop

• Meetings and Committees
  • The course is maintained on behalf of the committee and you are their expert
  • Natural allies and adversaries will exist – again communication is key
  • The best outcome for the club is the key to any meeting
  • Set agendas and research your topics
  • Remain professional – be diplomatic but assertive and stand your ground where necessary

• People Management
  • You are a buffer between management and the greenkeeping team
  • You won’t have picked any of your team – remember you may not like or have anything in common with them. They might not like you either – you represent change.
  • You have the potential to influence their career, for better or worse
  • Set down YOUR basic rules at the outset and stick to them – be consistent
  • Your conduct and work ethic should be their benchmark
  • Tell people what you want them to do clearly in black and white then let them get on with it – never assume
  • Be decisive
  • Rotate tasks – the key for developing a skilled and flexible team
  • Praise people personally and to others
  • Have and show trust in your team

• Transfer skills – you may need to retrain to be successful

• Politics
  • Very important
  • Lots of great greenkeepers are poor communicators
  • Be consistent
  • You represent change.

Communication

• Agree on common course goals
• Always provide constructive comments and suggestions
• Don’t worry about the things you can’t control, such as the great British weather!
• Mistakes are frustrating, but they mean you are learning
• Avoid stress wherever possible as it clouds judgment and affects your health and wellbeing
• Go home on time whenever you can!

Conclusion

Being a Head Greenkeeper/ Course Manager is about creating a balance between all the elements in this article.

The balance between these will differ from person to person and club to club depending on resources and expectations and this is where your expertise comes in.

The balance is always changing and should always be kept in mind as it has so many factors affecting it.

Yet again, this is proof if it was needed of what a varied yet underestimated career golf course management can be, but also what a rewarding and interesting job it can and will be for the next generation of managers waiting in the wings.
All in the mind

Attention! After a successful Turf Managers’ Conference presentation at BTME, performance coach Karl Morris returns with advice on how to focus clearly on the important things in work, golf…and in life.

It was a great pleasure to be asked to be a keynote speaker at BTME. I was tremendously impressed by the organisation of the event, the wide range of educational opportunities and above all the willingness to learn and the curiosity of the attendees.

When I first received the invitation to speak I wondered how much my work as a coach would be relevant to the audience and the challenges they currently face on a daily basis.

Yet the more I thought about it, the clearer the parallel became. Greenkeeping and sport are so similar in that they constantly throw challenges and setbacks at us and most of the time we are under pressure to perform and produce results.

Over the years I have been very fortunate to work with some of the world’s best golfers and time after time I have seen how the very best are prepared to respond well to setback and disappointment. They have a mental toughness and tenacity to keep going when results are less than ideal.

There is no doubt we are living in challenging times at the moment – much of which is beyond our control – but our future success or failure will be determined by our RESPONSE to those challenging times, just as our response to a dropped shot or missed putt will define our ability to score well at golf. It is our mindset that is often the key between success and failure, not just the situation we find ourselves in.

I remember once hearing somebody say “the quality of your life will be determined by the quality of your questions” and, from initially not understanding the gravity and importance of this statement, I am now convinced this single statement is possibly the most important concept you will ever hear.

Yet I don’t believe in positive thinking in the form the media currently peddles it and various mind gurus, but I do passionately believe in the power of quality questions. Quality questions focus one of your most precious commodities, your attention. Your success or failure in your work, your golf and your life, will depend, to a very large degree, where you focus your attention.

In very simple terms, your attention will either be on something useful or useless. I am assuming as your eyes fall across these words, you are hoping your attention is currently on what you are reading. If it is, then you will more than likely gain something. However, your attention could be on what you need to do later, what you’re going to have for tea or even what other people in the room are thinking about you as you sit reading Greenkeeper International. After
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reading the last statement, you may have found how your attention has wandered. Sorry about that, but it does just highlight how fragile and temporary our attention can be.

So a major part of being successful is to understand and apply the principle of focused attention - and how quality questions can be one of your greatest assets in bringing your attention to the place you not only want it to be, but to a place which is useful and productive.

When you have the capability to direct your attention, you begin to take control of your world as opposed to the world controlling you. In the modern world, it would seem we constantly face a combination of factors and situations that are trying to steal our attention. This is shown in the incredible way people become addicted to social media, and in the constant stream of sound bites and calls to action from the media, and in the constant stream of people becoming addicted to social media.

The questions have directed your attention as if it were a shot you fear. It forces your brain to produce an image of the shot you want, as opposed to a shot you may fear.

“What did you enjoy today?” and “What do you think you need to improve today?” are questions I suggest may be useful to parents when their child, who is learning the game, comes off the course. It sends the young mind’s attention in the direction of learning and enjoyment, two priceless commodities if you are looking for future success.

Asking good questions is not about trying to be positive, it is about taking charge of how you use your brain in the most effective way and not falling into the trap of sending your attention habitually into areas that do not serve you well.

So, notice over the next few days the questions that you ask of yourself and of others and gain some insight as to whether they are serving you or not. Are your questions effective in terms of persuading others? Above all, are your questions effective for yourself and what do they say about taking charge of how you use your brain in the future?

Many of the golfers I work with, I ensure they have sets of questions that serve them well both on and off the golf course.

“What does a good shot look like here?” is a great question to ask when you are out on the course because it forces your brain to produce an image of the shot you want, as opposed to a shot you may fear.

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This is shown in the incredible way people become addicted to social media, and in the constant stream of sound bites and calls to action which inhibit and restrict our capability to just be in the here and now, with our work. Either our attention is in a useful place. Most people ask habitually poor and unproductive questions, blissfully unaware how detrimental those questions are to their attention.

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about the author

Karl Rayner is a performance psychologist and coach. The Mind Factor is a unique performance psychology programme delivering results on the golf course, sport and in business.

His new book is called ‘Attention! The secret to producing outstanding results’ and the next few days are perfect to use the new knowledge. With 13 practical techniques to use you will be able to produce outstanding results.

Karl Rayner specialises in performance psychology and is the only dedicated sprayer that ticks all the boxes!
Q What is aeration?
Put simply, aeration is a mechanical operation that creates more air space within the soil. This increases oxygen levels allowing for better percolation of water and nutrients thus promoting a healthier plant.

Q When should I use different methods of aeration?
All greenkeepers will have or should have an aeration programme in place. These will differ from club to club depending on soil structure, budgets, staffing levels, amount of traffic, climate etc. An example of a greens programme is shown inset right.

Varying the depths at which you aerate is important to avoid ‘pansing’ – which is when a compacted layer forms below where aeration has been carried out at the same depth for a number of years. The top 100mm is the most important. Hollow tine aerating used for the removal of thatch and soil exchange purposes is generally undertaken from late summer through to autumn when recovery will be greater. However, using a small diameter hollow or solid tine to a depth of 50mm throughout the growing season will cause little disruption to play and will increase air flow and soil nutrient ingress during the drier months.

Q What type of machines should I look at?
There are many different types of aerator currently available and all are viable. If budgets allow of course (see box on right page.)

In these tougher economic times we have seen a noticeable upturn in clubs returning to our Multitine tractor mounted aerator. The SISIS Multitine is available in 1.2m and 1.8m widths and is a drum-type aerator, which is ideally suited to a range of applications. It has three drums with independent rotation and interchangeable tines (hollow/ solid and chisel) with a maximum depth of 100mm. It’s not only cost effective but also simple to use and maintain and is extremely reliable. Pedestrian slitter aerators such as our Autoslit are also proving popular when poor drainage becomes problematic and compaction issues present the use of tractor-mounted equipment. They can be used throughout the winter months with little or no disruption.

Q Why is aeration important and what are the benefits to the greenskeeper?
Low cut heights particularly on greens mean that regular aeration is vital. With cut heights as low as 3mm the plant needs a good well established root structure to supply the oxygen and nutrients needed to survive. Regular aeration will allow the plant to flourish. Obviously a golf course that is well aerated and has a proven aeration programme will be a delight to manage. Green fees should be appreciated and more golfers will want to play. This will increase revenue within the club which is beneficial to all.

Q What are the advantages of mechanical aeration and air combined?
Using compressed air at relatively low pressures has two main benefits - the first being the fracturing of the soil causing many fissures within the soil structure. The second is a large increase in oxygen levels over conventional aeration. This has the obvious effect of allowing a better flow of water and nutrients throughout the soil. Surface disruption is kept to a minimum after operation.

Q Why is minimal surface disruption important in selecting the right equipment?
Minimal surface disruption is vitally important when selecting the right equipment. Getting your greens, tees and fairways back into play ASAP should be one of the first considerations on any greenkeeper’s mind. Timing is paramount as is choice and size of tine for example. Hollow tining in late August will recover far quicker than hollow tining in late October. The golfers may complain more but they will have superior greens in the longer term. The simple rule is the later the time, the more disruption.

Q What depth should I aerate to?
Varying the depth is important to avoid pansing. Aeration is possible anywhere from 10mm to 400mm if conditions allow. For example, a large slitter, such as the SISIS Megaslit, used on a fairway would have a maximum depth of 300mm or when hollow tine aerating a green maximum depth would, in normal circumstances, be no more than 125mm.

Q In your opinion, what are the 4 most important topics/aspects of aeration?
1. Maintaining or improving the circulation of oxygen within the soil structure.
2. Remove or controlling thatch build up.
3. Relieve compaction.
4. Improve drainage.

Effective aeration improves drainage, reduces turf compaction, thatch build up and boosts the health of golf course greens and fairways. Toby Clarke, Sales Manager for Dennis and SISIS. explains the basics of aeration, its advantages and which machinery you should look at.
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There are many different types of aerator currently available and all are viable, if budgets allow of course (see box on right page.) In these tougher economic times it is vital to select the right equipment. Getting your course, tees and fairways back on top is vitally important when selecting the right equipment. Getting your greens, tees and fairways back on top is vitally important when selecting the right equipment. Getting your greens, tees and fairways back on top is vitally important when selecting the right equipment.

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**Q What are the advantages of mechanical aeration and air combined?**
Using compressed air at relatively low pressures has two main benefits - the first being the fracturing of the soil causing many fissures within the soil structure. The second is a large increase in oxygen levels over conventional aeration. This has the obvious effect of allowing a better flow of water and nutrients throughout so a green with traditionally poor drainage will improve with immediate effect. Surface disruption is kept to a minimum as the action is gentle allowing play to proceed without delay.

One such machine which is proving very popular in the UK and also our export markets is the Javelin 1800. This machine is a tractor mounted aerator that not only aerates with a vertical action, but also injects air into the root zone at a fast working rate, creating thousands of fissures. The cam trigger mechanism ensures that the air is always expelled at the bottom of the tine penetration, enabling treatment to be targeted precisely and consistently.

The overall result is reduced compaction, healthier growth and a reduction in the need for fertilisers and pesticides. The 10mm diameter ‘tipped’ tines are spaced at 75mm (3ins) with depth of penetration infinitely variable to a maximum of 277mm (%ins). These air injection tines are specially designed to use the maximum air available from the compressor and produce clean, fresh air at a constant rate of 88 litres or 3cu ft per minute. Surface disturbance is kept to the minimum after operation.

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Hollow tining in late August will recover far quicker than hollow tining in late October. The golfers may complain more but they will have superior greens in the longer term. The simple rule is the later the time, the more disruption. When aerating, ask yourself is the machine fitted with a light pressure roller? This will not only help maintain levels but you are doing two jobs in one pass.

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What about buying pre-owned machinery?

Bob Buckingham, Director of Operations at Global Turf Equipment, explores the option of buying pre-owned machinery

Most golf clubs continue to face financial challenges in a bid to balance the books. And, like all capital expenditure, funding the replacement of course maintenance equipment presents its own set of pressures on financial committees as well as turf care professionals.

For the majority of greenkeepers, the key objective when looking to replace ground care machinery is to secure the best possible deal on the right machine for the job. More often than not, this means exploring all options available, including used equipment as well as new machinery. While buying a new machine may seem the obvious choice, it’s not a practical reality for many golf clubs. Used equipment, on the other hand, can present a much more affordable alternative, often saving customers half the price of new models.

With the life expectancy of modern mowing equipment exceeding 6,000 hours, it is now possible to obtain late-model machinery that is less than halfway through its working life – saving as much as 60% against the cost of new and slashing the impact of depreciation experienced when buying new. Furthermore, a specialist used equipment supplier can often find just the right machine, supplied to ‘almost new’ standard, and available for delivery.

One such specialist dealer is Global Turf Equipment UK Ltd which is the UK and European arm of Global Turf Equipment (USA), the world’s largest supplier of used turf equipment. Global Turf UK specialises in the supply of pre-owned golf course maintenance and turf management equipment. The firm offers carefully selected, late-model machines, from leading brands such as Toro and John Deere, to a fraction of the high capital investment costs associated with the purchase of new machinery.

Bob explained: “Global Turf UK was established to provide a local source of equipment for UK and European golf courses and sports turf facilities. Key to our success is our ability to source and supply good quality, low-hour machines. Most machines come to us from our partners in the USA, and are generally short-term lease return machines, typically around three years old.”

“In the USA, Global Turf Equipment has well-established direct relationships with leasing and finance companies, allowing access to only the very best equipment available. Global Turf UK’s importation centre takes delivery of all machines which firstly receive a detailed inspection; general operation, engine, belts, electrical system, hydraulics system, cutting units and body work. Machines are then fully serviced, using OEM filters and EU specification fluids and lubricants, fitted with new rotary blades or bedknives and screws, and reels backlapped and set. On delivery, all machines which have had the necessary workshop capabilities and expertise to maintain the machine in accordance with the manufacturer’s recommendations.”

Based in Yorkshire, Global Turf UK’s importation centre takes delivery of all machines which firstly receive a detailed inspection; general operation, engine, belts, electrical system, hydraulics system, cutting units and body work. Machines are then fully serviced, using OEM filters and EU specification fluids and lubricants, fitted with new rotary blades or bedknives and screws, and reels backlapped and set. On delivery, all machines which have had the necessary workshop capabilities and expertise to maintain the machine in accordance with the manufacturer’s recommendations.

“Typically, the machines we supply will only have been operated for between 1,200 and 2,000 hours, and are available at less than half the original cost. All equipment we stock has been hand picked by our own field representatives who perform on-site inspection of equipment at the original user’s facility. This means that we gain valuable insight into their maintenance practices, as well as a thorough evaluation of each machine’s condition. It also helps us determine whether or not the previous user had the necessary workshop capability and expertise to maintain the machine in accordance with the manufacturer’s recommendations.”

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“How can golf clubs benefit from buying pre-owned machinery?”

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“in the USA, Global Turf Equipment has well-established direct relationships with leasing and finance companies, allowing access to only the very best equipment available. Global Turf Equipment has been exporting equipment worldwide for over 10 years and, with a 35,000 sq. ft. storage facility in Florida, carries a stock of over 650 machines at any one time.

“We pride ourselves on selecting only the highest quality machines which come with verified hour meters, complete service history, and are fully CE marked and certified for sale and use in all EU countries. Most importantly, all machines are supported by a first class network of service dealers.

“Typically, the machines we supply will only have been operated for between 1,000 and 2,000 hours, and are available at less than half the original cost. All equipment we stock has been hand picked by our own field representatives who perform on-site inspection of equipment at the original user’s facility. This means that we gain valuable insight into their maintenance practices, as well as a thorough evaluation of each machine’s condition. It also helps us determine whether or not the previous user had the necessary workshop capability and expertise to maintain the machine in accordance with the manufacturer’s recommendations.”

Based in Yorkshire, Global Turf UK’s importation centre takes delivery of all machines which firstly receive a detailed inspection; general operation, engine, belts, electrical system, hydraulics system, cutting units and body work. Machines are then fully serviced, using OEM filters and EU specification fluids and lubricants, fitted with new rotary blades or bedknives and screws, and reels backlapped and set. On delivery, equipment is ready to perform and operate like new and, for peace of mind, all major parts are covered by a 90 day warranty. Ongoing equipment service and maintenance is supported by a well-established, nationwide sales and service network, providing ‘local’ back up for Global’s customer base.

Most golf clubs continue to face financial challenges in a bid to balance the books. And, like all capital expenditure, funding the replacement of course maintenance equipment presents its own set of pressures on financial committees as well as turf care professionals.
North East

Steve Roberts has moved from Northcote Country Park and is joining Simon and Dan to work for HTT's turf, Adrian Kinsey is moving from Fassey Oaks to North to fill the position. Karl Parry has left Denigh Golf Club to work with Eversys, filling his position within the club is John Elles. Paul Roberts has moved from Baron Hill Golf Club to St. Delin Golf Club. Andrew Gwilliam has celebrated 25 years as greenkeeper and Deputy Course Manager at Vale of Langollen Golf Club. Thank you to all who made our spring seminar such a great success. I apologise for my lack of output over recent months. Both my phone and computer give up the ghost, normal service has been resumed.

Northern

Here’s to Phil Rowbottom, Course Manager at Woolley Park Golf Club in his ‘Tractor’ Ad mission. Fantastic gesture. Congratulations to Darrell Crawley in taking on the top job at Studfold Moor Golf Club. Martin Petraga also celebrates 25 years service there, well done big man!

North West

We welcome Ben Allen to the section. Ben was appointed Head Greenkeeper of Poulton Park Golf Club in February. February saw two great meetings taking place. The first was at Garstang Golf Club with the lads from the Flyde Coast section. The other was held at Dunham Forest Golf Club with the North West committee. Both meetings were very encouraging. Chris Sheeran would like to thank all that attended and to both Sandra Raper and Jim Croston for their enthusiasm, motivation and expertise.

We’ve launched the BIGGA North West section Facebook page, spread the word and like our page, find out about upcoming events and daily goings on at golf clubs all around the North West. If you wish to share news please contact me or any member of the North West section committee. My details: e.ainsworth@ymail.com, edward.ainsworth99@yahoo.com, or 07925 037602.

Results

North East

Spring comp at South Shields Golf Club, many thanks to Phil Haigham and his team as the course was in superb condition. Lowest Gross – Jack Prize 74, Shaldon Winner: 1 Ben Potter 39pts, 2 Russell Black 36, 3 on c/b Richard Hood 35, 4 on c/b Paul Walston 35, 5 James Richardson 34.

Thanks to Sponsors

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We are superbly well looked after every year by these guys and are truly grateful. Eversys, Rigby Taylor, FMW Distinct, Everiss, Rigby Taylor, FMW Distinct, Everiss, filling his position within the club is John Elles. Paul Roberts has moved from Baron Hill Golf Club to St. Delin Golf Club. Andrew Gwilliam has celebrated 25 years as greenkeeper and Deputy Course Manager at Vale of Langollen Golf Club. Thank you to all who made our spring seminar such a great success. I apologise for my lack of output over recent months. Both my phone and computer give up the ghost, normal service has been resumed.

**Northern**

**Contact your Section correspondent with news, events or anything else for Around the green...**

Around the green

Scotland

News

Central

21 teams entered the Pairs competition this year. Results on the website at the beginning of each month.

East

The section would like to wish Mark Campbell all the best with his new position as Course Manager at Deer Park GC. Mark has made the move from Niddry Castle.

North

Congratulations to Stewart Brown from Royal Aberdeen who has been picked to attend the PTMI 2014.

The 200 club tickets will be available soon, anyone looking for extra tickets can contact Paul Sharp at Peterculter GC. Let’s hope we get a good response as it is our main source of income in the section. We are increasing the cost of an outing to £25 as we’ve been running outings at a loss for the past few years. Please remember to send back your 200 club money ASAP and also your entry forms by Money, it saves Paul and myself taking money on the day.

Joanne O’Neill from Newmachar GC has left our industry to work at Aberdeen Airport so best wishes on her future career, and Dougie Elrick also from Newmachar has moved to Murcar Links.

Richard Pite from Newmachar was unfortunately unwell for a few months but has returned to work and looking forward to another busy year on the driving range.

Johnnie from McDonald GC has been in hospital having a new hip fitted so he is now on the road to recovery, keep an eye out for him as he walks round Elgin.

Thanks to Sponsors

Central

Thanks to all the trade companies and individuals who have paid to advertise on our website for the past few years. Normally we would have been asking for money from you by now. But, due to the fact the website will likely be changing and become a part of the Scottish Region website at some point in 2014, we will continue to run everyone’s details and links to each company’s own website for the remainder of the time the Section website exists. On behalf of the Committee and the members of the Central Section, I want to thank you to everyone who has supported us in this way.

Welcome New Members

Marc Ebrick, Affiliate Member, Pflumps Ltd, Craig Barr, Deputy Head Greenkeeper, Machrihanish Dunes Golf Club, David Miller, Greenkeeper, David Drummond, Greenkeeper, Michael Dyer, Greenkeeper, Richard Riddell, Mechanic, Murray Lorimer, Assistant Greenkeeper, all Muirfield – The Hon Company of Edinburgh Golfers, Andrew Mooney, Student, SRUC (Edinburgh), Mark Irvine, Student, SRUC (Edinburgh), Joah Maloney, Student, SRUC (Edinburgh), Lewis Guinan, Assistant Greenkeeper, but with the formation of the new course’s top 100 trees being blown over. But, three months on only three of them have been replaced. This has defined some fairways and has improved the course. Thank you Phil Graham for sharing this with us.

North Wales

Steve Roberts has moved from Northcote Country Park and is joining Simon and Dan to work for HTT’s turf, Adrian Kinsey is moving from Fassey Oaks to North to fill the position. Karl Parry has left Denigh Golf Club to work with Eversys, filling his position within the club is John Elles. Paul Roberts has moved from Baron Hill Golf Club to St. Delin Golf Club. Andrew Gwilliam has celebrated 25 years as greenkeeper and Deputy Course Manager at Vale of Langollen Golf Club. Thank you to all who made our spring seminar such a great success. I apologise for my lack of output over recent months. Both my phone and computer give up the ghost, normal service has been resumed.

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Welcome New Members

Garry Worrall, Affiliate Member, PitchWorks, WILL Hibbs, Greenkeeper, St Anne’s Old Links Golf Club, Joe Gibson, Assistant Greenkeeper, Consett & District Golf Club.
**Scotland**

### Events Coming Up

**Central**

Entries for the Spring outing need to be in by 25 April at the latest to avoid full payment. We will be charging full payment for all entries from now on. We have a field of over 20 greenkeepers.

**East**

Our next educational seminar will be the Bernhards workshop on green maintenance and grading on 14 May. Numbers are limited, book in advance through Gordon McKie.

**North**

Congratulations to Stewart Brown from Royal Aberdeen who has been picked to attend the PTM 2014. The 200 club tickets will be available soon, anyone looking for extra tickets can contact Paul Sharp at Peterculter GC. Let’s hope we get a good response as it is our main source of income for the section. We are increasing the cost of an outing to £25 as we’ve been running outings at a loss for the past few years. Please remember to book your 200 club money ASAP and also your entry money for Moray, it saves Paul and myself taking money on the day. Joanne O’Neill from Newmachar GC has left our industry to work at Aberdeen Airport so best wishes on her future career, and Dougie Elrick also from Newmachar has moved to Murcar Links. Richard Petrie from Newmachar has been unwell for a few months but has returned to work and looking forward to another busy year on the driving range.

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### Welcome New Members


**North**

Our Spring outing will be at Moray GC on Thursday 1 May and we are fortunate to be playing at one of the best links courses in the North of Scotland. The Section Committee have successfully organised a training course through Bernhards, at Royal Aberdeen GC on 5 May at 4pm.

### Northern

Contact your Section correspondent with news, events or anything else for Around the green...

**Events Coming Up**

**Cleveland**

The spring tournament will be at Saltburn Golf Club on Wednesday 30 April, sponsored by Loyda. Thanks to Alastair Whithy and Phil Walshaw! Unusually, bacon sandwich on arrival, two course meal after golf.

**North Wales**

The spring tournament will be at Rhuddlan Golf Club on Wednesday 30 April. The North Wales / South Wales match will be at Royal St David’s Golf Club on 14 May, please apply to Rhys Butler if you are interested. Soon we will be needing players for the North Wales / North West match and for the cricket match at Ashley Cricket Club.

**North West**

The Spring Tournament will be at Stand Golf Club on Wednesday 16 April, contact David Weir on 07774 990230 to book a place. Summer Tournament, Hurlston Hall Golf Club Tuesday 8 July. The North West v North Wales cricket match is on Tuesday 24 July at Trenholme. Autumn Tournament, Ringway Golf Club, Thursday 18 September. ACG and Bert Cross Trophy, Wilmot Golf Club, Tuesday 11 November.

Lancashire Turf Club - Monday 7 April at 7.30pm at Garstang Golf Club. David Stonedon from Agronomic Services presents The importance of aeration and understanding nutrition. All welcome.

**Results**

**North East**

Spring comp at South Shields Golf Club, many thanks to Phil Hargreaves and his team as the course was in superb condition. Lowest Gross – Jack Priar 74, Stableford Winners 1 Ben Potter 39pts, 2 Russell Black 36, 3 on c/b Richard Hood 35, 4 on c/b Paul Walton 35, 5 James Richardson 34.

### Thanks to Sponsors

**Northern**

We are superly well looked after every year by these guys and are truly grateful. Everris, Rigby Taylor, PWG Distibution, Ably Mowers, Bob Wild Grass Machinery and Mel Guy & Barthgate Sands.

### Welcome New Members

Gary Worrall, Affiliate Member, PitchWorks, Will Hibbs, Greenkeeper, St Annes Old Links Golf Club, Joe Gibson, Assistant Greenkeeper, Consett & District Golf Club.  

**News**

Cleveland

Some exciting work has been carried out at Bishop Auckland Golf Club. If you’re on with a project you want to share let me know.

We brought in Peter Richardson from Northern Tree Trees planters to move some of our established trees from various copes on the course using his 13.5 ton spade. Over a three day period we managed to relocate 73 trees in total. However, after day two some Spruce trees had been blown over by gale force winds. The high winds continued for weeks and we discovered more tree stumps being ripped out of the ground and more Spruce being blown over. But, three months on only three of them have survived. This has defined some fairways and has improved the course. Thank you Phil Graham for sharing this with us.

Finally Happy birthday to Eaglescliffe Golf Club. If you have any news please contact me on amegough@aol.com
Events Coming Up

Midland

We email all who have received an entry form for the postponed 2013 “TORQ BBGA Midland Regional Team Challenge”, to be played at Trentham GC on 7 May. Entries to Sandra Raper on 07766 366966. The Spring Greenkeeping Recruitment Day is 14 May with a start time of 12.30, closing date 6 May. Please ring Rhys on 07774 164173, or go to our new website to download an entry form: www.bigmammad.org.uk. Also don’t forget that the very successful long running Evriis Doubles competition draw will also be held at Ashton, please use either of the price channels mentioned to register. Wish I could tell you a story, but I’ve been banned, please let me know what you think, good or bad: sean.mcdade@homecall.co.uk

BB&O

Comps: 14 May - The Oxford Golf Club - www.oxfordgolfclub.net
13 July - Surfin Golf Club - www.surfin-golfclub.co.uk
11 Sept - Harewood Downs - www.hdgc.co.uk
3 Dec - Frioff Heath GC - www.frioffheath.co.uk
We are also going to run a Order Of Merit this year over the first 3 events.

Rigby Taylor Pairs Competition is running again. For an entry form contact Gareth Acteson g.acteson@rigbytaylor.com

Recruitment

Overseas opportunities in the Netherlands

April - October

An exciting opportunity has arisen for green keepers to work in our experienced and successful team. Applicants must be able to undertake all basic green keeping tasks and be qualified to NVQ Level 2 or similar.

Minimum 3 years experience
Experience on all mowers hand held or ride on is essential for this position.

The Club is maintained to a high standard and works on the course cover a wide range of duties so this position requires an individual who can apply their skills to all aspects of course maintenance. You must be a good team worker, highly motivated, be able to make decisions and able to operate a full range of equipment associated with the post.

Accommodation is found and paid for with travel is available.

A full UK Driving License is required and own transport for these positions.

UK permanent address and National Insurance number

Must have a willingness to work away from home

Contact Denise Haines on 01612331564 or 07931 927346 to enter.

London

The Spring Tournament and National qualifier is on Monday 12 May at Lee Park, so apply to Lee Cox l.cox15@btinternet.com or text 07931 927346 to enter.

Also check the up to date London website section for course walks etc.

News

Surrey

Chloe Osgood has made an excellent recovery from his hip operation, wishing him the very best. Ron Christie will assume the role of handicap secretary and all handbooks will be shot.

Congratulations to Graeme Roberts Tandridge GC, Peter Moore at Northwood so apply to Lee Cox l.cox15@btinternet.com or text 07931 927346 to enter.

Welcome New Members


South East

Contact your Section correspondent with news, events or anything else for Around the green...

Surrey

Finally, congrats to Michael Sawicki from Dulwich & Sydenham Hill GC and finally, the secretary and clubhouse staff enough for their very hospitable welcome.

It really was the most memorable day in my greenkeeping career.

Well done to so many who scored well too. Royal St. Georges have offered us the opportunity to bring some of our teams along for a look round the sheds and a course walk later in the year to give us an insight into what goes into making this fine venue such an incredible place. I shall keep you informed. Results in the Results section.

London

A big thank you all that took part in organising the education day at Oaklands over 170 delegates were there and to those speakers that made it a great day. Also thank you for the afternoon seminars from Simon Banks and Henry Bechtele.

Results

Surrey

Mike Buck from Rushmere GC posted a 73 gross to lift the trophy at the SE Annual Golf Day at Walton Heath GC.

Kent

Event at Royal St George’s 1 Darren Burton, 2 Lee Austin, Trade Prize - Neil Pullen

Welcome New Members


Events coming up

Surrey

1 May - Texas Scramble Epsom Downs GC.
6 June - Spring Tournament The Drift GC Qualifier for National Tournament held at Liphook GC 6-7 October.
27 September - Hanley Common GC Section v Trade.
30 September - Surrey Bowl Final at Fovels G&CC.
4 November - England v Scotland Hanley Common GC.
19 November - Match v Secretaries at The Berkshire GC.
19 December – Guildford GC Turkey Trot.

A social evening has been organised at The Cricketers Pub with teams of 6 competing in a quiz night at a cost of £5 including food.

A visit to Mercedes World has also been organised, check the web for dates and details.

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The Spring Tournament and National qualifier is on Monday 12 May at Lee Park, so apply to Lee Cox l.cox15@btinternet.com or text 07931 927346 to enter.

Also check the up to date London website section for course walks etc.

News

Surrey

Chloe Osgood has made an excellent recovery from his hip operation, wishing him the very best. Ron Christie will assume the role of handicap secretary and all handbooks will be shot.

Congratulations to Neil Dacey, Worplesdon GC and Tony Bartram Richmond GC, chosen to represent the Surrey section on the BBGA Open Support Team.

Congratulations to Graeme Roberts Tandridge GC, Peter Moore and Derrick Johnstone from Westworth and Kevin Glazer from Royal Mid Surrey GC who have been selected to be delegates on the PTMI.

Finally, congrats to Michael Sawicki from Dulwich & Sydenham Hill GC who is one of the mentors on the PTMI.

Kent

Thanks to Matt Corbould and Amenity Technology for organising a really good seminar hosted by Ribblints Golf Club.

David Snowden, who is a very accomplished and knowledgeable speaker, gave a very interesting insight into the world of microbiology and the world beneath the turf.

A fantastic day was had by pretty much the whole of the South East greenkeeping crop at the magnificent setting of Walton Heath.

Great weather, great golf and even better company ensured this annual event remains a must-do fixture in the calendar.

Kent section were extremely privileged and honoured to be given the amazing opportunity to play the best course in the south of England bar none.

We gratefully accepted the offer made by Royal St. George’s to grace their links on a day where I think we were all struck by just being in such auspicious surroundings that just oozed class, tradition and perfection.

The absolute cream of our golfing fraternity were fortunate to have a dry day where the north wind blew a fair chill across the beautifully presented course.

The sense of occasion was lost on no-one and we were all eager to take on the challenge of Paul Larner’s incredible course.

We cannot thank Paul, Adam and the rest of the greenkeeping team and, indeed, the secretary and clubhouse stuff enough for their very hospitable welcome.

Mid Anglia

A massive thanks go to our Sponsors of the Section for 2014. They are: Tucknottle Machinery, Varasoo Amenity, ALS, Headland Amenity, Avoncourt Amenity, Parfurna, Antech Amenity, Rigby Taylor Ltd.

We thank you for your continued support with funds towards the Mid Anglia Section. Banks Amenity also sponsor our Golfer of the Year Trophy again this year so once again your support means a lot and please consider these suppliers for your requirements the coming months and beyond into 2014.

If you’re interested in sponsoring Mid Anglia Section in 2014 please contact a committee member for details.

Welcome New Members

Luker Hall, Greenkeeper, Ashtead Golf Club, Liam Evans, Greenkeeper, Mid Herts Golf Club, James Evans, Head Greenkeeper, Little Lakes Golf Club, Ashton Hall, Assistant Greenkeeper, Redhill Golf Club, Simon Harding, Assistant Greenkeeper, Calcut Park Golf Club, Joseph Bugnyoge, Assistant Greenkeeper, Calcut Park Golf Club, Warren Teasner Assistant Greenkeeper, Trentham Golf Ltd.

Contact your Section correspondent with news, events or anything else for Around the green...
Midland

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Events Coming Up

Midland

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Midland

52287. Their service is professional, friendly, and they can be relied upon to go the extra mile when needs must. This month’s kind sponsor of our calendar is “Sherriff Amenity” as represented by our old friend and long term supporter of our section, Nigel Tyler. Please consider them for your pesticide, fertilizer, wetting agent etc needs. Tel 07998 548098, or office 01638 721 888. Website: www. sherriffamenity.com

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Assistant Greenkeeper, Calcot Park Golf Club, Joseph Banks and Henry Bechelet.

Also check the up to date London section website for course walks etc.

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South East

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Events Coming Up

South Wales
Two team event coming up v the north at Royal St David’s. Date and time TBC. Please contact the match captain Big D if interested.
Match at Chippenham GC on 29 May, ten man team start time TBC.

South Coast
On Tuesday 15 April we have our spring competition at Highcliffe Castle. £20 entry and this includes bacon roll on arrival and an evening meal, please contact Kevan Glass for more details.

South West
This year’s event calendar is coming together nicely with most venues and dates confirmed. Here are the early events so that everyone can get the dates into their diaries:
24 April: Am/Am at Enmore Park Golf Club
29 May: Inter-Section Match at Chippenham Golf Club (South West, South Wales & Secretaries)
19 June: Summer Tournament at Farrington Golf Club

News
South Wales
Congratulation to Ceri Richards on joining Indigrow UK as technical sales manager after nine years at Avoncrop Amenity. His shoes have been filled by Hugh Morgan, good luck to you both.
Witchurch Golf Club are celebrating their centenary, huge Mike Stokes and his team have a great year, also Royal Porthcawl are hosting the Senior Open Championship between 24-27 July.
Welcome to Ian Grant from Brynhill Hill GC who has welcomed new members. His shoes have been filled by Hugh Morgan, good luck to you both.

Devon & Cornwall
Wednesday 12 February the Toro Cup was played, seven golfers braved the strong winds and rain at St Austell Golf Club. Thank you to everyone who supported the section which goes from strength to strength even in such bad weather. The next section meeting will be held at Whitsagton Golf Club which will include the section championship.

Results
Devon & Cornwall
Toro Cup, Stableford format. 1st, Jim Sheehan, 2nd Andrew Prouse and first place went to Gordon Tannihon who is a previous winner of the Toro Cup.

Congratulations to Ceri Richards on joining Indigrow UK as technical sales manager after nine years at Avoncrop Amenity. His shoes have been filled by Hugh Morgan, good luck to you both.
Witchurch Golf Club are celebrating their centenary, huge Mike Stokes and his team have a great year, also Royal Porthcawl are hosting the Senior Open Championship between 24-27 July.
Welcome to Ian Grant from Brynhill Hill GC who has joined the committee. This year we have a good line up of golf events; a roadshow, course walks if you are not with your team is not receiving Section emails please ask them to contact me to supply their addresses (j.goodchild@bowood.org).

Devon & Cornwall
Welcome New Members

Welcome New Members (N.Ireland)
N Ireland: Mark Cream, Kieron Delaney, Colin Daly, Owen Fleming, Niall Kelleher, Sean Lordan - all Students at Colaiste Stiofain Naofa.

Welcome New Members (Rep. of Ireland)
Rey of Ireland: Aaron Abernethy, Paddy Breen, Sean Breen, Aiden Brennan, John Carveron, Paul Daman, Gerald Dowd, Lorcan McMenamin, Paul McGuire, Paul McKenna, Brian O’Donovan, Gerald O’Gorman, Andrew Power, Gabriele Pische, Jeremy Ryan, Cathal Sexton - all Students at Colaiste Stiofain Naofa.

Contact your Section correspondent with news, events or anything else for Around the green...
**Events Coming Up**

**South Wales**

Two team event coming up v the north at Royal St David's. Date and time TBC. Please contact the match captain Big D if interested.

Match at Chippenham GC on 29 May, ten man team start time TBC.

**South Coast**

On Tuesday 15 April we have our spring competition at Highcliffe Castle. £20 entry and this includes bacon roll on arrival and an evening meal, please contact Kevan Glass for more details.

**South West**

This year’s event calendar is coming together nicely with most venues and dates confirmed. Here are the early events:

- 19 June: Summer Tournament at Farrington Golf Club
- 24 April: Am/Am at Enmore Park Golf Club
- 25 May: Inter-Sectional Match at Chippenham Golf Club

**News**

South Wales

Congratulation to Ceri Richards on joining Indigrow UK as technical sales manager after nine years at Avoncrop Amenity. His shoes have been filled by Hugh Morgan, good luck to you both.

Wiltshire golf Club are celebrating their centenary, huge Mike Stokes and his team have a great year, also Royal Porthcawl are hosting the Seniors Open Championship between 24-27 July.

Welcome to Ian Grant from Brynhill Hill GC who has braved the strong winds and sleet at St Austell Golf Club. Thank you to everyone who supported the section which goes from strength to strength even in such bad weather. The next section meeting will be held at Wrasagton Golf Club which will include the section championship. Results in Results section.

**Results**

**Devon & Cornwall**

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**Welcome New Members (N.Ireland)**

N Ireland: Mark Cream, Kieron Delaney, Colin Daly, Owen Fleming, Niall Kelleher, Sean Lordan - all Students at Colaiste Stiofain Naofa.

**Welcome New Members (Rep. of Ireland)**


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**Contact your local dealer for details**
The GTC at number ten

Donald Steel reports on a greenkeeping visit to Downing Street

A penny off a pint of beer was not the only good news emanating from Downing Street recently. The week before the Chancellor issued his budget, greenkeeping history was made with an invitation to the GTC from the house next door.

As part of the government’s new Apprenticeship trailblazer scheme, Ryan Bezzant, a current registered apprentice from Ealing GC, accompanied by David Croston, proprietor of Cold Ashby GC, crossed the threshold of Number 10 for a ground-breaking cup of tea and cosy chat in company with other trailblazer companies or organisations committed to ensuring the Apprenticeship for their sector.

It was the notable culmination of twenty years of pioneering work spearheaded by David Golding in setting, improving and preserving the training of young greenkeepers from everyone playing the game in Britain has benefited beyond measure.

The initiative is employer-led, the relevance being that the average golfer forms the band that pays the piper. Their education is largely funded by the private or proprietary Clubs, funding to which golfers contribute by way of a subscription to their county and national Union. Other valued contributors include the European Tour and the PGA whose members are equal beneficiaries of the important training.

What is more, the success of the scheme is that employers have the confidence to leave the experts to do the work. The fact that they like what they see is proof of the giant strides that the entire industry has taken over the last twenty years. Condition and presentation of courses is a credit to all but it is a team exercise whereby the greenkeeping fraternity trades on friendliness and co-operation, a process of trust, mutual respect and support.

The GTC is funded by:
**SAFE WORKER ONLINE LEARNING**

Tony Abbott, MD of mylearnadfriend.com, explains their Health & Safety online learning programme

The Safe Worker online learning programmes for operatives, supervisors and managers (throughout ALL of the golf club departments) can certainly be complimentary to managers (throughout ALL of the golf club departments) can certainly be complimentary to managers.

Health and Safety training is not just a legal obligation but also a moral obligation. However, with significant changes in the way we work within the industry today, there is a need to have a benchmark to work to and a mechanism to demonstrate that the industry is adopting good practice. The HSE provides guidance on the requirements for basic training which includes the principles of health and safety.

The Safe Worker suite of accredited courses have been designed to comply with the HSE requirements and supports operatives, volunteers, supervisors, managers, officers, executives, owners and directors and are suitable for all staff within a golf club.

The Safe Worker aims to provide those with overall responsibility for a company with an understanding of their legal duties and the fiscal and moral case for adopting a positive safety culture. It is designed for use by directors, governors, trustees, officers and their equivalents in the private, public and third sectors. It applies to organisations of all sizes.

The course aims to help employers to develop a manner in which the Health and Safety at Work Act 1974 is interpreted and enforced. It is designed to improve the knowledge of Health and Safety in the workplace, communicate the importance, and help employers to understand the legal implications.

Once they are registered, delegates can work through the course at their own pace and employers can track their progress from registration through to certification. All training records are retained for evidence of compliance. We believe that Certification is extremely important to motivate staff and so when developing the online learning programme we decided to ensure that this was automatically downloaded on successful completion by the learner.

With the ever increasing financial pressures being placed on many industries it is important to find cost effective solutions to meet their training needs. Making effective use of staff down time, reducing their need to leave the workplace, providing training on demand and when it is convenient for the employers all helps reduce the costs of training.

Online learning can provide consistency and accreditation to what is being delivered and understood by the learner. Available 24/7 on demand and providing bite size learning means that employees can learn when it’s convenient. While online learning will never remove the need for face to face training it can go a long way to help reduce training costs.

One must remember, it is not just the cost of the course the employer pays for, they also have to take that employee away from their work to pay, travel and expenses costs must also be considered. By working together we can tailor online courses to provide a cost effective solution.

LANTRA estimates that for every £1 invested in our employee development we can generate £8 in improved turnover. Someone once said to me “but what if I train my staff to be competent and then they leave to go to another job?”. My response was “but what if you don’t train them and they stay?”

For more information or to purchase programmes contact mylearnadfriend on: Tel: 0203 397 4349 tony@mylearnadfriend.co.uk

Visit www.mylearnadfriend.com

**THE GTC AT NUMBER TEN**

Donald Steel reports on a greenkeeping visit to Downing Street

A penny off a pint of beer was not the only good news emanating from Downing Street recently. The week before the Chancellor issued his budget, greenkeeping history was made with an invitation to the GTC from the house next door.

As part of the government’s new Apprenticeship trailblazer scheme, Ryan Bennant, a current registered apprentice from Ealing GC, accompanied by David Croston, proprietor of Cold Ashby GC, crossed the threshold of Number 10 for a ground-breaking cup of tea and cosy chat in company with other trailblazer companies or organisations committed to ensuring the Apprenticeship for their sector.

It was the notable culmination of twenty years of pioneering work spearheaded by David Golding in setting, improving and preserving the training of young greenkeepers from everyone playing the game in Britain has benefited beyond measure.

The initiative is employer-led, the relevance being that the average golfer forms the band that pays the piper. Their education is largely funded by the private or proprietary Clubs, funding to which golfers contribute by way of a subscription to their county and national Union. Other valued contributors include the European Tour and the PGA whose members are equal beneficiaries of the important training.

What is more, the success of the scheme is that employers have the confidence to leave the experts to do the work. The fact that they like what they see is proof of the giant strides that the entire industry has taken over the last twenty years.

Condition and presentation of courses is a credit to all but it is a team exercise in which BIGGA, in particular, are crucial players. It is one thing for recruits or apprentices to receive a theoretical grounding from the Colleges and training providers with online learning becoming an increasingly popular option.

However, the really crucial cog in the wheel is training theory in practice through the hands of their skilled elders, many of whom started their careers as apprentices themselves. The frightening array of machinery on display at HTME 2014 was just one example of the responsibility they bear.

It is all a reflection of the dramatic change of attitude from the days when head greenkeepers could be grudging in imparting their secrets. Nowadays, the greenkeeping fraternity trades on friendliness and co-operation, a process of better communication and understanding.

Apprenticeship trailblazing is recognition of how the world of greenkeeping has come to terms with modern needs but it doesn’t stop there. The message has to filter through to the playing ranks which are also keen to learn the skills and whereabouts.

Their willingness not to interfere shows they are increasingly trusting and appreciative of what is being done on their behalf but they will be even more receptive if they are kept better informed. That is not the least of the current challenges in order that the promise of greater stature and authoritative freedom for greenkeepers is to be achieved.

By way of a footnote, work is now underway, through the GTC, to ensure the new Greenkeeping Apprenticeship Standard will suit both employers and apprentices alike. Ending where I began, I commend it to the House!

Donald Steel
A day at the races for Polaris

The climax of the Jump racing season is the Cheltenham Gold Cup in mid-March and for many it is seen as the best day’s racing of the year. Over two hundred thousand racegoers flooded to the Cotswold venue this year to enjoy the four terrific days of action. The concentration of such a crowd in one place over those days is a logistics challenge to the people responsible for ensuring the fastest response to emergencies, on and around the course.

Cheltenham has four Polaris ATVs/UTVs to provide the swiftest reaction to emergencies, on and around the course. The concentration of such a crowd in one place over those days is a logistics challenge to the people responsible for ensuring the fastest response to emergencies, on and around the course. The Sportsman is such a versatile tool, very manoeuvrable and ideal when drive slowly as well and comfortable for working the hours we do. While the acceleration is quick, it’s easy to

Tony Twiggs is the Race Course Medical Co-ordinator and he predominantly uses a Sportsman 550, as well as groundscare staff and as a back-up vehicle. Tony Twiggs is the Race Course Medical Co-ordinator and he predominantly uses a Sportsman 550, as well as the Polaris as the fastest means of reaching a horse that may be injured or in distress. We have horse ambulances parked up in readiness but initially we use the Polaris as the rapid response vehicle to treat horses on the course. “We have horse ambulances parked up in readiness but initially we use the Polaris as the fastest means of reaching a horse that may be injured or in distress.”

Polaris is now the world’s No1 in All-Terrain Vehicles.

Contact Polaris Britain Ltd on 0800 915 6720

www.polaris-britain.com
A day at the races for Polaris

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Cheltenham has four Polaris ATVs/UTVs to provide the swiftest reaction to any emergency. A Sportsman 400 is used as a general purpose vehicle by groundscare staff and as a back-up vehicle. Tony Twiggs is the Race Course Medical Co-ordinator and he predominantly uses a Sportsman 550, as well as the 400.

“The Sportsman is such a versatile tool, very manoeuvrable and ideal when you’re dealing with crowds.” says Tony. “It’s also small and compact to move around freely in all conditions. While the acceleration is quick, it’s easy to control. One of the features of using a Polaris is that you’re dealing with crowds.”

“The Sportsman is such a versatile tool, very manoeuvrable and ideal when you’re dealing with crowds.”

Contact Polaris Britain Ltd on 0800 915 6720

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Tel No: 01474 874 120
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Oxford 01865 331479
Email: speedcutcontractors.co.uk

Recruitment

Ganton Golf Club
Qualified Assistant Greenkeeper

Full-time 40 hours per week plus week-ends over.
Ganton Golf Club is in need of a qualified Assistant Greenkeeper to work closely with the Head Greenkeeper and work to the highest standard required for the championship course.

- NVQ level 2 as a minimum
- preferred but not essential

Preferred qualities:
- Construction experience
- Computer literate.

Full-time Assistant Greenkeeper: full-time 40 hours per week plus week-ends over.

Cv’s with a covering letter detailing how you meet the key criteria should be sent to the Secretary, Ganton Golf Club, Station Road, Ganton, Scarborough, North Yorkshire, YO12 4PA or by email to richard@gantongolfclub.com. Closing date: Friday 25th April 13.

Selston Park Hotel & Golf Club

Applications for both positions should be made to Steven Allchorne, Selsdon Park Hotel & Golf Club, 1010 Cambourne Bus. Pk., Cambourne, Cambs CB23 6DP

St.Million International
Deputy Course Manager

St.Million International is renowned as one of the finest 36-hole golf venues, being a regular in the Top 100 and hosting 12 European Tour events. Recently voted ‘Best in the West’ for second year running and ranked in the top 4 of Today’s Golfer resort list.

The successful candidate will be responsible for the day-to-day operation of the greenkeeping team. The successful applicant will need to be experienced, hard working, reliable and highly motivated.

They will need to demonstrate a professional and modern approach to green keeping, the ability to communicate, lead & develop a large team.

Candidates will be highly motivated professionals with a proven track record of the following:
• NVQ level 3 in Green keeping or higher in Sports Turf Management
• Proven ability to manage, lead and develop other managers.

For more information and details of the position please call 01757 228622 or visit www.stmillion.com

Recruitment

Royal Portrush Golf Club is a national Private Members Club located on the magnificent North Antrim coast in Portrush, Northern Ireland. The Club complex comprises two Championship courses, the world renowned Dunluce Links and the Valley Links, plus a nine hole Park Course. The Dunluce Links has played host to The Open Championship, The Irish Open, The Senior British Open and The Amateur Championship and is consistently voted as one of the Top 20 Courses in the World. Due to the forthcoming move of our Head Greenkeeper, the Club wishes to recruit a dynamic individual to fill what will be the number one role within the greenkeeping team. The role of the new position will be to develop new standards of excellence in the management and presentation of the Royal Portrush Golf Club courses.

Applicants will, as a minimum, be expected to demonstrate a proven track record of the following:
• High standards of greenkeeping, course management and course presentation;
• Excellent management and organisational skills;
• Excellent communication skills;
• Project and budgetary control;
• Up to date knowledge of greenkeeping techniques including, but not limited to, environmental, horticultural and safety requirements.

The successful applicant will be responsible for a staff of twenty, a modern greenkeeping complex and associated machinery.

Previously experienced as a Head Greenkeeper/Course Manager is desirable, but not essential, and it would be advantageous to have experience of links courses.

Applicants should apply in writing, enclosing a full CV and covering letter no later than Monday 21st April 2014 to the Secretary / Manager, Royal Portrush Golf Club, Dunluce Road, Portrush, BT56 8JQ. Co. Antrim

Selby Golf Club

Selby Golf Club is a private members club situated in North Yorkshire. Founded in 1907 the Club enjoys a beautiful par 71 course built on sand and is looking to replace the Head Green Keeper who has moved abroad.

We are looking to recruit a dynamic individual who has the drive and passion to reach new standards of excellence in the management and presentation of our golf course. The successful candidate will be able to demonstrate high levels of management skills, communication and leadership within the role and will hold relevant greenkeeping and/or agronomy qualifications.

Previously experience as a Head Greenkeeper is desirable but not essential.

Interested applicants should apply in writing enclosing a full CV and covering letter no later than Monday 21st April 2014 to the Secretary / Manager, Selby Golf Club, Mill Rd, Brayton, Selby, North Yorkshire, YO8 9LD.

For more information about the club please call 01757 228622 or visit www.selbygolfclub.co.uk

The Scope

Lely (UK) Limited is the exclusive distributor for the UK and Ireland for the world leading range of Toro professional turf maintenance equipment and systems as well as the TYM brand of tractors.

The Tym golf offering is well suited to a diverse range of customers in the fine turf sports and grounds maintenance sectors including landscape contractors and local authorities.

The Role

The Turf division is looking to recruit a Retail Sales Manager, ideally Midlands, Nottinghamshire or Lincolnshire based to support the sales team in promoting and selling our turf maintenance equipment brands specifically to end user customers within the local authority, landscape contractor and other sports and amenity grounds maintenance providers.

Reporting to the Regional Sales Manager, the successful candidate will have a proven track record in negotiating

Retail Sales and Key Account Manager
Grounds Maintenance Sector

Please apply in writing or email providing a full CV including current earnings to: Jayne Ambler, HR Manager, Lely (UK) Ltd, 1 Station Road, St Neots, Cambridge, PE19 1HG

Closing date for applications is 30th April 2014

TORO

Skills and selling to end user customers within the grounds maintenance sector

Experience is required in negotiating with key account customers and buying as part of a team.

Candidates will be highly motivated professionals with a pro-active approach and enjoy working as part of a team.

You will need to display good oral and written communication skills and be able to create and maintain strong working relationships, gain good time management, presentation and reporting skills.

Ganton Golf Club
Recruitment
Malden Golf Club
Malden Golf Club is a friendly private members’ club in Surrey with an outstanding traditional 18 hole parkland course designed and laid out in 1926. The course condition has been greatly improved by the addition of two new fairways and the completion of the Head Greenkeeper and his team, together with considerable investment from the club. We are now on the lookout for an experienced Head Greenkeeper to join another club. We are seeking an ambitious, highly motivated and experienced individual to manage the golf course and build on the improvements to the course in line with the club’s long-term development programmes, which include all-weather playing surfaces and in-house bunkers refurbishment.

This position is ideally suited to an experienced Head Greenkeeper who wishes to establish a reputation for service and quality. We are, therefore, offering a very competitive salary and benefits package which is negotiable depending on the experience, qualifications and circumstances of the right candidate.

Malden Golf Club seeks someone who can offer the following skills and experience:

- A hands on Manager who can motivate their team
- Five year’s golf course management with at least two years at senior level
- Qualified to NVQ 2 or equivalent
- Spraying certificates PA1, 2 & 6
- Detailed knowledge of health and safety regulations
- Understanding of ecological management
- Computer literate
- Excellent communication skills
- Ability to supervise and motivate a team and plan work schedules effectively
- Experience in managing costs within agreed budgets
- A keen eye for detail with a desire to exceed members expectations.

Interested applicants please apply including CV to: manager@maldengolfclub.com
Or write to: Mr N. Craydon House, Malden Golf Club, Tony Lane, New Malden, Surrey, KT3 4BS Tel: 0328 942 0654

St.Million International
Deputy Course Manager
St.Million International is renowned as one of the finest 35-hole golf venues, being a regular in the Top 100 and hosting 12 European Tour events. Recently voted ‘Best in the West’ for second year running and rated in the top 4 of Today’s Golfer resort list.

The successful applicant will be responsible for the day-to-day operation of the greenkeeping team. The successful applicant will need to be experienced, hands on, reliable and highly motivated.

They will need to demonstrate a professional and modern approach to green keeping, the ability to communicate, lead & develop a large team. Applicants will, as a minimum, be expected to demonstrate a proven track record of the following:

- NVQ level 3 in Greenkeeping or in Sports Turf Management
- Minimum of 5 years supervisory experience with a proven ability to plan, organise and implement work programmes
- Proven ability to motivate, lead, develop and mentor others.
- Computer literate
- To be able to prepare and implement budgets
- To be able to identify, select and purchase on a regular basis
- Equipped both technically and practically to undertake green keeping duties in the highest standards required for the championship, as part of the Head Greenkeeping team.
- Knowledge of Health & Safety legislation
- In addition they would have the following qualifications
- FFC Cheese
- GCA knowledge
- Good working knowledge and maintenance of fine turf machinery
- Construction experience
- Current First Aid Certificate

Salary will depend on experience and qualifications.

Due to the expected high level of applicants, only those successful for interview will be contacted.

Please send a full CV with a detailed covering letter to: Mike Bush MG
St.Million International, St.Million, Selsdon, Croydon, CR1 2BS
Email: stmellowgreen@stmillion.co.uk

Selby Golf Club
Selby Golf Club is a private members’ club situated in North Yorkshire. Founded in 1927 the Club enjoys a beautiful par 71 course built on sand and is looking to replace the Head Green Keeper who has moved abroad.

We are looking to recruit a dynamic individual who has the drive and passion to raise new standards of excellence in the management and presentation of our golf course. The successful candidate will be able to demonstrate high levels of management skills, communication and leadership within the role and will hold relevant greenkeeping and/or agronomy qualifications.

Previous experience as a Head Greenkeeper is desirable but not essential.

Interested applicants should apply in writing enclosing a full CV and covering letter no later than Monday 21st April 2014 to the Secretary / Manager, Selby Golf Club, Mill Lane, Brayton, Selby, North Yorkshire, YO8 9LD.

For more information about the club please call 01757 239623 or visit www.selbygolfclub.co.uk

Selston Park Hotel & Golf Club
We are currently looking for two ambitious and motivated individuals to join us already working within the Golf Club.

Full Time Greenkeeper (minimum hours, 25hr average per week over the year) working a 4 day week with 1 day off in every 2 week cycle. The position is in the Grounds Maintenance Sector.

- A flexible attitude and positive attitude to work
- NVQ certificate or equivalent preferred - but not essential
- Current first aid certificate - preferred but not essential
- Beach, Health and Safety would be an advantage
- Previous experience is not essential but is an advantage.

Applications for both positions should be sent to: Mr T. Craydon
Tel: 01246 510111
Email: mcraydon@selstonparkhotel.co.uk
Please send a covering letter along with your CV.

Selston Park Hotel & Golf Club

Recruitment

COURSE MANAGER
ROYAL PORTRUSH GOLF CLUB

Royal Portrush Golf Club is a national Private Members Club located on the magnificent North Antrim coast in Portrush, Northern Ireland. The Club complex comprises two Championship courses, the world renowned Dunluce Links and the Valley Links, plus a nine hole Park Course. The Dunluce Links has played host to The Open Championship, The Irish Open, The Senior British Open and The Amateur Championship and is consistently rated as one of the Top 20 Courses in the World. Due to the forthcoming relocation of our Head Greenkeeper, the Club wishes to recruit a dynamic individual who will be able to take on the role of Course Manager. The role of the new position will be to develop new standards of excellence in the management and presentation of the Royal Portrush Golf Club courses.

Applicants will, as a minimum, be expected to demonstrate a proven track record of the following:

- High standards of greenkeeping, course management and course presentation;
- Excellent management and organisational skills;
- Excellent communication skills;
- Project and budgetary control;
- To take up knowledge of greenkeeping techniques including, but not limited to, environmental, horticultural and written techniques.

The successful applicant will be responsible for a staff of twenty, a modern greenkeeping complex and associated machinery.

Previous experience as a Head Greenkeeper/Course Manager is desirable, but not essential, and it would be advantageous to have experience of links courses.

Applicants should apply in writing, enclosing a full CV, no later than Friday, 25th April, 2014 to: The Secretary, Royal Portrush Golf Club, Dunluce Road, Portrush, BT56 8UQ. Co. Antrim

The Scope
Lely (UK) Limited is the exclusive distributor for the UK and Ireland for the world leading range of Toro professional turf maintenance equipment and irrigation systems as well as the TMY brand of tractors.

Nick Day, Lely’s Head of Sales for Great Britain and Ireland is looking for a well rounded sales professional to further develop the extensive dealer network covering England, Wales and Scotland.

The Role

The Turf division is looking to recruit a Retail Sales Manager, ideally East Midlands, Nottinghamshire or Lincolnshire based to support the sales team in promoting and selling our turf maintenance equipment brands specifically to end user customers within the local authority, landscape contractor and other sports and amenity grounds maintenance providers.

Reporting to the Regional Sales Manager, the successful candidate will have a proven track record in negotiating retail sales and selling to end user customers within the grounds maintenance sector.

Experience is required in negotiating with key account customers and buying groups.

Candidates will be highly motivated professionals with a pro-active approach and enjoy working as part of a team.

You will need to display good oral and written communication skills and be able to create and maintain strong working relationships as well as good time management, presentation and reporting skills.

Please apply in writing or email providing a full CV including current earnings to;
Jayne Ambler, HR Manager, Lely (UK) Ltd, 1 Station Road, St Neots, Cambridge, PE19 1HG
Jambler@leyl.com

Closing date for applications is 30th April 2014
More than 100 years of experience goes into the making of Baroness products, giving unrivalled cutting quality 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.

Many UK Golf Clubs are already benefitting from the matchless Baroness quality of cut from all our other models in the Baroness golf course reelmower range.

Baroness also produces the GM2800, a semi-rough 5-unit rotary mower which is class-leading in cutting quality and traction ability.

**NEW for 2014!**

Introducing the Baroness LM2400, a truly light-weight fairway mower that doesn’t disappoint on cutting quality or performance!

Baroness………..truly quality on demand!
A new page featuring the best Tweets from the industry – don’t forget to tag @BIGGALtd to give yourself a chance of being featured!

Our favourite tweets this month...

@sportsmetals @BIGGALtd just booked hotel for Harrogate 2015 @ModwyerWGC
@Hillside_GC Our majestic & beautiful 17th from the Tee @HartCommonGC
@Bobbymcd81 Yours truly @BIGGALtd scottish education conference @BenjaminDollery Like what @BIGGALtd have done to this month's issue with favourite tweets at the back of greenkeeper international @modweyrWGC Great seminar today thanks to @BIGGALtd and @MerristWood @DPSGOLF @BIGGALtd Just to say a big thank you to all the BIGGA members and BIGGA team who attended the seminars, the feedback has been fantastic.
@WestSuffolkGC Cutting all grass! Please get this right, makes a big difference to your greens. Sure @BIGGALtd will agree.
@Top100Golf It’s spring-time at Wentworth...view from the 1st tee on the West this morning

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NEW for 2014!

Introducing the Baroness LM2400, a truly lightweight fairway mower that doesn’t disappoint on cutting quality or performance!

Baroness………..truly quality on demand!
Weighing in at just 900kgs, our Reelmaster 3550-D is the fairway champion of the world. So, while it makes a big impression – it won’t leave one. Because it floats like a butterfly over contours.

What’s more, it has a productive 2.1m (82ins) cutting width and 7mph (11kmph) mowing speed. With its turf-friendly tyres, the superior traction of a Series/Parallel 3-wheel-drive system, and a powerful 25hp (18.5kW) diesel engine, the RM3550-D is just simply a knockout.

Full product details at www.toro.com
Experience the RM3550-D for yourself, with a free onsite demonstration. Call Lely on 01480 226800