Turf provides less risk, takes less time

brings have found that they have had to pay for seed and turf as well, together with suffering delays.

Turf for Golf Greens
By far the most common grass to spoil the uniformity of the green is annual meadow grass (Poa annua). This weed grass has a faster growth speed than most other grasses and, if present in conditions which suit it, may take over the whole green. It is susceptible to diseases and has poor colour in drought and winter.

Fescue/Bent Turf

The normal turf used on North European golf greens consists of fine-leaved fescues (Chewings and/or slender creeping red fescue) and brown top bent and is the surface recommended by the R & A and the STRI.

The traditional seed mixture for greens turf is 80% Chewings fescue: 20% brown top bent, which should yield a turf containing a good balance of these species. The ideal green should contain both fescue and bent but the proportions will depend on prevailing site and management conditions.

Current high levels of play, coupled with inadequate green drainage, have led many fescue / bent greens to deteriorate to the extent that they now consist mainly of Poa annua with some bent. Good construction and management will avoid this happening, but if not cared for the fescue is the first to go.

When buying fescue / bent turf look for an assurance from the supplier that their turf is free from Poa.

Cumberland or Sea-Washed Turf
Harvested mainly from the Solway Firth sea marshes, sea-washed turf consists mainly of native fine-leaved fescues with little, if any, bentgrass and the soil is silty. The fine particle size of this soil inhibits drainage and may lead to compaction and surface water retention. As well as badly drained greens, this in turn leads to Poa invasion once out of the salty environment. It is virtually impossible to keep this turf pure on an inland course.

Pure Fescue Cultivated Turf
This is a recent version of sea-washed turf. Using seeds of cultivars of fine-leaved fescues, it can be grown on soils other than those of estuaries. Pure fescue turf is very fine-leaved and can look impressive to the uninitiated on first inspection.

Pure Bent Turf
In the USA and on American influenced courses in Europe, creeping bent grass (usually Penncross), is the accepted grass for golf greens. Its use in this country is controversial. It is usually established from seed though a very small amount is being grown for turf. Creeping bent grass greens need a different management approach from conventional fescue/bent greens because they spread by the production of above-ground stolon (creeping stems). This essentially means more frequent verticutting than on fescue/bent turf.

SPECIALISTS IN GROWING SEEDED TURF

Five mixtures grown from the finest cultivars. All qualities from Golf and Bowling Greens to the back lawn. Freshly cut and delivered on our own transport, nationwide with forklift off loading facility. **Cultivars included in our turf are:** Sefton, Oriflamme, Cindy, Limosome and Barclay.
If you’ve got one of these...

Having a compact tractor is one thing – using its versatility is another. That’s why Iseki have a full range of attachments to suit your tractor. Attachments designed with your tractor in mind, the right working width for the best productivity, matching tractor to attachment to enable you to get the job done on time – every time.

There are machines for the builder and landscaper, machines for councils and local authorities, a range for golf course and sportsground maintenance, all because Iseki know what you need, to make the most of your tractor.

Iseki attachments, because no matter what make you’ve got, we’ve got more of a range, for more of your jobs – no wonder Iseki are the driving force for professional grounds care, horticulture and landscaping.

If you don’t have a compact tractor yet – we’ll even help you with one of those too!

To: Iseki UK Ltd., Broadway, Bourn, Cambridge CB3 7TL.
Tel: 0954 718981. Fax: 0954 719731

Please send me more details on Iseki Attachments

Name
Address
Postcode
Tel. No.

MORE OF A RANGE FOR MORE OF YOUR JOBS
To the Editor
I write to ask if you can provide me with information on head green-keeping positions in the USA. Currently I am a deputy head greenkeeper at Brookmans Park, a position I've held for the past 14 months, previously having held the post of assistant greenkeeper at Finchley for 5 years. I play golf and have a handicap of 14.
I attended a City and Guilds College course for 3 years and passed all the examinations I took. I have been a member of both EIGGA and BIGGA over seven years and recently became a committee member of the London section.
The idea of moving to the USA as a head greenkeeper is one that appeals and when I travel on holiday to Florida in September I plan to take along my CV and references.
I would be most grateful for any advice you can offer.
BARRY MOGGRIDGE
Brookmans Park Golf Club.

BARRY's letter is typical of many such requests received, and the information I can offer is regrettably not encouraging. Obtaining the necessary ‘green card’, the permit essential to enable a person to take up employment in the USA, is very difficult indeed. Restrictions are such that a prospective employer/sponsor must prove to US officials that a position cannot be filled by an American citizen. As a good example, a Japanese chef might obtain entry to prepare food for an exclusively Japanese restaurant if no Japanese/American resident can be found, but his sponsor must prove that all other sources have been explored and found wanting. Such is the competition amongst US college educated graduates for work in the American turfgrass industry that few, if any, foreign nationals are ever considered.

To Neil Thomas
On behalf of the Executive Committee of The Golf Society of Great Britain I am pleased to address this letter to your Association, along with an accompanying cheque for £250.00.
The Golf Society is pursuing its aim of supporting amateur golf and in this pursuit the Executive Committee were mindful that the British and International Golf Greenkeepers Association is a comparatively new body and one which is most deserving of all possible help and encouragement.
The Golf Society of Great Britain wishes your Association well and trusts that this contribution may help in some small way.
E J DRUMMOND
Secretary, GSGB

The Golf Society of Great Britain, founded in 1955 by the late Sir Aynsley Bridgland of Princes Golf Club, aims to promote goodwill and further the interests of amateur golf. It is non-profit making and donates large sums to golf's governing bodies towards international match expenses.

To Neil Thomas
I write to thank you and your staff for organising such a marvellous programme of events at Harrogate in January. The time spent in the presence of Jim Beard, his turfgrass manual and 850 slides, was a major learning experience and not to be missed. I hope we can book him for a follow-up workshop.
The seminars got off to a flying start with Bobbie Gee, who I'm sure made all our guests look at ourselves. The follow-up also provided many interesting and varied presentations and my only regret was in seeing the theatre so sparately attended, especially as our overseas speakers had travelled against advice due to the Gulf War.
I am sure that as word spreads on the quality of these events numbers will increase, and I urge every delegate to broadcast the fact and recommend to every member and club official the importance of attending.
May I also congratulate BIGGA on producing such a vastly improved magazine in such a short space of time. The contents easily lived up to the glossy cover - long may it continue.

DAVID J WOOD
Holtye Golf Club

Dates announced for Iseki-BIGGA Golf Championships

The 1991 ISEKI Championships are underway, with the following section and regional competition dates scheduled:

**SCOTTISH REGION**
- East: Baberton Golf Club - April 9th
- West: Lenzie Golf Club - April 18th
- Central: Burntisland Golf Club - April 23rd
- Ayrshire: Irving Bogleide Golf Club - May 20th
- North: Nairn West Golf Club - May 16th

**SCOTTISH REGIONAL FINAL**
- FRASERBURGH GOLF CLUB, MAY 28TH

**NORTHERN REGION**
- Sheffield: Coxmoor Golf Club - April 3rd
- Cleveland: Middlesbrough Municipal - April 24th
- Northern: Wetherby Golf Club - April 24th
- North East: Bamburgh Castle Golf Club - April 25th
- North West: Saddleworth Golf Club - May 15th

**NORTHERN REGIONAL FINAL**
- KESWICK GOLF CLUB, JUNE 19TH

**MIDLAND SECTION**
- Midland: Kings Norton Golf Club - April 8th
- Mid Anglia: Northampton County Golf Club - April 17th
- East of England: Blankney Golf Club - May 13th
- East Midlands: Kibworth Golf Club - May 16th
- Berks/Bucks/Oxon: Goring and Streetley - May 22nd

**MIDLAND REGIONAL FINAL**
- BELTON PARK GOLF CLUB, JUNE 24TH

**SOUTH WEST AND SOUTH WALES REGION**
- South Coast: Royal Winchester Golf Club - December 5th
- Devon and Cornwall: East Devon Golf Club - March 14th
- South Wales: Wenvoe Castle Golf Club - April 11th
- South West: Bristol and Clifton Golf Club - April 25th
- North Wales: Abergele and Pensarn Golf Club - May 23rd

**SOUTH WEST AND SOUTH WALES FINAL**
- TREDEGAR PARK, JULY 27TH

**SOUTH EAST REGION**
- Surrey: Richmond Golf Club - April 11th
- East Anglia: Channels Golf Club - April 16th
- Sussex: Neville Golf Club - April 17th
- London: Hadley Wood Golf Club - April 22nd
- Kent: Sittingbourne Golf Club - May 14th

**SOUTH EAST FINAL**
- HAM MANOR GOLF CLUB, JULY 3RD

**IRELAND**
- Northern: Portstewart Golf Club - May 21st
- Southern: Forrest Little Golf Club - May 23rd

The Grand Final of the Iseki Tournament will be held at Hillside Golf Club on Thursday September 12th, 1991.

The 120th Open Championship will be held at the Royal Birkdale Golf Club, Southport from July 18th - 21st 1991, with Head Greenkeeper Tom O'Brien in control of the course preparation.

Members wishing to be considered for the BIGGA Greenkeeping Support Team should forward their names and addresses to Headquarters as soon as possible.

Preference will be given to those who are available for a period which begins on Wednesday afternoon on July 17th and finishes on Sunday evening, July 21st.
**Subscriptions to BIGGA – how much to pay**

**MEMBERSHIP SUBSCRIPTIONS 1991**

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<thead>
<tr>
<th>GREAT BRITAIN AND IRELAND</th>
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<tr>
<td>Course Manager/Head Greenkeeper</td>
<td>£40.00</td>
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<td>Deputy Course Manager</td>
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<td>Deputy Head Greenkeeper</td>
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<td>20 Years of Age or Under</td>
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Associate/Company .................................................. £40.00 (includes 1 year's subscription to 'Greenkeeper International')

**ASSOCIATE** ........................................................... £18.00 (without magazine)

**CORPORATE** .......................................................... £500.00 maximum

With the exception of Associate members paying £18 all members as part of their membership packages will receive 'Greenkeeper International' magazine monthly. All new members will receive an Association tie.

Lady members joining the £18 Associate category will receive a headscarf and stickpin as part of their membership package.

Corporate members additionally will receive an annual plaque in recognition of their support of BIGGA and the greenkeeping profession.

**INTERNATIONAL**

All Greenkeeping Staff ............................................... £48.00

* NB The First Assistant is a post designed to recognise a third-in-charge where appropriate to the size of the Club. In cases where the First Assistant is the recognised Deputy, the Deputy Course Manager/Deputy Head Greenkeeper subscription rate should apply.

**THE BIGGA PERSONAL PENSION PLAN**

BIGGA is pleased to announce that with immediate effect, the minimum premium for the BIGGA Personal Pension Plan is reduced to only £15 per month for all greenkeepers. So now you can take full advantage of the tremendous benefits that the plan offers for a lower monthly outlay.

**THE BIGGA MORTGAGE SERVICE**

BIGGA is pleased to announce a new service for all members, which will make it easier for greenkeepers to secure the best mortgage offer when they are either buying a new house or refinancing the purchase of their existing property. The Association is well aware of the exceptional demands placed upon its members because of the nature of their work. Greenkeepers do not always have the time to explore all the mortgage possibilities available.

**NEW FOR 1991**

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NOW is the time to find out more. Please complete the form below and post to: Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York Y06 2NF

**Tick box**

1. I will soon be/am in the process of buying a house. Please send me details of the new BIGGA Mortgage Service

2. I already pay for a mortgage on my house, but I wish to know if any better mortgage arrangements are available to me

3. I am/am not in a Golf Club Pension Scheme. Please send me details of the new 1991 BIGGA Pension Plan

**Name**

Golf Club and Job Title

Home Address

Tel. No. (Work) ............................................................. (Home)
With the agreement of the greenkeeper I arranged to meet his staff individually. As a small team it is important that we know each other. Prior to the meeting the secretary had allowed me to look at their personnel files, so I knew a little about their skills and length of service. However for the benefit of us all as a group it was important that they could put a face to the new name and that I knew each of them individually. But more than that I needed to know about them as people, their family details, pastimes and hobbies as well as how they saw their job, their working relationships with each other and their aspirations for the future.

Like most interviews it is important to set the scene before a discussion becomes productive. After we had introduced ourselves I gave a brief explanation for the meeting, advised that I would be taking notes which would be treated as confidential and which they could see if they wished. I went on to explain that I needed to record their thoughts and ideas for me to understand who was doing what on the course before I could make a contribution to their cause.

Each meeting went well, they spoke freely, particularly at the end when I gave them a chance to ask me questions. The meetings were a good investment for future working relationships for we now nod to each other on the course and what is most pleasing, they speak with interest when we discuss course matters.

As a result of these meetings I knew the green staff and had a vague idea of their regular maintenance work commitments together with current course developments, also I had seen their machinery workshop and mess room. Even after such a short time I felt sure that I could use some of my long learned skills to make a contribution to their activity, together with the greenkeeper I identified several worthwhile projects.

On a lighter note we identified the more outspoken club members who masquerade as amateur greenkeepers. I pointed out that I was honour bound to read their sometimes extensive recommendations and listen to their advice which often included a good dose of 'Weed and Feed'. However I reminded the greenkeeper of the club rule that no member other than the captain and myself should give order to members of the green staff. While members may wish to pass the time of day and ask about his family or the course, he should not feel pressed to change course practices to make a contribution to their aspirations of individual members: We agreed that if this happened he should remind the member that a greenkeeper uses his skill to interpret the general policies of the committee. Therefore a member should direct his suggestion to a committee member or write to the secretary, who would be required to take such a letter to the management committee. Without realising it we had just made our first decision in what was to be a list of Duties and Responsibilities.

**Duties and responsibilities**

Prior to accepting the job of chairman of green my thoughts had been directed to the duties and responsibilities of the job. Nothing was written down. It seemed that in common with most clubs you picked it up as you went along. While we should never condone an inflexible bureaucracy, I always find that the discipline of an agreed set of rules is necessary if each team member is to make a full contribution to the team effort. Otherwise a laissez-faire attitude pervades the group with members doing what they think is required rather than what is actually required. While this arrangement may be acceptable for a short time, practice has proved that most workers need to know the parameters of both their short and long term responsibilities.

In an ideal world each worker would have a Job Description which included every aspect of his employment. Most firms are loath to issue these as they may be considered restrictive. Employers tend to fear that if the description is less than complete they may be forced to negotiate additional pay for existing duties. However many of the more enlightened companies have within their Personnel Departments, Job Descriptions which they use as an aid during job selection interviews.

Bearing that in mind, most general managers recognise the need for both managerial and supervisory staff to be fully aware of their duties and responsibilities. To this end they produce a printed list which may be quite specific in some of the 'must attain' sections such as output targets and budgets and rather vague in the 'should be aware of' sections where a general knowledge of a subject is considered sufficient.

Quite early on in our working relationship the greenkeeper discussed this problem with me. He confirmed that there were no written rules for either of us to work to. He went on to point out that he could be more positive in his decisions if he was sure that he was operating within the rules of the management committee. I agreed to help and decided to extend the rules to cover the chairman of green. Within a few weeks I had drafted an outline for both of us.

As they were being written it became obvious that we both had responsibilities under the same heading. We agreed that generally my job was to interpret the policies of the management committee and that his job was to ensure that those interpretations were completed in the most effective manner. By the end of the year and after many refinements we each had a list of Duties and Responsibilities that we were both quite happy with. The headings included:

- Committees
- Major Fixtures
- Club competitions
- Condition of the Course
- Use of safe working methods
- Work recording
- Golf course legislation
- Finance

**Part 2**

**Meeting the staff**

_BEARING THAT IN MIND, MOST GENERAL MANAGERS RECOGNISE THE NEED FOR BOTH MANAGERIAL AND SUPERVISORY STAFF TO BE FULLY AWARE OF THEIR DUTIES AND RESPONSIBILITIES._

**THE OTHER SIDE OF THE GREEN**

_Those outspoken club members who masquerade as amateur greenkeepers._

**THE OTHER SIDE OF THE GREEN**

_Those outspoken club members who masquerade as amateur greenkeepers._
Course ‘trains golf pro’s to become course managers’

As this issue was about to clo…
Your chance for Diploma, Certificate in ‘Turf Irrigation’

At the Annual General Meeting of the British Turf and Landscapes Irrigation Association just before Christmas, thirteen was a number of good omen.

On that occasion, Diplomas were distributed to the thirteen who had successfully completed the first Diploma course run by the Lancashire College of Agriculture and Horticulture at Myerscough in response to a BTLLA request. Course planning began about three years ago, and the first of four one-week Units was held in February 1989. Another Unit was held later in the year, and two more during 1990.

Details have just been announced by the College and the BTLLA for the next Diploma Course and for the Certificate which will be obtainable by those who successfully complete the first two Units.

The full Diploma will continue to involve four Units each of one week's duration delivered over two years. It is designed to provide skills in irrigation design, installation and maintenance. Holders of the Diploma are recognised by the industry and the BTLLA as fully trained and skilled practitioners. The Diploma will thus meet the need, recognised for some time by the BTLLA, for a professional qualification for its member companies and other involved in irrigation.

The BTLLA collaborates closely with the College to ensure that the award of the Diploma requires a standard of up-to-date practical knowledge and skill that will put the holders and their companies in the forefront of the industry in Europe, and will support the aim of the BTLLA to foster the highest standards in turfgrass and landscape irrigation.

A Certificate in Turf Irrigation will be awarded to those who successfully complete the first two of the four Units and do not proceed to the Diploma. This is designed to meet the needs of users of irrigation systems such as greenkeepers and landowners. The two Units will enable them to operate and maintain irrigation systems to make the best use of any particular installation.

The course content is as follows:

Unit 1: Agronomy Turfgrass botany; water in the soil; water requirements for turf and the calculation of irrigation need; pests and diseases associated with irrigation. Water sources, quality and reliability of water supply.

Unit 2: Basic design of irrigation systems. Landcape irrigation, water storage tanks, sprinkler types, calculation of precipitation rates and run times, sprinkler spacing, sprinkler selection, solenoid valves, controller types, pipe work and fittings, pump types, valves and pump controls, basic electricity, winterising and servicing, fault finding. Basic design principles.

Unit 3: Intermediate design. Configuration and advanced types of sprinklers, sprinkler selection, control systems and schedule of time calculations, selection of controllers, calculation of schedule of flow, static and working pressures, frictional loss calculations, mains layout, pump performance, selection and operation, filters, selection of electric motors, cable types and sizing, types of reservoirs, pump house construction, pump control systems and valve types and jobbing during 1990.

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Much has already been written about this event, probably the most important in the BIGGA educational calendar, for the Association has the knack of bringing to the rostrum with amazing regularity those who can entertain as well as teach - a rare breed.

Thus as Geoff and other speakers put the little finishing touches of preparation to their presentations, we take this opportunity to remind you that there are still a few places available. Give Samantha Flint a call now on 03473 581.
Spring Turf Maintenance

Tackling heavy

Grass doesn't grow on busy streets, least of all where golf's infantry patrol and armoured divisions proliferate. However, until every green chairman in the land 'bites the bullet' and imposes a total trolley ban in winter the problem will escalate. STUART ORMONDROYD offers advice which may help to alleviate the damage. His timely comments suggest re-routing is a partial answer, prevention better than cure...

Aeration & Drainage Services

recommend the use of AQUACELL prior to verti-draining, and offer the following

1. AERATION

Verti Drain hire/Twose Turf Conditioner & Robin Dagger - we are, at present running 4 Verti Drains (various sizes) and can offer tine sizes from ½" diameter by 12" long at 2 inch centres, up to 1" diameter by 16" long at 4 inch centres. Also available, Hollow tines. Therefore we can cater for any Verti Draining need such as Greens, Tees and Fairways, etc.

Twose - this machine operates by way of seven vibrating blades which are pulled through the ground in a similar fashion to small mole ploughs, therefore relieving compaction and improving surface drainage.

Robin Dagger - This very light and portable machine injects oxygen into the soil and around the roots.

2. DRAINAGE/SANDSLITTING

Wizz Wheel Trencher + Backfill sand/gravel hopper this is to be available on a weekly rate (min. hire 3 days) should you just require trenches excavated to be backfilled by yourselves, or, quotations can be submitted for complete sand slitting/drainage programmes including 'Hitek' stripdrain.

3. CONSTRUCTION/ALTERATION

Should you find the work load too great on your own greenstaff regarding construction/alterations of greens tees and bunkers, etc. we would be pleased to submit a quotation for such projects.

Contact: Paul or Leslie Wright
Aeration & Drainage Services
20 Westminster Close, Eastbourne, Sussex, BN22 0LQ
Tel: Eastbourne (0323) 506725
Mobile: (0860) 838241. Fax: (0323) 411980

Seward Turf Maintenance Ltd.
SUTTON ROAD, WIGGINTON, YORK Y03 8RA
Tel: (0904) 761221; Fax: (0904) 760016
Evenings: (0904) 765949

Fendress™
BRITAIN'S No. 1 GOLF AND BOWLING GREEN TOP DRESSING

- Finest Quality soils
- Minimal clay and silt fractions
- Washed lime free silica sands with correct particle size
- The correct pH to encourage fine grasses
- Consistent quality for over 10 years
- Delivered ready for immediate application
- Root zone mixes, made from the same high quality materials. Delivered ready mixed or separately for blending on site.

Also available: Top Dressing Sands, Bunker Sands, washed grit or kiln dried sand for verti-draining
In recent times there has been a significant upsurge in course usage which, in the last two years, has even spread to the more isolated country and island golf courses in remote parts of Ireland and Scotland. The increase in the volume of traffic is largely due to organised parties and visitors as well as additional competitions and an increase in membership playing more often, especially during the winter. Whilst swelling the Club’s coffers is very welcome, the net result for the head greenkeeper is one of year-round wear and the associated erosion this brings.

The implementation of routine renovation work to promote recovery on worn areas should be an integral part of the management programme, but the primary aim must always be prevention before cure. Allied to this point is the often overlooked aspect of educating golfers to the objectives of wear control through communication. This can take the form of a monthly newsletter, pinning up information on the members notice board, inserting a leaflet with the subscription renewal as well as talks given by the head greenkeeper and members of the committee. Indeed, the general membership should be encouraged to understand the importance of any reasoning behind management carried out on the course, eg. observing re-routing markers. In this way, golfers are much more likely to abide by the instructions rather than flaunt them.

For those involved in new products it is vital that consideration be given to spreading wear during the design stage before construction starts. On the one hand course layout must incorporate feature and a degree of difficulty, but allowance must be made for alternative entrance and exit points from tee to fairway, fairway to green and green to tee and that they are made as wide as possible. Smooth contouring of surround banking will prevent scalping and providing sufficient area of putting surface for pin positions will enable wear to be spread over a greater area. With a similar aim in mind, banking, tree and bunker placement should not be excessive. In addition, an appropriate depth of a free draining growing medium for tees and greens is essential, bearing in mind compaction and turf wear are closely linked together.

Turning to practical management, an ongoing programme is vital in reducing the effects of turf wear, especially in respect of a package of aeration treatments to relieve compaction and improve drainage. Consequently, routine maintenance must be geared to favouring the deeper rooting, finer grasses, namely fescue and bent, which, in an open, free draining soil, will clearly be better adapted to withstand foot traffic, machinery and trollies than stress susceptible annual meadow grass growing in a compacted, ill draining medium. Turf damage on green surrounds can also be reduced by confining tractor mounted equipment, primarily mowing, to fairways, mowing instead with a ride-on Triple Mower. Developing larger aprons is another aspect that will help here as well as keeping trollies away from green perimeters.

Any greenkeeper will tell you that golfers invariably take the shortest possi-
Golfers invariably take the shortest possible route to their next shot and therefore tactics have to be adopted to ensure alternative paths are taken.

If a Golf Club has the advantage of an extra hole or existing design allows, the sequence of holes can be changed during the winter and hence alter traffic route patterns. In addition, careful pin placement allows the sequence of holes can be changed during the winter and hence alter traffic route patterns. In addition, careful pin placement...