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Eightsome reeling

A whitewash, a snowball, a total annihilation! Our wonderful team of eight win the highly coveted Kubota Challenge matches at The Belfry by a record breaking eight to nil

A Story to tell

From a shortlist of 13, Silloth on Solway's Brian Story is selected as TORO/PGA European Tour Student Greenkeeper of the Year. As one commentator puts it, however, it was a contest with no losers

How green is your golf course?

The STRI's ecologist, Robert Taylor, offers some general ground rules, whilst looking particularly at heathland ecological management.

All dressed up for the ball

'A little bit of what they fancy does them good,' is the top dressing advice now increasingly followed by greenkeepers in the know. Peter Jefford extols the virtue of top dressing.

Who's in line for top title?

Which of the featured finalists will become the next ICI Premier Greenkeeper? We look at the line-up.

DEPARTMENTS

Faces and Places

A round up of movements within the greenkeeping industry, plus BIGGA's recommended wage/salary scale for 1992.

Flying Divots

Our man in the know passes on the titbits which are too good to miss.

Around the Green

News and views from correspondents throughout the Association.

Advertising Features

The TORO/PGA European Tour Student Greenkeeper of the Year: Silloth's Brian Story.

COVER PICTURE:

Greenkeeper International November 1991
Announcing the 1992 BIGGA membership
Do your bit for a brighter future – complete the application card

There are now over 4,000 BIGGA members:

You get all this...

- Monthly copies of Greenkeeper International – the Association’s own high quality colour magazine and essential reading.
- Full legal advisory service including legal helpline card.
- Full employment cover, full personal injury cover, pursuit of civil claims by the insured for damages, specific performance or injunction arising from or out of: a) a contract of employment or b) death or personal injury of the insured from any claim.
- Personal accident cover – enhanced for 1992 and will provide the following capital sums: Death – £5,000. Permanent total disablement – £5,000. Permanent total loss of sight of one or both eyes – £5,000. Permanent total loss of hearing of both ears – £2,500. Permanent total loss of hearing of one ear – £500. Permanent total loss of one or more limbs – £5,000. There is also cover for permanent loss by physical separation of thumb, finger or toe.
- Members suffering temporary total disablement in excess of seven days will receive a weekly income of £35 for a maximum of 104 weeks – options to increase benefits are available.
- Use the Association’s placement referral scheme, to keep up to date with the employment scene.
- Utilise BIGGA’s services for expert advice on financial management – our consultants will advise on mortgages, investments, life, household, private medical and motor insurance. Don’t forget the BIGGA Personal Pension plan.
- Take advantage of reduced delegate fees at the BIGGA Turf Management Exhibition and National Education Conference as well as regional seminars.
- BIGGA is international – all items in the membership package are available to members both in the Republic of Ireland and internationally. (International users of the legal helpline card should note that advice will relate to

Picture this: the NEW BIGGA membership card requires YOUR photo – see over for details
Now surely is the time to enhance your personal future by joining or renewing your membership of an Association whereby you can improve yourself professionally.

Through membership you can enjoy the rights, privileges and benefits of being part of BIGGA.

A strong, professional organisation waits to welcome you.

For less than £1 a week...
The Board of Management has approved the subscriptions for 1992 as indicated below:

New members in 1992 | Current members if paying before 31st January 1992
---|---
Course Manager/Head Greenkeeper | £50.00 | £45.00
Deputy Course Manager/Deputy Head Greenkeeper | £45.00 | £40.00
First Assistant/Assistant Greenkeeper | £39.00 | £36.00
20 years of age or under | £26.00 | £23.00
International - all greenkeeping staff | £48.00
Associate/Company (including one year's subscription to Greenkeeper International) | £45.00
Associate/Company without magazine | £20.00
Corporate | £525.00

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

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.

1991 members will be invoiced for subscriptions due prior to 1st January 1992. If you have not received your renewal notice by the end of December, please contact Headquarters.

Those enrolling in the Associate/Company membership category will be encouraged to play a full part in the Association's affairs. Associate members will be those having a close interest in greenkeeping without being specifically employed as greenkeepers. As such this category of membership will be of interest to Chairmen of Green Committees, Club Secretaries, Golf Course Architects and Constructors and many others with a close affinity to greenkeeping. Company membership is available on an individual or corporate basis and will be of interest to those employed within the fine turf industries.

Individual membership cards will be issued and will entitle the member to participate in all national, regional and section events authorised by the Association.

Holders of Associate and Company membership cards are not entitled to use their cards to seek courtesy of the golf course.

Delegate fees at both the BIGGA Turf Management Exhibition and National Education Conference, as well as at Regional seminars, will be offered to Associate and Company members at a discounted rate. Whilst many members may wish to identify with a particular local section or region, members are able to participate nationally if they so wish. They will be allocated to the section covering the geographical area in which they reside.

All Associate/Company members (with the exception of those Associate members in the £20 category) will receive each month a copy of Greenkeeper International, the Association's official publication and essential reading for those involved with or interested in greenkeeping.

A special Corporate rate is available for those companies wishing to enrol an unlimited number of their staff as members of the Association and individual membership cards will be issued. In recognition of their support of the greenkeeping profession, BIGGA will be presenting an annual plaque.

IMPORTANT - All greenkeeper members will be required to obtain a passport size photograph to validate their 1992 membership cards. The design of the new card allows for the photograph to be sealed, thereby giving proof of identity. BIGGA's Board of Management considers this innovation to be essential in preventing any possible misuse of membership cards particularly in relation to seeking courtesy of the golf course. Photographs are to be affixed by members personally on receipt of their membership card and should not be sent to Headquarters office.

WHERE DOES MY MONEY GO?

A breakdown of the 1992 membership package shows the following allocations:

- Personal Accident Insurance Cover: £3.75
- Legal Advisory Service/Employment Cover/Personal Injury Cover: £5.00
- Membership Card: £0.45
- Retainer fees (Regional Administrators/Section Secretaries): £3.46
- Subscription refund to Regions/Sections: £5.55

Total: £18.21

Each new member receives an Association tie – £4.50 or in the case of lady members a headscarf and stickpin – £4.95 and £1.10 respectively.

The balance of subscriptions is utilised to partially offset the running costs of the Association for which substantial additional income has to be sought from other sources.

Members also receive Greenkeeper International magazine – current annual subscription rate £29.00.

Together with discretionary courtesy of the golf course for greenkeeper members, the membership package represents great value for money.

In addition to practical benefits, consider the professional benefits of BIGGA membership...
Who and what are moving on and moving in, in the greenkeeping industry

The American lawncare specialists, O. M. Scott and Sons Ltd., US market leaders in lawncare products with over £500 million annual turnover and a market share of 43%, have entered the UK market. They have appointed Dave King as Sales Director of their new UK headquarters in Canock, Staffs. Dave will co-ordinate marketing strategy and be highlighting sales opportunities across the UK.

News from Gordon Moir tells of Willie Milton's retirement as Head Greenkeeper, Downfield GC., having been at the Club since the course was constructed in the fifties. Willie was a stalwart member of the North Scotland section, being chairman, secretary and treasurer at various times. In joining with the section in sending good wishes to Willie in his retirement, we also offer his successor, Ian Menzies, our hearty congratulations.

Congratulations to Mark Osborne from Longcliffe GC on his marriage to Mary Smith. Walter Cole ('Old Wrinkly') has reached his retirement, we also offer his successor, Ian Menzies, our hearty congratulations.

Tony McLure of Whickham GC has won the Northern Amateur Masters title again, having captured this prestigious annual 36 hole competition by qualifying through 24 rounds of play since May. The event is open to category one players only.

A 31 year association comes to an end with the departure of Jim Parker from the company that bears his name. T. Parker & Sons (Turf Management) Ltd was sold to the Moyes Stevens Group in May 1990, with Jim retained by the new owners as M.D. on a 12 month contract. Although this contract expired earlier in the year, Jim stayed on until the IOG Show, after which his association ended. With various ideas under consideration, Jim has no definite plans as to whether he will remain in the turf care industry, but hopes to maintain contact with his many friends in the business.

Whilst still at Harlech competing in The BIGGA/ICI Nationals, John Borja received news from Clive Smith that Hawthorn Hill Golf Centre had been sold to a Japanese company - Bluebird Hills UK - and although John could have stayed on, Clive wanted him to move with the Clive Smith Leisure Group. John is now in charge of construction at Sedburgh GC, who shortly transfer to the new course.

The Association has updated its recommended minimum salary/wages scale, although actual figures remain the subject of negotiation between the Golf Club and Greenkeeping staff. The quoted rates apply from 1st January 1992.

<table>
<thead>
<tr>
<th>18 Holes</th>
<th>27 Holes</th>
<th>36 Holes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Manager/ Head Greenkeeper</td>
<td>£17,440 pa</td>
<td>£19,020 pa</td>
</tr>
<tr>
<td>Deputy Course Manager</td>
<td>£12,590 pa</td>
<td>£13,715 pa</td>
</tr>
<tr>
<td>Deputy Head Greenkeeper</td>
<td>£209.30 pw</td>
<td>£209.30 pw</td>
</tr>
<tr>
<td>First Assistant</td>
<td>£196.70 pw</td>
<td>£196.70 pw</td>
</tr>
<tr>
<td>Apprentice Greenkeeper (All Courses) Age 16/17 - £98.35 pw; Age 18 - £122.95 pw; Age 19 - £147.55pw; Age 20 - £172.15 pw; Age 21+ - £196.70 pw.</td>
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</table>

NB: Where appropriate these rates should be increased to reflect Regional variations up to a maximum of 24% in the South East region.

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 appropriate Deputy Course Manager/Deputy Head Greenkeeper salary scale should apply.

NB: Staff in possession of recognised qualifications should have this reflected in an addition to basic salary.

- The news that Geoff Hodson (right) of Lindum Turf is to once again sponsor the BIGGA National Education Conference in March has been greeted in all quarters with great enthusiasm. The highly successful 1991 Conference in York was also sponsored by Lindum Turf and with their additional support for 1992 now confirmed, we are sure the '92 conference will be an even greater success.

Lindum Turf back Education Conference

Pine Ridge Golf Centre, Camberley, with the title of Golf Course Development Manager. Greenkeeper International wish him well - it couldn't happen to a finer man.

Supaturf Products Ltd have appointed Steve Philpott as Area Sales Manager for the South-West region - essentially covering South Wales and the South West - and responsible for sales of Supaturf's range of Top Line marking systems.

'God must have destined this site as a golf course'. How many times have we heard that sentiment echoed, I wonder? But in the case of the new Sedburgh course, opened last month in the very heart of the Yorkshire Dales National Park, the claim has an absolute ring of truth.

The first (and probably the last) course to be approved in a National Park, the construction was not without detractors, notably the 'Rochdale Cowboy', Mike Harding, who lobbied parliament. All the more credit then to the farming Wilson's and Handley's for perseverance in ensuring that this stirring piece of God's acreage is now a golf course of true magnificence.

What has made this such a success can be summed up ecologically as total empathy with nature. Few trees were removed, only minimal land movement was considered necessary and - a huge blessing - the land is bone dry minutes after any downpour.

So good fortune to them and the good members of the old Sedburgh GC, who shortly transfer to the new course.

The BIGGA recommended minimum salary/wages scale

<table>
<thead>
<tr>
<th>Age 21+-</th>
<th>£196.70 pw</th>
</tr>
</thead>
<tbody>
<tr>
<td>£196.70 pw</td>
<td>£209.30 pw</td>
</tr>
</tbody>
</table>

Basic conditions of employment should include:

1. Where accommodation is provided by the Club, it should be rent free with heating/lighting costs borne by the Club. The Club should compensate for Poll Tax liability.
2. Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary should be paid.
3. 40 hour week.
4. Retirement Pension Scheme.
5. Telephone costs on Club business.
6. Milice allowance.
7. Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
8. If not salaried, basic overtime to be paid at time and a half, with double time on Sundays and Statutory Holidays.
The art of greenkeeping, according to ROBERT TAYLOR, relies on a dedicated approach to work – and with green issues a top priority, now much more than ever before.

It is estimated there are in the region of 2,100 golf courses established or being established throughout Great Britain, amounting to over 120,000 hectares of land. The terrain and vegetation classifications on which such golf courses are situated varies from heathland/moorland, parkland (predominantly broad-leaved or coniferous woodland and grasslands) through to the sand dunes and slacks of maritime or links courses.

It is also estimated that only two to three hectares of the course – i.e. the putting and teeing areas – are or should be intensively managed. The fairways, excluding carry but including the greens collars, surrounds and bunkers etc., may total up to 17 hectares leaving up to 40 hectares (on an average course) which can be divided between deep rough, semi rough and the fairway carries. Indeed, the deep rough alone may occupy up to 40% of the total land, depending upon the course standard. Thus, working on the lowest figures, up to 42,000 hectares of rough is represented within the nation's golf resource.

Small wonder, therefore, that where very little time and resource is given to this land criticisms highlighting the 'selfish use' are resulting in harm to the sport, especially where planning applications for further development are submitted.

Definitions
The concept of rough and the need for its management are not always immediately understood. In the rules of golf the term 'rough' is not specifically defined but is included in 'through the green'. The latter is taken to include fairways.

Ideally the rough and the management thereof should include all the areas of the course surrounding the green, tee and fairway of each hole. Any rough management programme should consider the range of vegetation associations such as the various forms of grassland, the woodlands, copses and shelter screens, the heath (or heather dominated communities) and the water features including ponds, lakes, dykes and drainage ditches.

Ecological management of the golf course should not be thought of strictly as 'rough management'. The fairways, bunker mounding and surrounds situated on suitable nutrient poor soil types may often be included. Indeed several have been designated with the status of Site of Special Scientific Interest (SSSI), and may be severely damaged by insensitive management operations. Incorrect management can lead to a fairly rapid change in the species composition and the loss of desirable herb and grass species from the sward. Such areas would form part of the overall ecological management programme.

Management objectives
Ideally an initial survey of the course should be undertaken to determine both the present vegetation associations and the type of management necessary to enhance or retain the existing character. Within the survey it may be useful to assess the history of the site with respect to possible successions or the change in vegetation and species abundance. This is often helpful in highlighting particular problems which can then be addressed.

A certain amount of expertise is required when evaluating a particular golf course site. On a heathland course, for example, it would be wrong to encourage management toward great species diversity. The development for diversity for its own sake is rarely a wise conservation goal and is certainly inappropriate on heathland. Diversity here would invariably result in the reduction of those characteristics and species of greatest importance. It is important that the appraisal be carried out by a competent ecologist experienced in the game of golf, one sympathetic to the needs and priorities of the sport.

The data and results obtained from such a site inspection should be drawn together and encompassed in a 'Plan of Action' for the course. Such a document should outline an appropriate management strategy taking into account all areas of the course and the varying habitat types present. The plan must consider the requirements of golf (the strategy and character of each hole) and the ecological needs in

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The Registrar, Warwickshire College of Agriculture, Moreton Morrell, Warwick CV35 9BL. Tel: 0926 651367
order to ensure the continued survival of common and scarce species present. The plan must offer a practical and workable strategy, giving due consideration to the financial and labour resources of the Club and the availability of machinery to undertake many of the operations that may be recommended. It may be that expensive machinery is required for certain operations and this may involve either hire or outright purchase.

Timing of such work is in many cases critical on a golf course, complicated perhaps by a range of other pending priorities with which the greenkeeper is faced. Also integral with the timing is the actual phasing of such works. Much will depend on the amount of work to be carried out, but splitting the work up over several years does minimise course disturbance. Similarly, working one area of the course at a time will result in less disturbance than an approach where work is scattered around the course. Phasing the work over discreet areas will indirectly have certain ecological benefits, by maintaining a series of different habitats which are all at different stages in their life cycle.

Management

It is not feasible in an article of this length to discuss in depth the management of all habitat types encountered by the greenkeeper on his course. I have therefore concentrated my efforts to exemplify the ground rules for management on just one major habitat type, that of heathlands. Future articles will discuss the ground rules for management of woodlands and grassland, as encountered on parkland and downland courses, and the very exposed coastal maritime or links courses.

Heathlands: Although heathland courses have a strong air of wilderness about them - giving a serious impression of naturalness - they are in fact totally 'man-made'. Evidence from pollen analyses suggests they were once wooded and were cleared in the Bronze Age in respect of the continuing population expansions that were then occurring. Heathlands tend to be caught in an aggressive process of tree/scrub re-invasion and reversion back to original woodland condition.

Constant management, ie. grazing and fodder harvesting etc., has largely maintained the heath condition, though on golf courses traditional processes have ceased to such an extent that the spread of bracken, rhododendron, birch and pine scrub are all altering the character of the heathland course. The scale of the task on many courses is so substantial that a phased programme of reinstatement and restoration over several years should be considered.

It would be sensible at the outset to concentrate management in those areas of new scrub colonisation, in order to avert the need for more expensive action at a later stage. Clearance of both pine and birch is a physical process which due to past neglect may involve a large labour input. Following physical lifting, all cut material should be removed from the site to prevent any return of nutrients to the soil. Birch stumps remaining should be treated with an approved herbicide to prevent their re-growth.

Rhododendron is a very invasive component of many heathland courses and is best removed by winching (especially on sandy soils) or by cutting and chemical treatment. Cut stumps should be drilled and filled with an approved herbicide.

Bracken eradication is timing dependent, with Asulam sprayed over the young, dry fronts in mid July to mid August being possibly the most efficient technique. If applied correctly in dry conditions, allowing 36 hours between rainy spells and where wind speeds are between 1-3, underlying heather should not be adversely affected.

Heather, normally the dominant species on the heathland courses, is often sadly neglected and is therefore usually old and beyond its capacity to regenerate vegetatively, or is being outcompeted by more aggressive grass species. Management to reinstate areas where the heather has become very 'leggy' will involve cutting the sward to ground level or a heavy-duty vertical flail with collecting hopper. In a recent series of heather trials conducted by the STRI we used an Amazone Groundkeeper, which proved to be most satisfactory.

Burning is an option, but has a fairly restricted application on the golf course. Much depends on a fast burn at an appropriate temperature, with these conditions being quite exacting and difficult to achieve. Should you consider this option it is ideally carried out in February, with the action becoming unlawful after the end of March.

Cutting management is best undertaken between November and March, preferably after seed set, but not in adverse weather conditions. Competition from productive grass species is a problem, particularly on those courses lying on dry nutrient poor sand and still recovering from the onslaught of the previous two years of drought. In such cases grass invasion should be controlled through an integrated programme of scarification and selective herbicide treatment, though it should be noted that the scarification procedure may temporarily inhibit the heather, but this should recover with the passage of time.

Conclusion

Greenkeeping in the 1990s is both an exacting science and an art. Understanding the management ground rules for putting and teeing surfaces requires a very dedicated specialism - as we progress into an era where environmental conservation is taking an overriding precedence in our societies sociology. Then the specialism of rough management will increasingly present itself to the greenkeeper, his workforce and to the Club as a whole. The STRI is now, through its research and consultancy services, heavily committed to the restoration of heathland courses and welcomes requests for advice and guidance.
These easy-selection full colour guides to the finest sports and amenity grass seed ranges are the latest addition to the Johnsons 'J Team'. Covering sport and amenity mixtures, landscaping, reclamation mixtures, wild flowers, turf production and golf courses they give step-by-step information on choosing the right mixture for the right usage at the right time.

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