The efficiency of today's highly engineered lawn mowers and quality of cut can only be maintained with correct and accurate grinding of their cylinders and blades.

The 'Leader' range of grinders not only achieves this but offers many features unequalled on any other machine, making them the ultimate in lawn mower grinders.

At the heart of a 'Leader' is a solid free standing frame with a cast iron bed and 2" precision ground guide rails that ensures an accuracy of less than 0.005" in 30 inch in straightness, whether grinding insitu or out of frame.

Coupled with this, great emphasis has been placed upon operator safety with a self contained coolant system, fully enclosed canopy that reduces noise and dust levels to a minimum and safety cut out devises that allow the operator to leave the machine whilst on automatic operation with absolute confidence.

For a demonstration and further details contact:— Linda Adams
PRE-REGISTRATION CARD

BTME
BIGGA Turf Management Exhibition and Seminar Programme 1993

20-22 JANUARY 1993, HARROGATE

THE PREMIER EXHIBITION FOR
THE FINE TURF INDUSTRIES

- Complete and return this card to pre-register for BTME. This helps cut the queues and means you can quickly collect your catalogue and identification badge which will be waiting for you at the entrance.

FREE PRIZE DRAW - On receipt of your completed card, you will be entered in a free prize draw. You could win top quality BIGGA merchandise of your choice!

1st prize: £100-worth; 2nd prize £60-worth; 3rd prize: £40-worth.
Draw will be made on the Wednesday; prizes must be collected during the Exhibition.

Name .................................................................
Job Title ...............................................................
Address of Employer ..................................................

Post Code .............................................................

Please also send me details of the Seminar Programme (commences 18 January 1993) .......................................(tick) □
Passion of Portmarnock

Iain Ritchie the man in charge of the jewel in Ireland's crown. David White learns how this championship course manages to keep its enviable sparkle

Only a Winter's Tale

Veteran agronomist Jim Arthur discusses whys and wherefores of temporary greens

Testing, testing

Points to consider when making up plans for spring fertiliser application

Countdown to BTME

We're now only weeks away from the fine turf industries' premier event and in a special, in-depth preview we look at what's on offer, why you should attend - and when to get there to see the VIP opening ceremony

DEPARTMENTS

Faces and places

How a BIGGA first aid course was spectacularly well-timed... the head greenkeeper with a love of motorbikes... and all the latest news

Flying Divots

Around the Green

How a BIGGA first aid course was spectacularly well-timed... the head greenkeeper with a love of motorbikes... and all the latest news

BTME

The BIGGA Turf Management Exhibition and Seminar Programme is now only weeks away. Contact Debbie Savage straight away on 03473 581 and find out how your company can still take part.
TRAVEL WITH BIGGA to the Golf Course Superintendents Association of America's prestigious annual Conference and Show next January – and while you're there, enjoy the holiday of a lifetime!

If you're ready to catch the magic, Anaheim, California, is ready for you! BIGGA has this year joined forces with Thomas Cook to transport you to 'The Magic Kingdom', with the option of a four day trip to San Diego after the GCSAA Conference – sun, sand and surf! We have this year chosen two outstanding luxury hotels:

- The Anaheim Hilton and Towers, a superior first class hotel, is situated 50 feet from the Anaheim Convention Center and two blocks from Disneyland. Guest rooms have climate control, colour cable TV and radio. There is an outdoor heated pool and four jacuzzis, full health club with sauna, massage, tanning beds, steam room, exercise equipment and aerobics, games room, and beauty salon. There's also a vast range of entertainment and dining facilities – sample Italian, Japanese and of course Californian cuisine.

- The Hyatt Islandia, another superior first class hotel in San Diego, located on Mission Bay. Guest rooms are air-conditioned with private bath, remote-control colour cable TV, radio and phone. The Islandia Bar and Grill offers fine Mediterranean cuisine with bay views at lunch, dinner and Sunday brunch. There is a heated outdoor pool, whirlpool, tennis courts, sail boat rentals, windsurfing, water-skiing, snorkeling, scuba diving and parasailing and whale watching (in season!)

Details of the GCSAA programme will be available from headquarters at a later date.

- Package 1
  25th January to 5th February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  6 nights Anaheim Hilton – 25th January - 31st January
  Transfer to San Diego – 31st January
  4 nights Hyatt Islandia – 31st January - 4th February
  Transfer to Los Angeles Airport
  Los Angeles/Gatwick on Virgin Atlantic – 4th February (to arrive in UK on 5th)
  Cost: Twin Room £424 per person
  Cost: Single Room £236 per person
  Insurance: Anaheim/San Diego £42.95
  Anaheim only £34.80

- Package 2
  25th January to 1st February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  7 nights Anaheim Hilton – 25th January - 1st February
  Transfer to Airport
  Los Angeles/Gatwick on Virgin Atlantic – 1st February (to arrive in UK on 2nd)
  Cost: Twin Room £589 per person
  Cost: Single Room £1,004 per person.

If you're ready to catch the magic, Anaheim, California, is ready for you! BIGGA has this year joined forces with Thomas Cook to transport you to 'The Magic Kingdom', with the option of a four day trip to San Diego after the GCSAA Conference – sun, sand and surf! We have this year chosen two outstanding luxury hotels:

- The Anaheim Hilton and Towers, a superior first class hotel, is situated 50 feet from the Anaheim Convention Center and two blocks from Disneyland. Guest rooms have climate control, colour cable TV and radio. There is an outdoor heated pool and four jacuzzis, full health club with sauna, massage, tanning beds, steam room, exercise equipment and aerobics, games room, and beauty salon. There's also a vast range of entertainment and dining facilities – sample Italian, Japanese and of course Californian cuisine.

- The Hyatt Islandia, another superior first class hotel in San Diego, located on Mission Bay. Guest rooms are air-conditioned with private bath, remote-control colour cable TV, radio and phone. The Islandia Bar and Grill offers fine Mediterranean cuisine with bay views at lunch, dinner and Sunday brunch. There is a heated outdoor pool, whirlpool, tennis courts, sail boat rentals, windsurfing, water-skiing, snorkeling, scuba diving and parasailing and whale watching (in season!).

Details of the GCSAA programme will be available from headquarters at a later date.

- Package 1
  25th January to 5th February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  6 nights Anaheim Hilton – 25th January - 31st January
  Transfer to San Diego – 31st January
  4 nights Hyatt Islandia – 31st January - 4th February
  Transfer to Los Angeles Airport
  Los Angeles/Gatwick on Virgin Atlantic – 4th February (to arrive in UK on 5th)
  Cost: Twin Room £424 per person
  Cost: Single Room £236 per person
  Insurance: Anaheim/San Diego £42.95
  Anaheim only £34.80

- Package 2
  25th January to 1st February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  7 nights Anaheim Hilton – 25th January - 1st February
  Transfer to Airport
  Los Angeles/Gatwick on Virgin Atlantic – 1st February (to arrive in UK on 2nd)
  Cost: Twin Room £589 per person
  Cost: Single Room £1,004 per person.

Details of the GCSAA programme will be available from headquarters at a later date.

- Package 1
  25th January to 5th February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  6 nights Anaheim Hilton – 25th January - 31st January
  Transfer to San Diego – 31st January
  4 nights Hyatt Islandia – 31st January - 4th February
  Transfer to Los Angeles Airport
  Los Angeles/Gatwick on Virgin Atlantic – 4th February (to arrive in UK on 5th)
  Cost: Twin Room £424 per person
  Cost: Single Room £236 per person
  Insurance: Anaheim/San Diego £42.95
  Anaheim only £34.80

- Package 2
  25th January to 1st February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  7 nights Anaheim Hilton – 25th January - 1st February
  Transfer to Airport
  Los Angeles/Gatwick on Virgin Atlantic – 1st February (to arrive in UK on 2nd)
  Cost: Twin Room £589 per person
  Cost: Single Room £1,004 per person.

Details of the GCSAA programme will be available from headquarters at a later date.

- Package 1
  25th January to 5th February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  6 nights Anaheim Hilton – 25th January - 31st January
  Transfer to San Diego – 31st January
  4 nights Hyatt Islandia – 31st January - 4th February
  Transfer to Los Angeles Airport
  Los Angeles/Gatwick on Virgin Atlantic – 4th February (to arrive in UK on 5th)
  Cost: Twin Room £424 per person
  Cost: Single Room £236 per person
  Insurance: Anaheim/San Diego £42.95
  Anaheim only £34.80

- Package 2
  25th January to 1st February 1993
  London Gatwick/Los Angeles on Virgin Atlantic – 25th January
  Transfer to Anaheim Hilton
  7 nights Anaheim Hilton – 25th January - 1st February
  Transfer to Airport
  Los Angeles/Gatwick on Virgin Atlantic – 1st February (to arrive in UK on 2nd)
  Cost: Twin Room £589 per person
  Cost: Single Room £1,004 per person.

Please return to BIGGA, Aldwark Manor, Aldwark, Alne, York YO6 2IMF

NAME(S) OF ADDITIONAL PASSENGERS: ____________________________

I shall/shall not* require Insurance

Total enclosed: £________

*Please indicate. Insurance: Anaheim/San Diego £42.95 • Anaheim only £34.80

CANCELLATION PROCEDURE
If cancelled more than 42 days before departure date: cancellation charge will be the deposit; 42-29 days before departure: 30% of total holiday cost; 14-4 days before departure: 55% of total holiday cost. No refund for non-appearance. Under certain circumstances, cancellation charges are covered by the comprehensive travel insurance policy. As cover is provided by the comprehensive travel insurance policy. As cover is provided by

JOHN TURNER
President, Boldmere Golf Club
Sutton Coldfield.

- My understanding is that Birmingham City Council use outside contractors for sport and leisure management, which under CCT has the worst national failure rate of any service. With councils keen on privatisation in the vanguard, private firms won 41% of such contracts. However, according to statistics published in March, 37% went bust or were sacked, and a further 7% had problems. There have been no in-house failures reported. – editor.

Please, through the pages of your magazine, help us to bring these courses into the spotlight.

If you're ready to catch the magic, Anaheim, California, is ready for you! BIGGA has this year joined forces with Thomas Cook to transport you to 'The Magic Kingdom', with the option of a four day trip to San Diego after the GCSAA Conference – sun, sand and surf! We have this year chosen two outstanding luxury hotels:

- The Anaheim Hilton and Towers, a superior first class hotel, is situated 50 feet from the Anaheim Convention Center and two blocks from Disneyland. Guest rooms have climate control, colour cable TV and radio. There is an outdoor heated pool and four jacuzzis, full health club with sauna, massage, tanning beds, steam room, exercise equipment and aerobics, games room, and beauty salon. There's also a vast range of entertainment and dining facilities – sample Italian, Japanese and of course Californian cuisine.

- The Hyatt Islandia, another superior first class hotel in San Diego, located on Mission Bay. Guest rooms are air-conditioned with private bath, remote-control colour cable TV, radio and phone. The Islandia Bar and Grill offers fine Mediterranean cuisine with bay views at lunch, dinner and Sunday brunch. There is a heated outdoor pool, whirlpool, tennis courts, sail boat rentals, windsurfing, water-skiing, snorkeling, scuba diving and parasailing and whale watching (in season!).

Details of the GCSAA programme will be available from headquarters at a later date.
Who and what are moving on and moving in, in the greenkeeping industry

Peter Solski, just days after returning from a detailed first aid course staged at Aldwark Manor, was able to put his new skills to the acid test. Peter's ten year old son was found choking, face turning blue and seconds away from unconsciousness. 'You never know when such an emergency might arise', said Peter, 'but I do know that before acquiring first aid skills I would have panicked — as it was, I fell easily into action and was able to save my son from what might have been a disaster'.

Chigwell man, Richard Heaslip, has been appointed head greenkeeper at Epping Forest G&CC, his task to grow in and maintain the recently added 18 hole Championship course. Richard joins Epping Forest after 30 years at the very popular Hainault Forest municipal course. There he gained considerable experience maintaining the 36 holes which are estimated to take 140,000 rounds a year. In his spare time Richard's main passion is restoring old motorcycles and the pride of his collection is a 1947 Scott Flying Squirrel.

Rolawn has re-organised its management structure, with sales and marketing roles combined under Terry Ryan, who has joined Rolawn from a career in building materials distribution. He takes up the new post of general manager (sales), replacing directors, Rachel Semlyen and Guy Longbottom. In a statement issued by Ken Dawson, founder and MD, he said, 'Both Rachel and Guy have a record of achievement and innovation with the company and have played key roles in the development of Rolawn into a nationwide and European business. I am pleased to say that in an independent capacity they very much intend to continue to be associated with the company'.

Mike Lincoln-Smith has been appointed as sales territory manager for Hayter Beaver in East Anglia and the London area, responsible for promoting the company's range of professional grass cutting equipment. Already a familiar face in the industry, Mike is a member of BIGGA and worked for ten years with Turner International and for the last six years with Ransomes.

My spies tell me that Jon Allbutt has taken up golf. The southpaw consultant lecturer was seen recently taking lessons from the pro at Aldwark Manor and is quoted as having a 'picture swing' — which picture I wonder, 'Nightmare Alley'?

A world first has been achieved in the construction of the newly opened Slinfold Park G&CC in West Sussex. Incorporating a members-only 18 hole course together with a pay-and-play nine hole course and driving range, Slinfold Park's nine hole course is the first to install the Netlon Advanced Turf System on all tees and greens. In addition, the superior grass establishment afforded by Netlon Advanced Turf has enabled the nine-hole public course to be opened less than a year after construction work began. The members only course, which also has Netlon Advanced Turf tees, will be completed soon.

One of the six winners of Barenbrug's competition to identify a number of common grass species, recently staged at the IoG show, was Mike Mercer, head greenkeeper at Southport & Ainsdale GC. Richard Aitken of Aitken's Sportsturf Design Associates to set up a professional agronomist to the STRI for some 15 years, is leaving the Institute on 31 January and will join Professional Sportsturf Design Associates to set up and run a golf-only advisory service. David is best known for his work as the consultant agronomist to the R&A Championship Committee, a task he has tackled with great professionalism over the past five Open Championships.

Kubota (UK) Ltd. has appointed Steve Gooch as the new Northern Region demonstrator. Operating from the Kubota unit at the Lancashire College of Agriculture, Stephen will work across the Northern counties demonstrating Kubota's tractor and power product ranges. Prior to joining Kubota, Stephen was a head groundsman and greenkeeper, involved in the care of cricket, rugby and football pitches, together with a bowling green, tennis courts and a golf course.

GC is a long standing customer of Aitken Sportsturf, which distributes Barenbrug's quality grass seeds throughout the North of England and Scotland.

The 1992 winner of the Kubota (UK) Cup for best machinery student at Lancashire College of Agriculture is 23 year old Peter John Bradburn. He is pictured receiving his prize at the colleges' annual award ceremony from Russell Mellor, Kubota's Northern Region sales manager. A student on the National Diploma in Turf Science and Sportsground Management, Peter received a distinction following a three year full time course at the college.

In a year of recession, Lloyds of Letchworth Ltd has not only introduced a new and expanded product range, they have also strengthened their sales force. The latest representative to join the company is Gw ylim Thomas, whose new territory includes the south of England and Wales. His appointment finalises Lloyds' plan to have total coverage of the UK.

Kubota (UK) Ltd. has appointed Stephen Gooch as the new Northern Region demonstrator.
Surely the best way to invest in the future is to invest in people. Training and education are the greatest motivating factors. A more articulate and educated workforce will inevitably lead to greater rewards and an awareness and recognition of the greenkeepers profession.

The Greenkeepers Training Scheme has appointed 13 colleges in Britain and Ireland as Centres of Excellence for Golf Greenkeeper Training, at Craft Supervisory and Management levels.
Fund's success means two new projects in 1993

Berks, Bucks and Oxon and South Coast are the latest Sections to fully be established during 1992. Executive Director Neil Thomas commented: "I am particularly pleased to receive these contributions which show the determination at local level to support a fund with the specific purpose of increasing and improving the educational and training opportunities available to greenkeepers."

Confirming that the fund has passed the £60,000 mark during 1992, Neil Thomas added: "The response from the industry and our members has enabled the Board of Management to proceed with two major projects during 1993. The production of a career video is much needed and will be targeted at schools and colleges to attract new recruits and to disseminate knowledge of the profession of greenkeeping. The establishing of a Scholarship Awards Scheme will enable the Association to offer financial support to selected student during their college courses. Both initiatives are exciting and a further example of BIGGA's commitment to educational and training programmes and the furtherance of the profes..."
Without proper qualifications you will not get the job you want. How often have you heard that statement? Usually the words come from one's father or a careers officer at school - in most cases the proclamation is true. At very least, a qualification will open doors to the obtaining of a job.

In my view however, to do that job properly; effectively and therefore successfully, what is required above all else is practical training - on site; on course; down to earth, common sense training in the place where you work.

Too many golf course managers fail to take the time to ensure that such in-house training is given top priority. As managers we undoubtedly suffer because of it. We do not communicate enough with our staff. We do not delegate enough and because of this we do our staff an injustice by not allowing them to learn and thus better themselves. In this article I am expressing my own views on the subject - the importance of which cannot be overstated.

Without the proper in-house training and management of staff, greenkeeping and golf course management as a profession (I firmly believe it is a profession) will not grow in the way in which every concerned greenkeeper would wish.

Some five years ago Letchworth Golf Club employed me as their course manager and gave me the opportunity to manage totally (something which I believe we should all do). Given that remit I knew from past experience that if I was to be in any way successful, training (particularly in-house) would have to be my number one priority.

The old saying 'you are only as good as your staff' is particularly true in golf course management. For those who have the opportunity to manage, I hope the following common sense approach to training may be of some assistance.

**Communication**

To begin, you must communicate with your employers as well as your staff. This may seem all too elementary, but in making sure they know what you are trying to achieve they will (or should) give you full backing. In most golf clubs the people you talk too will be successful businessmen and will therefore understand the importance of training.

You must also communicate with your staff - if you do not you will not succeed. Listed here are a few simple systems we use at Letchworth.

Notice board in mess room/workshop - A listing (for all staff to see and check on a daily basis)
- visiting golf society dates and tee-off times
- all matches
- overtime sheet
- safety policy statement
- winter programme (when applicable)
- articles of interest
- insurance liability
- weekly updates on visiting societies.

Yearly planner number one
- Competition dates
- other important dates
- Bank holidays
- all matches as a cross check (even our club secretaries get it wrong sometimes).

Yearly planner number two
- All staff summer and winter holidays (decided in early January of each year)
- spring and autumn renovation dates
- educational conferences, eg. BTME at Harrogate and IoG show.

**Annual staff assessments**

This is where you sit down with each member of staff individually and discuss their progress as you see it. You can relate what is expected of them in the future and, of equal importance, allow them to voice their opinion of you. This may not be something we will necessarily enjoy but we must remember that we are learning as well. The staff assessment is a splendid opportunity to declare salary increases and benefits that have been earned, for in the small staff set-up that is typical of most golf club's there will invariably be some occasional friction. I have found this assessment system to be invaluable in clearing up misunderstandings. The staff welcome such a system - they gain a clear understanding on where they stand and equally are given an opportunity to question your management techniques, which I feel is important.

A major part of any training is making sure that your staff learn about themselves; their workmates; colleagues, and other golf courses. I firmly advocate outside visits to venues such as the IoG show (all staff), BTGA golf outings and lectures (selected staff), management courses at Aldwark and the BTME at Harrogate (selected staff). It is important that my staff have a much wider view of life than an 18 hole parkland course in North Hertfordshire. On that point, even our annual Christmas luncheon is held away from the clubhouse, thus allowing for a modest letting down of hair! All these visits are financed by the golf club. They do not go without proper outlay required.

Although 'in-house' is the part of training I feel most strongly about, I cannot overlook the importance the college (BTGA approved, I hasten to add) plays in my overall thinking and strategy. I am particularly pleased to sit on a liaison committee at Oaklands College, St Albans, where greenkeeper training is discussed. This college has now recruited an ex-course manager as a full-time lecturer. Not satisfied with that progression alone, they are also attracting local practicing golf course managers to attend the college and speak to student greenkeepers. Thus, at least at Oaklands, the days are gone when a lecturer might teach students opposite views and working strategies to those held by the head greenkeeper. All this adds up to excellent training and bodes extremely well for the future.

Apart from myself, there are six staff at Letchworth, all of whom play an important part in our overall success. It is important to point out that there have been no staff changes over the past five years save for one retirement (and even he came back again!). The following thumb-nail sketches will serve to colour the picture:

Brian Allbonly is my deputy course manager and has 23 years service. Brian worked under the capable direction of his father - until I came and turned everything upside down! He responded admirably and I really do not know what I would do without him.

Barney Wright is first assistant and has six years service. Barney has completed all his college studies - including fourth year management courses mostly with distinction. He is an ex-pro golfer and his father is a golf club secretary at another club. Barney is itching for the right golf course to come along and unfortunately we will not be able to hold him for much longer.

Paul Hufner is an assistant greenkeeper/trainer. He has a sixth year with five years service. Taken on originally as an extra pair of hands in the short term, Paul is now an extremely important member of staff. He is taking Horticultural Mechanics at Oaklands College and will be an even greater asset to the club in future years.

Gary Hyde is a tractor driver/greenkeeper with three years service. He is a great find - worked on a farm all his early life - and will work day and night if asked. He thinks life is great at Letchworth because he actually gets paid for working overtime! He can drive anything from an
Meet the team: the green staff at Latchworth

18" Paladin to a 40' Hi-Mac.

Tom Thrussell, with 15 years service (part-time/part-season), is any other business: the golf course and how it is presented. If the staff are well-trained and above all happy, the course will show it. Good in-house training encourages even the youngest and most inexperienced members of staff to speak up and gain confidence in thought, word and deed. We can learn from sixteen year olds - I know I have on more than one occasion. Confident, effective staff will ensure the efficient functioning of the course - even on those occasions when you are absent.

This reflects well on you as a manager, though unfortunately it is still not fully understood by many people.

In closing, here are some points which I believe we should all think about seriously.

• A member of staff will not work to his full potential if he is not trusted - we must explain fully the whys as well as the hows and trust them to get on with it.

• Training staff how to train staff when they are carrying out their allotted tasks breeds contempt - you will soon find out if work is not being carried out to your satisfaction and can then take the necessary action. Watching over staff is time wasting and counter-productive.

• Your staff make the golf course what it is - 90% of your problems will come from those staff - it therefore seems to me common sense to devote at the very least 90% of your time to your staff.

It makes me smile when I see advertisements for head greenkeepers/course managers with the following demand: 'must be capable of controlling and motivating staff'. The practicalities are that staff cannot simply be controlled or motivated at the wave of a wand - we as managers can only create an environment in which staff wish to motivate themselves. The stick or carrot technique only works for a very short time - and golf course management is long term.

One last point. When you last moved to take up a position as course manager, especially at a course which was in need of considerable attention, did you hear something along the lines of 'you will need to sort out the staff first'? My own experiences have suggested no fault with staff - rather a fault that could easily be traced to the (lack of) in-house training and therefore management of staff.