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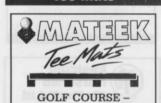


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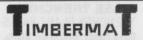
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MF 350 c/w creep speed gearbox 1990 only 750 hours .....

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### ENVIRONMENTAL SCRUB CLEARANCE

We remove the scrub without ground damage

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The Course is a 9-hole parkland course of 3000 yards, established in 1955.

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This is an unique opportunity to use your initiative and imagination to improve the course in every way possible.

Accommodation is not available.

The salary and bonus will be negotiable according to experience and performance.

Please apply in writing with full CV to:

Mrs Amanda Fitzpatrick, Braxted Park Estate, Witham CM8 3EN

## RECRUITMENT

## Assistant Greenkeeper

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The successful applicant must be fully qualified in golf course maintenance and the use of pesticides, in addition to having at least two years greenkeeping experience. A committed team worker with good communication skills is also essential.

Applicants should write with full career details to Personnel Department, The Gleneagles Hotel, Auchterarder, Perthshire PH3 1NF, or telephone 0764 662231 for a company application form.





## **Carnoustie Golf Links**

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All applications in writing enclosing full CV to:

The Secretary, Carnoustie Golf Links Links Parade, Carnoustie, Angus DD7 7JE

## RECRUITMENT



## John O'Gaunt Golf Club



## **COURSE MANAGER**

Applications are invited for the position of Course Manager for this prestigious 36 hole private members golf club.

Both the John O'Gaunt course and Carthagena course are parkland golf courses attracting considerable usage from members and visitors.

The present Course Manager retires in December 1994 after a lengthy period of service.

Applicants must be fully experienced in all aspects of greenkeeping, including course management, machinery maintenance, irrigation systems etc., and must be capable of organising, motivating and managing a large staff.

The salary will reflect the importance of the post. Applications from suitable qualified persons should be submitted, in writing, by 30th April 1994 with detailed CV.

There is no accommodation available.

A full job description will be issued to interested parties on request.

Applications to:

The General Manager, John O'Gaunt Golf Club, Sutton Park, Sandy, Bedfordshire SG19 2LY

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The successful applicant, aged 25–45, should have a knowledge of the turf and amenity trade, together with proven sales experience, and be preferably B.A.S.I.S. registered.

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A Company car is supplied, 4 weeks holiday, expenses and pension.

Please apply in writing with CV to the: Sales Manager,

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## FULWELL GOLF CLUB

require a

## COURSE MANAGER

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Fulwell is a long established Club with a progressive membership. Excellent facilities and equipment already exist.

The successful applicant must have the ability to develop the skills of the existing staff and to present an attractive and well groomed course.

In return, we offer an excellent salary. Accommodation could be available.

Please apply in writing with full CV, to The Secretary, Fulwell Golf Club, Wellington Road, Hampton Hill, Middlesex TW12 1,JY

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Salary Scale up to £20,529

Applicants must have been in a responsible position within the greenkeeping industry for a minimum of three years.

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The successful candidate will be teaching a wide range of greenkeeping theories and skills in the main to craft level students, but also some teaching of higher level courses will be likely, particularly with regard to practical skills in course design and construction.

Application forms and further information are available from the Principal, Elmwood College, Cupar, Fife KY15 4JB, telephone (0334) 52781.

The closing date for applications is Friday 11th March 1994.

## RECRUITMENT

## **Ely City Golf Club**

require a

## HEAD GREENKEEPER

Applicants should be fully qualified and conversant with modern techniques and machinery maintenance. Apply in first instance with full particulars to:

The Secretary, Ely City Golf Course Ltd, Cambridge Road, Ely, Cambridgeshire CBY 4HX. Telephone: 0353 662751.

Accommodation is not available.



Newbury & Crookham Golf Club require a

## DEPUTY COURSE MANAGER

Applicants must have suitable qualifications and experience in all aspects of course management. A thorough knowledge of machinery and maintenance is essential together with the ability to motivate and direct staff.

Salary negotiable depending on experience.
Golfer preferred.

Accommodation available.

Applications in writing to include full CV to: The Secretary, Newbury & Crookham Golf Club, Bury's Bank Road, Greenham, Newbury, Berks RG15 8BZ



Abbeydale Golf Club

require a

## DEPUTY HEAD GREENKEEPER

Applicants must have suitable qualifications and be experienced in all aspects of course management.

The ability to motivate and direct staff together with a practical knowledge of modern greenkeeping practices and equipment maintenance is essential.

Accommodation is not available. Salary negotiable.

Please reply in writing with full CV to:

Mr Jack Copeland, Chairman of Green, Abbeydale Golf Club Limited, Twentywell Lane, Dore, Sheffield S17 4QA Royal West Norfolk Golf Club

require an

## ASSISTANT GREENKEEPER

Applicants should be experienced in Links Golf Courses, and modern machinery. Please apply in writing with CV to: Secretary.

> Royal West Norfolk Golf Club, Brancaster, near Kings Lynn, Norfolk PE31 8AX

HORSHAM AS GOLF PARK

require an

## ASSISTANT GREENKEEPER

This busy 9 hole parkland golf course are looking for an ambitious assistant greenkeeper (qualified or nearly qualifed) to help further his/her career.

No accommodation • Salary negotiable.

Excellent opportunity for young, ambitious person.

Please apply in writing with CV to

Neil Burke, Horsham Golf Park, Worthing Road, Horsham, West Sussex RH13 4AX



Abridge Golf & Country Club

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## ASSISTANT HEAD GREENKEEPER

The successful applicant should have at least five years experience in modern greenkeeping and a thorough knowledge of machinery maintenance.

No accommodation, salary negotiable.

Written applications in strictest confidence, including CV to: Secretary/Manager, Abridge Golf and Country Club, Epping Lane, Stapleford Tawney, Essex RM4 1ST

# HAMILTON GOLF CLUB

## **HEAD GREENKEEPER**

An experienced Head Greenkeeper is required for the above position.

Applicants must be fully experienced in all aspects of greenkeeping with appropriate qualifications and have knowledge of modern equipment and the ability to direct and motivate staff.

Accommodation is not available. Salary negotiable according to experience.

For further particulars and application form apply in writing to:
P. Eliot Soutter, Secretary, Hamilton Golf Club,
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## GREENKEEPER

An exciting opportunity has arisen for a fully qualified greenkeeper to join a team of staff caring for the prestigious 18 hole Wike Ridge Course, 9 hole Oaks Course, driving range and David Leadbetter Golf Academy practice areas.

Must have practical knowledge of computerised irrigation systems, modern machinery and the latest developments within the industry.

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## RECRUITMENT

Cambridge Meridian/Abbotsley Golf Club

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For two of their top class golf courses in Cambridgeshire.
Both courses enjoy an exceptional reputation in the area.
Applications are invited from dedicated, highly qualified and experienced staff with a sound knowledge of modern greenkeeping techniques, including machinery maintenance and irrigation systems. Must be able to motivate staff.

Send CVs in confidence to: Jenny Wisson, Managing Director, Abbotsley Golf & Squash Club Ltd, Eynesbury Hardwicke, St. Neots, Cambs. Tel: (0480) 474000 Fax: (0480) 471018

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## HEAD GREENKEEPER REQUIRED

For this recently constructed 18 hole, potentially 27 hole, course set in beautiful Cheshire countryside.

Applicants must have recognised relevant qualifications and have proven ability in all aspects of course management.

It is essential that they have the ability to lead and motivate staff and organise work programmes. They will have a full knowledge of modern maintenance and irrigation equipment.

No accommodation.

Apply in writing with full CV and salary expectation to: Mr C N Bridge BSc (Hons), General Manager, Heyrose Golf Club, Budworth Road, Tabley, Knutsford, Cheshire WA16 0HY

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## HEAD GREENKEEPER

A vacancy will occur from 28 February 1994 for an experienced Head Greenkeeper on a 27 hole golf course now in its third year since opening.

Full time greens staff employed including a qualified First Assistant and fitter.

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## **HEAD GREENKEEPER**

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Carsington Water Golf Course is situated by the new Severn-Trent reservoir at Carsington, near Wirksworth, Derbyshire. The *first* 9 holes are due to open in summer 1994 as a quality pay-as-you-play course with a limited membership.

Applicants must have suitable qualifications, "high-calibre" course management experience and the ability to work and lead a team.

You must be interested in helping shape the course during construction, and be prepared to live locally.

Salary by negotiation, accommodation could be available.

Apply in writing with CV to: Coussell Associates Ltd, 13 Swinfen's Yard, High Street, Stony Stratford, Milton Keynes MK11 1SY



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require a

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Applicants should be qualified and have sound practical experience and the ability to motivate staff.

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## Coombe Wood Golf Club Ltd

invite applications for the position of

# C.W.G.C.

## WORKING HEAD GREENKEEPER/COURSE MANAGER

The Club is an 18 hole parkland course 5296 yards par 66 established 1904.

Applicants must be fully experienced in all aspects of greenkeeping with appropriate qualifications and have a practical knowledge of modern machinery and irrigation systems and good organisational and management skills.

Salary negotiable according to experience.

Please apply in writing, stating whether accommodation is required, with full CV to:

Secretary/Manager, Coombe Wood Golf Club Ltd, George Road, Kingston Hill, Surrey KT2 7NS.

## YOUNG AMBITIOUS GREENKEEPER

to become **Head Greenkeeper** sought for new 9 hole P.A.Y.P. golf course being constructed during this year together with twelve bay driving range and Clubhouse at **Kinsale Hall Hotel and Country Club Ltd.**, **Llanerch-y-mor**, **Nr**. **Holywell**, **Clwyd CH8 9DT**.

Experience of course construction ideally required, particularly seeding and bringing into play of greens and tees, forming and finishing bunkers. Sound knowledge also of irrigation and machinery required. Salary is negotiable according to qualifications and experience.

All applications will be treated in the strictest confidence.

Apply in writing enclosing CV to GK Smith at the above.

# RUSTINGTON

## HEAD GREENKEEPER required

30 bay floodlit driving range opened August 1992

Newly constructed par 3 golf course August 1993

Proposed new 9 hole course to be constructed April 1994

The successful applicant must be young, fit and keen to look after our golf development. Must have had at least five years experience in golf course maintenance.

Apply in writing with CV to: S. P. Langmead, c/o Rustington Golf Centre, Golfers Lane, Rustington, Nr Littlehampton, West Sussex BN16 4NB

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olf clubs today are the haunts of many a varied character, transcending social barriers and attracting both working class and aristocracy alike. In fact, regardless of your social history and given the right connections, just about anybody has a good chance of being accepted into an established golf club. The only qualifications required are a small knowledge of the game, a friend who is already a member, a willingness to part with a few readies and the patience to endure many years of waiting.

It has always amazed me how in this day and age of turbulent economies, business strategies and cut-throat competition that the golf club sees fit to maintain a never-ending waiting list. Surely the number one rule of business is to ensure the price fits demand. If demand is high then so should be the price. True, a golf club is not strictly a business, but it does provide a service to paying customers and the quality of that service is dependent upon financial input. If people are not prepared to pay the necessary money for that standard of service, then they do not get in the club.

Assuming a golf club is efficiently run then the member pays the money and he or she has no right to complain "Why is that society booked in today just when I want to play?". Because we must subsidise your annual dues. "Why then is the rough not cut on the fourth?". Because you are not prepared to pay for enough greenkeepers or equipment to have this done on a regular basis. "Why does it take me five hours for a round of golf?". Because the course is saturated with golf in an effort to keep down the subs. It's a bit like someone buying a Metro and then complaining to the manufacturers that it will not do 180mph. Well, of course it won't, you've bought a Metro and not a Ferrari.

No doubt many club members reading this will at this point be somewhere between slightly irritated and extremely angry. "But I pay a bloody fortune!" they will explode, as if that gives them the right to complain. Well, I will concede that in some circumstances that is the case, but in those cases standards are very high and there is therefore little to complain about. Generally speaking though, this fortune theory is somewhat debatable.

For example, if I want to play snooker it will cost me  $\mathfrak L4$  an hour even though I am a club member. Let's call it  $\mathfrak L2$  because I will split the cost with my playing partner. If I then play for as long as it takes me to play a fairly quick round of golf it will cost me  $3 \times 2 = \mathfrak L6$ . Quite cheap when you think about it. But if, like a typical club golfer, I play twice a week then my annual budget for snooker is  $\mathfrak L600$ , or more than the vast majority of golf clubs' annual subs. Six hundred quid just for the hire of a snooker table. But what if, like many a club member, I play four times a week. Twelve hundred pounds! I'd be better off buying my own table, which is a lot easier than buying my own golf course.

Strangely, the same thing applies directly to golf. If I find the cheapest "pay and play" in the area, queue up for an hour and then take five hours to hack round a course filled with divots, novices, unraked bunkers and greens that would do Twickenham an injustice, it would still cost me ten pounds. If I then decided to endure that 200 times a year I would be paying £200, or roughly three times the annual subscription of the Royal what-do-you-call-it just down the road. No wonder it's got a waiting list that goes into the next millenium.

Now having explained my argument that the average club has got a proverbial "right result", I will admit that

## TALKING HEADS

### BY MARC HARING

The start of a new series in which head greenkeepers and others are given a chance to voice their opinion on matters important to them

some members have indeed got cause to complain, eg. the member who plays infrequently and who perhaps joins the club as a status symbol, or a means of entertaining clients. He or she may only play ten or twenty times a year, but still pays the same as our old friend who whinges his way through 200 rounds a year.

Now surely, looking at this system rationally, something has gone drastically wrong. Why on earth don't golf clubs charge green fees to members? Not necessarily the full amount but perhaps five or even ten pounds should suffice. New golf clubs giving the golf business a fresh outlook often adopt this system, after all it makes sound business sense. To the best of my knowledge, no established members' club has yet adopted this system and are surely therefore sentenced to a life of catering for the daily fourball, where shoes are changed in the car park and where a half pint of shandy is only invested in on the rare occasion of a hole in one.

I am not advocating driving the avid golfer off the course, but surely golf is an expensive game. It involves the upkeep of a vast expanse of sports turf and if someone wishes to spend their life on it they should pay the appropriate dues. Besides, by charging a green fee to members, annual subscriptions could even be reduced and some members will actually pay less for their golf.

Now how did this peculiar state of affairs ever come about? Well, I have a theory. As we are all aware, golf in those far off days of the twenties was a game for the proverbial toff. Back in the days of PG Wodehouse and before, plus fours and hunting tweeds were the order of the day. I will strongly contend that at that time when so many of our golf clubs were being established, the subscriptions were actually higher than they are now. They may only have been four or five guineas but that would equate to an average man's monthly salary or the equivalent of something in excess of £1000 in today's money. Rural golf clubs and clubs in Scotland had annual subscriptions that were within range of the working class, but at these clubs overheads were extremely low. One greenkeeper, who may also have been the professional, together with a flock of sheep for mowing duties and fertiliser application, was quite sufficient for the upkeep of the course. A steward, his wife and a parttime secretary took care of catering and administration in the clubhouse. The golf courses received considerably less play than they do now and it was common practice to close the course for the winter months. Courses were thus well able to cope with the odd obsessive golfer and so such individuals were not considered a problem. Annual subscriptions were therefore the simplest and most practical means of financing the club. They would have been fixed, as they are now, by the committee and it is there that the problem lies. Although the courses, traditions and the game's popularity have changed immensely the system of financing the operation has not for two reasons:

- 1. The committees are loath to change for fear of public opinion, amongst other things;
- In the main, committee members are the very people who would lose out if a members' green fee system were brought in.

After all, committees are elected because they are respected members of the club and that respect is gained by regular attendance. Their faces are seen all the time. If you don't believe me think of your own club committee, are they not regular golfers, Saturday and Sunday and perhaps the odd afternoon and evening during the week? Not only that, but are they not in regular contact with the more frequently visiting member? The result is that the members who play less frequently are the ones who have less say. The whole system encourages more and more golf from every quarter and the inevitable consequences are more and more problems. Golfing traditions have changed drastically over the years and I believe the subscription system will have to do likewise.

Now before I am tarred, feathered and expelled from society as some sort of militant revolutionary, let me speculate on the consequences of this fairer means of paying for one's golf. In my opinion, one of two things will happen. Either the regular golfer will not play so frequently or he will accept the additional cost and pay more for his or her golf.

In the first case, the course will be significantly less busy. This will result in improved course conditions, reduced maintenance costs and quicker, more enjoyable rounds. Alternatively, the powers that be may decide to make up for this shortfall in golf by introducing more members, thereby eating into the waiting list and increasing revenue.

In the second case, where the member continues to get his daily shot of golf but at a higher price, the club's revenue will be increased – to be spent no doubt with great foresight by the elected committee.

"But what about the potential champion, or the county captain who just happens to be a member, they need somewhere to hone their skills?" Well, of course there is the practice ground, that is the place to hone any latent talents they may have. Hopefully they do not practise on the course anyway.

"Ah! But what about the golfer who merely requires a bit of exercise in his retirement?" you may argue. "Surely it would be a sin to expect him to pay the additional fee?" Well, if the committee is worried about being labelled the slayers of the frail and needy, may I suggest a bit of diplomacy. A reduction for the odd minority group would be a tactful decision under certain circumstances.

I am not advocating a huge green fee for all members that would result in mass resignations, simply a change to a fairer system. I believe that all reasonably perceptive members will acknowledge that membership of a club that requires a five or ten pound course usage fee is infinitely preferable to the local pay and play, or to putting down a £2000 deposit for membership of a club that hasn't even been built yet.

Golf doesn't have to be prohibitively expensive, in fact for many it should be even cheaper that it is now. I do, however, believe that clubs ought to start recognising how popular the game has become and start changing to a fairer system of paying for it.

Marc Haring is head greenkeeper at Camberley Heath Golf Club.



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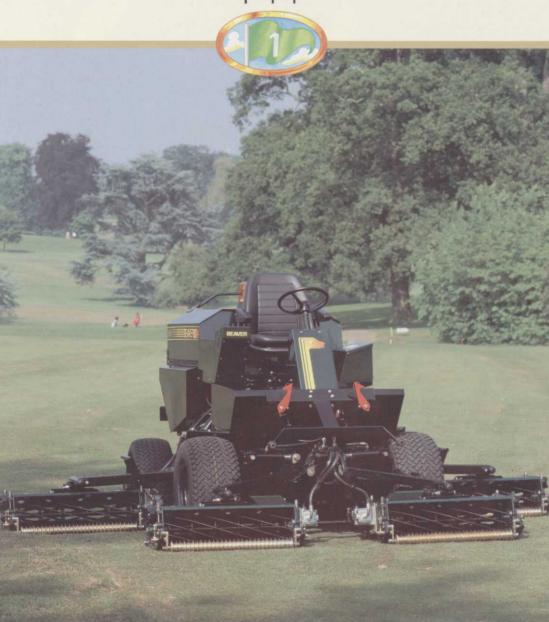
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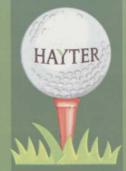
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