Miracle Professional

Formerly Professional Products
Salisbury House, Weyside Park, Catteshall Lane, Godalming, Surrey GU7 1XE.
Tel: (01483) 410210
Part of Miracle Garden Care Ltd.

'Casoron' contains dichlobenil. 'Daconil' Turf contains chlorothalonil. 'Enforcer' contains dichlobenil. 'Gamma-Col' Turf contains indane. 'Greenshield' contains chlorothalonil and carbendazim. 'Holdfast D' contains paclobutrazol and dicamba. 'Intrepid' contains dicamba, dichlorprop and MCPA. 'Midstream' and 'Reglone' contain diquat. 'Nimrod-T' contains bupirimate and triforine. 'Touchdown'-LA contains glyphosate trimeth. Products marked thus 'Enforcer' are trade marks of Miracle Garden Care Limited. 'Casoron' is a trade mark of Uniroyal Chemical. 'Greenshield' and 'Daconil' 2787 are trade marks of ISK Biosciences Limited. 'Turf Mark' is a trade mark of Becker-Underwood Inc USA. 'Reglone', 'Nimrod' and 'Touchdown' are trade marks of Zeneca Limited. READ THE LABEL BEFORE YOU BUY. USE PESTICIDES SAFELY.
Selecting the best spray chemicals for your turf is one thing, applying them with the required accuracy is another.

That's why at Hardi we don't measure the performances of our spraying equipment solely in terms of tank capacity, nozzle output and bar pressure.

We measure it in your terms.

Uniform coverage, speed of application and effective results.

For example, we know that your individual requirements, in terms of chemical choice, climate, terrain and turf condition, are unique.

That's why Hardi offer a complete range of amenity sprayers to suit all situations with tank sizes from 100 - 1500 litres.

When it's the end result that counts you can always rely on us... no matter what the pressures.
CATALOGUE

The Number One Choice

Working for the good of the fine turf industry
From TEE to GREEN

SIERRABLEN® – Controlled Release Fertiliser
For use on tees, fairways, approaches, wear areas and new course ‘grow in’.
Features:
- Scotts unique resin and Poly S coated technology
- Temperature controlled release mechanism
- Choice of longevities from 3 to 9 months
- Coarse or fine granules to suit cutting height
- High analysis – low application rate
- Safe to use and easy to apply
- Wide range of analysis available.

<table>
<thead>
<tr>
<th>Coarse Granule</th>
<th>Fine Granule</th>
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<tr>
<td>39.0.0</td>
<td>38.0.0</td>
</tr>
<tr>
<td>28.4.6+Fe</td>
<td>25.4.12</td>
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<tr>
<td>27.4.6+Fe</td>
<td>21.0.20</td>
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<tr>
<td>15.0.22+Fe</td>
<td>15.0.29</td>
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SIERRAFORM® – Slow Release Fertiliser
For use on golf and bowling greens.
Features:
- Scotts unique methylene urea technology
- Homogeneous, fine granule formulations
- No added carrier (except 16.0.0+5Fe)
- Quick granule breakdown, less pick up
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- Safe to use and easy to apply
- Wide range of analysis available.

Minigranule
- 40.0.0
- 19.0.17+Fe
- 16.0.0+5Fe
- 26.3.12+Te
- 19.26.5
- 15.0.30

For more details contact Scotts UK Ltd, 61 Loughborough Road, West Bridgford, Nottingham NG2 7LA Tel: 0115 9455100 Fax: 0115 9455311

The Scotts company is a leading researcher, manufacturer and marketer of products for consumer, do-it-yourself lawn care and gardening, professional turf care and commercial horticulture.
It gives me great pleasure on behalf of the British and International Golf Greenkeepers Association to welcome you to Harrogate International Centre for BTME 96.

We have been delighted with the progress BTME has made since it was first launched in 1989 and feel proud that we have achieved our objective of making it the largest, and we believe best, indoor exhibition for the greenkeeping industry in Europe.

It is an ideal showcase for the products of the manufacturers and the perfect environment for the comprehensive range of educational seminars, lectures and workshops.

My year as Chairman comes to an end at BTME 96, and I have thoroughly enjoyed my term of office, particularly getting an opportunity to meet so many of you at the various functions I have attended.

I hope that whether you are an exhibitor, a greenkeeper, golf club official or a speaker you will have a successful week and will enjoy being a part of the BTME 96 experience.

There is genuinely something for everyone.

BARRY HEANEY
Chairman of BIGGA
NATIONAL EDUCATION CONFERENCE
TRANSITION ZONE JULY THROUGH DECEMBER
Stanley Zontek, Director, United States Golf Association Mid Atlantic Region

GRASS SPECIES FOR GOLF
Ian McMillan, Course Manager, Hankley Common Golf Club/Dr A J Newall, STRI

INTEGRATED PEST MANAGEMENT
Peter Jones, Peter Jones Associates/Dr C A York, STRI

AN ALGARVIAN EXPERIENCE
Peter Wisbey, Technical Director, Sociedade Do Golfe Da Quinta Do Largo

A SCIENTIFIC APPROACH
Jonathan Hill, Product Manager, Rhône Poulenc

THE BUDGET PROCESS
David Whitaker, Course Manager, Wisley Golf Club

GOLF COURSE CONCEPT DESIGN AND DEVELOPMENT
Neville Pearson, ADAS

OVERWINTERING IN CANADA
Trevor Smith, Past President, Canadian Golf Superintendents Association

PESTICIDE USAGE SURVEY – PRELIMINARY RESULTS
Dr Alan Gange, University of London and David Garthwaite, Central Science Laboratory

FROM SOIL TO SAND
John Wells, Master Greenkeeper, Course Manager, Brocket Hall

THE TRANSCENDANT RESOURCE FOR ALL SEASONS
David Winterton, Master Greenkeeper, Course Manager, Donnington Grove Country Club

ANNUAL BLUEGRASS/BENTGRASS WHICH IS STRONGER?
Joe Vargas, Professor of Botany and Plant Pathology, Michigan State University

EDUCATIONAL WORKSHOPS
Workshop 1: Golf Course Design, Construction and Establishment
Presented jointly by BIGGA and the British Institute of Golf Course Architects. A practical ‘hands on’, two day workshop which will allow delegates to gain experience of golf course architecture and project management. The course will cover the history of golf course development, golf course design philosophies and grow in maintenance and will include the design of a golf course from project concept to full technical detail. The workshop will be presented by Howard Swan MSc and Simon Gidman BSc, both members of the British Institute of Golf Course Architects.

Workshop 2: Stress Management Techniques
A practical two day workshop which will allow delegates to learn and practise the techniques of managing stress in themselves and how to recognise and reduce stress in others. The workshop will be presented by Brin Bendon, Vector Training – see feature on handling stress, Page 29

EDUCATIONAL SEMINAR PROGRAMME
THE CANADIAN GOLF SUPERINTENDENTS ASSOCIATION
Trevor Smith, Past President, Canadian Golf Course Superintendents Association

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Joe Furlong, Golfing Union of Ireland

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Peter White, P&D Water Management

**LIFELONG LEARNING — OUR FUTURE**

Lorraine Hatton, Plan-it Training and Consultancy Ltd

**IN THE WOODS**

Andrew Boyd, Head Greenkeeper, Bridlington Golf Club

**PORTFOLIO DEVELOPMENT FOR VOCATIONAL QUALIFICATIONS**

Brin Bendon, Vector Training

**STRESS MANAGEMENT**

Jenny Rolf, Lecturer and Stress Counsellor

**STRI/BIGGA CHAIRMEN OF GREEN/SECRETARIES COURSE**

This course attempts to give golf course officials the necessary knowledge to understand the problems of managing a golf course. As well as teaching the basics of turf science, the course includes a visit to the STRI laboratories and trial grounds.

**INTERNATIONAL SYMPOSIUM**

The symposium, organised by BIGGA, will give international visitors the opportunity to present their ideas for international co-operation. The event is free of charge and includes a buffet luncheon.

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**The Visible Yardage Marker Just Got More Visible!**

You Can Own the Best Marker in the World and Save Money Doing It.

- Patented marker design allows the marker to automatically collapse and bounce back when a mower or golf cart drives over it.
- By adding traditional colours, the Kirby Marker System will be more visible than below the ground markers and hard-to-find sprinkler heads.
  - Kirby Markers speed up play, increase enjoyment, satisfaction and revenue.
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**THE EXPANDING ROLE OF THE GOLF COURSE SUPERINTENDENT**

Gary Grigg, President GCSAA

**LUBRICATION TECHNIQUES**

Ron Coleman, Managing Director, Lubrication Engineers

**NEW TRENDS IN TURFGRASS MANAGEMENT IN THE US**

Stanley Zontek, Director, United States Golf Association, Mid Atlantic Region

**SIX SIMPLE TECHNIQUES TO IMPROVE YOUR GOLF COURSE AT THE LOWEST POSSIBLE COST**

John Armitage, Chairman of Green, Littlestone Golf Club and Director of Green Eagle Golf Ltd

**AN IPM APPROACH TO THE MANAGEMENT OF TURFGRASS DISEASES**

Joe Vargas, Professor of Botany and Plant Pathology, Michigan State University

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This course attempts to give golf course officials the necessary knowledge to understand the problems of managing a golf course. As well as teaching the basics of turf science, the course includes a visit to the STRI laboratories and trial grounds.
A 3 metre wide lightweight brush that can be easily pushed across Greens, Tees and Approaches to remove dew

Some comments from Greenkeepers who are using “BIG DEWIE”:
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We are so confident that, once you have tried a “BIG DEWIE” you will want to keep it, we are offering you the opportunity to try one on a SALE OR RETURN basis. If you do not get on with it, give us a call within 14 days and we will arrange to collect it - free of charge.

Warning: CMW cannot accept responsibility for the friction caused with your Greenstaff if only one “BIG DEWIE” is ordered. Due to the ease of use and speed over the traditional switch, fights are starting if someone has to go back to the switch, once they have used the “BIG DEWIE”.

Price: £78.65, Carriage: £8.40, plus VAT at Standard Rate.

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Gl1.96
Managing workplace stress

We all use the term stress in our daily conversations and we all know what we mean by it since we recognise the signs and symptoms in ourselves and others. A common definition sees stress as a physiological response to undue pressure brought about when there appears to be a gap between how a person perceives the demands being made on them and how they view their ability to cope.

With the increased demands being made upon managers and their employees to achieve more with fewer resources at a time of unprecedented change, stress is on the increase and greenkeeping is not immune for these pressures. The prospect of increased civil liability claims for stress has been raised following the much publicised case of John Walker versus Northumberland County Council in 1994. This test case set a new legal precedent under which employers may in future be liable under the Health and Safety at Work legislation if employees can prove that they suffered work related illness due to undue occupational stress.

Apart from the prospect of costly litigation, why do employers and management need to take stress management seriously? The reasons are clear: If occupational stress builds up to unacceptable levels, then employee welfare and productivity will suffer. Surveys undertaken by the HSE and others suggest that the problem is now seen as a major contributor to work-related illness and sickness absence. Up to 40% of sickness absences may be stress related.

Dr Vernon Coleman estimates that for every employee on the payroll, stress costs about £1,000 per year in lost time due to stress related illness. Stress costs British Industry something like £20 billion a year, making Britain a world leader in the damage that stress does.

How do we account for these trends? Professor Tom Cox suggests that workplace stress is an organisational issue and that employers and managers should consider whether work design and management which result in excessive and unreasonable pressures are posing a risk to health.

The signs of workplace stress can be observed in reduction in output, higher wastage and error rates, wasted planning and control of work, poor motivation and commitment, erratic or poor timekeeping, poor customer service and conflict and tension between colleagues.

Effective stress management can’t just cure the symptoms, it has to look at the cause. Change and uncertainty, lack of clear objectives and inflexible and over-demanding schedules all contribute to occupational stress.

What should our response be? The first step must be to raise awareness of stress as a serious health and safety issue and ensure that practical steps are taken in relation to the day to day planning and organisation of work. We need to raise awareness first because it is something that people are reluctant to discuss. We need to get across the message that it is not wimpish to admit to experiencing stress. Stress is not down to individual susceptibility or weakness.

Finally, we need to invest in management training to prepare Course Managers and Head Greenkeepers for this additional responsibility.

Brin Bendon is a Management Training Consultant who has a background in organisational psychology, a member of the National Institute of Management Consultants and an approved provider of BIGGA’s Supervisory and Management Courses.
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