General requirements for
golf clubs and greens staff

by Tony Rees MIOSH, Health
and Safety Consultant &
Senior Instructor with ATB
Landbase Training Services.

This month I will concentrate
on the employers duty to
others and the duty placed on
persons who design, manufac-
ture, import or supply any arti-
cle or substance for use at work.

Employers Duty to Others
Section 3. “An Employer or Self
Employed person must not
expose a Non Employee to a risk
to health and safety who may
be affected by the activities of
the employer’s business.”

Employers and the self
employed have a duty to con-
duct their Undertaking to ensure
that any non employee eg Visi-
tors, Contractors or Public are
not exposed to any risk to their
health and safety. They must
also, when prescribed by a reg-
ulation provide information to
non-employers about how the
undertaking may affect their
health and safety.

The above section requires
employers and any self
employed individual to ensure
SO FAR AS IS REASONABLY
POSSIBLE the health and safety
of anyone not in their employ-
ment. In the context of golf
clubs this includes:- Members of
the public.

We should also remember that
this section of the act places a
duty on contractors or the self
employed not to expose us, our
staff, club members or any oth-
ers to any undue risks from their
work. This should be achieved
by ensuring that they carry out a
risk assessment on the work to
be undertaken before the work
commences and convey all this
information to us.

Section 4. Duty of persons in
control of premises and sites to
non employees.

Those persons in control of
premises and sites must provide
safe Access/Egress and ensure
that the premises and site are
safe for use and also that Plant
and Substances are safe for non
employees’ use.

Which will mean that we must
ensure that all equipment pro-
vided by us and
can not ensure that they are
competent to use the equipment
and this is a major factor which
should be considered by all con-
tractors.

Duties of Designers, Manufactu-
urers, Importers and Suppliers
Section 6. The duty of any
person who designs, manufac-
tures, imports or supplies any
article or substance used at
work shall be to:- ensure they
are safe and without risks when
used at work; carry out any tests
and examinations as may be
necessary; provide any informa-
tion about the safe use of the
product and anyone installing or
erecting the article you use at
work has the same duty to
ensure that on completion the
article is safe to use.

The above section of the act
requires persons who design,
manufacture, import or supply
equipment or substances to
ensure so far as is reasonably
practicable that the articles or
substances supplied are safe
and without risks to health and
safety.

This means that anyone sup-
plying equipment must ensure
so far as is reasonably practica-
ble that all dangerous parts on
equipment are guarded to the
required standard (BS 5304 Safe
Guarding of Machinery) also
they must provide information
on the safe use and maintenance
of the machinery. They should
also indicate the presence of any
hazard (noise, fumes etc) which
could be present with the
machinery, the safe use of
machinery will be covered in
future columns.

With substances supplied for
our use we should be provided
with a Substance Health and
Safety Data Sheet which will
give us information to enable us
to take the required precautions
and enable us to use the sub-
stance safely. This will also
enable us to comply with the
Control of Substances Hazardous
to Health Regulations which we
will also be covering later.

In some instances signs and notices
should be prominently displayed
warning of the work that is being
undertaken or the areas of work
cordoned off. This is particularly
important if there are any foot-
paths and/or rights of way that
permit public access.

Often the spotlight falls on the
Course Manager or Head
Greenkeeper at a Club. Now it is
the turn of those whose work often
goes unheralded to star...

Name: Robert Purll
Age: 26
Club: Wildernesse Golf
Club
Position: Assistant
Greenkeeper

1. How long have you
been a greenkeeper?
Six and a half years

2. What education are
you currently
undertaking?
NVQ Level 3

3. Which one task do you
most enjoy doing?
Construction and renovation

4. Which one task do you
most dislike doing?
Divoting fairways

5. What other job might
you have ended up doing?
Banking

6. Who has been the
biggest influence on your
career?
Wildernesse Golf Club

7. What would you do to
improve the life of a
greenkeeper?
More money and fewer golfers!

8. What are your
hobbies?
Gym, golf, reading and
socialising

9. What do you get out of
BIGGA?
Golf, education, magazine,
seminars

10. What do you hope to
do in 10 years
time?
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David Denyer, First Assistant at Slinfield Park Golf and Country Club, was the lucky winner of last month's competition. A crisp £50 is on its way. You could be the next winner - get searching now!

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- ability to maintain health & safety and COSHH requirements.

Previous experience on a links course is desirable.

Applications, together with full C.V. should be addresses to:

The Captain
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Applications in writing with full CV should be addressed to:

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Belmont Lodge & Golf Course
Belmont, Hereford HR2 9SA

(Golf Inns Ltd are working towards achieving equal opportunity status)
**Chalfont Park Golf Club**

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**ASSISTANT GREENKEEPERS**

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Please apply in writing including C.V. to:

Perry Harvey, Head Greenkeeper,
Chalfont Park Golf Club,
Threephouseholds, Chalfont St Giles,
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**Weston-super-Mare Golf Club**

We currently have a vacancy for a

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required for busy 18 hole golf course.

Experience of Links courses preferable, but not essential.

Please send your C.V. to:

The Secretary
Weston-super-Mare Golf Club
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Weston-super-Mare
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The Club, which was founded in 1895, is a challenging nine hole Surrey heathland course.

The successful applicant will have:

- Experience of all aspects of greenkeeping.
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The Secretary, Reigate Heath Golf Club, REIGATE, Surrey RH2 8QR

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**Forest Hill Golf Club**

applications are invited for the position of

**DEPUTY HEAD GREENKEEPER**

Applicants must have at least 6 years experience and possess the following qualifications:

- NVQ 1 and 2
- NVQ 3 and 4 a definite advantage
- PA1 and PA2

Applications in writing with full C.V. to:

Mr P McCarron, Forest Hill Golf Club,
Markfield Lane, Batcheston, Leics CE9 9FJ

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**Burnham-on-Crouch Golf Club**

This 18 hole parkland club require a

**HEAD GREENKEEPER**

Applicant must be experienced in all aspects of greenkeeping including budgetary control. Leadership skills and the ability to motivate staff are essential.

Accommodation not available and salary commensurate with experience.

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Secretary/Manager, Burnham-on-Crouch Golf Club,
Ferry Road, Creeksea, Burnham-on-Crouch, Essex CM0 8PQ

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Reliable, hard working 34 year old seeking First Assistant/Deputy Head position in UK or overseas. Qualifications include HND in Golf Course Management, NVQ Level 2 Greenkeeping and PA1, PA2 and PA6 Spraying Certificates. Experience in greenkeeping, course construction, drainage and irrigation gained in UK, Germany and Portugal.

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M & V Stent
The Park Golf Course
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Winchester
Hants SO21 1DA

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Reliable, hardworking, mature Greenkeeper with NVQ III in Greenkeeping also PA1, PA2A, PA6A Spraying Certificates. Currently unemployed, seeks position as Assistant Greenkeeper to gain further experience in UK or abroad. Able to work on own initiative as well as part of a team. Previous experience includes ten months as Groundsman and ten months as Greenkeeper.

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**The Park Golf Course Avington**

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The applicant must have a good practical approach to modern greenkeeping and machinery.

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Hants SO21 1DA
As we all know there are many ways of constructing a golf green some better than others! I have recent experience of construction in Germany will describe a project in Germany, so you can get a feel for how they went about it.

First the architect indicates the location of the green and its middle point, as well as the shape of the green and its contours, including height levels. The architect makes drawings of the surroundings, but these are only rough – the details of the surroundings are left up to the construction manager and machine operator. With these drawings and good personal communication with the architect, the construction manager and his team can start constructing the green.

The ideas conceived in the drawing room by the architect take shape when the caterpillar begins making the form and contours of the green. On the staff level this will give a finishing height of +20/-20 cm to the subgrade.

The machine operator checks the size and height levels of the green. He only works with four reference points taken from the centre of the green, i.e. 0°, 90°, 180°, and 270°.

When the final height levels and contours are reached, the machine operator starts rolling with the caterpillar and motorised vibrating six tonne roller to compact the subgrade.

The construction manager sets out eight points from the middle of the green. The points are on the edge of the green and are 45° apart. They are used to measure the length from the middle of the green to each point.

A good architect will visit the golf course at least twice a week for inspections, if necessary to make alterations and have a meeting with the staff and investors.

Then the machine operator can work towards the finishing height and contours of the green. Each operator has a drawing of the green size, contours and height levels. The soil is taken off, and goes into the surrounds. When the green has its final shape, the same machine will start working on the green drainage. By turning the bucket on an angle of 45°, it will make a trench for the drains with sloping sides.

A disadvantage of the sloping instead of steep sides is, that you need more back fill materials for the drains. An advantage of the slope is, that the side of the trench is more stable, so it will not collapse and will find less disruption from water movement. The drains are four metres apart. The drain in the middle of the green is 100 mm. The lateral drains are 60 mm in diameter, and both are perforated. Only the drain that goes into the outlet is not perforated.

There is also a drain around the green. This drain is needed because of the slope on the left handside of the green, so the water movement will not disturb or damage the green's surface.

On top of the subgrade they build the intermediate layer, consisting of the same material they used for filling up the drain. The uncompacted height of this layer is 170mm, compacted it is 150mm. This material will be brought by lorries with 10 m³ each. This means that they need 10 lorries, giving ca. 100 m³ material on 600 m² green surface. The digger will spread the material on top of the subgrade. Two men make sure that the uncompacted depth of the intermediate layer is no more or less than 170 mm. When this is finished five men can start levelling the uneven pans. After this the surface is rolled three times and raked in three different directions.

At this stage the irrigation company should have installed the irrigation pipes around the green with connection points for the sprinklers ready, or should be just in finishing stage. Unfortunately this is not always the case. In general, there are still surfaces being seeded and the irrigation system is still not working, which is a nightmare in summer.

At this stage they have pure sand, so they are bringing organic material, which comes from the moor land and is dried in plastic bags of 25 kg, into the surface. They start rotavating the green.

The rotavator goes in two different directions, also taking a little bit of the surrounds, so they get a nice finishing touch. After this the green is rolled and raked in three different directions.

They do not use a pre-seeder. This is left up to the greenkeeper, and in my opinion there is no need for it, because I have seen grass species on sand greens, like brown top bent and fescues that still look healthy after six weeks and longer. There is no inefficiency of nutrients. After the second cut the greenkeeper will apply fertiliser on the green. I seen bent and fescue grass species on sand based greens in winter time on a height of 15 mm with no feed at all. They looked excellent. It is a different matter if the green is under playing conditions and stress.

Then they start seeding the green with a motorised hand-seeder, called Semedner, in three different directions. Usually they use a traditional 80-20 grass seed mixture: 40% Festuca Rubra Litoralis (Barcrown) 20% Festuca Rubra Commutata (Center) 20% Festuca Rubra Commutata (Lifalla) 10% Agrostis Tenuis (Bardot) 10% Agrostis Tenuis (Egmont)

After the third seeding, the final light raking and rolling will be done.

After 10-12 days the grass seed starts to germinate. In this case they had to irrigate the green three to four times a day, for three to five minutes, just to moisture the surface because of the hot weather conditions. Six to seven weeks later they do the first cut and collect the clippings.

The company is responsible for two cuts and then the greenkeeper will take over.

The greenkeeper starts maintaining the greens. The job of the construction company is done, construction wise. The cost of each green amounts to £2,000.

In my opinion, it is still important that investors hire qualified and experienced staff. Unfortunately we still see golf courses constructed and then there is almost no money left for machinery or staff to maintain the golf course. My advice is: Do not build a golf course if you cannot maintain it properly afterwards. People will ask why are you saying this. I believe that poor quality will only survive in the short term. Raising the standards and quality will win in the long term.

My job in this project was to oversee the construction. I was hired as an independent consultant by this golf club. I was not able to use the specifications I wanted as the specification are provided by a government organisation. Personally I feel, these German set guidelines need to be changed more towards USGA specification. The sooner the better.

Arne van Amerongen is now based at Hotel Die Wurzelschleife where he is involved in the construction of a new 18 hole course. He would be happy to provide more detailed specifications of the course described in the article if required.