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Paul’s new appointment is a real Driving Force

Driving Force Leisure has appointed Paul Buxton as Area Sales Manager for Surrey, East Sussex, West Sussex and Middlesex. Paul joins Driving Force Leisure from Parker Hart where he had been employed for the past 16 years. Also joining the company’s new Van Sales Division is Richard Lewis who has two years experience in selling golf course equipment in the South East.

The Northern Ireland venue for this year’s RiteFeed Classic Regional Qualifier has been confirmed for July 1 at Malone GC. The qualifier is open to any BIGGA member resident throughout Ireland. Anyone who has not already received an entry form should contact BIGGA Headquarters.

Qualifiers from the six Regional Finals will have the opportunity to compete in the National Final at the wonderful Monarch’s Course at Gleneagles Hotel in October.

Regional Finals: July 11, Scottish Region - Royal Dornoch GC; July 29, Northern Region, Mere G&CC; June 24, Midland Region, Stoke Poges GC; June 29, South East Region, Wildernesse GC; June 4, South West and South Wales Region, St Mellion G&CC; July 1, Ireland, Malone GC.


Pastures new for Janet and Amanda

Membership Services Officer, Janet Adamson, and Sales and Marketing Assistant Amanda Mayo, have left the Association to take up new posts with London-based charity, the Oasis Trust, and Cambridge-based software company, i2, respectively.

Janet, who has been with BIGGA for two and a half years, will be involved in fund raising for the charity, which assists homeless people both in the UK and abroad. “I’m really looking forward to the challenge of my new role and feel that the experience I’ve gained from my time with BIGGA will stand me in good stead,” explained Janet.

“I have enjoyed my time at Aldwark Manor and will miss the many friends I’ve made in the industry,” said Amanda, whose husband, Dan, has also recently moved to a new job in the Cambridge area.

“Janet’s contribution to the development of membership services has been greatly valued and I am sure that I speak for all of our members, as well as the rest of the staff, when I wish her every success in the future,” said Executive Director Neil Thomas.
Top accolade chimes sweetly for Peter

Peter Bell, Managing Director of Jacobsen E-Z-GO, has been named Jacobsen Branch Manager of the Year for 1997 at a presentation held during the GCSAA Conference and Show in Anaheim, California.

The Award recognises outstanding business development and sales performance by a Jacobsen branch.

David Withers, the National Accounts Manager received the Jacobsen European Sales Manager of the Year Award at the same presentation.

Pictures show Peter Bell (top) and David Withers receiving their Awards from Jacobsen President, Phil Tralies, (left) and the Vice President of Sales and Marketing, Harold Pinto.

Rene named as Kubota Deputy MD

Rene Orban has been appointed Deputy Managing Director of Kubota (UK) Ltd.

Retaining his existing position as Director of Agricultural and Grass Machinery Sales, Rene has now taken on the overall responsibility for the company’s spare parts, assembly and warehouse departments. He will also deputise for Managing Director, Mr Masakazu Miyake, during his absence from Kubota (UK) Ltd’s headquarters at Thame, Oxfordshire.

Rene joined Kubota in March ’96 having spent over 25 years working within the industry.

“Our aim is to provide customers with a comprehensive range of hard working, cost effective and reliable tractors, implements and mowers backed by the best possible parts and service support,” said Rene.

“We will be working extremely hard to build on the company’s undisputed strength within the amenity, horticultural, landscaping estate and grounds maintenance sectors,” he added.

Rolawn to aid campaign

Rolawn has thrown its weight behind BIGGA’s Buy A Brick Raffle to raise money of the Association’s new Headquarters and training facility currently under construction at Aldwark Manor.

Each of Rolawn’s 16 Depot Managers has been issued with five books of raffle tickets and each depot will have a poster on display publicising the raffle and the attractive prizes.

Many of Rolawn’s landscaper customers are keen golfers and the company feels that they will be keen to win some of the prizes on offer.

“As Silver Key members of BIGGA and founder exhibitors at BTME in Harrogate we are keen to play our part and do all that we can to help boost this important project,” said Rolawn Sales and Marketing Director, Terry Ryan.

Greencare from Twose

Twose Turf & Spray Limited (TTS) has acquired the UK & Ireland distributorship for the Greencare range of turf aerators.

The Coremaster ECO is the first Turf Aerator specially developed as an ecologically friendly machine offering low noise levels, reduced fuel consumption, controlled emissions and longer intervals between maintenance and servicing.

While environmental considerations have been in the forefront of the ECO’s design, performance and productivity has not been compromised. At a steady 2 mph, operators will be able to aerate up to 2,000 square metres of turf per hour providing a hole pattern of 50mm x 100mm (2” x 4”).

For further information Tel: Twose Turf and Spray Limited on 01536 511243 or contact the company head office, 6 Torridge Close, Henson Way, Telford Way Industrial Estate, Kettering, Northants, NN16 8PY Tel: 01536 511243 Fax: 01536 511675

Royal Inverdivot GC... by Tony Husband

The members are moaning about molehills on the 7th Green
No problem Captain I’ll go and check it now

Thanks

I use RiberFeed because

It’s the right feed for my course

Chris Yeaman, Swanston GC

Ad Ref 212
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Over the last fifteen years, greenkeepers and groundsmen have come to rely on good old Super Mosstox.

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And it's just as good today as it's always been. So when moss makes an unwelcome comeback, just remember faithful old Fido. It won't let you down.
Usually 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.

**Profile**

**Name:** Paul Davies

**Club:** Tiara Rado, Colorado, USA

**Position:** Assistant

**Age:** 40

1. **How long have you been a greenkeeper?**
   Eight years.

2. **What education are you currently undertaking?**
   HNC Golf Course Management, Distance learning through Elmwood College in Cupar, Scotland

3. **Which one task do you most enjoy doing?**
   Walk mowing at sunrise and improvement projects

4. **Which one task do you most dislike doing?**
   Cleaning ditches - we have miles of them!

5. **Who has been the biggest influence on your career?**
   Geoff Porter, former Head Greenkeeper of Golf Club Issum, Germany, now in India

6. **What would you do to improve the life of a greenkeeper?**
   Give golfers a handout detailing what greenkeeping involves

7. **What are your hobbies?**
   Golf, cross country skiing, white water rafting, travel photography, cooking and music

8. **What do you hope to be doing in 10 years time?**
   Remodeling golf courses or Superintendent

9. **What would you do to improve the life of a greenkeeper?**
   Give golfers a handout detailing what greenkeeping involves

10. **What would you do to improve the life of a greenkeeper?**
    Give golfers a handout detailing what greenkeeping involves

The reason I write is that I saw the announcement in the February issue of the current location of Geoff Porter and his e-mail address, which was great as I’d lost contact with him. Geoff is responsible for introducing me into the profession over in Germany. His great enthusiasm and knowledge got me hooked and resulted in me running my own course and progressing to owning my own greenkeeping business in the UK.

I have recently moved to Colorado to settle down into “married life” and have been fortunate to secure a job here, albeit at assistant level. I think this could be a good way of telling all of the greenkeepers and other wonderful people I have met over the years know of my whereabouts and extend an open invitation to contact me (or drop in!) and hear “how it’s done” here in the desert. Also, at some later date, I would like to attempt to write a short article about greenkeeping Colorado style and illustrate some of the vast differences due to our extremes of climatic conditions.

Paul Davies

BIGGA Member. 4445.

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For your free copy of this season’s Oliver Turf Management catalogue, phone or fax today - or just ask us to come and see you, on your own turf.
An unfair dismissal?

Question - What's the difference between a) Head Greenkeeper, b) Course Manager, and c) Senior Greenkeeper?

Answer: P45

This is a scenario which has occurred all too often. For some reason the committee has held a meeting and decided that you are, due to whatever reasons, made redundant, and a reshuffle of staff takes place. Soon afterwards, the position is advertised in our own magazine with a new job title but the same old job.

What can we do to stop this? How can we protect ourselves, and how is BIGGA supporting its members in such cases?

A.W. Peel
Bull Bay GC
Isle of Anglesey

Editor's Note: I can appreciate fully the sentiments contained in your letter, however, we can only take action if we know there has been, or is, a problem at a particular golf club. A call to Headquarters will alert us to the possibility that an advert may be forthcoming. Before it has reached that stage, however, members should remember to make full use of our Legal Helpline which can offer advice and, in some cases, legal representation can be arranged which can often prevent a situation reaching the stage that a job is lost. Additionally, it is always wise to have a written contract of employment and a job description which can act as evidence if it is suspected that someone has been employed to do exactly the same job as the one from which you were made redundant.

A stinging letter...

I'm the Golf Course Superintendent at Saratoga Country Club in Saratoga, California. Terry Buchen, of Terry Buchen Golf Agronomy International, has referred BIGGA as a potential source of remedies and/or advice for controlling a perennial yellowjacket (hornet) problem we face every summer. It is my understanding that the United Kingdom has a serious problem with these aggressors and I am hopeful that you might offer some suggestions for us to develop a plan of attack.

We are located in the eastern foothills of the Santa Cruz Mountains, just outside of San Jose. Typical of California, we have a rainy season from November through March and usually a very dry season from April through October. We are on hilly terrain, bordered by an “Open Space Reserve” with very few homes and population surrounding us. Every summer there are great populations of yellowjackets that inundate the golf course. This past summer was very tough as we had numerous stings reported, including two rather serious allergic reactions.

To this point, the club has placed hundreds of yellowjacket traps around the property during the high season, mostly in low play/activity areas, with “bait” freshened regularly. They are rather successful in that they are stung. For maintenance, we have physician for allergy kit or medication and he will pass them on to Tracy. I have covered with the membership cation program. The only other item available to attempt a nest specific eradication is to use caution and visit their immediately surrounding us, not to mention a large amount of poison oak, it is unrealistic and unaffordable to attempt a nest specific eradication program. The only other item I have covered with the membership is to use caution and visit their physician for either an allergy kit or recommendations in the event that they are stung. For maintenance, we make our best attempt to retain cleanliness, including as few clippings, trash and standing water as possible.

As mentioned earlier, our consultant, Terry Buchen, suggested that you may have some recommendations for reducing the possibilities of stings to our players. I would greatly appreciate any “tricks of the trade” you may of heard or might be utilising to combat the problem.

Tracy Shanahan
Superintendent
Saratoga Country Club

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Many people in the land base sector use 4 x 4 vehicles, indeed they are an invaluable mode of transport helping drivers get to their place of work on schedule with any load they may be carrying intact.

There are several regulations under the Management of Health & Safety at Work Regulations 1992 which place legal duties on employers, employees and the self-employed. Employers have a duty of care to ensure that employees are properly trained to operate equipment they must use in the work place and that includes 4 x 4 vehicles.

Most drivers who attend an off-road driving course are amazed at how little they know about the principles of off-road driving. Usually they have been driving for years without understanding how their vehicle works. Most have a good tale to tell.

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A good off-road driver knows the capabilities and limitations of his vehicle. He will reduce operating costs by sympathetic driving techniques, reducing wear and tear on the components of the vehicle. He will minimise the environmental damage by preventing unnecessary churning up of the land.

On a Professional off-road driving course a trainee will learn how to recognise a safe working environment, assess the suitability of ground, prepare and perform the necessary maintenance checks to ensure the safety of the vehicle, route plan and safely operate a vehicle in a variety of off-road conditions such as slopes, mud, obstacles, water and understand the dangers of vehicle recovery.

For further information on training courses and consultancy contact Jean John at Agenda Training Limitedon 01282 831973 or Tim Kirk at Kirk Forestry on 01484 685114.
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This month, Ken Richardson gives details on how to plan your career path from day one.

Grass routes

Following the publication of the 1998 recommendations of the Standing Committee on Greenkeepers Salaries and Conditions of Employment, several greenkeepers have contacted me about the Greenkeeper Career Pattern. The Standing Committee sits again in May, when the salary scale for 1999 will be discussed, along with any other changes that are considered necessary; however, I thought that it would be useful to use some of the common questions posed by concerned greenkeepers to clarify some of the reasons for, and theory behind, the Career Pattern.

Question. Why are National Certificate/Diploma and Higher Certificate/Diploma shown as the same qualification on the career plan?

Answer. I agree that NC/ND and HNC/HND should, perhaps, have been separate to show that they are different qualifications; however, some greenkeepers go straight on to HND courses whilst others move onto HND after ND and some greenkeepers move onto HNC courses after completing N/SVQ courses. It would have been impossible to show all of the routes that could be taken and the decision was made to keep the diagram as simple as possible. However, the Standing Committee may consider changes to the Career Pattern.

Question. Why were N/SVQs selected as the qualifications for greenkeeper, head greenkeeper and course manager?

Answer. The Committee felt that all greenkeepers entering the profession should, eventually, be assessed as competent greenkeepers, i.e. prove that they can meet National Standards in the role of greenkeeper. The National Standards that show competence in a job are National/Scottish Vocational Qualifications. Other qualifications such as Higher National Certificate, may contain similar underpinning knowledge and, sometimes, greater knowledge to N/SVQs, which coupled with suitable experience may indicate competence. The Committee recognised that few, if any greenkeepers held Levels 3 or Level 4 qualifications, that very few training providers offered training courses leading to Level 4 and that, currently, there were not any industry assessors at either Level. Therefore, it was decided that the Career Pattern should include the words 'competent at' rather than 'qualified to' at Levels 3 and 4. Although this may seem a play on words, those words do have significant different meanings. 'Competent at' means that the person is capable of performing the tasks described in the N/SVQ Standards Level 3 or Level 4 Sports Turf Management i.e. capable of doing the job of a head greenkeeper or course manager. This competence could have been gained from experience, attending a number of college courses, including HNC and HND or even by adapting knowledge and skills acquired in a different industry, coupled with other qualifications and/or experience in greenkeeping. What the Career Pattern does not say is that head greenkeepers should hold a Level 3 qualification or that Course Managers should hold a Level 4 qualification, although this may be the case in the future.

Question. Why is Higher National Certificate/Diploma and BSc shown to be lower than N/SVQ Level 4?

Answer. This was done to fit all of the qualifications onto one sheet of paper and did not imply any relative merit. Comparing vocational qualifications with academic qualifications is extremely difficult as they are two different things, but one type of qualification can lead to the other. However, whereas vocational qualifications indicate what the holder knows and can do, under working conditions, academic qualifications indicate only what the holder knows.

Question. Why does the link from HNC/HND come below deputy head greenkeeper?

Answer. This was done to show that the holder of an HNC or HND needed suitable experience before taking up post as a deputy head greenkeeper or, even, as a head greenkeeper. Some people enter, and leave, HNC/HND courses with little or no experience of turf management whilst others enter, and