"You can lay the on top of existing materials. I think it was over shell at Bognor and it will work beautifully while they are great for areas around the clubhouse and any soggy parts of the course," explained Tom, who said he'd coloured chippings in his rockery at home.

So there are options out there for any club looking to improve their golf course from a health and safety or revenue generating perspective.

Thanks for Verdegrass, Tenax and Castcrete Ltd for their co-operation with this feature.

"Installation of the interlocking pavers is easily carried out with very little ground preparation required since the pavers are simply laid on to a 25mm sub-base of sand or other granular material. St Neots GC is one of the clubs in the UK which has gone down the GridLock route."

Another material which is finding favour in modern day path production also carries environmental credentials in that it owns its existence to recycling.

Rubber chippings produced for old tyres reduce the wear of buggy tyres, are quiet and once they have been laid compact to make a solid surface - although they are not suitable for sloping areas.

"They can also be coloured to blend in to the surroundings," said Tom Brooker, Director of Castcrete Ltd.

"We sold an initial batch of half a tonne to Bognor Regis Golf Club and they came back once they'd tried it and bought another nine tonnes and then a further five after that," he explained.

**Photograph supplied by Eric Hepworth**

**INVEST IN A MACHINE FOR COST EFFECTIVE TRENCHING**

AFT 45

INVEST IN A MACHINE FOR COST EFFECTIVE TRENCHING

AFT Trenchers Ltd. Tel: (01787) 311811 Fax: (01787) 310888 email: info@trenchers.co.uk www.trenchers.co.uk

AFT 45

**HAD THAT SINKING FEELING LAST WINTER?**

- Suitable for 20-45hp compact tractors
- Available with boom and chain and/or slitting wheel
- Removes soil with clean up conveyor or auger system
- For 25mm wide and up to 250mm deep sand slits
- Will install slits to remove standing surface water
- Works on golf greens thanks to unique blade design
The Personal Protective Equipment at Work Regulations 1992 (PPEW Regulation) came into force on January 1, 1993 with the main requirement being that personal protective equipment is to be supplied and used at work wherever there are risks to health and safety that cannot be adequately controlled by other means.

Ok, so protective clothing is essential when working within the greenkeeping industry, but there are so many new and exciting innovations in workwear that nowadays you don't have to look stupid to be safe!

Melissa Toombs looks at workwear legislation and four of today's best brands.

Interestingly, PPE is defined in the Regulations as 'all equipment (including clothing affording protection against the weather) which is intended to be worn or held by a person at work and which protects him/her against one or more risks to his/her health or safety'. This is important, as some employers in the greenkeeping industry have thought that waterproof and warm clothing is not classed as PPE. An employer cannot ask for money from an employee for PPE, whether it is returnable or not.

To ensure adequate protection is afforded to employees, risk assessments should be carried out and equipment carefully chosen and supplied by the employer. Ask your PPE supplier for advice if you are unsure, as various options may be available depending on the nature of the risks involved. All equipment purchased, however, should be 'CE' marked and comply with the Personal Protective Equipment Regulations 2002.

Risk assessments should include the following six main hazard areas. Types of PPE are shown in each case:

- **Eyes - Hazards:** Chemical or metal splash, dust, projectiles, gas and vapour, radiation. Options: Safety spectacles, goggles, faceshields, visors.

- **Head - Hazards:** Impact from falling objects, risk of head bumping, hair entanglement. Options: A range of helmets and bump caps.

- **Breathing - Hazards:** dust, vapour and gas. Options: Disposable filtering facepiece or respirator, half or full face respirators, air-fed helmets, breathing apparatus.

- **Protecting the body - Hazards:** temperature extremes, adverse weather, chemical or metal splash, spray from pressure leaks or spray guns, impact or penetration, contaminated dust, excessive wear or entanglement of own clothing. Options: Conventional or disposable overalls, boiler suits, waterproof jackets and trousers, specialist protective clothing, e.g. Hi-vis clothing, spraysuits, chainsaw wear.

- **Hands and arms - Hazards:** abrasion, temperature extremes, cuts and punctures, impact, chemicals, electric shock, skin infection, disease or contamination. Options: Gloves, gauntlets, mitts, wristcuffs, armlets.

- **Feet and legs - Hazards:** wet, electrostatic build-up, slipping, cuts and punctures, falling objects, molten metal and chemical splash, abrasion. Options: Safety boots and shoes with protective toecaps and penetration resistant mid-sole, gaiters, leggings, spats.

- **N.B. Hearing protection and respiratory protective equipment provided for most work situations are not covered by PPEW Regulations because other regulations apply to them.**

Training is essential for those using PPE and should include reasons for use, how it is used, repaired or replaced and its limitations. Maintenance of PPE is important. It should be properly stored, cleaned and kept in good repair. Replacement should be in accordance with manufacturers requirements, e.g. Helmets, which are used daily and exposed to sunlight, have a realistic life span of about two years and should be replaced after this period, irrespective of any signs of wear or damage.
SAFETY EYEWEAR FOR GREENKEEPERS

The peace and tranquillity of the golf course early in the morning may seem a strange place to be concerned about eye protection - but health and safety issues surrounding greenkeeping are a major concern. When you have to work all day every day in all weather and light conditions - sometimes with golf balls flying towards you - then it’s reassuring to know that today’s safety eyewear is not just stylish and comfortable. It has been engineered to the highest safety standards and can actually enhance vision in poor light.

Nowadays, all safety eyewear used in the work environment has to meet rigorous European safety standards. You might be familiar with the oft-quoted code EN 166 1F. It sounds impressive - but what does it actually mean?

Effectively each group of numbers tells you just how good these products are - EN designates the European Safety standard that is certified for the product. 166 is the designation for eyewear. 1F tells you that the glasses are grade 1 optical quality - and ‘F’ is a level of impact protection - this test standard demands the lens can withstand a ball bearing fired at 80mph without shattering. Now isn’t that good to know when you are in the firing line out on the fairway?

Amazingly safety eyewear is engineered to performance standards that may put expensive performance sports sunglasses to shame. This is best illustrated by looking at some of the top models on the market today.

SAFETY GLASSES: BEST BUYS

Course Care’s bestseller is the Course Care Eyeshield - the superb safety spectacle. Available with clear, amber or brown lens and approved to EN 166 1F KN, these glasses feature:
• Impact protection up to grade F
• Ergonomical design, good field of vision
• Soft temple arms with spring effect
• Adjustable length to five positions
• Integrated brow, side and cheek guards and simple lens replacement.

BIGGA Regatta Safety/Sun Glasses provide complete protection against speed particles for your eyes. Features include:
• Soft touch
• Non-slip frame/arms
• Lightweight polycarbonate construction
• Full UV protection

Supplied with a drawstring microfibre pouch, which doubles up as a cleaning cloth, Regatta Safety/Sun Glasses cost £15 per pair or £25 if supplied with a protective case and three pairs of interchangeable lenses for varying sunlight strength - available from BIGGA HQ

Sometimes, budget is the main pre-requisite for safety glasses - and here Exor stands head and shoulders above the crowd. For the price you get a superb specification. The wraparound style provides unsurpassed all-round protection. The arms adjust for both length and angle - so Exor can be personalised to fit heads of all shapes and sizes. Here too the grade one lenses come in every variation you need - clear, grey sun lens or orange for low light levels. The glasses are still approved to EN166 1F and there’s even a free neck cord to help ensure you don’t forget which hole or fairway you left them on!

One final word on safety eyewear - lenses. Today’s safety eyewear lenses are highly sophisticated and offer remarkable levels of protection. They are probably far superior to many sunglasses. Clear lenses don’t just protect against impact - they can be anti-scratch, anti-fog - or both! They also give 100% protection against harmful UV radiation. This menace may be lurking unseen even on overcast days.

Yellow and orange lenses enhance vision in poor light - and grey sun lenses filter out intense light to make working in bright conditions so much more comfortable - again while blocking harmful UV radiation.

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Yellow and orange lenses enhance vision in poor light - and grey sun lenses filter out intense light to make working in bright conditions so much more comfortable - again while blocking harmful UV radiation.
WINTER WARMERS

Features include:
- Fully taped seams
- Double layer fabric
- Concealed hood, cuff and waist adjustment.

Normally selling at £120 plus VAT, readers can purchase the suit (while stocks last) at only £85 plus VAT.

GET DRESSED FOR WINTER

The Course Care Driza-Bone Greenkeeper Suit is high quality, waterproof, breathable, lightweight and practical.

The First Base Cap is a ventilated, attractively styled bump cap offering an affordable degree of head protection. Available from Course Care in navy or green, the cap costs £13.85 plus VAT.

Showa has been a pioneer in the design of coated knit gloves for 25 years. They specialise in the creation and manufacture of gloves, building their development process around innovation and ultimate quality. This gives the wearer greater safety, greater dexterity and greater comfort, thereby reducing the need for wearers to remove their hand protection. Gloves pictured cost £2.99 plus VAT from Strathallan Safety Supplies.
Strathallan Safety Supplies in Fife has discovered how well Mascot® comply with the needs and demands of greenkeepers. Some of their most popular products among greenkeepers are the Genova Pilot Jacket (£66.80 plus VAT) and the Savona Parka Jacket (£92.24 plus VAT), in combination with the Wolfurt Overtrousers (£41.99 plus VAT). All three of these products are waterproof, windproof, breathable and tough.

This does exactly what it says on the tin. The Four Seasons Breaker is just that - perfect to wear all year round. This item is a multi-option pullover style top with a short zip and elasticated draw cord. This breaker zips off in two places to create three different garments - full sleeve, half sleeve and sleeveless top. The Four Seasons breaker costs £26 and is available from BIGGA HQ.

Made with porelle membrane sandwiched between two textile layers, these SealSkinz gloves are 100% waterproof and breathable and designed to offer excellent grip and dexterity in wet conditions. Retailing at £22.50, BIGGA offer a discount price of £16 + £1 p&p to members.

Blåkläder products are designed with the latest technical fabrics that offer the wearer excellent durability and strength together with the comfort and freedom of movement required for working garments. Trousers in cotton or harder wearing polyester/cotton can now have Cordura® knee pad pockets and functional pockets for extra tools, pencils and mobile phones. Winter jackets are made with Blåkläders "WabTech" fabric which is waterproof, windproof and breathable. Based on many years of experience of making working clothes for those harsh Swedish Winters, Blåkläder are promoting the three-layer principle for working outside in the cold winter months. This includes:

1). A base 'wicking' layer that wicks any moisture away from the skin and regulates body temperature.
2). An intermediate layer that wicks the moisture further away from the body and insulates against cold thereby maintaining your body heat.
3). A breathable outer layer that protects you from the cold, wind and rain and releases the moisture so it can evaporate on the outside.

Arco were approached and asked if they wished to contribute to this article but declined the invitation. BIGGA members are entitled to a 20% discount on certain Arco products.

The combination of these Mascotex® products generates a fully waterproof set that keeps you warm and still allows the body to transport perspiration away from the skin. The Mascotex® products are certified according to the norm EN 343, the European standard for wind and weather protection.
Managing Environmental Pressure

By Henry Bechelet

WAY OF THINKING

"Changing The Nature of Your Greens" introduced the idea of greenkeeping as environmental management. The article gives an understanding of the nature of the grasses and it shows how to select the finer species by setting the environment correctly. For the finer grasses to flourish they need the environmental pressures to be managed properly. This way of thinking has become known as The Disturbance Theory.

A NEW WHEEL

Traditional greenkeeping method has always sought to use stress to encourage the finer grasses. But, it is now a markedly different world from the days of Old Tom and we have to adopt slightly different strategies when creating our putting surfaces. Modern golf demands year-round play and ever-quicker putting surfaces and our industry has provided us with an arsenal of super effective machines designed to help us satisfy the situation. As a result, the pressures impacting on our turf are more intense than ever. It is becoming more and more difficult to favour the finer grasses but it is not impossible. This theory aims to bring greenkeeping for the finer grasses up-to-date for everyone's sake.

PRESSURE'S ON

You'll be pleased to know that modern day environmental pressure now comes in the forms of disturbance and competition as well as stress. To achieve the finer grasses you just need to understand both the nature and impact of all of these pressures and then use them properly. Success is reliant on your powers of observation as well as your skill as a greenkeeper.

STRESS ACTUALLY...

Stress is more precisely defined as the environmental constraints to growth. This may include droughting, starving, shading, drenching, freezing, soil compaction and potentially soil acidity and salinity. They are all the elements that restrict the growing environment. Environmental stress can be used to progressively select desirable species from those less tolerant. The problem with stress is that it comes in many different forms that each exert different types of selection pressure. So, when thinking and talking about stress we need to be clear about its exact nature and individual impact. Stress tolerators aren't necessarily tolerant to all stresses and so salinity can kill a drought tolerant plant. (see the article "The Salt of the Earth" for more detail).

NOW NOT STRESS

Disturbance is the physical damage occurring within the environment. This is particularly pertinent for golf greens, which rely on regular mowing as its fundamental preparation treatment. As you can imagine, regular disturbance imposes a huge selection pressure on the environment. Quick growing weeds are the natural beneficiaries if there is too much damage and too often. Naturally slow growers find it hard to recover. Disturbance includes wear, disease, pitch mark damage as well as the mechanical treatments. The articles "Do Not Disturb" and "Is Verticutting Necessary" cover the issue of disturbance in relation to the surface preparations.

AND NOT LEAST

The final environmental pressure is competition. This is the battle between plants to survive and possibly assume dominance within the environment. Some plants have evolved to naturally assume dominance given the right conditions. The bents and fescues will do this if you let them, BUT their competitive edge will struggle to exert itself if the stress/disturbance are overriding. Constant hacking will not allow plants to force themselves on the situation. You need to ease the wider pressure to let the stronger better nature of the finer grasses take over. "Competitive Edge" takes a look into this area.

ALL IS EVERYTHING

These pressures do not act in isolation, they work together to all create the nature of the growing environment. As turf managers, we simply need to move towards the environmental balance that is suited for the desired species. We have to use the weather when it comes.

Of course this isn't going to be easy. We already know that the innate pressures are naturally high and with the golfers level of expectation the environment is usually intense. Who said it was going to be easy? Believe me that all you need to do is understand the
pressures acting on your environment and work to direct them in a positive way. Take heart from all the greenkeepers who are already on the road and heading forward. This is the early days of the Disturbance Theory.

AN ENVIRONMENTAL YEAR
Let me quickly run through the seasons to give you an idea on how to think in a Disturbance Theory way. To recap on the ideas of CNYG; for the finer grasses to flourish we need to minimise disturbance and control beneficial stress to let competition take hold. Overseeding is required to continually improve your starting point. Simple stuff. We minimise disturbance through considerate winter management and with our year-round mechanical maintenance. To reduce the level of disturbance pressure we can cut fertiliser and irrigation inputs and so minimise the need for aggressive verticutting and mowing. We can play with droughting as a beneficial stress against the annual meadow-grass given the chance. The vegetation will soon change if you manage the environmental pressures considerably. Here's what you need to do...

SPRING
In spring we need to boost growth sufficiently to generate recovery growth and allow the early season surface preparations to take place. The use of sulphate of ammonia feeds will bring acidity stress to bear against the annual meadow-grass if chosen. Verticut and scarify to prepare the surfaces by all means but don't go over the top. Top dress to prepare your surfaces without getting too aggressive. Minimise disturbance within reason and growth.

SUMMER
Once you have created your surfaces, try to keep them quiet so that their playing qualities don't quickly grow out and constantly require regular aggressive verticutting treatments to get them back. Top dress and roll/iron to create firm, fast and true surfaces rather than constantly verticutting and scalping. Use ironing to add the polish. You must also prevent the development of dry patch stress with spiking, the use of wetting agents and focused irrigation. With this in place you can confidently exert drought pressure towards the end of summer (given the chance) to weaken the annual meadow-grass in preparation for the late summer/early autumn overseeding programme. Rather than burning-out the annual meadow-grass why not try for a touch of easier anthracnose? Minimise disturbance and control stress to let competition take hold later in the summer.

AUTUMN
Prevent undue weakness moving into autumn with the use of a low NK plus Iron turf hardener. Really remove thatch at this time because the meadow-grass isn't seeding into the gaps. This is the natural time to overseed to get more of the good stuff in. Always use top rated seed. Renovate while growth is strong to bring quick recovery and get the fixture list organised well enough to allow a couple of weeks minor disruption afterwards. A late Captains day can ruin your plans for the year. To overseed properly it really needs to be carried out with a couple of months establishment growth still available. Connect the seed with the soil at the correct depth. Top dress to perfect the playing surfaces for a prolonged autumn playing season. Take care with the establishment. Raise the height of cut and continue to vibratory roll or hand mow to maintain playing qualities through until the end of the season. Disturb only for overseeding sake and minimise all else as growth tails off. Raise the height of cut early. Always prevent disease disturbance through integrated control methods as they aim to favour the finer grasses anyway.

WINTER WEAR
Winter play can be very damaging. The wear disturbance is magnified at this time as plant growth tails off and the turf has less strength to recover. Try to keep the players off when they are damaging the surfaces. Simply provide decent alternatives and they won't grumble too much. Also, do not be stupid with your cutting height at this time of year, it might be the difference between long-term success and failure. Greenkeeping isn't about making friends at times but its better in the long-run Vibratory rollers can still help if dovetailed with aeration. Don't disturb the surfaces with aeration if ground conditions aren't right. Enforce pitch mark repair. Only verticut at this time if you want annual meadow-grass. Minimise disturbance. Minimise disturbance.

THE WAY FORWARD
So much of greenkeeping is about the attitude of the head man. If you want the finer grasses you have to try to understand your own turfgrass environment and be prepared to manage the pressures properly. Dogmatic recommendations aren't much help but they can help you stay focused in the right area. It is very simple; we want to create an environment that is more suited to the development of the finer grasses. To be successful in this approach you just need to be alive to any opportunities that will allow you to manipulate or regulate the pressures. This isn't rocket science, it just means you tuning-in better to the environmental conditions. You can do it. If you are patient enough then the finer grasses will come. Give yourself five years and stop fretting. Be confident enough to make the finer grasses happen and it will make your life easier. Better surfaces for longer in the year. No pressure from me.

Henry Bechelet is the STRI Turfgrass Agronomist covering North and Eastern England. Henry may be contacted by email at: henry.bechelet@stri.co.uk or via: www.stri.co.uk
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The BIGGA Library boasts over 650 books available to borrow for up to six weeks. The only cost is that of returning the book to HQ.

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Members may apply for an 80% refund of education and training fees up to a maximum of £350. Conditions apply. Call 01347 833800 for an application form.

BIGGA REGIONAL TRAINING
BIGGA provide quality education and training courses at a minimum cost thanks to the support of Golden and Silver Key Members who contribute to the Education and Development Fund. Call 01347 833800.

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BIGGA have teamed up with ARCO, the leading supplier of workwear, safety clothing and maintenance products to offer members 20%* discount off a choice of goods. Call 01482 611773.

*Discount not available on selected products.

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Driving a brand new car couldn’t be easier. Bigga has teamed up with Lex FreeChoice to offer an exclusive scheme which allows you and your family members to drive the car you’ve always wanted at a price you can afford. Call 0800 419 930 and quote BIGGA.

CAR RENTAL
BIGGA have enrolled in National’s Affinity Leisure Programme that offers members exclusive rates on car and van hire in the UK and on international car hire in over 80 countries. Ring 0870 191 6950 and quote A099084 for UK Car hire, A099085 for UK Van Hire and 8573290 for International Car Hire.

INSURANCE QUOTATION SERVICE
A quotation service is available to members on a wide range of insurance products. Call 01603 828255 and quote UniBG0306.

NETWORKING OPPORTUNITIES
When you join you are automatically given membership of one of the 27 sections around the country. As an active member you can attend golf days and other social events on a regular basis enabling you to network amongst others in the industry. Look at the 'Around the Green' section for contact details.

BIGGA WEBSITE - www.bigga.org.uk
Exclusive access to the Members area of the website. Interact with other greenkeepers on the bulletin board or check out the latest recruitment vacancies in the industry. For Greenkeepers and Student Members only.
GREENKEEPER TRAINING

BIGGA is actively involved in raising the Standard of Greenkeeper Training. The Association is a member of the Greenkeepers’ Training Committee and strives to enhance the level of education though various means, including Section, Regional and National workshops, seminars and conferences.

The range and quality of training now available throughout the UK means that there is a training course for every greenkeeper. This should improve the quality of greenkeeping and help to produce better quality golf courses to the benefit of all within the industry.

Golf Course Managers should ensure that their staff are trained to the highest standards. This begins by selecting a training provider that meets the criteria laid down by the GTC. There is a clear link between education, training and economic success and all clubs should invest in the education of their staff.

Ken Richardson, Education and Training Manager, British and International Golf Greenkeepers Association
Tel: 01347 833800 Email: education@bigga.co.uk Website: www.bigga.org.uk

SCOTLAND

Training providers guide
Available courses guide

The guide overleaf is not exhaustive and a full list of GTC approved training providers can be obtained from the GTC. The Greenkeepers Training Committee (GTC) are continually reviewing the approved status of training providers offering greenkeeper training courses. Anyone with a query regarding greenkeeper training should contact the Greenkeeper Training Committee at Aldwark Manor, Aldwark, Alne, York Y061 1UF, Tel: 01347 838640 or visit their website at http://www.the-gtc.co.uk

ELMWOOD COLLEGE
Cupar, Fife, KY15 4JB
Contact: Sam Letham
Tel: 01334 658842 Fax: 01334 658888
Email: s letham@elmwood.ac.uk
Web: www.elmwood.ac.uk


GOSTA TRAINING LTD
50 Brook Street, Glasgow, G40 2AB
Contact: Chris Bothwell
Tel: 0141 556 3999 Fax: 0141 556 4999
Email: learn@gostatraining.co.uk

SCOTLAND

LANGSIDE COLLEGE
Rutherglen Campus,
Buchanan Drive,
Rutherglen,
Glasgow, G73 3PF
Contact: William O’Neil
Tel: 0141 272 3823
Email: wonell@langside.ac.uk

SOUTH AYRSCHIRE COUNCIL
GREENKEEPING COURSE
Chief Executive’s Department,
Training & Development Centre,
15 Links Road, South Ayrshire
Contact: Gordon McGinn
Tel: 01292 678861 Fax: 01292 671790
Email: gordon.mcginn@south-ayrshire.gov.uk
Information: SVQ Level 2 Amenity Horticulture: Sportsturf, SVQ Level 3 Amenity Horticulture: Sportsturf and the Modern Apprenticeship in Amenity Horticulture

WALES

PENCOED
Pencoed, Bridgend, Cardiff, CF35 5LG
Contact: Paul Discombe or John Sullivan
Tel: 01656 302672
Fax: 01656 302601
Email: pfdiscombe@bridgend.ac.uk
Web: www.bridgend.ac.uk

ENGLAND

ASKHAM BRYAN COLLEGE
Askham Bryan, York, North Yorkshire, YO23 3FR
Contact: Central Admissions
Tel: 01904 772211
Email: enquires@askham-bryan.ac.uk
Web: www.askham-bryan.ac.uk

BERKSHIRE COLLEGE OF AGRICULTURE
Hall Place, Burghetts Green, Maidenhead, Berkshire, SL6 6QR
Contact: Deborah Smirfitt
Tel: Freephone 0800 0711 666
Fax: 01628 824695
Email: enquiries@bca.ac.uk Web: www.bca.ac.uk
Information: Located in the Thames Valley, BCA has excellent resources for horticultural based training including a six-hole golf training facility opened by HRH The Duke of York. Programmes include the First Diploma, National Certificate and National Diploma in Horticulture, with Landscape Design and Greenkeeping options plus Apprenticeships, Higher National Diploma/Certificate programmes. Part-time programmes include NVQ Level 2 and 3 Amenity Horticulture, Sports Turf. Residential accommodation is available and free parking on site.

BRIDGWATER COLLEGE CANNINGTON CENTRE FOR LAND-BASED STUDIES
Cannington, Bridgwater, Somerset, TA5 2LS
Contact: Course Enquiries
Tel: 01278 441234 Fax: 01278 444363
Email: enquiries@bridgwater.ac.uk
Web: www.bridgwater.ac.uk

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Myerscough College, Bilsborrow, Preston, Lancashire PR3 0RY

66 Greenkeeper International