Information: NVQs (Levels 2 and 3), Apprenticeships and work-based learning courses available in Greenkeeping, Landscaping and Groundsmanship. We also offer a range of short courses, for example, Health & Safety, COSHH, Chainsaw use, Welding and Pesticide Application. Additionally, full and part-time courses (post GCSE through to degree level) are available in horticulture and a variety of other land-based subjects.

Contact: Mike Dodd
Tel: 01732 850651
Email: enquiries@hadowak.ac.uk
Website: www.hadowak.ac.uk

MERRIST WOOD CAMPUS OF GUILDFORD COLLEGE
Worplesdon, Guildford, Surrey GU3 3PE
Contact: Information, Guidance and Admissions on 01483 884040, email: mwi@guildford.ac.uk.
Website: www.guildford.ac.uk
Information: Part-time courses: NVQ Level 2 Sportsturf college day release and workplace visits/assessments, New Level 2 Sportsturf in conjunction with IOG / NPTC, NVQ Level 3 Sportsturf on-line distance learning. Level 3 National Award college day release for those without qualified workplace assessors, Foundation Degree and BSc (Hons) in Horticulture (Sports Turf), plus various NPTC short courses including Irrigation Certificate Course, Turf Maintenance Equipment and Operation of Mowers throughout the year. Please contact us for up-to-date listings, qualifications and advice. Open evenings are held regularly at the Campus.

Contact: Andrew Wight
Telephone: 01727 737735
Email: andy.wight@oaklands.ac.uk
Website: www.oaklands.ac.uk

Contact: Keith Ellis
Tel: 01785 712299 Fax: 01785 715701
Email: rodenquiries@rodbaston.ac.uk
Website: www.rodbaston.ac.uk
Information: Rodbaston College offers an extensive range of courses, full, part time and day release. Full time programmes include; NPTC Skills for Life, Level One, 1st Diploma, National Award, National Certificate and National Diploma. Higher Education programmes can be studied on a part time basis and include Foundation Degree and the Bsc in Horticulture. Work based learning is available at NVQ 1, NVQ 2 and NVQ 3 and Rodbaston offers very extensive Train2Gain provision. Sports turf and green keeping can be studied to NVQ 2 and NVQ 3 level on a day release basis. The college offers a wide transport network to its learners as well as residential accommodation on site.
Student Membership of BIGGA (for those studying full-time)

Greenkeeping is a rewarding and challenging career choice for all ages and abilities from school leavers to those considering a career change, let BIGGA help you develop your career as a greenkeeper by becoming a Student Member.

Membership of BIGGA will provide you with:

Greenkeeper International

The Association’s much read magazine packed with up to the minute information and features providing you with valuable research and perhaps even helping you with your assignments. Delivered FREE to your door monthly.

Membership Handbook

Providing you with an extensive guide to the products and services relating to the fine turf industry and the contact details of the major companies supplying those products and services. The Handbook also includes a comprehensive greenkeeper membership section.

Harrogate Week

Entry to a world class trade event. The Trade Exhibition has over 200 exhibitors and 8,500 visitors. There can be no better place to ‘Continue to Learn’ than taking part in the education programme. Students will find much that will demand their attention including seminars of specific interest. On production of your Student membership card you can attend the seminars FREE of charge. Not to mention the fantastic networking opportunities available throughout the whole of this week, another valuable way of learning… from those already in the industry.

On Course Field Guides

To aid with your study further, Student members are entitled to receive a FREE copy of each of the field guides available in the series. Produced in a handy to use and read format. Thanks to the contributors to the BIGGA Education and Development Fund there are five in the series:

- Golf Course Grasses;
- Identification and uses of the main grasses found in golf course rough;
- Identification of trees and shrubs on the golf course;
- Identification of damage caused by mammals and birds;
- The major diseases and pests of fine turf.

BIGGA Lending Library

Can’t find the book you require in your local library or College Resource Centre? Why not check our library listing to see if the BIGGA lending library stocks the title for which you are looking? The lending library is available to all BIGGA members, allowing them to borrow up to two books for up six weeks, the only cost is return postage.

BIGGA Website

Check out the latest Jobs online by visiting www.bigga.org.uk

Application Form - for an application form either download a form from the BIGGA website at www.bigga.org.uk/join/membership-forms/ or contact the membership team on 01347 833800 option 1 for membership.
Order on-line a box of 5004s while stocks last.

Design • Install • Service • Supply

**ENGINEER VACANCY - APPLY NOW**

Call: 01829 731391

www.tcrirrigation.co.uk

---

**TurfWorks International LtdTM**

The future for Greenkeepers & Groundsman......

TurfWorks International Ltd™
Marton Hall Lane, Marton, Macclesfield, Cheshire, SK11 9HG, UK

Tel: +44 1260 224 457 Fax: +44 1260 224 791

Web: www.TurfWorksInt.com Email: info@turfworksint.com
Drainage: an important element of any golf course

Drainage is the lifeblood of any golf course and while much of the work is ultimately unseen by the golfer without it many courses would be unplayable for much of the year.

And it will only remain so. With projections for the next 70 years warning of a 16% increase in rainfall, coupled, incidentally, with significantly higher temperatures, drainage of golf courses will become even more important.

Meiklem Drainage, which now operates out of purpose built premises in Kelty, Fife, is already busy and by all accounts will be busier still.

It has carried out drainage improvement work on five of the St Andrews Links Courses – the Old, the New, the Jubilee, the Castle and a complete drainage system on Strathlyrum as well as Kingsbarns while it has also carried out trenchless drainage at Duff House Royal in Banff and the new G4 Course, at Blackford, next door to Gleneagles.

Off the golf course, Meiklem has also carried out work at the new Queen Margaret University College in Musselburgh and HM Prisons at Saughton and Perth.

Drainage is near the top of most enlightened golf clubs list of expected expenditure and drainage companies will be well placed to keep their order books full.

Meiklem Drainage:
John Meiklem
07808 897 300
or Colin Hutchison 07808 897 312

Drainage is the lifeblood of any golf course and while much of the work is ultimately unseen by the golfer without it many courses would be unplayable for much of the year.

And it will only remain so. With projections for the next 70 years warning of a 16% increase in rainfall, coupled, incidentally, with significantly higher temperatures, drainage of golf courses will become even more important.

Meiklem Drainage, which now operates out of purpose built premises in Kelty, Fife, is already busy and by all accounts will be busier still.

It has carried out drainage improvement work on five of the St Andrews Links Courses – the Old, the New, the Jubilee, the Castle and a complete drainage system on Strathlyrum as well as Kingsbarns while it has also carried out trenchless drainage at Duff House Royal in Banff and the new G4 Course, at Blackford, next door to Gleneagles.

Off the golf course, Meiklem has also carried out work at the new Queen Margaret University College in Musselburgh and HM Prisons at Saughton and Perth.

Drainage is near the top of most enlightened golf clubs list of expected expenditure and drainage companies will be well placed to keep their order books full.

Meiklem Drainage:
John Meiklem
07808 897 300
or Colin Hutchison 07808 897 312

For better penetration
TINES ‘R’ US
Order on-line:
www.tines.co.uk
email:sales@tines.co.uk
Tel: 0114 2513344

For better penetration
TINES ‘R’ US
Order on-line:
www.tines.co.uk
email:sales@tines.co.uk
Tel: 0114 2513344

HYDROJECT
AERATION AND CHEMICAL INJECTION SERVICE
with no surface disturbance
KEITH DRIVER
(SPORTSTURF CONTRACTOR)
Tel: 01273 679994 Mobile: 07958 532008

TOPTURF IRRIGATION
IS THE LEADING DEALER
INSTALLER & SERVICING AGENT
FOR OTTERBINE BAREBO
AERATION EQUIPMENT
Call us on 0044 (0) 870 8720081
www.ttirrigation.co.uk

B Jamieson Golf Advisors Ltd
Drainage: an important element of any golf course

Drainage is the lifeblood of any golf course and while much of the work is ultimately unseen by the golfer without it many courses would be unplayable for much of the year.

And it will only remain so. With projections for the next 70 years warning of a 16% increase in rainfall, coupled, incidentally, with significantly higher temperatures, drainage of golf courses will become even more important.

Meiklem Drainage, which now operates out of purpose built premises in Kelty, Fife, is already busy and by all accounts will be busier still.

It has carried out drainage improvement work on five of the St Andrews Links Courses – the Old, the New, the Jubilee, the Castle and a complete drainage system on Strathlyrum as well as Kingsbarns while it has also carried out trenchless drainage at Duff House Royal in Banff and the new G4 Course, at Blackford, next door to Gleneagles.

Off the golf course, Meiklem has also carried out work at the new Queen Margaret University College in Musselburgh and HM Prisons at Saughton and Perth.

Drainage is near the top of most enlightened golf clubs list of expected expenditure and drainage companies will be well placed to keep their order books full.

Meiklem Drainage:
John Meiklem
07808 897 300
or Colin Hutchison 07808 897 312

For better penetration
TINES ‘R’ US
Order on-line:
www.tines.co.uk
email:sales@tines.co.uk
Tel: 0114 2513344

Drainage is the lifeblood of any golf course and while much of the work is ultimately unseen by the golfer without it many courses would be unplayable for much of the year.

And it will only remain so. With projections for the next 70 years warning of a 16% increase in rainfall, coupled, incidentally, with significantly higher temperatures, drainage of golf courses will become even more important.

Meiklem Drainage, which now operates out of purpose built premises in Kelty, Fife, is already busy and by all accounts will be busier still.

It has carried out drainage improvement work on five of the St Andrews Links Courses – the Old, the New, the Jubilee, the Castle and a complete drainage system on Strathlyrum as well as Kingsbarns while it has also carried out trenchless drainage at Duff House Royal in Banff and the new G4 Course, at Blackford, next door to Gleneagles.

Off the golf course, Meiklem has also carried out work at the new Queen Margaret University College in Musselburgh and HM Prisons at Saughton and Perth.

Drainage is near the top of most enlightened golf clubs list of expected expenditure and drainage companies will be well placed to keep their order books full.

Meiklem Drainage:
John Meiklem
07808 897 300
or Colin Hutchison 07808 897 312

For better penetration
TINES ‘R’ US
Order on-line:
www.tines.co.uk
email:sales@tines.co.uk
Tel: 0114 2513344

Drainage is the lifeblood of any golf course and while much of the work is ultimately unseen by the golfer without it many courses would be unplayable for much of the year.

And it will only remain so. With projections for the next 70 years warning of a 16% increase in rainfall, coupled, incidentally, with significantly higher temperatures, drainage of golf courses will become even more important.

Meiklem Drainage, which now operates out of purpose built premises in Kelty, Fife, is already busy and by all accounts will be busier still.

It has carried out drainage improvement work on five of the St Andrews Links Courses – the Old, the New, the Jubilee, the Castle and a complete drainage system on Strathlyrum as well as Kingsbarns while it has also carried out trenchless drainage at Duff House Royal in Banff and the new G4 Course, at Blackford, next door to Gleneagles.

Off the golf course, Meiklem has also carried out work at the new Queen Margaret University College in Musselburgh and HM Prisons at Saughton and Perth.

Drainage is near the top of most enlightened golf clubs list of expected expenditure and drainage companies will be well placed to keep their order books full.

Meiklem Drainage:
John Meiklem
07808 897 300
or Colin Hutchison 07808 897 312

For better penetration
TINES ‘R’ US
Order on-line:
www.tines.co.uk
email:sales@tines.co.uk
Tel: 0114 2513344

Drainage is the lifeblood of any golf course and while much of the work is ultimately unseen by the golfer without it many courses would be unplayable for much of the year.

And it will only remain so. With projections for the next 70 years warning of a 16% increase in rainfall, coupled, incidentally, with significantly higher temperatures, drainage of golf courses will become even more important.

Meiklem Drainage, which now operates out of purpose built premises in Kelty, Fife, is already busy and by all accounts will be busier still.

It has carried out drainage improvement work on five of the St Andrews Links Courses – the Old, the New, the Jubilee, the Castle and a complete drainage system on Strathlyrum as well as Kingsbarns while it has also carried out trenchless drainage at Duff House Royal in Banff and the new G4 Course, at Blackford, next door to Gleneagles.

Off the golf course, Meiklem has also carried out work at the new Queen Margaret University College in Musselburgh and HM Prisons at Saughton and Perth.

Drainage is near the top of most enlightened golf clubs list of expected expenditure and drainage companies will be well placed to keep their order books full.

Meiklem Drainage:
John Meiklem
07808 897 300
or Colin Hutchison 07808 897 312

For better penetration
TINES ‘R’ US
Order on-line:
www.tines.co.uk
email:sales@tines.co.uk
Tel: 0114 2513344
**ANTI-SLIP**

**GRIP CLAD**

Anti-Slip Stair & Floor Surfaces

www.gripclad.co.uk
Email: enquiries@gripclad.co.uk
Tel: 023 8040 4952
Fax: 023 8040 2563

Visit www.bigga.org.uk and check out the latest chat from the greenkeeping industry.

**CONSTRUCTION**

**MJ ABBOTT**

Golf Course & Sportsground Construction
Renovation & Maintenance
Irrigation Systems
Land Drainage Schemes
Water Management Systems

Tel: 01722 716361
www.mjabbutt.co.uk

**DRRAINAGE**

**SPEEDCUT CONTRACTORS LTD**

Golf Course Drainage
Renovation
Sanditting

Contact: Kevin Smith
Oxford 01865 331479

Tel: 01172 877289
Fax: 01772 877479
(Perston, Lancs)

**DRRAINAGE**

**PHILIP DIXON**

Contractors Ltd Est. 1978
Sportsturf Drainage Specialists

Tel: 01772 877289
Fax: 01772 877479

**BRIDGES**

**LOVELL D.K.**

PORTABLE DITCH CROSSING

Tel: 01604 468908
Fax: 01604 474853

Contact: Lynda Taylor
01293 551417
or email david@lovelldk.fanet.co.uk

OTHER BRIDGES AVAILABLE.

**ADVERTISE HERE**

from as little as £250 for a FULL 6 MONTHS, full colour, please call Kirstin on 01347 833 832 or email kirstin@bigga.co.uk

**CLOTHING / FOOTWEAR**

**Hoggies Of Fife**

Famous Scottish Greenkeeper Wear
Europe’s Leading Suppliers of Clothing & Footwear for Professional Greenkeepers

CONTACT US FOR FREE CATALOGUE
Tel. 01334 653733 Fax. 01334 653553
sales@hoggies.co.uk
Online Store www.gkwear.co.uk

**DE-SILTING**

**Meiklem Drainage Contractors Ltd**

Scotland Based

Meiklem Drainage Contractors Ltd
Sportsturf Drainage Specialists
Golf Courses - Sportsfields Drainage * Construction * Spraying * cultivation

Tel: 01383 830217
M: 07080 897 300
E: Meiklem@btopenworld.com

**GRINDERS**

**LISTER WILDER**

STAY SHARP IN 2009
FREE BACK LAPPING Paste WITH EVERY RE-GRIND

Motion 250/0 3.2hp
Cirencester: 01285 652 272
Devizes: 01380 730 003
Ashford: 01233 619 290
Northampton NN2 7TA

T: 0116 269 619
el: 0116 269 619
el: 0116 269 619

**TOPDRESSING**

**MEIKLEM DRAINAGE**

Golf Course Drainage
Survey / Design / Installation / Greens / Fairways / Bunkers / Complete Courses
Plastic Pipe / Turfdry Drainage System

Contact Molyn Taylor 01293 551417
or email molyn@turfdry.com
www.turfdry.com

For fast and friendly Nationwide Service

**FULL 6 MONTHS**

**DRAINAGE**

**SPORTSTURF**

Construction Drainage
Renovation
Sanditting

Contact: Kevin Smith
Oxford 01865 331479

Tel: 01172 877289
Fax: 01772 877479
(Perston, Lancs)

**TURFDRY**

Survey / Design / Installation / Greens / Fairways / Bunkers / Complete Courses
Plastic Pipe / Turfdry Drainage System

Contact: Molyn Taylor 01293 551417
or email molyn@turfdry.com
www.turfdry.com

For fast and friendly Nationwide Service

**NORTH WALES**

**TURFDRY**

Survey / Design / Installation / Greens / Fairways / Bunkers / Complete Courses
Plastic Pipe / Turfdry Drainage System

Contact: Molyn Taylor 01293 551417
or email molyn@turfdry.com
www.turfdry.com

For fast and friendly Nationwide Service

**SOUTH WALES**

**TURFDRY**

Survey / Design / Installation / Greens / Fairways / Bunkers / Complete Courses
Plastic Pipe / Turfdry Drainage System

Contact: Molyn Taylor 01293 551417
or email molyn@turfdry.com
www.turfdry.com

For fast and friendly Nationwide Service
**IRRIGATION**

**Heron**
Specialist in the design and manufacture of Irrigation Controllers

Stand alone or PC operated

01903 724343
www.heron-irrigation.co.uk

**Irritech Limited**
Independent Irrigation Consultants

Specialising in:
- Design/Advice
- New Installations
- Contracting
- System Upgrades
- Supply & Sales
- PC Systems

Tel. 01765 602175 or 01765 690598
Fax 01765 603488
Email: sales@par4.co.uk

Area Dealer
www.par4.co.uk

**LEADERS IN IRRIGATION**

- Design
- Installation
- Servicing

FOR GOLF COURSES, STADIA, RACECOURSES, BOWLING GREENS, PRIVATE GARDENS & LAKES.

Please call 0870 8720081
www.ttirrigation.co.uk

**LEADERS IN IRRIGATION**

- Design
- Installation
- Servicing

FOR GOLF COURSES, STADIA, RACECOURSES, BOWLING GREENS, PRIVATE GARDENS & LAKES.

Please call 0870 8720081
www.ttirrigation.co.uk

**IRRIGATION CONSULTANTS**

To advertise within Greenkeeper International please contact Kirstin on 01347 833 832 or email kirstin@bigga.co.uk

Advertising rates:
- 1/4 page - £570
- 1/2 page - £790
- Full page - £1500

**Look at the latest...**
Second Hand Machinery...for sale
www.bigga.org.uk/classifieds

**PUMPS**

**ITT Lowara**
Lowara Quality Pumps & Variable Speed Drives.

T: 01297 630230
F: 01297 630270
E: lowaraenquiries@itt.com
www.lowara.co.uk

Engineered for life

**RUBBER CRUMB**

The use of RUBBER CRUMB on grass as top dressing has been granted a PATENT in the UK and Ireland under Number EP0788301B1

TEBBUTT ASSO. ARE THE LICENSEES
with CROWN III rubber crumb turf Reinforcement, the licensed product

Contact Tebbutt Asso. on 01253 342003 or Fax 01253 346644
e-mail: tebbuttassociates@tiscali.co.uk
www.tebbuttassociates.co.uk

**To advertise here from as little as £250 for a FULL 6 MONTHS, full colour, please call Kirstin on 01347 833 832 or email kirstin@bigga.co.uk**

Want to sell Second Hand Machinery?
Advertise all your machines For only £30 per month
www.bigga.org.uk/classifieds
Or call Kirstin on 01347 833800

**Design**
Installation
Service
Irrigation supplies

North Staffs
IRRIGATION

Tel: 01785 812706
E: NSIrrigation@aol.com
www.northstaffsirrigation.co.uk

**To find out more, Call Rosie on 01347 833800**

**Look at the latest...**
Second Hand Machinery...for sale
www.bigga.org.uk/classifieds

**IRRIGATION CONSULTANTS**

To advertise within Greenkeeper International please contact Kirstin on 01347 833 832 or email kirstin@bigga.co.uk

Advertising rates:
- 1/4 page - £570
- 1/2 page - £790
- Full page - £1500

**Look at the latest...**
Second Hand Machinery...for sale
www.bigga.org.uk/classifieds

**PUMPS**

**ITT Lowara**
Lowara Quality Pumps & Variable Speed Drives.

T: 01297 630230
F: 01297 630270
E: lowaraenquiries@itt.com
www.lowara.co.uk

Engineered for life

**RUBBER CRUMB**

The use of RUBBER CRUMB on grass as top dressing has been granted a PATENT in the UK and Ireland under Number EP0788301B1

TEBBUTT ASSO. ARE THE LICENSEES
with CROWN III rubber crumb turf Reinforcement, the licensed product

Contact Tebbutt Asso. on 01253 342003 or Fax 01253 346644
e-mail: tebbuttassociates@tiscali.co.uk
www.tebbuttassociates.co.uk

**To advertise here from as little as £250 for a FULL 6 MONTHS, full colour, please call Kirstin on 01347 833 832 or email kirstin@bigga.co.uk**

Want to sell Second Hand Machinery?
Advertise all your machines For only £30 per month
www.bigga.org.uk/classifieds
Or call Kirstin on 01347 833800

**Key Sponsorship**
Making a difference to greenkeeper education
To find out more, Call Rosie on 01347 833800
SleeperS

FENDRESS™ TOP DRESSINGS & ROOTZONES.

DRESSINGS FOR FAIRWAYS AND TEES.

SCREENED FENSOIL, LOAM & TOPSOIL.

BUNKER SAND & PATHWAY MATERIALS.

01858 464346 / 433003

www.banksamenity.co.uk

Tree MoVInG

Specialist Growers of Turf for Golf Courses

Rootzone Turf for Greens
Grown on USGA rootzone, top-dressed throughout the year, and mown at 6mm.
Predominantly bent award

Turf for Tees, Surrounds, Approaches and Fairways
Various mixtures including ryegrass/fescue, 100% fescue, and bent/fescue grown on sandy loam topsoil.

NEW for 2007
RTF turf for pathways and bunker banks.
Tees supplied and laid, with optional precision laser grading.

Tel: 01652 678 000
www.tillersturf.co.uk

NEW for 2009
Turf for bunker revetting and bunker lining.
Tees supplied and laid, with optional laser grading.

VertI DrainInG HIre

WASTE/WASHWATER treatment

Hydrotech Solutions
• Golf Machinery Wash Water Treatment
• Positive Filtration - Non-Biological
• 200 + Systems Installed Worldwide
• Simple, Low Cost Installation
• Low Running Costs

Tel: 01925 758099
Fax: 01925 757519
www.grassgrabber.com
Email: info@hydrotechsolutionsltd.co.uk

20 years of golf turf experience
5 golf grades including high bent,
Greens on USGA rootzone, RTF for stabilisation/drought tolerance,
Wildflower Turf,
and new Low Maintenance turf
Tel: 01904 448675
www.turf.co.uk

Want to sell
Second Hand Machinery?
Advertise all your machines
For only £30 per month
www.bigga.org.uk/classifieds
Or call Kirstin on 01347 833800

To advertise within Greenkeeper International
please contact Kirstin on 01347 833 832
or email kirstin@bigga.co.uk
Advertising rates:
1/4 page - £570
1/2 page - £790
Full page - £1500

Look at the latest...
Second Hand Machinery
...for sale
www.bigga.org.uk/classifieds

Want to sell
Second Hand Machinery?
Advertise all your machines
For only £30 per month
www.bigga.org.uk/classifieds
Or call Kirstin on 01347 833800

Hydrotech Solutions
• Golf Machinery Wash Water Treatment
• Positive Filtration - Non-Biological
• 200 + Systems Installed Worldwide
• Simple, Low Cost Installation
• Low Running Costs

Tel: 01925 758099
Fax: 01925 757519
www.grassgrabber.com
Email: info@hydrotechsolutionsltd.co.uk

VertI DrainInG HIre

To find out more,
Call Rosie on 01347 833800

Key Sponsorship
Making a difference to greenkeeper education

To advertise within Greenkeeper International
please contact Kirstin on 01347 833 832
or email kirstin@bigga.co.uk
Advertising rates:
1/4 page - £570
1/2 page - £790
Full page - £1500

Want to sell
Second Hand Machinery?
Advertise all your machines
For only £30 per month
www.bigga.org.uk/classifieds
Or call Kirstin on 01347 833800

Visit www.bigga.org.uk and check out the latest chat from the greenkeeping industry
**Recruitment**

**GOLF COURSE MANAGER**

Thornbury opened in 1992, with its two Hawtree designed courses and 25 bay covered driving range set in gently undulating countryside overlooking the Severn estuary near Bristol. Thornbury offers a main 18 hole golf course and an undulating 18 hole par 3 course along with an 11 bedroom lodge.

The greens are sand based with irrigation to the greens, tees and approaches. The golf course has great potential in continuing the development of the playing surfaces and administration of the department in this public and members golf centre.

Thornbury Golf Centre is part of the Burhill Golf and Leisure Ltd group and one of the largest owners and operators of golf facilities in the UK. Privately owned by the Guinness Family, the Company operates across ten sites, including seven pay and play ‘Centres’ and three members ‘Clubs’.

The Company is committed to ensuring that each site provides the best quality in its market with particular emphasis on the quality and condition of its golf courses.

Applications are invited with the following minimum attributes:

- Minimum NVQ level II or equivalent.
- Sand based greens management experience.
- Pa 1, 2 & 6a spraying certificates.
- Excellent communication and interpersonal skills
- Demonstrate ability in developing a golf course and department
- Experience of irrigation equipment and watering techniques.
- Fully conversant with up to date Health and Safety regulations.
- Excellent IT literacy and administrate skills
- Ability to control and manage a budget in line with the business requirement
- Knowledge of machinery maintenance.
- Chainsaw certificate would be an advantage

Please apply with C.V. and covering letter to Tracey Julius by e-mail: t.julius@burhillgl.co.uk
Tel: 01932 220815

Closing date: 16th July 2009.

**EXPERIENCED GREENKEEPER**

A vacancy exists for a Greenkeeper.

The candidate will have a minimum of 2 years experience, be hard working and reliable.

Qualified to NVQ level 2 an advantage as would be a PA1 PA2 or PA6 qualification.

A working knowledge of Health & Safety at a Golf Club would also be of advantage.

Please apply in writing with a full CV to:
Doug Fernie, Course Manager, Upminster Golf Club,
114 Hall Lane, Upminster, Essex RM14 1AU

**Head Greenkeeper**

An exciting opportunity has arisen for the role of Head Greenkeeper at one of the Midlands’ most prestigious clubs. Luffenham Heath is a renowned HS Colt/James Braid designed heathland course set in a SSSI site.

The successful candidate will be responsible for the continued development of the course with recent Hawtree modifications and for enhancing its nationwide reputation.

You should be qualified to NVQ level 3, or equivalent, have spraying certificates (PA1, PA2 and PA6), and have experience in the management of bent/fescue greens, a high standard of course presentation as well as the ability to manage and motivate staff.

The position offers very good employment conditions: salary is negotiable along with a pension scheme. Please apply in writing to: The Secretary, The Luffenham Heath Golf Club, Ketton, Stamford, Lincs, PE9 3UU. Closing date 31st July 2009.
In Part One of this series we covered the topic of formal disciplinary meetings. We now turn our attention to what happens when a formal grievance has been raised. It may be the case while you are working that you have to raise a grievance or someone may raise a grievance against you.

Depending upon the nature of your grievance you may wish to attempt to resolve the issues informally. This may involve speaking to the person you have the issue with directly or alternatively seeking the assistance of someone more senior for advice regarding how you should approach the issue. In some cases this can be the most effective way of resolving workplace issues between staff. The informal approach can also be used when you are not happy about something that has been implemented by the Company.

It is entirely your decision, however, if you wish to approach the matter informally as detailed above or if you wish to take the matter onto a more formal setting by actually raising a formal grievance.

Formal Grievance Hearings - If you have raised a formal grievance you will be invited to discuss this in a formal grievance hearing. This letter should let you know the date, time and location of the meeting. It will also let you know you are entitled to be accompanied by a companion (the role of the companion will be covered in the final article in this series). You may be asked to provide more information regarding your grievance prior to attending a hearing if your employer feels that the information you have detailed does not provide them with enough information to understand what or who your grievance is about. Please note if a grievance is raised and it is found to be deliberately vexatious or malicious then the Company has the right to investigate this and take appropriate action against the person raising the grievance if they wish.

The meeting itself - At the hearing your employer will ask you details of your grievance. You need to be prepared to explain in detail the reasons for your grievance. This may mean you will have to provide information about specific incidents or events, specific dates, times. If someone has raised a grievance against you, your employer will present the allegations made against you, and you will have the chance to respond.

Investigations - It may be the case that your employer has to conduct various investigatory/informal meetings with other staff who are not directly related to the grievance. This will often be in order to gain clarity of what specifically happened at a particular point in time or on a particular occasion.

The decision from the meeting - It may take some time for your employer to reach a decision on a grievance raised. This may be because they have to investigate any findings from the meeting with the person raising the grievance or indeed from the person the grievance has been raised against. If you are the person raising the grievance you will be informed of the decision/findings in writing. If your grievance is not upheld you will have the right of appeal against the decision.

It may be the case that your employer suggests some form of conciliation between yourself and the person the grievance has been raised against. This is often used when there are communication issues between two people and one person is not happy with how they feel and/or perceive they are being treated. This can often be very useful as it may be the case that you need to continue working with the person that you have raised the grievance about.

Appeal Meetings - A grievance procedure will also include a clause that allows a person dissatisfied with the original decision to appeal. If you have appealed a grievance against you raised then you will be invited to discuss this in an appeal hearing. This letter should let you know the date, time and location of the meeting and inform you you are entitled to be accompanied by a companion.

The meeting itself - At an appeal meeting you will be asked to detail the specifics of why you are appealing. You will have written a letter prior to this, and your employer will want you to expand upon the information in your letter.

The decision from the meeting - Your employer will write to you with the decision/outcome of your appeal meeting and in most cases this decision will be final.
Greenkeepers are prone to complaints, this is a harsh fact. I have come to the conclusion that this is an occupational hazard and one that we have to accept as an inevitable fact.

We endure the unrealistic expectations placed upon us by members who see tournament standards on TV and expect the same at their home club. When those impossible expectations are not met, they criticise. But most of us put up with it; we work hard communicating and educating them. We do this because we love the job and we are realistic and educated enough to realise that those high expectations and nonsensical ramblings that happen at the bar are just that... nonsensical.

Speed of greens is the prime example: ask a golfer how to improve the speed of the greens and what would he say? Simple - CUT THEM LOWER! Well, if only it was that simple. If greenkeeping was that simple then why employ an experienced and educated greenkeeper at all? Why don’t we all just do what members tell us to do, get the 13mm spanner out and hey presto... quick, TV tournament greens? Sadly some do get the spanner out, and throw a spanner in the works for everyone!

Cutting lower increases stress, this is a scientific fact, not rocket science, just simple plant science. We all know that the plant leaf is used to gain energy from the sun. We all know shade and a smaller leaf restricts the energy source to the plant. Yet some still advocate cutting at 2mm. This is a quick fix, and a quick fix attitude in greenkeeping is dangerous. Cutting our greens at ludicrously low heights to satisfy the moaning member is not only placing pressure on your grass, more disturbingly it places pressure on other greenkeepers. We place pressure on neighbouring golf clubs and their committee members, and who gets the brunt of the pressure? The poor greenkeeper who is thinking long-term. The quick fix answer may take the pressure off your shoulders short-term, but the long-term damage has been seen many times, a 13mm spanner is not the answer.

At the moment most greenkeepers and golf clubs don’t cut at 2mm. They don’t because they are educated to know better. We have all read, we have all seen and heard of the problems, some (like me) have even inherited the problems and are now working hard to rectify those problems. I now have 100% poa greens, thatch & disease problems, Why? Because for the past 20 years or so we have been under so much pressure to achieve the unrealistic expectations set on us by members who know no better.

Why do we listen to those who know no better? Why do we not listen to our own expertise? Why do we stop listening to the experts? Sadly we still refrain from listening to those same experts saying the same thing. Those educated folks at the STRI, the R&A, the seed producers, and the college education system and, of course, the late great Jim Arthur. They are the educated guys, they have seen more, they have learnt more and know more about fine turf than those guys at the bar will ever know. Maybe it’s time we listen to those educated guys instead!

Why employ an experienced and educated greenkeeper at all? Why don’t we all just do what members tell us to do, get the 13mm spanner out and hey presto... quick, TV tournament greens

I suppose many would answer, those moaning members pay our wages. Yes, you are right; however, they don’t pay for us to be submissive. They pay for our expertise; they send us to college, pay for seminars, books and publications. So how can they expect us to ignore all we know, and all that they have paid for?

They shouldn’t. We are custodians of the club, we have a responsibility to safeguard our club’s future and communicate our methods back to them.

We, as an industry can bang on about poa being a good grass until we are blue in the face, but if we are claiming that it is only good at 2mm and as long as there is a reliable water supply, a reliable chemical and fertiliser supply and our budget will sustain the extra cost, then quite frankly it can’t be that good. I work on poa greens and it can produce a good surface, but at what cost? Are we confident that the reliable water supply will still be with us in the future, are we confident that chemical and fertiliser will be freely available. Are we confident that the expectations from our members won’t increase?

My belief is simple; members’ expectations will increase. I believe no matter what standard your greens are now, the expectations will still increase. If you are cutting at 2mm now, you may have reached your Utopia. Can you sustain that? Can you improve on that? In the future your members will demand more, then what? Can we ever truly fulfil the high expectations placed upon us? I believe you can’t. I believe we need to steadily improve, year on year.

Let’s benchmark our courses now, let’s collect data, let’s be honest with our results and let’s have those results for future greenkeepers to use as scientific backup. For years we have tried to defy science and fight Mother Nature, and during those years I have never seen this being done with any long term success. When are we going to learn? Maybe we won’t. But maybe it’s time for change... finally.