Scottish Region

Eastern

Ayrshire

Hello there, hope you are all well. Please take this opportun- ity to wish you all the very best for the New Year ahead! Here’s hoping it’s a good one. I’m sure everyone has eaten their fair share over the festive season, I know I have! Back to the gym I think… if I can remember how to get there?

Well, as I sit here writing my first note of the year, the January issue in my Cosy warm abode, the snow is falling all around! Not only have we had around three inches today, it’s now laying on top of last week’s frozen covering.

Let’s just say I’ve found getting out and about rather difficult. To be honest with you all I’m getting a bit peevved off with it! Not just at being stuck in, no salt available, stocks running low in the cupboards.

Personally I’d like the rain back, as cabin fever has set in. I bet all the lads on the golf courses around the area have vanished and painted all the markers and benches at least twice over, due to the weather.

The snow has arrived earlier than last but, I really hope it doesn’t last into February like it did 10 days ago.

That would be disaster not just personally but economically too. I know you all have to work, you can’t just take any stories or news you have of your own experiences of the snow. Here’s hoping the next time you hear from me all this snow has gone!

Here’s to a great New Year…cheers!

John M Aird
Johnma1998@hotmail.co.uk
07508047449

West

Happy New Year to all and hopefully a good season will be had by everyone, here’s hoping the weather will be slightly better than 2010.

Snow, snow and more snow seems to be the order of the day, or certainly in this part of the country that’s the case. As I type this up there is one foot of snow lying outside and the staff are busy painting, snow clearing, and completing health and safety checks. I hope the conditions pick up to allow our so called winter programme to be completed as at present I have two bunkers under construction with no vision of a completion date. Well at least the golfers aren’t moaning.

Not a great deal of activity in the last few weeks I’m afraid, just the seminar at Williamwood Golf Club on November 30, which surprisingly was attended by 20 people. Credit must go to Graham O’Connor and his boss, Martin, for producing a very interesting and thought provoking talk yesterday. All to attend for making the effort and well done Gerry Brown for supplying the venue, I hope nobody got stuck on the way home.

The only other event arranged was the Annual Dinner at Victoria Golf Club on the 5th December to be cancelled due to lack of numbers attend- ing from other areas of the country, causing me to contact and cancel. Due to our commitment a few hardy souls decided to have a few drinks in town as we didn’t want to cancel our pre-arranged plans. It turned out that ten people turned up visiting All Bar One and the venue was had by all in attendance and thanks to those who were able to turn up.

Please do not hesitate to get in touch if you have any queries or news you would like to impart.

I hope to attend Harrogate this year, weather dependant, and will report on how things went in the March issue, but until then I everybody has a good start to the year keep going.

North

It’s snow joke is it! I wrote these notes at the beginning of December and I bet you had all your markers rubbed down, too! Good as they may be, they do add any necessary maintenance.

It’s going to be a long winter we think we had a great Christmas and New Year, and that didn’t wake up on the first with a stagging hangover.

With the weather being the way it has been recently there hasn’t been a lot of news unfortunately. Joanne O’Brien has stepped up to take over Fearne’s Swaingaid course to become Pat- rick Woods’ Assistant. Well done Jo you thoroughly deserve it! Now you can boss Matty around at work now as well as at home!

Having spent quite a bit of time earlier this year organising our new course (it could be the way it has been recently) was a bit of a problem. The weather was at its worst, but I am sure the January and February months will be more like it. We have had snow up to our ankles and above and all over the course. The snow is piling up and there isn’t any sign of an end to the freezing. Having a course like this can’t make it easier to get around the greenkeeping work can be very difficult.

Never mind the weather, we have had a bit of activity, a Winter Team Meeting was arranged when we can officially agreed to carry on their current plans. The Autumn comp. in 2011 as a tribute to Stuart. It’s expected to be played in late September.

We have a calendar of events for the new year and I hope they are as well supported as last year. We have delayed news of a Seminar section until we hear news of a regional seminar organised by the regional reps, and notifying everyone through the magazine. No more news or gossip this month but hope to see you all at our first golf event at the K.P. Club Pocklington.

I can’t think of anything else to write for now, so until the next issue. We have had no news or golf events.

Peter Maybury.

Midland

Hello all, the weather has turned warm, gentle breezes and the smell of freshly mown grass… ‘Wake up, Pete!’

North West

Well, the new year has come and we are now all looking forward to Harrogate, as I write this we have had two weeks of solid frost and there looks like we have lots more to come. Fortunately for us in North West we have no snow to date, however, the frost has brought Christmas in so as an end to the turfing we hoped would be completed by now the frost will bring forward the tree work.

Unfortunately the ACG and golf at Willow had to be cancelled due to the weather and the ACG has taken place at Birchwood, the home of our Chair, Alan. Although with my opinion one of the finest links courses in the land, with all parts of the course a joy to walk.

Here’s to a dry warm Febru- ary.

Peter McVicar
pdm2@hotmail.co.uk

North Wales

Happy New Year welcome to 2011. Goodness it only seems like a few years ago we were welcoming in the new Millenium and still on about Close- ness, where does the time go!... No more news or gossip this month but hope to see you all at our first golf event at the K.P. Club Pocklington.

Happy to attend Harrogate this year, weather dependant, and will report on how things went in the March issue, but until then I everybody has a good start to the year keep going.

Tailing of greenkeeper quali- fications, Steven Blackley of Close House, has recently completed his Level 3, and still on about Close House, has anybody ever been over to have a look around the new building 3? It’s well worth a look at very spacious room for the staff with all the latest technology and a workshop to die for, should you be a mechanic.

Well that’s about it for another month, maybe I will bump into one or two of you at BTME but no Terry Charlton will be providing a coach for us again.

Thanks again Terry.

Jimmy Richardson
Around The Green

52  JANUARY 2011  53

We’ve got a foot of snow now! How quickly times change, I sincerely hope that, as I sit here now, that I am not going to have to report to you all again. Only a blip and not a precursor to an even harder winter than last year. I am quite sure that I am not alone in wishing that summer returns sooner than I did the previous January. A quiet month in the Section this time around, so not much to report I am afraid. The final of the Headland Pairs was played in October with National Champion, Paul Frith and partner Nigel Colley, defeating Ian Hurst and Paul Kenyon in the final. I am not sure if you are looking for an event of some kind in February or March, but with a heavy snow cover things are looking very bleak. It is even suggested that our Christmas tournament may be cancelled due to inclement weather.

Simon Marsh has been hard at work and has organised an education seminar for the Section to be held on Tuesday, February 1, at Harlesey Golf and Country Club.

Mrs March said, "We have invited Countrywide Farmers our speakers include Mike Garner, from Mazuric, and Robin Smith, from Turf & Turf, Barnes, Amenity Land Solutions, from IntellGREEN and Speedcut Contractors."

Another year is over - happy New Year to you all. The season of 2010 has passed and the warmer weather conditions are hopefully now just a faded bad memory. Father Christmas has again handed out his credit card - eaten one too many mince pies, experimented with a hair pink Gin kit and spent evenings wondering what happens when all the mistletoe is over and not just that last gust of wind which hit the dust. Welcome to 2011 the Chinese Year of the Rabbit.

Although the world’s Rabbit economics will technically be dead by the time you read this, you will be subject to high taxation this year. This is because the Metal Rabbit is an introspective, home loving pacifist with a sharp business acumen who will ensure the preservation of all the good things in life. It is a year in which all families will come first and VAT will second come.

I would just like to remind you that we are running a Christmas competition, on five photo cards printed in February or March 2011, and asking you to send them to the above New Year address.

The Course as ever, was in fantastic condition, the rice, a credit Rob Holland and his team. Last year, the Lewis men were not beaten, as always. The course had been cut down due to weather conditions, but was in great shape. The Committee, in the beginning of December. We have arranged this event for Thursday, at Beddington Park on the 25th November.

We would like to thank everyone who has supported the Section in 2010 and look forward to seeing you all in 2011.

All the best Chairman Kev Morris

Assistant Profile

Our monthly look into the life of an assistant greenkeeper...

Name: Will Foreman
Age: 16
Club: Berkhamsted GC
Position: Apprentice

1. How long have you been in greenkeeping for? Six months
2. What was it about the career that attracted you? Working outside
3. If you weren’t a greenkeeper what do you think you’d be? A business student.
4. Which task do you most enjoy doing? Divotting tees because it seems to make a difference to the course
5. Which task do you least enjoy doing? Cutting lawns because it seems to take ages
6. What was it about a career in greenkeeping that made you decide to do it?
7. Hobbies? Golf
8. Favourite Band? Eagles
9. Which team do you support? Arsenal
10. What is your claim to fame? I asked Harry Redknapp if he was an Arsenal fan.

Want to appear as an Assistant Profile? To receive a questionnaire: email scotts@biggamidsection.co.uk

Around The Green

Midland

We aim to let you all have a happy New Year from our committee (which is to stand as last year, with the exception of K.T.Blakey and personally by myself. Also a happy New Year to our various and very kind sponsors of the Midland Section, indeed without them we would not be able to exist, nor be not run with any meaningful management. The Section is proposing to run four seasonal educational informal educational days throughout the year. Here are our details.

Our thanks to the original sponsors “Crocodiset” for honouring and supporting the Section throughout the year.

Once again a happy New Year

Sean McAride

Our thanks to the original sponsors “Crocodiset” for honouring and supporting the Section throughout the year. Even if you didn’t wish to play in the original event but fancy attending the rescheduled one in March give Gary a ring on; 079809632727, for more than welcome, the more the merrier.

Another year is over - happy New Year to you all. The season of 2010 has passed and the warmer weather conditions are hopefully now just a faded bad memory. Father Christmas has again handed out his credit card - eated one too many mince pies, experimented with a hair pink Gin kit and spent evenings wondering what happens when all the mistletoe is over and not just that last gust of wind which hit the dust. Welcome to 2011 the Chinese Year of the Rabbit.

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We would like to thank everyone who has supported the Section in 2010 and look forward to seeing you all in 2011.

All the best Chairman Kev Morris

Mid Anglia

Writing this article is a good excuse to be in my nice warm office and I admit that it is probably the last time this happened in a Chrimbo card is more than enough for me! I just wanted to say a huge thank you to everyone who has contributed to our annual report for this year. We are proposing to run a Pairs competition, with John at Cotthouse Golf Club, who has not been too well. That’s all for now but to wish everyone a Merry Christmas and all the best for 2011.

Regards,
Eric Green
01424 214600
TheGreens37@jaco.com

A belated “Happy Christmas and a Prosperous New Year” to all our readers.

As we have the second large event of an assistant greenkeeper...
Doubtful. Snow cover things are looking able to report on the Christmas and Paul Kendal 5&3. Hope played in October with National this time around, so not much previous year!

Once again a happy New Year!

Sean McDade

Another year is over - happy New Year to you all. The season of 2010 has passed and the inclement weather conditions arehopefully now just a faded bad memory. Father Christmas has again harvesting our credit card -eaten one too many nice pieces, experimented with a half drunk Pink Gin kit and spent evenings wondering what might have hit the dust. Welcome to 2011 the Chinese Year of the Rabbit.

Although the world's Rabbit economy will technically be flatlining, the end of the recession was subject to high taxation this year. This is because the Metal Rabbit is an introspective, home loving pacificist with a sharp business acumen who will ensure the preservation of all the good things in life. It is a year in which the family will come first and VAT will second come.

This Christmas I will not be working and will only be happy doing and why?

Mid Anglia

Christmas Turkey Trot and New Year's Day ECME in a few weeks time and wishing you all a great New Year! Mark Day

South East

Writing this article is a good excuse to be in my nice warm office and take a break from the weight lifting and squash training on a snow covered golf course. I can hardly remember the last time we had snow in the middle of March at, hopefully, a link course. The exact date and time cannot be estimated but the time I have spent thinking about snow cover things are looking able to report on the Christmas and Paul Kendal 5&3. Hope played in October with National this time around, so not much previous year!

Simon Marsh has been hard at work and has organised an education seminar for the Section to be held on Tuesday, February 1, at Harlsey Golf and Country Club.

Countrywide Farmers' sponsors include Mike Garner, from Maxicrop, and Edward Murphy of AM-Tec, for sponsorships of the main prize, and for many generous prizes to the winners.

This time around, the Course Manager Minchinhampton Golf Club and Chairman of BBOGA, Ben Taylor, will be giving what will be a fascinating talk with insight to the build up and climax of one of the finest greenkeeping achievements of modern times - The 2010 Ryder Cup.

If any member has any news or views they would like to share, or like information about the section and forthcoming events for the coming year, please contact your nearest member of the committee.

Simon Marsh has been hard at work and has organised an education seminar for the Section to be held on Tuesday, February 1, at Harlsey Golf and Country Club.

Our thanks to the original sponsors "Crocodile" for providing in pictures, although most would rather have seen the text itself.
South Coast

Happy New Year to everyone! I’m sure that you have all enjoyed the festive season and are all looking forward to the new year. I wish you all the very best for 2011 and hope that you have a fantastic year full of golf and happiness. Please remember that we also have an AGM Notice available on the BIGGA Website in the Members’ Area.

South West and South Wales

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South West

Happy New Year everyone, it’s that time of year again when we start to think about our New Year’s resolutions. How many of you just signed up to a gym, or bought yourself some new running shoes? How many of you have just given up smoking? Started a diet? Whatever it is that you’ve decided to do for yourself this year, I wish you all the very best and I hope that you have the determination to see it through. This month’s tummy tickler:

Kevan Glass

AGM Notice

The Annual General Meeting of BIGGA will be held on Wednesday, January 19, 2011 at 5.15 p.m. in the Queens Suite at the Harrington Gate Hotel, Llanelli.

All paperwork including the Agenda and proxy voting forms are available at the BIGGA Website.

The meeting will be followed immediately by an Open Forum where members will have the opportunity to discuss matters of concern to them with the Board of Directors.

John Pemberton
Chief Executive
Around The Green

South Coast

Happy New Year to greenkeepers everywhere! I guess you’ve all recovered from the festivities and are all enjoying being back in the old routine.

This year’s golf days have been a great success with many players entering. Keep it up for the next season, it’s been great to see you all and the ambience has been very good again this year.

We would like to thank once again all the following clubs that allowed us to play there courses’ in 2010, Spring Trophy - South Essex Golf & Country Club; Summer Trophy - Basildon Golf Club; Autumn Trophy - Southend Golf Club; Winter Trophy - Essex Golf & Country Club; Thirteen Golfers - Chelmer Golf Club (Triangular Team Tournament, Essex v Surrey v Suffolk) and Golf Club for 2011 as follows:

South Trophy: TBC. (Due to a Royal Wedding)
Summer Trophy: Nazeing Golf Club.
Essays Trophy: Chelmsford Golf Club.
Autumn Trophy: Langdon Hills Golf Club.
Winter Trophy: Basildon Golf Club.
Free Golf: Local Area.

Exact fixture dates are still to be finalized with the above clubs.

If you have anything for inclusion in the magazine, please send it to the Editor either via email or on the Sections Website www.essexbigga.co.uk please contact details that need to be passed on to the Board and any other soccer pitches. Thanks go out to those who have contributed to the magazine.

In the interim period, until a successor has been appointed, Tracy Maddison, currently Head of Membership Services, will take on the role of Acting General Manager, working with the Board, myself and the existing staff team to ensure the ongoing success of BIGGA and the continuity of the high level of service that it offers to both Members and the Industry. I will continue to be available to the Board to give advice, information and to help with special projects during this time. I am confident that a talented individual who will do a great job as your National Chairman. I pledge my full support to him.

As we move into 2011 I sit down to write what is to be my last ever column for Greenkeeper Insider. This column has been running for more then 10 years while I was on the Board. I trust that you too will find your way to the Golf Club on the subject of sustainability. The talks centre on how to make your club more environmentally friendly, which in turn will save money without compromising standards of The STS.

Well done to all those involved and to all those who registered for hosting the event. If they you organise similar events in the future I would heartily recommend them.

The results of the Christmas Competition will appear in February’s column as the event took place after this edition went to print.

Back up to date, and still on the subject of education, there will be Mark Hunt, of Headland College. There was a fairly good turn out for recent events.

Scottish Players...!!!

Chairman’s Word (continued from page 12)
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2. The alignment of Services
3. Data Strategies
4. Dialogue and Engagement
5. The CEO to be a Broker of Good Ideas
6. Greenkeeping and the Organisation’s Adaptability
7. Alliance Building.

I know that Andrew Mellon (Chairman-elect) feels that he should be at the forefront of advancing the greenkeeping profession. He is an avid golfer and talented individual who will do a great job as your National Chairman. I pledge my full support to him.

There is still much to be done and I am looking forward to helping Andrew in every way during his year. I hope that you too will find your way to the Christmas dinner as this might give the game away! See You Soon

Ceri Richards

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Wishing everyone Good Luck and Good Fortune for 2011 and beyond.

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Welcome to 2011

I hope you have had a great Christmas and New Year and are raring to go for 2011. To those who are going to kick start their year with a trip to Harrogate Week I look forward to meeting you there.

I often think that one of the great things about rolling into a new year is taking the opportunity to focus on the future and look ahead. You may be the type of person who sets yourself some targets both person-ally and professionally, if you are, a new year can be a good place to start.

So what does 2011 have in store?

There is no doubt that 2011 will be a challenging year for the Association, change will happen, that is for definite with the announcement of BIGGA’s Chief Executive, John Martin. Pembridge, leaving. But while change is something that pressures us out of our comfort zone and can be for the better or the worse, depending on where you view it, change is sometimes needed when all the props and practices of the past need revising. I believe that flexibility will be the key, even a roller coaster ride can be fun if you know when to lean and create new balance within the change.

Remember: Change is like driving in a fog – you can’t see very far, but you can make the whole trip that way.

Make 2011 a year in which you make the effort to support your local Section whenever you can. Each of the 26 Sections throughout the UK have a team of dedicated volunteers who work tirelessly to create events and golf days where members can get together, make new friends, exchange anecdotes, gain advice and exchange information among a group of like-minded individuals. Please support their hard work and your Section.

Membership Renewals

Traditionally, BIGGA used to operate a membership year that ran from January to December, but to allow more flexibility BIGGA now operate a rolling year. This means that a new member will gain 12 months membership from the month of joining BIGGA.

However, if any member has an expiry date, for example, December 31 or January 31, which doesn’t fit in with their personal circumstances and wish to change to a different month please contact the Membership Department directly so that we can discuss your options with you.

We are also finding that some teams of greenkeepers, at the same golf club, have differing expiry dates, if your golf club wishes to pay for membership of BIGGA for all the greenkeepers at the same time, again, please contact the Membership Department so that we can discuss your options. We can be flexible to your financial requirements, but you need to contact us.

Social Networking

Many of BIGGA’s Sections now have a Facebook page or group, below is a list of those that are now up and running. If you are a member of Facebook go and ‘join’ or ‘like’ a Section group or page and we will keep you up to date with what’s going on locally but not to mention the friends that you can make online through these Facebook groups.

Facebook

• British and International Golf Greenkeepers Association Ltd (BIGGA)
  • BIGGA Golf Section
  • East of England BIGGA
  • Bigga Devon & Cornwall Section
  • British and International Golf Greenkeepers Association South West Section
  • Essex Greenkeepers
  • North Wales BIGGA

For more info on new members log in to the Members’ Area of the BIGGA Website.

Creators

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However, if any member has an expiry date, for example, December 31 or January 31, which doesn’t fit in with their personal circumstances and wish to change to a different month please contact the Membership Department directly so that we can discuss your options with you.

We are also finding that some teams of greenkeepers, at the same golf club, have differing expiry dates, if your golf club wishes to pay for membership of BIGGA for all the greenkeepers at the same time, again, please contact the Membership Department so that we can discuss your options. We can be flexible to your financial requirements, but you need to contact us.

Social Networking

Many of BIGGA’s Sections now have a Facebook page or group, below is a list of those that are now up and running. If you are a member of Facebook go and ‘join’ or ‘like’ a Section group or page and we will keep you up to date with what’s going on locally but not to mention the friends that you can make online through these Facebook groups.

Facebook

• British and International Golf Greenkeepers Association Ltd (BIGGA)
  • BIGGA Golf Section
  • East of England BIGGA
  • Bigga Devon & Cornwall Section
  • British and International Golf Greenkeepers Association South West Section
  • Essex Greenkeepers
  • North Wales BIGGA

For more info on new members log in to the Members’ Area of the BIGGA Website.
Welcome to 2011

I hope you have had a great Christmas and New Year and are raring to go for 2011. To those who are going to kick start their year with a trip to Harrogate Week I look forward to meeting you there.

I often think that one of the great things about rolling into a new year is taking the opportunity to focus on the future and look ahead. You may be the type of person who sets yourself some targets both personally and professionally, if you are, a new year can be a good place to start.

So what does 2011 have in store?

There is no doubt that 2011 will be a challenging year for the Association, change will happen, that is for definite with the announcement of BIGGA’s Chief Executive, John Pemberton, leaving. But while change is something that presses us out of our comfort zone and can be for the better or the worse, depending on where you view it, change is sometimes needed when all the props and practices of the past need revising. I believe that flexibility will be the key, even a roller coaster ride can be fun if you know when to lean and create new balance within the change.

Remember: Change is like driving in a fog – you can see very far, but you can make the whole trip that way.

Make 2011 a year in which you make the effort to support your local Section whenever you can. Each of the 26 Sections throughout the UK have a team of dedicated volunteers who work tirelessly to create events and golf days where members can get together, make new friends, exchange anecdotes, gain advice and exchange information among a group of like-minded individuals. Please support their hard work and your Section.

Membership Renewals

Traditionally, BIGGA used to operate a membership year that ran from January to December, but to allow more flexibility BIGGA now operate a rolling year. This means that a new member will gain 12 months membership from the month of joining BIGGA. However, if any member has an expiry date, for example, December 31 or January 31, which doesn’t fit in with their personal circumstances and wish to change to a different month please contact the Membership Department directly so we can discuss your options with you.

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### Regional Offices

**Scotland & Northern Ireland**

- Scottish Section
- Scottish Section
- Scottish Section
- Scottish Section

**Northern Ireland**

- Northern Ireland
- Northern Ireland
- Northern Ireland

**North West & Wales**

- North West & Wales
- North West & Wales
- North West & Wales

**South East**

- South East
- South East
- South East

**South West & South Wales**

- South West & South Wales
- South West & South Wales
- South West & South Wales

**International**

- International
- International
- International

### Membership Renewals

Please support their hard work and your Section.

### Regional Conferences

<table>
<thead>
<tr>
<th>Region</th>
<th>Date</th>
<th>Location</th>
<th>For Further Details Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scotland</td>
<td>1 March 2011</td>
<td>Carnegie Conference Centre, Dumfries</td>
<td>Peter Boyle, Regional Administrator 0141 616 3440</td>
</tr>
<tr>
<td>North Midlands</td>
<td>to be announced</td>
<td>To be announced</td>
<td>Peter Larter, Regional Administrator 01476 500180</td>
</tr>
<tr>
<td>Northern Ireland</td>
<td>to be announced</td>
<td>To be announced</td>
<td>John Duncan, Regional Administrator 01476 500180</td>
</tr>
</tbody>
</table>

### BIGGA Regional Conferences

For more info on new members log in to the Members’ Area of the BIGGA Website.

### Regional Contacts

- **Scotland**
  - Tracey Maddison, Head of Membership, provides a departmental update.
- **North Midlands**
  - to be announced
- **Northern Ireland**
  - Christopher Young
- **International**
  - Triona Cribben
  - Graham Leeke, Midland Section
  - Michelle Hall, Mid Angle Section
  - Gary Barnes, South Wales Section
  - Mike Flanagan, South West Section

### Contact Details

- **BIGGA Greenkeepers Support Service**
  - 0800 174 319

### Regional Facebook

- **British & International Golf Greenkeepers Association Ltd**
  - BIGGA Golf Section
  - East of England BIGGA
  - Essex BIGGA
  - North Wales BIGGA

### Useful Numbers

- **Personal Accident Helpline**
  - 0141 573 1738

### Services

- **Members’ Area of the BIGGA Website**
  - Tel: 01347 833800

### Bigga.org.uk

- Tel: 01347 833800
  - Contact the Membership Department so that we can discuss your options with you.

### Facebook

- **BiGGA Support**
  - For more info on new members log in to the Members’ Area of the BIGGA Website.

### BIGGA Regional Conferences

All forthcoming conferences are as follows:

- **Scotland**
  - 1 March 2011
  - Carnegie Conference Centre, Dumfries

- **North Midlands**
  - to be announced
  - To be announced

- **Northern Ireland**
  - to be announced

### Regional Facebook

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“How To...” guides are now available exclusively to BIGGA Members, on a range of Human Resource topics. These short, handy guides provide practical, step by step guidance on a range of subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes within your workplace.

To access the “How To...” guides, log on to the BIGGA Members Area at www.bigga.org and click on Member Resources.

CROSSWORD

Across
1. 1984 film featuring Harry Shearer as Derek Smalls (4,2,6,3)
2. One who pardons (7)
3. The Hills Have Eyes... 1977 Wes Craven film (4)
5. Strain of bacteria capable of causing severe food poisoning (1,4)
6. Four sided shape with no parallel sides (8)
7. The most honest (9)
8. Avoid capture (5)
9. Man with an inappropriately strong maternal bond (7,3)
10. Self-contained solo piece with orchestral accompaniment (4)
11. Italian Renaissance artist who painted The Transfiguration (7)
12. Composer played by F. Murray Abraham in Amadeus (7)
13. Celebrated on July 4 in the USA (12,3)

Down
1. Aldra Kurosawa film on which The Magnificent Seven is based (5,5,7)
2. 1993 Nirvana album (2,5)
3. The head of an Islamic mosque (4)
4. Alec... the most capped English cricketer of all time (7)
5. Non-alcoholic cold drink (4,3)
6. Greek mathematician (4,3)
7. Non-alcoholic cold drink (4,3)
8. Greek mathematician (4,3)
9. Greek mathematician (4,3)
10. Roman military formation (7)
11. The... 1970s US musical sitcom (9,6)
12. Personal assistant to a high ranking military officer (9)
13. Champion was born in 1911? (7)
14. Strain of bacteria capable of causing severe food poisoning (1,4)
15. Four sided shape with no parallel sides (8)
16. The most honest (9)
17. Avoid capture (5)
18. Man with an inappropriately strong maternal bond (7,3)
19. Self-contained solo piece with orchestral accompaniment (4)
20. Italian Renaissance artist who painted The Transfiguration (7)
21. Composer played by F. Murray Abraham in Amadeus (7)
22. Celebrated on July 4 in the USA (12,3)

QUICK ‘NINE HOLE’ QUIZ

1. What air-sea combination was first achieved in 1911?
2. Which famous painting was stolen briefly in 1911?
3. Who won The Open in 1911?
4. Who was the first man to reach the South Pole in 1911, getting there before Captain Scott?
5. Which famous ship was launched in 1911?
6. Which US President was born in 1911?
7. Which famous race took place for the first time in 1911?
8. Which Irish golfer and Open Champion was born in 1911?
9. Which golf magazine was launched in by double Open Champion, Harold Hilton, in 1911?

MONSTER SUDOKU

Fill in the grid so that every row, every column and every 3x3 box contains the numbers 0 to 9 and the letters A to E.

SUDOKU

Fill in the grid so that every row, every column and every 3x3 box contains the numbers 1 to 9.

Puzzle Answers on page 65
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“How To...” guides are a new benefit of BIGGA membership and are brought to you thanks to the continuing support of the contributors to the Learning and Development Fund.

Download and learn

How to conduct a one-to-one meeting
How to conduct a team briefing
How to prepare for an appraisal
How to recruit the right staff
How to write a job description

Exclusive to BIGGA members

CROSSWORD

Across
1 1984 film featuring Harry Shearer as Derek Smalls (4,2,6,3)
9 Teach (7)
10 One who pardons (7)
11 The Hills Have... – 1977 Wes Craven film (4)
12 North American term for super-strength lager (4,4)
14 Strain of bacteria capable of causing severe food poisoning (1,4)
15 Four sided shape with no parallel sides (8)
16 The most honest (9)
20 Avoid capture (5)
22 Man with an imp... properly strong maternal bond (7,3)
23 Self-contained solo piece with orchestral accompaniment (6)
25 Italian Renaissance artist who painted The Transfiguration (7)
26 Composer played by F. Murray Abraham in Amadeus (7)
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5 Non-alcoholic cold drink (4,3)
6 Greek mathematician from Syracuse (10)
7 A Roman military formation (7)
8 The ________ 1970’s US musical sitcom (9,6)
13 Personal assistant to a high ranking military officer (4-2-4)
15 A bound book in which to collect various jottings (7)
17 A bound book in which to collect various jottings (7)
19 First achieved in 1911? (4,5)
21 How many for the 100 at the 1982 opener? (5)
22 Man with an inap... mother figure (9)
23 A bound book in which to collect various jottings (7)
24 What is a collection of like-minded entities, united behind a common purpose? (8)

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SUDOKU

Fill in the grid so that every row, every column and every 3x9 box shape contains the numbers 1 to 9.

Puzzle Answers on page 55
Environment Agency get tough with “Ten-Fold” Penalty Increase for failure to comply

Are you aware a new civil Variable Monetary Penalty (VMP) of up to £250,000 has recently been introduced, giving the Environment Agency additional powers to ensure compliance with the new EU Water Framework Directive?

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