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**Recruitment**

**Camberley Heath Golf Club** is now recruiting an Assistant Greenkeeper to join our existing team. Camberley is a traditional heathland Golf Course set in Surrey and was designed by the Legendary Harry Colt. The successful candidate will be someone with high standards of presentation, an eye for detail, will be a good communicator and team player and be passionate about their chosen career. Applicants will need to possess or be working towards the following Qualifications, Experience and Skills:

- Qualified to Level 2 or higher in Sports Turf Management and Maintenance.
- Possess, maintainable and highly motivated.
- Excellent communicator and strong team player.
- The ability to work in an efficient and effective manner and prioritise work schedules.
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- Salary dependent on experience and qualifications.

To apply, please send your CV and covering letter by email or post to: Nick Parry, Course Manager, Camberley Heath Golf Club, Golf Drive, Camberley, Surrey, GU16 3JG

cghgreenkeepers@hotmail.co.uk

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**Crown Golf** invites applications for the position of Course Manager at:

**Pine Ridge Golf Club, Old Bisley Road, Frimley, Camberley, Surrey, GU16 9NX**

The successful applicant will be responsible for the management & implementation of the golf course maintenance practices & preparation of the golf courses. Applicants will also need to:

- Possess management skills to organise, lead, motivate & train staff.
- Be computer literate & have the ability to manage budgets.
- Have the appropriate agronomic knowledge & understanding.
- Be qualified to NQ Level 2 & Possess PA1, 2 & 6 spraying certification.
- Remuneration package will reflect the successful applicant skills and experience.

Please apply in writing, with CV & a covering letter (preferably by email) to:

Mr. Paul Copsey, Group Courses Manager, Crown Golf.
p.copsey@crown-golf.co.uk

**Established in 1904**

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Job descriptions are available from the Secretary, with covering letter and CV to:

The Secretary, Royal St David’s Golf Club, Harlech, LL46 2UB

Closing date for applications: 3rd June 2013

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Recruitment

**GRENKEEPERS**

(For the 2013 season),

for our clients Golf Course management division

The positions are based at several locations in the middle and south of Sweden. Contracts are for 6 months commencing beginning/middle of April 2013. (Starting dates can be flexible) Working in an environment where the main language is English and where the majority of Head Green keepers are from the UK or Ireland. There will be other native English speakers at all locations.

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Applicants need to be flexible with a positive attitude to working in a dynamic environment within the requirements of a successful golfing business.

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Please send a current CV and covering letter to:

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Alternatively mail to: Chantry House, 8, Lombard Street, Old Portsmouth, Hampshire, PO1 2NX

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**puzzle page answers**

**QUICK ‘WINE HOLE’ QUIZ ANSWERS:**

1) Gigi Siguineau
2) Nick Cig
3) Angel Guenca
4) Lee Westwood
5) Samir Nasri & Sergio Aguero
6) Victoria
7) Ollie Chess
8) Fernando Alonso
9) Gregor Mac

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**Royal St David’s Golf Club**
Redundancy is one of the worst possible situations to find yourself in, and the greenkeeping industry is not immune. Here former Chairman Paul Worster explores all aspects of redundancy.

Redundancy is a very stressful and difficult situation to find yourself in. Often, the potentially redundant person is one of the last people within the company structure to learn of the proposal.

Taking a wider view – in making a Head Greenkeeper or Course Manager redundant a club risks losing that entire bank of experience, site specific knowledge and skills.

Employees are of course protected by law, and in some cases redundancy is a last resort when all else has failed to keep a company financially viable.

Every employee in this position is entitled to a consultation period, and the company must demonstrate that it has examined all options, and has considered other people for redundancy within the process rather than singling out an individual. The individual has every right to be hearing and to submit a plan to show that the situation is not irretrievable.

Often redundancy is not a straightforward issue of simply paying someone off – it requires a complicated calculation taking into account other factors such as lease entitlement and length of notice periods, and hardly ever brings the immediate anticipated financial impact. So it really is, or should be, a last resort.

Experience shows, that people who ‘go the extra mile’, who make regular contributions over and above that which can normally be expected, are much less likely to come under the expendable luxury that the club turns when it needs to save a little money, rather than the first person in the firing line – the expendable luxury that the club wishes to unload at any price, perhaps, but please read on.

As managers we need to understand what makes them tick, where we are spending the most money, and most importantly what the consequences of taking up those options may be. We need to ensure our staff understand that there is no place for passengers, no place for complacency, and no place for anything less than a very visible 100% effort.

We need to be adaptable. We need to be able to vary what we are doing to meet the times and the circumstances. For example – if, in seeking to aid the recruitment of new members, we need to lay off making huge jumbo holes in the greens for a couple of years then we should not shrink from doing that. We need to find other ways of achieving much the same end, but not at the expense of performance.

We need to get close and stay close to the Club Management or the Ownership structure within the club. We need to be the ones feeding through the information. We need to be the ones coming up with the proposals for the course, the proposals for reducing spending, the proposals for improving the member experience. We need to be the ones ready and willing to go the extra mile, to stick our necks out and take the hard decisions. We need to be the ones who show adaptability and a willingness to manage change.

If we are doing all that, we are much less likely to come under threat.

What can BIGGA do to help?

BIGGA is not a trade union but does provide advice and personal support. The helplines will give access to legal advice – to ensure that you are being fairly treated. Your Regional Administrator would be an important port of call. Don’t leave it until the day before a hearing or tribunal but at the first sign of problems get in touch.

To summarise – be proactive, try to predict difficult areas and find solutions. And above all be the professional person.

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To find out more about the LM315, visit us at BTME 2013.
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Often redundancy is not a straightforward issue of simply paying someone off – it requires a complicated calculation taking into account other factors such as less entitlement and length of notice periods, and hardly ever brings the immediate anticipated financial impact. So it really is, or should be, a last resort.

Experience shows, that people who ‘go the extra mile’, who make regular contributions over and above which can normally be expected, are much less likely to fall victim to redundancy – although of course this is not always the case.

How then do we do this? How do we become the person to whom the club turns when it needs to save a significant amount of money rather than the first person in the firing line – the expendable luxury that the club wishes to unload? Harsh words perhaps, but please read on.

As managers we need to understand what makes them tick, where we are spending the most money, and most importantly what the consequences of taking up those other options may be. We need to ensure our staff understand that there is no place for passengers, no place for complacency, and no place for anything less than a very visible 100% effort.

We need to be adaptable. We need to be able to vary what we are doing to meet the times and the circumstances. For example – if, in seeking to aid the recruitment of new members, we need to lay off making huge jumbo holes in the greens for even a couple of years then we should not shirk from doing that. We need to find other ways of achieving much the same end, but not at the expense of performance.

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And above all be the professional person.

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