



**RECOMMENDED MINIMUM SALARY/
WAGES SCALE**

The Association has updated its recommended minimum salary/wages scale, although actual figures remain the subject of negotiation between the Golf Club and Greenkeeping Staff. The quoted rates apply to 18 hole golf courses from 1st January, 1989.

Course Manager/Head Greenkeeper.....	£13,409 p.a.
Deputy Course Manager/Deputy Head Greenkeeper.....	£9,646 p.a.
First Assistant.....	£160.02 p.w.
Assistant Greenkeeper.....	£150.04 p.w.
Apprentice 50% of Assistant Greenkeeper rate, ie.....	£75.02 p.w.

and to increase annually by 12.5%.

The First Assistant is a post designed to recognise a third-in-charge where appropriate to the size of the club. In cases where the First Assistant is the recognised Deputy, the appropriate salary scale of £9,646 per annum should apply.

N.B. Staff in possession of recognised qualifications should have this reflected in an addition to basic salary.

Basic conditions of employment should include:

1. Where accommodation is provided by the Club, it should be rent and rates free with heating/lighting costs borne by the Club.
2. Where accommodation is not provided by the Club, a suitable remuneration should be paid.
3. 40 hour week.
4. Retirement Pension Scheme.
5. Telephone costs on Club business.
6. Mileage allowance.
7. Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
8. If not salaried, basic overtime to be paid at time and a half, with double time on Sundays and Statutory Holidays.

Any enquiries about National Wages Scales and Conditions of Employment should be addressed to: National Headquarters, Aldwark Manor, Aldwark, Alne, York, YO6 2NF. Tel: (03473) 581/2. Fax: (03473) 8864.

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