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 from 1st January, 1990.

| Course Manager/Head Greenkeeper | £11,762 pa | £14,879 pa | £16,214 pa | £18,144 pa |
| Deputy Course Manager/Head Greenkeeper | £9,244 pa | £10,711 pa | £11,672 pa | £13,060 pa |
| First Assistant | £177.74 pw | £177.74 pw | £177.74 pw | £177.74 pw |
| Assistant Greenkeeper | £166.72 pw | £166.72 pw | £166.72 pw | £166.72 pw |
| Apprentice Greenkeeper | £83.36 pw | £104.20 pw | £145.88 pw | £166.72 pw |
| Age 16/17 | £83.36 pw | £104.20 pw | £145.88 pw | £166.72 pw |
| Age 18 | £104.20 pw | £145.88 pw | £166.72 pw | £166.72 pw |
| Age 19 | £125.04 pw | £166.72 pw | £166.72 pw | £166.72 pw |

N.B. Where appropriate these rates should be increased to reflect Regional variations (eg 24% in some areas).

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 Deputy Course Manager/Deputy Head Greenkeeper salary scale should apply. N.B. staff in possession of recognised qualifications should have this reflected in an addition to base salary.

Basic conditions of employment should include:
1. Where accommodation is provided by the Club, it should be rent and rates/poll tax free with heating/lighting costs borne by the Club.
2. Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary should be paid.
3. 40 hour week.
4. Retirement Pension Scheme.
5. Telephone costs on Club business.
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.

Notice to Members

Annual General Meeting
This will be held on Tuesday, 13 March, 1990 at 2.30 p.m. in The Royal York Hotel York immediately adjacent to the Railway Station

Neil Thomas, Executive Director

Fairfield Turf Ltd
One of the largest turf growers in Europe

with a choice of five grades of quality turf plus a full range of associated products and delivery service second to none, landscaping contracting service available

<table>
<thead>
<tr>
<th>TURF</th>
<th>SOIL</th>
<th>SEED</th>
<th>PLUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amenity Turf</td>
<td>Ass-dug Topsoil</td>
<td>Landscape mixes</td>
<td>Graded Bark and Compost</td>
</tr>
<tr>
<td>Super Sport Turf</td>
<td>Screened Loom</td>
<td>Sports Turf mixes</td>
<td>Mushroom Compost</td>
</tr>
<tr>
<td>Super Fines Turf</td>
<td>Pre-turf Compost</td>
<td>Wild Flower mixes</td>
<td></td>
</tr>
<tr>
<td>Posture Turf</td>
<td>Tuff Top Dressings</td>
<td>Reclamation mixes</td>
<td></td>
</tr>
</tbody>
</table>

FAIRFIELD TURF LTD Fax: 067947354
Fairfield Court, Brookland, Romney Marsh, Kent TN29 9RX
Tel: 06794173110 lines

February '90
FROM HEAD OFFICE

BIGGA NATIONAL EDUCATION CONFERENCE
ROYAL HOLLOWAY AND BEDFORD NEW COLLEGE
30TH MARCH - 1ST APRIL 1990
ORGANISED IN CONJUNCTION WITH THE INTERNATIONAL GOLFERS CLUB

FOLLOWING the success of the inaugural National Education Conference held at Queens' College, Cambridge in April, 1989, the task of selecting a suitable college for the second Conference was not an easy one given the high standards set at Cambridge. However, in selecting the Royal Holloway and Bedford New College, BIGGA considers that the standards set will be maintained and allow all international friends easier travelling via Heathrow Airport.

The College was formed by the merger of two old established Colleges of London University, Bedford and Royal Holloway. Bedford started life in 1849 in a house in Bedford Square, as a College for the education of women. Royal Holloway was founded by the Victorian philanthropist Thomas Holloway in 1886 also as a women's College. Both Colleges began to accept men in the 1960's and now have almost equal numbers of male and female students.

The College is the only large College of London University to be sited outside the capital. It occupies a 100 acre campus on the summit of Egham Hill, about one mile from the town of Egham. The best known local landmark is Windsor Castle which is four miles from the College (the nearest entrance to Windsor Great Park is about 600 yards from the College gates). Delegates will be resident in the Founders Hall. The building is a striking example of 19th century architecture, inspired by the Chateau de Chambord in the Loire Valley. It was opened by Queen Victoria in 1886.

The education and training of greenkeepers continues to be of paramount importance and this Second National Education Conference marks another stage in the development of BIGGA's ongoing educational programmes. The Association looks forward to welcoming you to the conference feeling sure that you will gain substantially from the experience.

DAILY PROGRAMME
Friday March 30
9.30 a.m. - REGISTRATION in Founders Building
11.45 a.m. - LUNCH - Founders Building
Conference Commences
Chairman, John Millen, Canterbury Golf Club. Member of BIGGA Board of Management and Education

Sub-Committee
1.20 p.m. - Introduction - Ivor Scoones, Vice-Chairman, BIGGA
1.30 p.m. - 'POA ANNUA: MYTHS AND REALITIES' Donald B. White, Professor Turfgrass Science, University of Minnesota
2.10 p.m. - GOLF AND GREENKEEPING IN SOUTH-WEST IRELAND' David MacInlode, Course Manager, Killarney Golf Club
2.50 p.m. - ROOM FOR DEVELOPMENT' George Oldham, Chief Architect, Barratt Developments
3.30 p.m. - Coffee
3.50 p.m. - 'THE SWEDISH GOLF FEDERATION AND THE SWEDISH GREENKEEPERS ASSOCIATION IN A PROSPEROUS CO-OPERATION' Lennart Poignant, President of the Green Committee, Swedish Golf Federation, Sigg Persson, President of the Swedish Greenkeepers Association
4.30 p.m. - 'THE EVOLUTION OF PUTTING GREENS FROM SOIL TO SAND' James M. Latham, Jr. United States Golf Association Greens Section
5.10 p.m. - QUESTIONS TO THE PANEL

COMPANIONS PROGRAMME:
Depart by coach from College at 1.30 p.m. to Windsor Castle for tour of Castle and afternoon tea. Return to College by 5.30 p.m.
Saturday March 31
The President of BIGGA, The Rt. Hon. Viscount Whitelaw, C.H., M.C. will be joining delegates during the luncheon at Windsor Castle.
9.00 a.m. - 'MANAGING A SURREY CLUB' Ian McMillan, Course Manager, Hankley Common Golf Club
9.40 a.m. - 'MANAGING A SURREY CLUB' continued John Harris of the Green Committee, Hankley Common Golf Club
10.20 a.m. - 'THE GOLF COURSE IN HARMONY WITH NATURE' J. Dudok Van Heel, Golf Course Architect, Belgium
11.00 a.m. - Coffee

THE SS100 . . . FIRST ON THE GREEN
IT GRADES...IT SHREDS...IT BLENDS...
Now, from GRADEALL comes a new concept in greenkeeping. A unique combination of blending, shredding and grading in a single unit that gives you:
- MAXIMUM MOBILITY
- HIGH PERFORMANCE RELIABILITY
- MAXIMUM TONNAGE OF QUALITY TOP DRESSING
- MINIMUM EFFORT

The SS100 performs aggressively on even the poorest quality damp soil with stones, shrubs and sods producing high quality loose and manageable soil. In fact, the SS100 turns tough, lumpy organic humus into pure, workable compost.

CALL US
If you want to make the GRADE!
11.20 a.m. - 'COMPARATIVE MANAGEMENT PRACTICES: APPRECIATING DIFFERENT APPROACHES' Gerald Faubel, President, Golf Course Superintendents Association of America

11.50 a.m. - THE GREENKEEPER AND THE RULES OF GOLF' John Glover, Rules Secretary, Royal & Ancient Golf Club of St. Andrews

12.30 p.m. - QUESTIONS TO THE PANEL

12.50 p.m. - Lunch

2.00 p.m. - INTERNATIONAL GOLFERS CLUB PRESENTATION Christopher Williams, International Golfers Club

3.00 p.m. - 'WHY THIS YEARS PROGRAMMES DETERMINE NEXT YEAR'S QUALITY' Donald B. White, Professor Turfgrass Science, University of Minnesota

3.40 p.m. - Coffee

4.00 p.m. - 'GOLF BEFORE THE GREENKEEPER' David Hamilton, Surgeon and Historian

4.40 p.m. - 'COMMON PROBLEMS FACING THE AGRONOMISTS' Jeff Perris, Sports Turf Research Institute

5.20 p.m. - QUESTIONS TO THE PANEL


Sunday April 1

9.15 a.m. - 'GREENKEEPING AND OUR HARSH CLIMATE' Sydney Arrowsmith, Course Manager, Royal Portrush Golf Club

9.55 a.m. - 'IRRIGATION STANDARDS AND THE GREENKEEPER' Robin Hume, British Turf Irrigation Association

10.35 a.m. - Coffee

10.55 a.m. - 'GREENKEEPING IN THE DESERT' Barry Carter, Greens Superintendent, Emirates Golf Club

11.35 a.m. - 'CHANGING GOLF IN BELGIUM' David Singleton, Course Manager, Belgium

12.15 p.m. - 'BRITAIN — MID-AMERICAN CLIMATES — DO OUR MAINTENANCE PRACTICES COMPARE?' James M. Latham, Jr., United States Golf Association Greens Section

12.55 p.m. - QUESTIONS TO THE PANEL

1.20 p.m. - SUMMING UP Paddy McCarron, Chairman, BIGGA

1.30 p.m. - Lunch

COMPANIONS PROGRAMME: Depart by coach from College at 8.30 a.m. to Petticoat Lane market. Return at 12.00.

BIGGA wishes to thank IGC for its generous support enabling us to present the Second National Education Conference.

IGC and BIGGA are currently working together on various projects aiming to improve the standards of greenkeeping through education at all levels and so enhance the game of golf.

IGC provides a totally new concept in European Golf Course Management, incorporating a highly sophisticated computer system. Improved efficiency and profitability is guaranteed but equally important, their complete range of ancillary services means that your club can progress confidently into the next decade. Their literature will be available for conference delegates and there will also be a presentation of the system by IGC.

BIGGA wishes to thank IGC for their support of this conference and all the other areas of assistance they are providing to BIGGA and European greenkeeping overall.

• For full programme and application form please contact the Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York, North Yorkshire, YO6 2NF. Telephone: 03473 581/2. Fax: 03473 8864.

COMPATION, THATCH OR DRAINAGE PROBLEMS?

For really fast hollow tining of your problem areas, with variable tining and coring, get Coremaster on your side and cut disruption to a minimum. C. & M. Sportsground Management, can core up to 18 Greens in a day, or a Bowling Green in 3 hours - fast specialist equipment - at economical rates.

GET C & M COREMASTER HIRE WORKING FOR YOU

Contact the Turf Aeration Specialists C & M Coremaster Hire. 4 Lind Road, Sutton, Surrey SM1 4PJ

TEL: (0306) 884732.

Aitkens

for

FERTILISERS, GRASS SEED, HERBICIDES AND FUNGICIDES

Golf Course Equipment

NOW SERVING THE NORTH EAST OF ENGLAND

With new premises at:

AITKEN'S SPORTSTURF LTD., Unit 3a, Mill Lane, Tadcaster, North Yorkshire LS24 8EU Telephone 0937 834 746

also at

RICHARD AITKENS (SEEDMAN) LTD. 123 Harmony Row, Glasgow G51 3NB Telephone 041 440 0033