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Position
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Telephone

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*Calculated on a spray width of 6 inches.
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Read the label before you buy; use pesticides safely.
COMING into a new and exciting post in a thriving industry, has already proven a revelation to me. In this, my first editorial for Greenkeeping management I would like to set out my aims and objectives to you, the members. First and foremost, Greenkeeping Management is your magazine – it’s a point I cannot emphasise strongly enough.

Without members’ kind help and support a fair and accurate reflection of views cannot be given. So put pen to paper or pick up the telephone and COMMUNICATE.

I’ll always be keen to talk and take on board all the major issues affecting greenkeepers today. I know from my relatively short time in the post just how many factors influence members lives. There are pluses and minuses in all jobs and I intend to highlight both in the months ahead, which brings me to my second point.

I see the magazine as playing a vital campaigning role. There are many anomalies and much injustice in the way members are treated and regarded within the industry.

Attitude and conditions need to change and change fast. Some clubs must be dragged, kicking and screaming if necessary into the twentieth century and made to adopt a more professional approach to their treatment of greenkeeping staff.

This has to be reflected across the board. In conditions of work, training, resources but perhaps above all in PAY.

I find it hard to believe how clubs can expect staff to survive on the miserable pittance many serve up. It is a tribute to many to be able to manage under such poor conditions.

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In my view . . .

WITH EDITOR MIKE McCLENNAN

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June 90
HEAD OFFICE

GREENKEEPER CONSULTANCY INITIATIVE

THE BIGGA Greenkeeping Consultancy Service in association with the International Golfers Club (IGC) was launched at the BIGGA conference in England sponsored by the IGC. Jack McMillan became operational on April 1.

In parallel with the huge growth in the golf industry throughout Europe, Jack has got off to a "flying start". The first three days of action saw Jack out in France at Golf de la Largue, he has subsequently made three further visits at the request of other golf complexes in France and Switzerland.

The Initiative receives considerable interest from the Continent, and surprisingly has met few acute language barriers. In mentioning languages, there are opportunities for English speaking trainee greenkeepers on the Continent to accompany Jack as an interpreter on future visits to their home countries. Aside from a small wage settlement, courtesy of IGC, invaluable experience can be gained in accompanying Jack.

Jack is also very busy offering advice to both new large and indeed individual greenkeepers on the Continent. Aside from a full support and at every club visited, Jack encourages the STRI its full support and at every club visited, Jack encourages the employment of the STRI.

1990 NATIONAL TOURNAMENT
GANTON GOLF CLUB
6th-9th AUGUST

Entries are invited for the above event to be played over three days at the majestic Ganton Golf Club in Yorkshire. A banquet will take place at the Royal Hotel, Scarborough on the Tuesday evening and the prize presentation will be held on the Wednesday, following completion of the third round at Ganton Golf Club.

REGATTA FUN

IT'S the 150th year of the Whitby Regatta from August 6th to 8th - and there's lots to do for the wives of greenkeepers attending the national tournament at Ganton between August 6th and 8th. A fantastic treasure hunt, flying displays, comic events - the Regatta has it all for wives to enjoy.

Surely yet another reason to pop along to the tournament. While the men are on the course the ladies can be on course for fun!

Accommodation

EMBERS wishing to book accommodation with fellow competitors for the National Tournament may book at the Southlands Hotel. The address as follows: Southlands Hotel, West Street, Scarborough. Twin-Bedded Room - £25 per night, bed and breakfast. Single Room - £32.50 per night, bed and breakfast.

A mini-bus service will run from these hotels to and from Ganton Golf Club. All accommodation enquiries to Samantha Flint at BIGGA Headquarters. BOOK EARLY!

WORLD EXPERT AT BIGGA EXHIBITION

ONE of the world’s leading authorities on turf - Dr James B. Beard. Dr Beard has agreed to present a two-day workshop prior to the 1991 BIGGA exhibition in Harrogate.

The workshop is scheduled for either a January 21st or January 22nd start and is bound to create extensive interest and demand among members. In fact BIGGA staff are already predicting over subscription at this early stage.

The announcement guarantees huge crowds of greenkeepers in Harrogate - good news indeed for companies committed to the Exhibition.

And yet a further incentive to companies not yet certain to take the plunge and participate in what looks like being the premier greenkeeping exhibition of 1991.

Further details of Dr Beard’s workshop will appear in a later issue.

BIGGA Greenkeeping
Consulancy

JULY is fast approaching and indeed individual greenkeepers on the Continent. Aside from a full support and at every club visited, Jack encourages the employment of the STRI.

MANAGEMENT COURSES 1990

FOLLOWING the success of the 1989 Management Courses held at BIGGA Headquarters, Aldwark Manor, the courses are to be repeated this coming autumn/winter.

Joint sponsors of the 1989 series - Kubota UK and the Greenkeepers Training Committee - have again agreed to part-fund the indepth week of education. Last year’s delegates wishing to return to BIGGA Headquarters will have the opportunity in week 4 with a specially designed week to follow on from their first course.

Priority will be given to delegates who attended the 1989 series to attend Week 4. Weeks 1, 2 and 3 will be very similar to last year’s with slight modifications. The changes will be on the suggestion made by delegates attending the 1989 series however, one suggestion made by some of the delegates was to take out the evening seminars. This will not be taken on board until delegates in October and November can expect a very intensive week.

Please do not put us off as there is still plenty of free time to socialise with fellow greenkeepers.

The courses are expected to be quickly over subscribed and early application is advised. Do not rely on others to book for you!!

Eight Master Greenkeepers Credits will be issued per week. Week 1 commencing Monday 22 October, Week 2 commencing Monday 29 October, Week 3 commencing Monday 5 November.

• All courses finish on the Friday lunchtime.

Course content includes: Time management, conservation, preparing budgets, personnel management, health and safety, turf diseases, maintenance problems of: Tees, greens, fairways, bunkers etc., pesticide regulation, grasses for the golf

This article continues on Page 33.
A THOUSAND THANKS
TO COMRIE
GOLF CLUB

COMRIE Golf Club has become the recipient of the one thousandth subscribed copy of Greenkeeping Management. Yes there are now 1,000 subscribed copies of Europe's most widely circulated greenkeeping magazine winging their way each month to U.K. golf clubs.

A staggering fact when you consider that Greenkeeping Management is barely one year old. It's proof positive that the industry has recognised a quality product and wants to join in and enjoy a major magazine success story.

But we at Greenkeeping Management want to do more than just thank our supporters from Comrie.

We intend to repay their faith in our magazine by offering them these three years subscriptions absolutely FREE!! We're confident that the gesture merely signifies the start of a huge subscriptions explosion.

Here's to the next thousand subscriptions to Greenkeeping Management!

More In The Picture on Page 40

MACDONALD TO DESIGN NEW GOLF COURSE IN EAST ANGLIA

A NOOTHER championship golf course is to be built in East Anglia which is fast becoming one of the most rapidly expanding areas of golf development in the British Isles.

Frank MacDonald and his Lowestoft-based Lound Manor Landscapes group, are to design and build a new 18-hole golf course at Fritton near Great Yarmouth as part of a major complex which will include a luxury hotel, conference centre and a comprehensive range of indoor leisure facilities.

Holmesquest Holdings based in Loddon, Norfolk have commissioned Frank MacDonald and his team to create a high quality course on a 1100 acre site at Cadlecott Hall which was previously farmland with gently undulating free-draining soil, making it an ideal site for a golf course.

The project is expected to start shortly and will take two years to complete.

With more than 30 years experience in golf course construction Frank MacDonald is well aware that a wide range of golf facilities are required so that the sport does not become elitist.

He has worked alongside Sir Henry Cotton, Frank Pennink, Charles Lawrie and Peter Alliss on major projects including the third course at Carnoustie.

TURF IRRIGATION SEMINAR AT ELMWOOD COLLEGE

ELMWOOD College at Cupar recently hosted a seminar held by Turf Irrigation Services Ltd. Sports turf service representatives were also in attendance as they are the local suppliers for Toro irrigation equipment.

There is an increasing awareness of the need for irrigation on all golf courses, particularly after last summer's drought. Levels of irrigation equipment are becoming much more sophisticated many are even computerised.

The greenkeeper of today must be aware of how to use and maintain such equipment.

Elmwood College has excellent facilities to run educational seminars in its newly refurbished Elmwood House, and what could be more appropriate than that such a seminar be held in North East Fife, the home of golf!
BIGGA 1990 MEMBERSHIP APPLICATION FORM
(not to be completed by 1989 members)
PLEASE COMPLETE FULLY IN BLOCK CAPITALS

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<tr>
<th>GREENKEEPER MEMBERSHIP</th>
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<td>HOME ADDRESS...</td>
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<td>COUNTY POSTCODE...</td>
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<td>ADDRESS...</td>
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<td>COUNTY POSTCODE...</td>
<td>I hereby apply for membership of the British and International Golf Greenkeepers Association and agree to abide by the constitution and rules of the Association.</td>
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MEMBERSHIP FEES

Subscriptions for Greenkeeper membership should not be sent with the application form but will be invoiced separately.

Fees payable will be:
- Course Manager/Head Greenkeeper £36.00
- Deputy Course Manager/Deputy Head Greenkeeper £33.00
- First Assistant/Assistant Greenkeeper* £31.00
- 20 years of age or under £20.00
- International Members – All Greenkeeping Staff £48.00

*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 Deputy Course Manager/Deputy Head Greenkeeper subscription rate should apply.

Associate/Company Membership £50.00

Applicants for Associate/Company Membership should enclose a cheque made payable to BIGGA.

For details of Corporate Membership (10 or more) please contact Headquarters.
Dear Howard,

I've just been looking back at last year and in August you will have been handling the BIGGA Pension Plan for a whole year. During that time, you must have encountered a wide variety of Greenkeeper's pension problems. Is that so?

Neil Thomas
Executive Director, BIGGA

The letters shown below are typical of enquiries received either by mail or phone. Naturally we have altered locations and names to protect the privacy of greenkeepers.

Greenkeeper, West Midlands
Q. I was employed elsewhere before I became a greenkeeper. Is there anything I can do to help me unlock the Association's Pension Plan arrangements I left behind?
A. Often it can benefit people to arrange for a transfer from an old scheme. This can be done by the Association's Alldarwin Manor pension provider for a transfer value to BIGGA. The most comprehensive future benefits figure is to be provided by the Association in a letter to its members. Best interest to transfer out or stay is decided by the members. Incidentally, it usually turns out to be a good time to talk about pension and financial planning in general.

Assistant Greenkeeper, Kent
Q. I have just started in Greenkeeping. I am young and I might not be able to stay in Greenkeeping. So why should I start a BIGGA Pension Plan?
A. Everyone knows starting a Pension Plan early is the right thing to do, even though paying into it automatically will sometimes be painful. But remember, payment can start from £22.50 per month and future benefits can be taken from the age of 50. And, of course, in the future, the necessary contribution rate can be taken from other employment. If you've already opened a BIGGA Pension Plan, then you can use the contributions from other employment to make up for those years spent working in greenkeeping. And if you don't believe me, ask someone you know who is over 40!

First Assistant Greenkeeper, Yorkshire
Q. My club doesn't provide me with a Pension Plan, so why should I bother to start one of my own?
A. In my experience, many clubs are a little slow in coming around to provide Greenkeepers with a Pension Plan. So, really, it's up to you as a Greenkeeper's workforce to look after themselves, before the Government, from the day you start your monthly payment when you pay it! Should your club decide to pay toward your Pension Plan at some time in the future, then BIGGA Pension Plans have a built-in ability for the club to add an extra contribution at a later date. So what's really happening is that Greenkeepers are taking out a BIGGA Pension Plan, and then when their club's wage negotiations begin with them, they are requesting the club to pay a percentage of their wage increase as a payment into their members already established BIGGA Pension Plan. Makes sense, doesn't it?

Course Manager, Surrey
Q. I'm in tied club accommodation and a little concerned for the future. I'm not sure what the best thing to do is. Is there any type of scheme available to BIGGA members like me which might help?
A. Yes, there is. In fact, there are a variety of arrangements available again depending on individual circumstances. The basic idea is to provide a member with the ability to assist them in the purchase of an owned property, either the one at the club or an independent property. The accommodation can often be 'double edged' and the problem has to be discussed in some detail, as the right time, before sound advice is given. Again, let's talk about it.

Head Greenkeeper, Scotland
Q. I am in a club scheme which I want to say in, but I think I should consider boosting my prospective pension benefits by paying more towards my pension. Can the Association help with advice here?
A. When a BIGGA member is in a club scheme he can usually just use his club scheme to top-up his pension, but it is well worth Greenkeepers considering the BIGGA PSAVC or free-standing voluntary contribution plan. Yes, what a mouthful! The simple benefit of this for Greenkeepers is the spread of the risk of pension investment between the Club's fund. This obviously makes sense on the basis of not keeping all your eggs in one basket! Full tax relief is given on the contributions to the BIGGA PSAVC, and the benefits become payable at the same time as the club scheme.

Howard Evans
Special Advisor, BIGGA Pensions

With reference to your recent note about the BIGGA Pension Plan, I have spent many hours with greenkeepers all over the UK in the last year and I hope I've been able to solve a few of their problems and give them some good financial advice along the way. However, there are certain questions that crop up constantly, and if I may I'd like to give you an idea of what they are.

Deputy Head Greenkeeper, Hampshire
Q. My club is at last thinking about a Pension Scheme through the club. Should I join the club scheme or start my own?
A. The main benefits of all employee pension arrangements largely depend on the amount the employer can contribute to a scheme. If you are on your own, then you will have to be considered starting your own BIGGA Personal Pension Plan as an alternative to entering a club scheme, because remember, a club scheme can only last the duration of Greenkeeper's employment at that club.

Head Greenkeeper, Scotland
Q. I am in a club scheme which I want to say in, but I think I should consider boosting my prospective pension benefits by paying more towards my pension. Can the Association help with advice here?
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Howard Evans
Special Advisor, BIGGA Pensions

Thank you for your best wishes. Naturally financial matters, naturally financial matters, naturally financial matters, naturally financial matters. I have often been very interested to hear what I have had to say to his husbands and his mortgage, the creation of lump sums of money in the future and lump sum investment for capital spending the year. People seem to feel quite happy to talk to me. And I am more

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Howard Evans
Special Advisor, BIGGA Pensions
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- Bottom blade bracket and selected inframe mounting brackets
- Well proven technology and modern design

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