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are good gardeners. They all drive cars and can soon be trained to handle tractors and riding mowers as well as men.

As for fringe benefits and retirement, this is a matter that has received very little consideration at most golf clubs, but it is something that we must consider as we strive to meet the competition of industry for good men.

### **Tell Men About Benefits**

If your club offers any fringe benefits, such as sick leave, paid vacations, retirement, be sure your employees know what they are. They should know when they are eligible and what they can expect.

I think keeping a well trained crew starts with the first interview you have with a prospective employee. The interview should be frank and directly to the point. Try to find out something about the character and temperament of the man, and then you will have some idea whether he will fit into your present crew. Let him know what the working conditions at your club are, and what you will expect of him. I think if this first interview is well conducted, a new man will come on the job with respect for you, your other employees and the club members. I think this is the first step toward a satisfied employee.

The careful selection of new employees is very important. I think most every club spends several hundred dollars each year training new employees. If a new employee only stays two months or less, his training is a complete loss to the club.

### **Training Programme Vital**

To carry out an economical and effective training programme is a matter of great importance. At our club a new employee is handed what we like to call an employee's training guide. This is a brief explanation of most of the operations in ground maintenance, including the club house yard, tennis courts, and courtesies to members, as well as the golf course work.

The men are encouraged to take the brief home, read it, and then ask questions about it. We feel each man

should understand something about the entire operation, even though he may work in only a small portion of the general operation.

As soon as we have our crew together in the spring, we start holding a discussion period two or three mornings each week. We discuss the work we are doing at that time with the entire crew present. We ask for questions and suggestions from the men. We hope in this way to create interest in the work and to try to make each man feel he is part of the whole maintenance operation.

We feel a well-informed crew soon becomes a well trained crew and that a well-informed man will take a greater interest in what he is doing. The more interest he has in the work, the more likely he is to become a satisfied employee.

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*With grateful acknowledgments to the USGA Journal.*

*Mr. Mendenhall is a member of the USGA Green Section Committee.*

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## **WINTER WORK IS ON THE WAY**

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# News



## from the Sections

### WELSH

By S. A. Tucker

*Chairman:*  
M. GEDDES  
(Royal Porthcawl)

*Hon. Secretary:*  
36 Clase Road,  
Morriston,  
Swansea, Glam.

SORRY I DID NOT MANAGE TO have these notes in the September issue of the Journal. Owing to pressure of work, etc., it was just not possible to do so.

#### Annual General Meeting

Our Annual General Meeting was held at the Royal Porthcawl Golf Club. In the absence of the Chairman, Mr. D. G. Lord kindly took the Chair. For those members who were unable to be present, Mr. O'Gorman has resigned the Secretaryship of the Section and I have taken over. I only hope that I am able to maintain the Section affairs up to his high standard and that all will go well for us during the coming year.

At our A.G.M., we enjoyed a very good Competition, a Medal round over 18 holes. With a heavy wind blowing in from the sea it made golf very difficult, but as usual we had a very good day. The following were the prize-winners:—John Duncan Cup, open to all members, was won by J. Williams of Royal Porthcawl Golf Club with an excellent score of 88-15=73. Second, J. Martin, 80-6=74, and third, J. Rees, 89-9=80. The Birdie Cup, played for with Handicaps of 14-24, was won by B. D. Jones, 95-15=80. Second, H. Fry, Snr., 103-22=81, and third, D. Jones, 99-14=85.

The Meeting ended with a Supper in the evening with the Secretary and Officials of the Royal Porthcawl, to whom we are very grateful for the invitation to join them in rounding off a very pleasant day.

### SOUTHERN

By W. Mason

*Chairman:*  
J. K. GLASS  
(Thorpe Hall)

*Hon. Secretary:*  
18 Albert Road, Hendon, N.W.4.  
Tel.: SUNnyhill 0245

OUR FIRST MEETING OF THE winter will be held on Wednesday, 10th October, at the Stirling Castle Hotel, London Wall, Moorgate, E.C., at 6-30 p.m. This will be in the form of a Quiz and as on previous occasions Mr. J. K. Glass will act as Quiz Master. We feel sure this will be a very interesting evening from the practical side and hope members will come along with their various problems.

#### Autumn Tournament

The Section Autumn Tournament held on Thursday, 30th August, at Sunningdale, was a great success. The weather could not have been better and the 84 competitors all had a most enjoyable day. Mr. J. Mac'ean was congratulated on the excellent condition of the course, and a hearty vote of thanks was given to the Sunningdale Golf Club for allowing us to play there.

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# MIDLAND

By F. Cashmore

Chairman:  
G. HART  
(Gay Hill)

Hon. Secretary:  
76 Four Oaks Common Road  
Sutton Coldfield, Warwickshire.

AT OUR ANNUAL GENERAL MEETING on 25th June, Ernie Benbow resigned the Treasurership of the Section. George Wilson, 294 Middlemarch Road, Radford, Coventry, was elected to the office and he will be pleased to receive members' subscriptions. I have had several enquiries as to what the subscriptions are. Head Greenkeepers—£1 2s. 6d. Assistant Greenkeepers—15s. Associate Members—11s. It would appear that all members who have joined the Association during the past few years have not received a book of rules, and I shall make enquiries at Headquarters to see if this can be rectified, as all members should have the Rules and Constitution of the Association. At the Annual General Meeting at Porthcawl it was agreed that a proposition should go forward to increase the postage charges on the Journal from 2s. 6d. to 3s. 6d. to cover the increase in postal rates. If members would care to pay the 1s. extra this year, it would be most acceptable.

## New Member

The Committee have accepted the Nomination Form from B. J. Lowe, 2 Danescourt Cottages, Tettenhall, Wolverhampton, Class C, employed at the South Staffs. Golf Club,

and have fixed his Handicap at 14. They also fixed the Handicaps of C. Woodhouse, South Staffs., at 12, and D. Woolton, Shirley Golf Club, at 6.

## Mr. Fred Gregory

I have received a letter from Fred Gregory who wishes to be remembered to all members who knew him before he went to Dawlish. He tells me that there has been a change of ownership at his course and as the new owners required a younger man, they have dispensed with his services. Fred says he is now drawing his pension and doing a little part-time job to keep him out of mischief. We wish him the very best of luck.

## A.G.M. at Porthcawl

Congratulations to our team, G. Woodward, E. Benbow and R. Pugh, on winning the Section Cup, and we are very pleased that Gill Woodward won the "News of the World" Cup. It helped to make amends for the unsatisfactory finish at Worthing two years ago, when, owing to the weather, the tie was decided on three holes. Although we only had four competitors, there was quite a good gathering from the Midlands. Our good friend Mr. W. Payne was there doing his usual chores, also Messrs. Parker and Ballenger, together with Mr. Jack Parker. We were pleased to see Albert Oakley looking so much better.

I should like to put on record, and I think everyone will agree, the splendid way in which the staff at Porthcawl made us welcome. Nothing was too much trouble for them. They really went out of their way to make our stay comfortable and enjoyable. Any member who does not attend the Annual because he may think he would not know anyone there, would be surprised. The atmosphere is so friendly that one could not possibly feel alone, and the many members' wives who attend are just the same. No one is left out in the cold. With a bit of luck, my wife and myself will be there next year.

# NORTH-EAST

By T. Oliver

Chairman:  
J. SIMPSON  
(Ponteland G.C.)

Hon. Secretary:  
Heathery Cottage,  
Heathery Lane, Gosforth,  
Newcastle-on-Tyne 3.

OWING TO UNFORSEEN CIRCUMSTANCES, our Annual Competition will be played on the 11th October. That is one week later than previously stated.

## New Members

J. Taylor, 64 Station Road, South Gosforth, Newcastle-on-Tyne, 3. Whitley Bay Golf Club.

J. R. Amis, 41 Burt Avenue, Balkwell, North Shields, Northumberland. Tynemouth Golf Club.

J. Snowdon, 43 Elsdon Road, Gosforth, Newcastle-on-Tyne, 3. Gosforth Golf Club.

A. Gudgin, 4 Delaval Terrace, Gosforth, Newcastle-on-Tyne, 3. Gosforth Golf Club.

# CANNOCK

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# NORTHERN

By J. Parker

Chairman:  
G. W. MASON  
(Halifax West End)

Hon. Secretary:  
8 Goit Stock Terr., Harden,  
Bingley, Yorks.

MEMBERS ARE REMINDED THAT the closing date for entries for the Autumn Tournament to be played over the course of the Headingley Golf Club on Thursday, 18th October (by kind permission of the Committee) is Monday, 8th October.

## Mr. E. Calam and Mr. W. Hannam

Members will be pleased to hear that both are now making satisfactory progress. I have had letters from them expressing their thanks for our good wishes. Ted hopes to be fit enough to join us, even if not to play, at our Autumn Tournament.

## Blazer Badges

I have just received a new stock of Association Blazer Badges and will be pleased to supply any member with one on the receipt of 30/-.

## New Member

We welcome to the Section the following new member:—Mr. D. A. Hunt, Golf House, Glossop Golf Club, Glossop, Derbyshire.

## Sheffield Match

The Annual Match versus the Sheffield Section was played over the course of the Lindrick Golf Club (by kind permission of the Committee) on Tuesday, 4th September. Over 30 members made the journey to be entertained by the Sheffield Section to a most enjoyable outing.

For the second year in succession the match for the "Slater Trophy" resulted in a tie, but Sheffield as the holders retained the Cup. The results were as follows:—K. Driver and S. Smith, 5 and 4, beat S. Inman and T. Peat. G. Mason and D. Roberts, 2 and 1, beat J. Lomas and G. Herrington. F. Cox and C. Moore lost 4 and 3 to R. Whitehead and A. Goldthorpe. R. Slater and D. Cooper lost 5 and 4 to A. Shardlow and A. Spence. L. Sharp and D. Storey lost 4 and 3 to J. Clark and J. Hicking. G. Geddes and A. Robertshaw, 3 and 2, beat P. Booker and H. Herrington.

Following the match, all present sat down to a most enjoyable meal. Mr. Shardlow, President, Sheffield Section, introduced Mr. A. Turner, Captain of Lindrick, who welcomed members to the Club and spoke of how more and more Clubs were beginning to appreciate the work of greenkeepers. Mr. Turner then presented Percy Booker with the Cup. Mr. W. Mountain, President, Northern Section, replied and thanked all Officials of the Club, Steward and Stewardess, the Professional, and finally George and his staff for all they had done to make a most memorable day's outing for the Northern Section. Thank you, Sheffield.

## November Lecture

The first of the winter lectures will be given by a member of the staff of the Sports Turf Research Institute. Details will be circularised in due course. Your Committee look for support as these educational talks are arranged for your benefit.

## Subscriptions

As in other Sections, I find many subscriptions are outstanding. I should be much obliged for early settlement. Members are reminded that no one is eligible to play in the Autumn Tournament unless subscriptions are fully paid up to date.

# SOUTH-WEST

By A. Cockfield

Chairman:  
G. GILBERT,  
(Warminster G.C.)

Hon. Secretary:  
(Shamcastle G.C.)

WE WERE FORTUNATE IN HAVING a fine day for our Annual Tournament at the Weston-super-Mare Golf Club. Competitors had to contend with a strong southerly wind blowing to the sea which I should say provides the most difficult conditions on the Weston links. Low scores were always possible but never easy. It is to the credit of our three senior members that they mastered these difficult conditions and took away the major prizes. Indeed, Walter Tyrell is to be congratulated on his very fine score, even a nett score beating one's age is no mean achievement.

The results were as follows:—Best nett over 36 holes, B. Reeves, 136. Greenkeepers: 1st nett, W. Tyrell, 143 (on last nine). 2nd nett, J. Jenkins, 143. 3rd nett, G. Gilbert, 145. 4th nett, G. Morgan, 151. 5th nett, A. Cockfield, 158. Assistant Greenkeepers: 1st nett, B. Reeves, 136. 2nd nett, R. Parr, 150. 3rd nett, S. Baber, 151. 4th nett, H. Burge, 157. 5th nett, S. Tucker, 165.

The Captain of Weston Golf Club kindly presented the prizes, a duty he obviously performed with great pleasure as he was unsparing in his efforts to welcome every Greenkeeper to the Club.

Our Chairman, George Gilbert, replied, thanking the Captain and Committee for the courtesy of the course and clubhouse, the Steward for excellent meals, and Harry Sheppard for having his course in such fine trim for us. Mr. Southgate once again did all the spade work by checking score cards, collecting sweep monies, etc. Sincere thanks were also given to all Golf Clubs and the various Trades who so generously provided our prizes.

## New Members

We welcome to the Section S. J. West of Walton Pines, Wellington Terrace, Clevedon. Mr. West has recently taken over from Walter



**OCTOBER**

11th North East Section, Annual Competition, Gosforth Golf Club.  
 18th Northern Section, Autumn Tournament, Headingly Golf Club.

**NOVEMBER**

28th Midland Section visit to Messrs. Massey Ferguson.

**DECEMBER**

14th Midland Section, Annual Dinner, King's Head, Bearwood.

South-West—*cont.*

Tyrell at the Clevedon Golf Club, and we wish him every success. We welcome also F. Trabbell of West Hill, Wraxall, near Bristol, who is assistant greenkeeper at Bristol and Clifton Golf Club.

**Mr. G. Warrender**

We hear that Mr. G. Warrender of Burnham & Berrow has returned to light duties after a long spell of ill health. We wish him a speedy recovery to normal work.



**THE SCOTTISH GOLF GREENKEEPERS' ASSOCIATION**

NORTH & MIDLAND SECTION

**EAST MIDLAND**

By **S. T. McNeice**

*Chairman:*  
**S. TALBOT**  
 (Wollaton Park)

*Hon. Secretary:*  
 40 Edward Road,  
 Clarendon Park, Leicester

THE ANNUAL GENERAL MEETING of the East Midland Section will be held at the Central Tavern, Huntingdon Street, Nottingham, on Wednesday, 17th October, 1962, at 7 p.m.

All members will be notified by post and it is hoped that they will make every effort to attend this important meeting.

MR. W. H. F. THOMSON, HEAD Greenkeeper at the Edzell Golf Course has been appointed Head Greenkeeper to Nairn Golf Club.

We wish him every success in his new post.

**W. RITCHIE,**  
*Secretary.*

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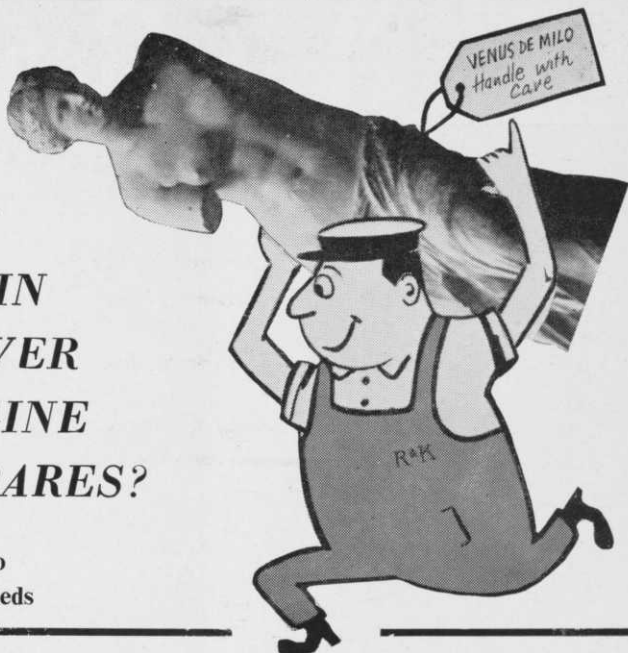
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