

THE JOINT COUNCIL
for
GOLF GREENKEEPER
APPRENTICESHIP

representing the English and Scottish Golf Unions, The Welsh Golfing Union, The British and Scottish Golf Greenkeepers Associations and The Sports Turf Research Institute.

Since 1963, when this Council was formed, 82 young men have completed their apprenticeship. 77 more are under training. The Joint Council wishes to thank all those golf clubs who have realised that the future upkeep of golf courses depends on proper training now, and the Head Greenkeepers who have handed on their experience to the next generation.

Hon. Secretary:
P. C. French, 3 Skeet Hill Cottages,
Daltons Road, Chelsfield, Orpington, Kent.

THE BRITISH GOLF

GREENKEEPER

HON. EDITOR: F. W. HAWTREE



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CONTENTS

PAGE	3	TEE SHOTS
	4	LABOUR RELATIONS
	6	SPORTS TURF RESEARCH INSTITUTE A.G.M.
	7	SPECIAL OCCASIONS
	8	HAT TRICK
	8	SITUATIONS VACANT
	10	HON. SECRETARY'S NOTES
	11	SUMMER RENOVATIONS FOR WINTER
	12	NEWS FROM SECTIONS

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TEE SHOTS



by the Editor

Bath Golf Club, where A. A. Cockfield, Secretary of the South-Western Section, is in charge of the course, has approved the scheme for a new club-house near the present site. Total cost will be around £26,000.

★ ★ ★ ★

Lisburn Golf Club, near Belfast, has sold its 9-hole course to the Burgh Council for £110,000 and is buying land nearby to lay out a new 18-hole course.

★ ★ ★ ★

Seahouses Golf Club at Berwick has organised volunteers to make a new 9-holes at weekends.

* * * *

Dudley Council has given approval in principle to the establishment of the municipal course. Suitable sites are now being investigated.

* * * *

Kingussie Golf Club is building a new house for its greenkeeper. Club-house improvements are to follow.

* * * *

Dunfermline Golf Club has decided to permit lady members to use the gentlemen's lounge on Saturdays and Sundays but not until after 6.00 p.m.

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LABOUR RELATIONS

by T. FRANCIS

IT was my privilege some time ago to attend a Supervisors Course run by the East Midlands Provincial Council at Buxton in Derbyshire and along with my practical experiences at different levels of work the following remarks are my thoughts and ideas of labour relations.

I will call all men in supervisory positions supervisors to simplify matters and men in lower positions workers or staff.

Much has been written and said about labour relations in industry but much less on our type of work. However, the same applies wherever you work, and the relationship between supervisor and staff in groundwork or turf culture is just as important and if you happen to be supervisor or staff in question they are of major importance.

I think if we look back over the years we can see a complete change in methods of approach between supervisor and staff. Men will not be bullied these days and supervisors must be a lot more tolerant than they used to be or else they will have no staff to supervise.

Some people might prefer the older way but times change and we must try to adapt ourselves to the modern way.

I think throughout all problems associated with labour relations let us all remember that we are all human and we can all make mistakes. I am sure many times the supervisors think they are the only ones with problems. This applies to the staff also. Let us try to understand each others' problems and, if we do, life will be a lot easier. I am sure we all agree that the relationship between supervisor and staff is of the utmost importance and if a good relationship can be built up, any obstacle can be overcome, difficult problems become easy, life is much happier for all and, above all, much more work is done.

It is accepted that the role of the supervisor is the most difficult of tasks. Men look to him to be the go-between

between them and the management (presenting their problems to the Boss), and likewise the management look to the supervisors to bring the best out of the men and get the work done, and produce the goods. This is not impossible but can be very difficult, to say the least.

What are the major assets of a first-class supervisor apart from being super-human? He must be tolerant, patient, fairminded, honest, good organiser, a psychologist, and a man that the men can trust and lean on. He must set a good example and, above all, know his job. How many have failed in a supervisory position because they did not know the job? A man soon knows if you know what you are talking about. If he knows you know the job, this can be a tremendous asset; but if he knows you don't know your job, he can make your life very difficult and some of the other good points you thought you had can easily go by the board. If a supervisor is respected by the men this helps tremendously.

On the course that I attended, a lecturer noted the following as the skills and knowledge of the supervisor. Skill in leading, communication, instructing and improving methods. He must also have a good knowledge of the work which includes plant and materials and different methods of work. Another important factor is knowledge of responsibilities which include rules, agreements, authority, delegation, superiors, safety, discipline, costs and quality. One other major factor the supervisor needed was the full backing of the management.

I think most of us would agree that these things are needed to become an efficient supervisor and, when all is said and done, a supervisor gets results through people and I always say a supervisor rises and falls on the strength of his men. He can't do all the work himself.

I have just said supervisors get results through people. As supervisors we are concerned with achieving results.

It is therefore worthwhile to look at some of the factors involved in motivating fellow men, that is to say getting them to be keen, energetic and enthusiastic about their work.

In a research made recently, out of a sample of 1,685 persons, 81 per cent were shown (by incidents recalled giving rise to job satisfaction) to have been motivated by those aspects of their work which involved the following: sense of achievement and recognition for achievement, responsibility, advancement, satisfaction derived from the nature of the work itself and possibility of growth within the job. When asked about incidents which caused dissatisfaction, 67 per cent related occasions involving the lack of the following: sound policy and administration, technical supervision, satisfactory relationships with other people, adequate status, good salary, adequate physical safety arrangements, and good job security.

We have looked at the role of the supervisor and also mentioned the things that matter to the worker. Shall we look now and see what the supervisor should expect of the men: honesty, willingness to be shown and willingness to do a good day's work, but above all to be trusted. A supervisor must be able to trust the men as the worker should be able to trust the supervisor. What is the good if once you turn your back the person ceases to work. Yes, a man you can trust, knowing he will be working while you are away, is invaluable.

I think that all these things go to make a good groundsman. (I didn't mention good timekeeping because if he has most of the qualities that I have mentioned he would be a good time-keeper.)

If we can combine all the qualities of what a good supervisor should be with all the good things a worker should be I am sure all our lives would be much easier. We all know this is impossible but let us try to do our jobs a little bit better and if we can all achieve a slight improvement this would be a good start. I think it is a fact that when we talk about the supervisor or worker not doing his job properly we never think of ourselves. It is always the other fellow, never us. If we are honest with ourselves, we know that it is us they are getting at, but our pride will not let us accept it. But let us all take a closer look at ourselves before we start putting other people right. Once we can put ourselves right I am sure other people will not seem so bad after all. My final remark is some advice given to me some years ago by a Parks Superintendent. At the time I could not see eye to eye with my immediate superior and I was sure I was in the right. The remark was, "Always remember, the devil you know is better than the one you don't know". The longer you live, meet and work with people the more you will realise how true this is.

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**THE SPORTS TURF RESEARCH
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The 19th A.G.M. of THE SPORTS TURF RESEARCH INSTITUTE was held at Bingley on Monday, 27th April, under the Chairmanship of Mr Alan Sowden.

(1) In the Annual Report for 1969, which was adopted, reference was made to:—

(a) Research

Grass variety trials were extended over about 1¼ acres including 186 varieties and commercial stocks. Further trials of fungicides were laid down and future plans include development of methods of disease study and prevention under more easily controlled conditions in greenhouses. Other work included trials of mosskillers, herbicide treatments for the control of poa-annua in seedbeds and several small-scale tests of new herbicides. Studies of soil amelioration continued.

(b) Advisory Service

The Institute's advisory service was in constant demand and with the easing of the Government's economic restrictions there was a considerable increase in the number of sports grounds under construction compared with the previous year. The Institute's knowledge and experience of sports ground construction is being increasingly recognised in its appointment as consultants to many more projects.

(c) Education

The demand for places on courses continued to grow and the number of courses was increased from five to six. Other educational activities included lectures through-

out the country — also one in Cologne — and publication of the *Journal, Sports Turf Bulletin* and several articles for the popular sports press. The first International Turf Grass Research Conference was held in Harrogate, the Director and Senior Staff of the Institute making major contributions in organisation and the presentation of papers.

(d) Finance

In spite of inflation and the heavy burden of Selective Employment Tax, the year ended without deficit. It was, nevertheless, regrettable that achieving this result sometimes caused Staff to be diverted from their proper tasks by financial considerations associated with fund-raising.

(2) A message of greetings was sent to H.R.H. The Duke of Edinburgh, Patron of the Institute.

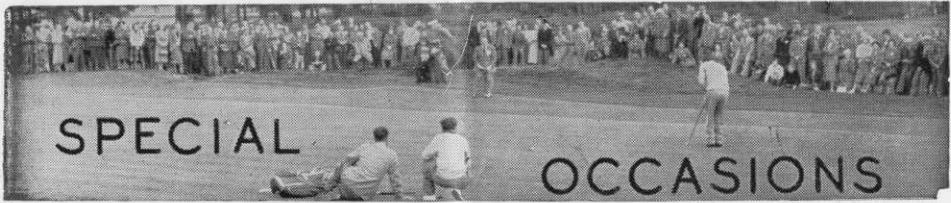
(3) The following elections were made:—

President, The Duke of Norfolk; Vice-Presidents, Carl Bretherton, Esq., Sir William Worsley, R. G. J. Kirk, Esq., C.A.; Chairman, Alan Sowden, Esq., M.I.C.E.; Vice-Chairman, R. E. Cameron, Esq.

Tribute was paid to the untiring efforts over many years of Mr Carl Bretherton who, whilst remaining an Honorary Vice-President, stood down from the Vice-Chairmanship in favour of Mr R. E. Cameron, representative of the English Bowling Association.

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|--------|------|--|
| JUNE | 15th | Sheffield Section Union Match |
| | 16th | Northern Section President's Prize |
| | 22nd | South-West Section Am/Greenkeeper foursome |
| | 23rd | Midland Section—Visit to Massey-Ferguson |
| | 25th | Midland Section Annual Match |
| | 30th | Welsh Section A.G.M. |
| JULY | 8th | Sheffield Section Annual Tournament |
| | 16th | South-West Section Summer Tournament |
| | 20th | Midland Section A.G.M. and Habberley Cup |
| AUGUST | 17th | } Annual Tournament Filey Golf Club |
| | 18th | |
| | 19th | |

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HAT TRICK

by WILMA JENKINS

There was a restless pacing in the hall below. Now and again a sound that was half groan and half sigh floated up the stairs.

Joe, in short, was ready first as usual.

"How much longer, old girl?"

"Another two minutes, darling."

Wondering, as I have done throughout our married life, how my husband contrives to look impeccably groomed in so short a time, I snatched up handbag, umbrella and clean handkerchief and sped down the stairs.

I flashed Joe my warm possessive smile and proudly took his arm. Once again I was walking out with the charmer who swept me off my feet and then down the aisle.

"Now that I've graduated from golf widow to golfing wife I want to buy an outfit," I said as soon as we were seated in the bus.

"Slacks and a gay pullover at least. But the head-gear will be the problem."

Why do they confuse the feminine mind by tempting it with so many different hats — even in the realm of sport? Some were hard and ultramasculine; others were soft and floppy. Others again were so off-beat and rakish that the mind boggled.

The girl in the fourth sports outfitters we visited suggested that the gentleman should come inside and take a seat. She was an appealing little thing with eyes of cornflower blue. I didn't like the way she discussed the shape of "Modom's" face so intimately with Joe. I believe he would have encouraged her to go on producing hats for the rest of the day. "Let's get out of here and have some tea," I whispered while Baby Face was returning rejected hats to the stock room.

"I've seen three hats I fancy. I'd like to think it over for a week. Could we come in again next Saturday?"

"Anything for a quiet life," said Joe.

On our way to the bus Joe paused at a shop window to admire a tie.

"I'm going to treat myself to that," he said over his shoulder as he left me. "I won't be long."

He wasn't. He emerged with a paper bag before I had fully recovered from the shock of his disappearance.

"I saw two more ties that took my fancy," said Joe, taking my arm. "And while I was in there I bought a hat. It's one of those collapsible non-crease things. You can stuff it into a pocket when you're sick of wearing it. Just the job!"

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HEAD GREENKEEPER required immediately by Leamington and County Golf Club, Whitnash, Leamington Spa. Good wages and conditions with modern house provided. Applications stating age, experience, wages required, etc., to The Secretary.

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HON. SECRETARY'S NOTES

Filey Golf Club, Filey, E. Yorkshire

NOTICE IS HEREBY GIVEN that the fifty-third Annual General Meeting of the British Golf Greenkeepers' Association will be held at the Filey Golf Club, Filey, on Monday, 17th August 1970 at 2.30 p.m. Notice of resolutions must be sent in writing to the Hon. Secretary TWENTY-ONE DAYS before the date of the meeting. Under Rule 29, proxies may be voted at all General Meetings. A Form of Proxy may be obtained from the Hon. Secretary and returned not later than the first post on Wednesday, 12th August.

The Annual Tournament

The fifty-third Annual Golf Tournament will be held at the Filey Golf Club, Filey, on Monday, Tuesday and Wednesday, 17th, 18th and 19th August 1970. Entry forms appeared in the June Journal.

Programme

Monday, 17th August: Morning—18 hole Stableford; Afternoon — Annual General Meeting at 2.30 p.m.

Tuesday, 18th August: 36 holes Medal; News of the World Cup (scratch); Senior Division (plus to 11); Junior Division (12 to 24); the Artisan Medal; the Jubilee Cup (Team Prize

off handicap); "The Coming of Age" Cup.

Wednesday, 19th August: Morning—18 holes Medal; Afternoon — Prize distribution, 3 p.m.

Handicaps

Section secretaries will be asked to verify the handicaps of all competitors from their records before the tournament. All handicaps must be based on the National Golf Union's handicapping system.

Executive Committee

A meeting of the Executive will be held at the Filey Golf Club on Sunday, 16th August 1970, at approximately 5.30 p.m.

Trophies

May I remind holders of trophies from last year's tournament who are not taking part this year to ensure that these are returned to the Filey Golf Club before Saturday, 15th August.

Annual Draw

May I remind members that all counterfoils and moneys should be returned to their Section Secretary and NOT to me.

Open Championship

The Secretary of the Royal and Ancient Golf Club has again kindly forwarded 12 passes for the "Open" at Royal Lytham and St Anne's Golf Club from 8th to 11th July. Any member who would like to make use of one should apply to me as soon as possible — first come, first served.

MISCELLANEOUS

PROFESSIONALS AND GREEN-KEEPERS having stocks of used golf balls contact Sparkbrook Golf Ball Co., 295 Highgate Road, Stoney Lane, Birmingham, with a view to filling export orders.