

A guide to wages

GOLF Clubs often seek guidance from this Association as to fair wages for their ground staff. Although the figures remain the subject of negotiation between the Golf Club and the Greenkeeper in the light of local circumstances, the British Golf Greenkeepers' Association carried out a survey of Greenkeepers' wages in England in 1964, in order to be able to make proposals as a general guide. This revealed wide variations in the rates, but enabled a scale to be formulated.

IN March, 1975, the Executive Committee reconsidered the figures, and now suggest the following:—

Head G'keeper (36 holes)	£3,750 p.a. or £72.00 per wk. Plus accom. & 4 wks. holiday
Head G'keeper (27 holes)	£3,450 p.a. or £66.25 per wk. Plus accom. & 4 wks. holiday
Head G'keeper (18 holes)	£3,125 p.a. or £60.00 per wk. Plus accom. & 4 wks. holiday
Head G'keeper (9 holes)	£2,812 p.a. or £54.00 per wk. Plus accom. & 4 wks. holiday
First Assistant	... £2,500 p.a. or £48.00 per wk. Plus accom. & 3 wks. holiday
Assistant	... £2,180 p.a. or £42.00 per wk. Plus accom. & 3 wks. holiday

That the basic conditions of employment should be:—

40-hour working week.

If not salaried, overtime to be paid for weekend work as follows:—

Saturday Time and a half.

Sunday Double time.

Retirement pension scheme.

Subscriptions paid.

Annual wage increases not less than cost of living index increases.

Washing and toilet facilities.

Footwear allowance not less than £10.00 per annum.

Travelling expenses at 10p per mile.

Insurance accident policy to be paid by the Club.

Time off to attend lectures, demonstrations and B.G.G.A. Golf Tournaments.

Where accommodation is provided by Clubs, it should be rent and rate free, plus phone costs if required by Club in connection with work.

In the lowest scale every endeavour should be made to make additions for experience and special ability, if junior staff are to be encouraged.

In the top scale the minimum will represent comparative newness to a responsible post, or for an experienced man, a wide range of additional benefits.

In view of the shortage of Head Greenkeepers, competent First Assistants are likely to secure rapid promotion to senior posts. The middle scale is, therefore, likely to apply only to a man potentially capable of full responsibility.

In addition to the rates set out, it is recommended that the Golf Club should operate a Pension Scheme which will ensure that a retired employee will enjoy an income representing not less than half his salary and benefits at retirement.

Objects of the Association

To advance Golf Greenkeeping; to assist and encourage the proficiency of members; to arrange lectures, functions and competitions; to maintain a Benevolent Fund; to publish a monthly magazine; to collaborate with the Sports Turf Research Institute; and to effect any other objects of a like nature.

Would you buy a mower from a firm that has produced only half a million or so?

If you're looking for gimmicks of course you wouldn't. Because it smacks too much of traditional values - universal appeal, continuity of design, and so on - and a determination to keep it that way.

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Science . . . and sweat

THE following was submitted by one of the Section Secretaries and is reprinted from the Newsletter of the Golf Course Superintendents Association of America.

THERE appears to be a growing feeling among veteran golf course superintendents that they are caught in a spiralling upheaval of sorts which threatens their very own physical being.

Frankly, the burdens of the profession have reached the point where certain superintendents are beginning to ask themselves . . . "are the returns worth the investment?"

This has nothing to do with the stock market or the race track. It concerns the job outlook of dignified men who must reevaluate their present positions because of a slow but sure tipping of the scales in regard to the "compensation vs. responsibility" syndrome.

It has reached the point where superintendents are leaving the responsibility-choked atmosphere of the big country club for less of same . . . and less money. Examples of pay cuts in the thousands have come to this desk's attention. And with them, complementary comments that the reductions are worth it.

Fortunately, the job structure of the superintendent is arranged so that he often is able to pick his spot on the success ladder. He has the option to shoot for a position bathed in responsibility which will reward him accordingly or he can level off at an assignment where he has the luxury of choosing how much of himself he will pour into the job.

The gradual recognition of the superintendent as a most integral part of the country club operation has brought his job into focus as far as the membership goes. It has come to realize that conditioning of the course is something

more than running amok with a lawn mower and tossing grass seed in the air like so much confetti. The superintendent's job is a science. Therefore, he is expected to turn miracles with the turf where once it was thought to be a hit-or-miss operation.

Whether you like it or not . . . whether you choose to recognize it or not, the job of the superintendent has become one of increasing pressures. And it follows a realistic pattern. The man in charge of a 36-hole course where national championships are contested is like the executive vice-president of a large corporation, the make or break aspects of business resting on his shoulders. The man putting the green touch to the little nine-hole layout down the street doesn't come close to such

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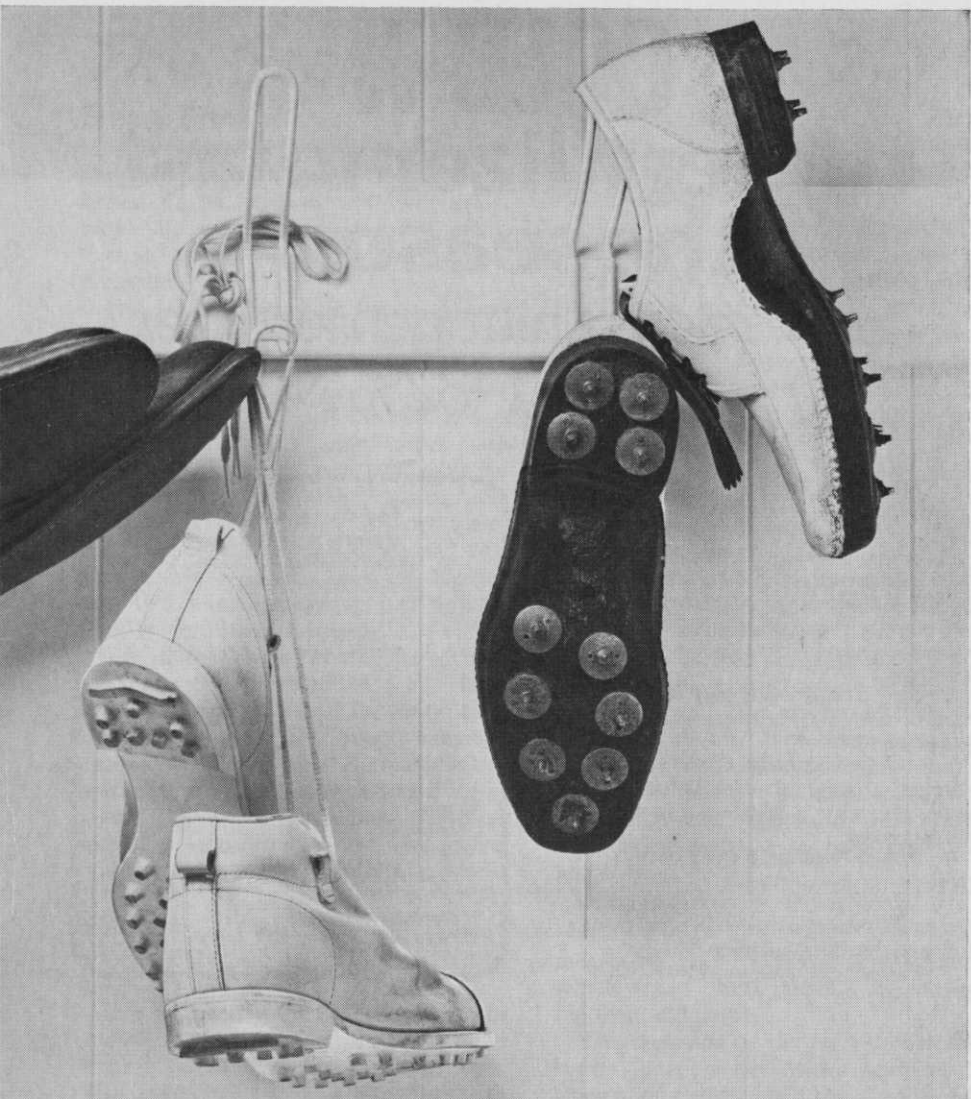
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The Greenkeepers No. 2

Ernest Brown

HEAD GREENKEEPER at Bramshott Golf Club at Dibden in Hampshire is **Ernest C. M. Brown**, who was previously 10 years at Beaconsfield Golf Course and seven years as a First Assistant.

He joined Bramshott when it was opened in June 1974. The course is 18 holes, two-tier, and although some tree planting has already been done, more is to take place. Already the club boasts over 500 members plus ladies and juniors, and there is additional play by members of the public, giving the greenkeeping staff plenty of work keeping the course in good order. Mr. Brown has a First Assistant Keeper and two other assistants, one with a Bingley certificate.

To help him maintain the course there are two tractors, a Hahn Triplex, one Marquis 20 in. set of fairway gangs, three semi-rough magnas, one Certes 20 in., one Auto Turfman, one motorised soil sifter, a trailer front loader bucket link box fertiliser spreaders, one fairways and one greens drag harrow, a 14 cwt roller, a power

take-off, a 66-gallon sprayer, Push Mystifier, Fairway Spiker HJ6, spike roller for greens, two drag mats, one Flymo plus the usual tools.

Mr. Brown uses Parker's F2 and F22 fertiliser but will try other types to obtain the best results. One of his major problems is compaction, and some of his greens are badly drained. Tees have become very compacted and spiking and hollow tining has not solved the problem, which Mr. Brown thinks will be a long term job.

The course is new and has many faults to be cured over the years to come. Tees have taken a very heavy wearing and are now out of use, greens which were, and still are over compacted caused by the use of heavy machines in construction. Sandy clay soil was used for top soil and is not very porous, causing some greens to stay very wet. The course is built on the edge of the New Forest, suffers from some bog areas and is very hard to drain. The bottom of the course is a heavy clay area and more drainage is now being planned to help ease this problem.

Science . . . and sweat [From Page 13]

responsibility . . . nor is he affected as much.

One superintendent claims that a man in the profession must find his own niche. "Often this isn't easy", he tells. "For example, what once was a job with little pressure can change over the years. That little nine-hole layout could become ambitious and transform itself into an 18-hole championship course. And all of a sudden, pressures appear that weren't supposed to."

It's only natural that every once in a while a superintendent will take himself into a little room and have a heart to heart talk with himself. In that session he has to ask himself . . . "is it worth it?" Then, he puts the reassessment

measuring stick to work and decides which road he'll travel . . . easy, medium, difficult.

The demands of the recreational and sports participation field are on a tremendous upswing. The family has come to realize that the best vacation buy is the country club. It can gather there and find all of its recreational needs for the asking. There is golf, tennis, swimming, skating, bowling, bridge . . . even curling if you require it. And in the centre of it all stands the superintendent whose job it is to provide the playing grounds.

It boils down to one question: as to how far a super goes: "To sweat or not to sweat." "Only he can answer it.



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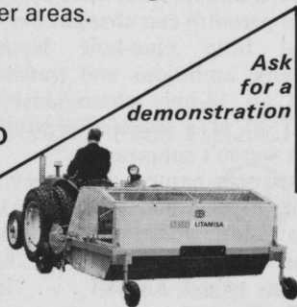
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The new Secretary

TO ALL MEMBERS,

Your Secretary and Treasurer is sorry to have to advise you that he will be resigning his office at the end of the current financial year, but is very happy to also advise you that Mr. W. Heeles, Secretary of the Northern Section has offered to undertake the secretarial duties and treasurership for the Association as from May 1, 1975.

May I say how much I have enjoyed my duties with the Association over the last 14 years, but I have no doubt that Mr. Heeles will prove a worthy successor.

Yours very sincerely,
C. H. DIX

Getting rid of moss

THE Sports Turf Research Institute annually receive many enquiries regarding Turf maintenance. We have their permission to reprint some of these which originally appeared in The Journal.

Enquiry

WET, MOSSY FAIRWAYS

SEVERAL of our fairways have a lot of moss in the swards and are soft, spongy and wet during the autumn and winter. Soil samples from the areas are enclosed for testing and your advice.

Reply

Tests show that the soils are a little, but not excessively acid and there are reasonable levels of phosphate and potash. Give these areas as much mechani-

cal spiking as you can when ground conditions are suitable through the winter and early spring. Next April treat the areas with nitro-chalk or similar at the rate of 1½ cwt./acre. As soon as fairly steady growth is occurring carry out vigorous and pretty severe harrowing using a short toothed grass-land harrow. The work must be done quite thoroughly to open up the fibrous surface and drag out the moss. Resulting debris should be removed. As an alternative to this you could consider using one of the recently developed gang unit scarifiers for fibre removal. The purchase of one of these machines could be justified if many of your fairways are like this but if you are going to do fairly regular extensive operations of this nature then a large mechanical litter collector might be necessary to help with the tidying up afterwards!



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A FOUR colour eight-page brochure describing Irrigation Systems and Sprinkler Appliances has been produced by Cameron Irrigation Co. Ltd., Harwood Industrial Estate, Littlehampton, Sussex. Sprinklers for golf courses must supply just the right amount of water to compensate for all weather conditions and a range of sprinklers is described with circle or sector watering with pressures between one and four A.T.M.S.

CRITCHLEY Bros. Ltd., of Brimscombe, Stroud, Glos., GL5 2TH, have issued a guide to laying Pipeway. It embraces the product range and fittings, Installation Design, Installation Techniques and a section dealing with Permeable fill and Backfilling. Illus-

trated with simple diagrams it is useful reading for all greenkeepers.

A NEW 1975 catalogue showing substantially reduced prices has been published by Gerson & Co. (Agricultural) Ltd., Grove Lane, Smethwick, Warley, West Midlands, B66 2SE. It covers grass seeds and combined turf fertilizer and weedkiller. A supplementary price list covers Chlordane Wormkillers and moss control products. Mixtures for tees, fairways and greens are identified and recommended. Seeding rates are given.

CIVIC TREES (Tree Movers) Ltd. of 91a High Street, Great Missenden, Bucks., have produced a leaflet describing a hire service for their tree spade enabling 20ft. trees to be transplanted expertly but cheaply from as little as £6 which they claim is about the same price as buying and planting a nursery standard.

[Continued facing page]

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