

## RECOMMENDED MINIMUM SALARY/WAGES SCALE

In response to many requests, the Association has formulated a recommended minimum salary/wages scale for 1988, although actual figures remain the subject of negotiation between the golf club and greenkeeping staff. The quoted rates apply to 18 hole golf courses.

Course Manager/Head Greenkeeper	£12,650 per annum*
Deputy Course Manager/Head Greenkeeper	£ 9,100 per annum*
First Assistant	£150.96 per week *
Assistant Greenkeeper	£141.54 per week *
Apprentice 50% of Assistant Greenkeeper rate i.e. and to increase annually by 12.5%	£ 70.77 per week *

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 salary scale of £9,100 per annum should apply.

N.B. Staff in possession of recognised qualifications should have this reflected in an addition to basic salary.

\* Basic conditions of employment should include:-

- (1) where accommodation is provided by the Club it should be rent and rates free with heating/lighting costs borne by the club.
- (2) where accommodation is not provided by the club a suitable remuneration should be paid.
- (3) 40 hour week
- (4) Retirement Pension Scheme
- (5) Telephone costs on club business
- (6) Mileage allowance
- (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.

## OBJECTS OF THE ASSOCIATION

To promote and advance all aspects of greenkeeping; to assist and encourage the proficiency of members; to arrange an International Annual Conference, educational seminars, functions and competitions; to maintain a Benevolent Fund; to act as an employment agency; to provide a magazine; to collaborate with any body or organisation which may in any way benefit the Association or its members or with which there may be a common interest; to carry out and perform any other duties or responsibilities which shall be in the general interests of the Association or its members.

