



# BIGGA UPDATE

AT the time of writing, we are well advanced with the planning and organisation of operations for the bunker-raking at the Open Championship. I am already aware of a number of visitors who will be heading for our marquee, most notably our President, Viscount Whitelaw, who will be visiting on Thursday, 14th July at noon. Members of the Board of Management and myself will be present throughout the week from 11th July onwards and we hope that the marquee will be

well-used by greenkeepers and their guests as a meeting place and for a general exchange of news and views. Remember that the marquee is situated away from the tented village - between the first tee and the eighteenth green. I hope to see you there!

#### DIARY DATES:

A brief resume of forthcoming events:-

26th - 30th September -

National Tournament/  
International Conference -

Ayrshire. Contact - Chris Kennedy, 82 Dumbreck Road, Glasgow, Scotland, G41 9DW. - Telephone 041-427-4242.

18th - 20th January, 1989 -

European Turf Management Exhibition, Harrogate.

A three day series of educational seminars is being organised in conjunction with the ETME. Additionally, delegates will be able to enrol for the foundation module on the Safe Use of Pesticides, the course being run during the Exhibition. This course is particularly relevant

with an operative date of 1st January, 1989 for the implementation of the relevant legislation. The educational and training emphasis within BIGGA is beginning to take effect and full details of the seminar programme together with a booking form will be available shortly. Contacts: For the exhibition, Geo A Wright Exhibition Ltd, PO Box 104, Granby Buildings, 41 Granby Street, Leicester, LE1 9DY. Telephone 0533-557449. For the educational seminar programme, myself at Headquarters Office. Telephone 0274-560556. 4th - 6th April, 1989 - National Conference, Queen's College, Cambridge. The number of delegates will be restricted and places can be secured by forwarding a deposit of £15 per person to Headquarters Office. The Conference brochure when printed will be forwarded automatically to all those registering their interest with this office. Contact myself at Headquarters Office.

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## the Golf Course

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Front cover: Queenstown Golf Course, New Zealand as featured in 'Land of the long white cloud' page 20

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#### UNIFORM

Blazer/badges and separate badges are now available. Please contact your Section Secretary if you wish to place an order. The full range of BIGGA merchandise will be on sale in our marquee at the Open Championship.

#### BIGGA LEAFLET

A leaflet on 18 Ways to Help your Greenkeeper aimed at the golfing public and your club members is available for general circulation. Copies for distribution can be obtained upon request from Headquarters Office, and will be available in the marquee at the Open Championship.

#### CHANGE OF SECRETARY

Please note that Mr Tony Naisbitt has relinquished the Secretary's role in Cleveland, and been replaced by Mr Roger Shaw, 12 Bede Terrace, Ferryhill, Co Durham. Telephone 0740-51065

**BIGGA WISHES TO ACKNOWLEDGE THE SUPPORT OF RUFFORD TOP DRESS SUPPLIES LIMITED, RUFFORD, LANCASHIRE AND ITS COMMITMENT TO THE FUTURE OF THE ASSOCIATION AND PARTICULARLY THE EDUCATION AND TRAINING COMMITTEE.**

#### EMPLOYMENT AGENCY SCHEME

Members are reminded of the need to send in registration forms as soon as possible. The date of implementation of the Scheme is dependent upon the response of the membership. An explanation of the Scheme is included within this edition of the magazine, together with a Registration Form.

One final comment this month - the Association is for the benefit of its members. The success of the events detailed above is dependent on member participation. If, traditionally, you have tended to be non-active within the Association,

give your backing to these national events by your attendance. Ayrshire, Harrogate and Cambridge are all attractive settings and the events are being organised for three primary purposes, i.e. to further establish the Association; as a contribution to greenkeeper education and training; and as a forum for the exchange of information amongst members as well as for their general enjoyment, with the opportunity to renew old friendships and make new ones. I look forward to seeing you at least at one of the events!  
**Neil Thomas**  
**EXECUTIVE DIRECTOR**

## EMPLOYMENT OF GREENKEEPERS

The Association is in the course of setting up an Employment Agency Scheme which will operate on lines similar to any such agency, i.e. it will seek to match the potential employee with the employer registering a vacancy.

Obviously, this particular scheme will be specialist in the sense that its sole aim will be to match greenkeepers with golf clubs registering vacancies. It will assist greenkeepers in automatically registering their interest with golf clubs where their qualifications, experience and stipulations match the club's requirements and will equally be of assistance to golf clubs in saving them both time and expense in finding a suitable greenkeeper to meet their circumstances.

From the greenkeeper's viewpoint, the scheme will operate as follows:-

1) Completion of Application Form by greenkeeper and submission to BIGGA.

2) Completion of Vacancy Notification by golf club.

3) Matching of likely candidates with vacancy by Headquarters Office.

4) Summary details of likely candidates forwarded to golf club for consideration. At this stage name, address, present and previous employment and reference details will be omitted to protect confidentiality.

5) Golf club indicates candidates it wishes to consider for short listing.

6) Headquarters confirms with candidates that they wish to be considered for the vacancy in question

7) Upon receipt of this confirmation, full details of candidates are forwarded to golf club.

8) Golf club confirms short list.

9) Headquarters finalises interview arrangements in conjunction with club and short listed candidates

10) Club advises Headquarters of result of interviews.

At all times there will be maximum confidentiality. There will be no charge to greenkeeper members for use of the service. There are two packages available to the golf clubs.

First, an all-inclusive fee will be payable for each successful placement.

As an alternative, there will be a 'Greenkeeper Package'. This will provide clubs with access to the Employment Agency Scheme but in addition advice and guidance on greenkeeper matters will be provided by the Association when sought by a club. This will cover such matters as Contracts of Employment, Conditions of Service, Health and Safety at Work Act, as well as salary considerations and general greenkeeping staff matters. The scheme aims to promote a close working relationship between the Association and the clubs concerned with consequential long-term benefits for