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BIÇÇÂ UPDATE

'AROUND THE GREEN'

Unfortunately, there will not be an edition this month as items for inclusion have not been received due to the postal dispute. I would be grateful if correspondents would submit material as soon as possible for the next edition. EUROPEAN TURF MANAGEMENT EXHIBITION HARROGATE - 18th TO 20th JANUARY 1989 Members will find enclosed with this edition a seminar programme and admission ticket. Those members completing the application form should indicate accordingly at the foot of the form if they require details of accommodation available in Harrogate. These details will then be forwarded when session tickets are distributed.

UNIFORM

Members have requested information on the current uniform items available, and these are now available. Please note the recent inclusion of both a lightweight BIGGA jacket and a BIGGA wetsuit. For both items, I would refer members to the front cover photograph of the August edition of 'the Golf Course'

PLEASE PLACE ORDERS WITH YOUR SECTION SECRETARY

SUPATURF TO SPONSOR CAMBRIDGE CONFERENCE

RECOMMENDED MINIMUM SALARY/WAGES SCALE The Association has updated its recommended minimum salary / wages scale, although actual figures remain the subject of negotiation between the golf club and greenkeeping staff. The quoted rates apply to 18 hole golf courses from 1st January, 1989.

Course Manager / Head Greenkeeper £13,409 per annum*

Deputy Course Manager / Deputy Head Greenkeeper £9,646 per annum* First Assistant £160.02 per week*

Assistant Greenkeeper £150.04 per week*

Apprentice 50% of Assistant Greenkeeper rate, i.e. £75.02 per week*

and to increase annually by 12.5%

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Course	CONTENTS				
course	Buyers Guide				
OCTOBER 1988	Jim Arthur retires				
Publisher: Fore Golf Publications	BIGGA Internationa at Troon by John Ca				
Managing Director: Michael Coffey All advertising matter, editorial copy and correspondence should be sent to: the Golf Course, 29 Station Road, Dovercourt, Harwich, Essex. CO12 3AL Telephone: 0255 507526 Fax: 0206 212060	Out on the Course a by John Campbell Greenkeepers contr success by John Leb				
Subscription rates: UK - £18 USA - \$45 Continent - £30 Eire - IR£23	Notebook				
' <i>the</i> Golf Course' is published ten times a year. Printed in England by J B Offset, Marks Tey, Colchester, Essex. Copyright: Fore Golf Publications Ltd 1988 ISSN 0953 6043	Front cover: The winning International Golf Tourna L to R: Duncan Grey, Jhon Woodbridge Golf Club, Ian Chris Kennedy and team - A full report will appear				

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ternational Golf Tournament at Woodbridge Golf Club to R: Duncan Grey, Jhonny King-Martin Captain oodbridge Golf Club, Ian Ritchie, George Patterson, hris Kennedy and team manager Jimmy Nielsen. Jull report will appear in next months issue.



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Farnham, Surrey GU9 7UB. Tel: (0252) 733919 The First Assistant is a post designed to recognise a third-incharge where appropriate to the size of the club. In cases where the First Assistant is the recognised deputy, the appropriate salary scale of £9,646 per annum should apply.

NB 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, basicovertime to be paid at time and a half, with double time onSundays 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.

Membership details are available from:

The Executive Director, BIGGA, The Sports Turf Research Institute, BINGLEY, West Yorkshire. BD16 1AU. Tel: (0274) 560556



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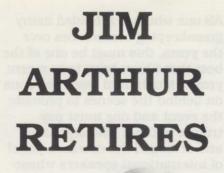
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THIS month sees the retirement of Jim Arthur the country's best known golf course agronomist. Mr Arthur first started advisory work some 40 years ago as a member of the Sports Turf Research Institute staff, he later ran various success-ful businesses in the commercial sector. Since he set up his own golf course advisory service, he has been associated with the PGA European Tour, the R & A Championship Committee, he usually made 350/ 400 advisory visits to courses throughout the UK and Europe each year and he has advised on the construction of many new courses. He also served as a member of the Greenkeeper Training Committee and was involved in bringing the three previous greenkeeping associations together, through the intervention of the R&A. Mr Arthur will remain a member of the R & A's Panel on Greenkeeping.

a product. In advocating system or design Jim Arthur has always based his advice solely with the best interest of his client in mind. Such advice has occasionally upset one or two commercial interests but everyone throughout the industry is aware that no inducement to change his advice would ever have been considered. companies have made Many design alterations or modifications their products at his to suggestion.

Jim Arthur has been a regular and valued contributor to "the Golf Course" and to "Greenkeeper". He has always been known for his forthright, if sometimes controversial views, but his advice has always been based on the consistent application of sound and eminently logical greenkeeping principles. He recently summed up his views - "greenkeeping - and course presentation has much in common with climbing a mountain peak. Each foothill climbed reveals another range, with glimpses of the high peak, which is hardly ever climbed - and even if it is, it is hard to stay up there.





The problem is that in any living ecology, change is inevitable. Each target when achieved is replaced with more ambitious ones. Areas of courses which would never have excited any comment a decade ago are now coming under scrutiny and in a decade's time will be as such part of routine maintenance as mowing fairways is now.

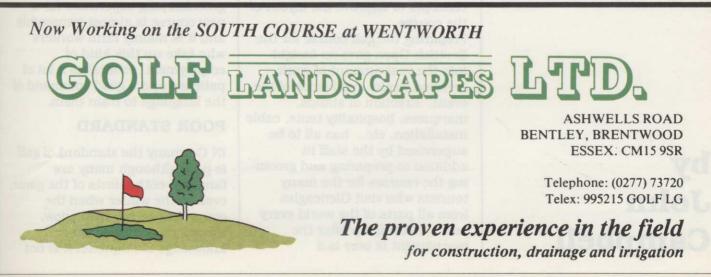
This means above all else that we must continually take stock of increasing man-power and machines - remembering that we are subject to a number of interacting factors. More play creates more compaction and this means more corrective aeration, yet itself reduces the time available in which to carry it out. It is no answer, for example, to stop mid seasonal aeration because slit-marks upsets members, but to find another way of achieving the results. Equally, standards rise, e.g. in improving pitch and run-up conditions, this means more sophisticated machines which permit cuttings to be collected (the best way of improving the density, resilience and fineness of any turf) and which also keep potentially damaging tractors and trailed gangs away from narrow entrances already subjected to wear from players and their trolleys. The trolleys themselves are a major contributing factor to wear (by tending to restrict those towing them to set lines around the course, instead of spreading wear).

We cannot ban trolleys all year, though this would undoubtedly help, we certainly should try to ban all buggies - perish the thought that one day they may be as common here as on the other side of the Atlantic. Remember however, that if we do see such a heresy permitted, (and it will no longer be golf that we play but a different game described by Frank Tatum (as 'cart ball' - then will have to face another change - a concrete road round the whole course, to which trolleys are farely restricted by high kerbs!

My theme, is that change is unavoidable, that standards demanded as of right, not expected, will rise and we must try to guide these changes in the right direction, and that to achieve these standards we need more men and more machines - and indeed more money.

Above all else we must try to preserve the traditions and the conditions of a game which is under threat from a new entry of players who have no understanding of what the finer points of the game are all about. If we do not take steps to protect it, traditional or 'real' golf will become as rare as real or Royal tennis."

Jim Arthur has done much to enhance the greenkeeping profession; an undoubted character, he will be missed by many and the whole industry would wish him well in his retirement.



BIGGA

International

Conference

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hange a concrete road round the hole course, to which itelleys are trely restricted by high kerbel My theme, is that change is naveldable, that standards emanded as dright, not expected, fill rise and we must by to guile bese changes in the right frection, and that to achieve these handerds we need more men and and these and indeed more

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Jim Arthur has done much to mhance the greenbecomy profestore an undoubted connecter, he will be ottested by many and the whole radustry would with him

by John Campbell AS one who has attended many greenkeeping conferences over the years, this must be one of the best that I have been to in recent years. Much hard work has gone on behind the scenes to promote the event and one must pay tribute to those who organised and arranged the excellent panel of international speakers whose contributions made the conference an unqualified success. Subjects covered all aspects of golf course upkeep at home and abroad, tournament preparation, construction techniques, turf research, history of the game and a wide variety of other subjects to interest all concerned with the business of golf greenkeeping. The International Conference opened in the Concert Hall, Troon with a warm welcome and introduction by B.I.G.G.A. Chairman, Jack McMillan of Sunningdale Golf Club. The programme ran smoothly in the capable hands of the Conference Chairman, Cecil George of Lenzie Golf Club who introduced the speakers and summed up briefly at the end of each presentation.

FASCINATING

THE first speaker James Kidd, Estate Manager, Gleneagles Hotel, dealt with the subject of preparation and reparation of the Kings Course for the Scottish Open. With a fascinating collection of colour slides he explained how some aspects of the Kings Course had changed over the years and work was now taking place to bring back many of James Braid's original design concepts to improve the layout of the course.

Preparing the golf course for the Scottish Open gave an insight into the vast amount of work involved weeks in advance of the event. Erection of stands, marquees, hospitality tents, cable installation, etc., has all to be supervised by the staff in addition to preparing and grooming the courses for the many tourists who visit Gleneagles from all parts of the world every year. Clearing up after the tournament is over is a monumental task for the greenkeeping staff and not always fully appreciated by golfers. It takes weeks to get back to normal and it often takes much longer for repair and re-instatement of damage to the course in the wake of all the traffic and activities. Gleneagles has much to offer all kinds of sportsmen by way of golf, shooting, riding, fishing etc., and its magnificent setting among the Perthshire hills is always an attraction for tourists from all parts of the world.

WEST GERMANY

PETER SHAW talked about his experience as a course manager in West Germany where he has worked for the past two years. The interest in golf is growing there and quite a number of new courses are under construction with others in the pipeline. Planning restrictions and environmental laws are important obstacles to overcome before a golf course can be built in Germany.

Peter admits the language barrier made things difficult for him at first but his knowledge of German is gradually improving; he knows good communication is vital to direct the greenkeeping staff in their daily tasks. He has to order his turf fertilisers from England for they cannot be obtained locally. Machinery agents are not fully geared up for the golf course industry which makes it difficult and expensive to get equipment overhauled and repaired. Getting men with greenkeeping experience for a new course is almost impossible and it is mainly farm workers who take up this kind of employment, so it takes a lot of patience and a good command of the language to train them.

POOR STANDARD

IN Germany the standard of golf is poor although many are fanatical enthusiasts of the game, even in the winter when the course is covered with snow. Having no golf tradition or knowledge of etiquette, it is not

unusual to see someone pushing a pram around as they play. Although many clubs now insist that new members have compulsory golf lessons and educational sessions to acquaint them with the rules and etiquette of the game. The initial fee to join a club would be around £8,000 after which the annual subscription would be £2,000. Vandalism is not uncommon. mostly inflicted by youths on motorbikes and others who spray paint on greens. Winter is the time when many people want to play golf and green fees around this period may total around £160,000. Some clubs apply high nitrogen fertilisers too late in the season which leads to disease problems in the winter. When irrigation systems develop faults it is difficult to get them rectified. Some installation companies do not undertake repairs.

A WOMAN'S VIEW

IN her presentation "The Other Side Of The Coin," Jean Esposita, Course Superintendent at Hinckley Hills, Northern Ohio, gave us a woman's view of her job in greenkeeping. She followed in her father's footsteps in the business and now has the responsibility of looking after the family course. With a good training in all aspects of golf course upkeep from an early age she has acquired the necessary skills and experience to do any jobs from mowing to construction.

Jean has always been actively involved with the Northern Ohio Chapter of the Golf Course Superintendents Association of America and is a past president of the branch. Although the number of women employed as course superintendents in the U.S. is a relatively small in number, about 40, female labour is quite extensively used on golf courses throughout the country. Most greenkeeping tasks nowadays are physically less demanding than they used to be in the past with the advent of modern, sophisticated



Walter Woods, Links Supervisor at St Andrews

machinery. Woman employees are claimed to be more particular then men in all phases of the work and they are generally more careful with the equipment. Course operating budgets vary; affluent clubs may spend between \$236,000 - £292,000. Less wealthier clubs range from £80,000 - £160,000. Northern Ohio experienced a dry season this year, winter snowfall is generally about 55 inches.

COURSE BUILDING

AFTER lunch Dr. Tom Cavanagh. Turfgrass Consultant, Dublin, talked about golf course building in Ireland, laving out a links and all the problems associated with sand construction. Wind erosion was an important factor and he stressed the need for "heeling in" when preparing seed beds and areas for laying turf. Building costs per green with own labour and competent supervisor £10,000. Employing a contractor costs would vary between £13,000 - £15,000. Barry Brittin, President of the Canadian Golf Superintendents Association is presently involved with the construction of a brand new course at Brampton, Ontario. His colour slide presentation showed the many fine courses in and around Toronto where staff strength varies between 18-20 men for an 18 hole course. Vandalism is quite rife in this part of Canada.

OPEN CHAMPIONSHIP

DAVID HILL, Championship Secretary, Royal and Ancient, St.

Andrews explained a few facts about the Open Championship and its organisation. The R.A. prints a staggering 18 million copies of the Rules of Golf every four years. Every manufacturer must submit golf equipment, clubs etc., to them for approval. A difference between the ruling bodies is the U.S.G.A. has a Green Section and the R.&A. has not. The S.T.R.I. is now employed by the St. Andrews Authority to advise clubs on the Championship rota about course preparation methods. David Hill said head greenkeepers ideally should be in charge of their own courses. Close liaison is necessary between Championship Officials and the greenkeeping staff to site stands, tented village, facilities for catering, water and drainage and cable laying operations by British Telecom. Nowadays grandstands are provided to seat 18,000 spectators and something like 250,000 are expected to attend the Open Championships which are planned on a four year cycle. David Hill concluded with a film presentation of the 1987 Open Championship.

SWEDEN

ON the second day of the conference Stig Persson, the administrator of the Swedish Greenkeepers Association explained about the Swedish Greenkeepers Association and planning and maintenance of buildings for greenkeeping machinery. Sweden is one of Europe's major golfing countries. In 1985 it claimed to have 168 courses made up of 9,18,27 and 36 hole layouts and many more are planned. The Swedish golfing season varies from one end of the country to the other. In the south golf is possible from March to November or even longer if the weather is mild. In the north the season runs from May to October and the midnight sun permits golf to be played around the clock in June.

RESEARCH

DR. PETER HAYES Director of the Sports Turf Research Institute, talked about research today for the golfing needs of tomorrow. Some of their research work is being supported by the R.&A. Ball bounce, turf wear factors, dry patch and fairy ring are among the main research programmes at the Institute. Dr. Hayes reported many enquiries about dry patch this year from clubs around the country. Some causes of the condition could be compaction, old fairy rings and high spots, but research work is being done to find the best methods of dealing with the problem.

PROJECT MANAGEMENT

DEREK GANNING, Course Manager at The Belfry delivered an interesting paper on Project Management and the many problems he was faced with when when he first joined the Club. The course is beginning to mature and gradually being brought up to the required standard to host the Ryder Cup in 1989 under Derek's experienced guidance.

OVERSEAS PROJECTS

HOWARD SWAN, Golf Course Constructor, entertained his audience with a selection of colour slides of international golf courses. Howard spends a lot of his time in Europe nowadays advising on the construction of a number of overseas projects, which seems to keep him busy.

ST ANDREWS

WALTER WOODS, Links Supervisor at St. Andrews recalled some of the history of the game at St.Andrews where the early rules were first formulated. The name of Tom Morris, Open Champion, is closely associated with the Home of Golf where he was the first custodian of the links. His son young Tom Morris, retained the Open Championship Belt after winning the award three years in succession.

Fashioning the ancient links at St. Andrews has been a process of evolution and the natural humps and hollows of the land have been cunningly used to create a great golf course. All the construction work in those days was laboriously done with wheelbarrow and shovel. Wells were sunk at different points to provide irrigation and buckets were used to apply water to the greens during dry spells. As keeper of the links, Tom Morris was a firm believer in regular sand dressings; there was little else to use then. He also decreed that the links should have a period of rest every year to allow time for repair and recovery from the depredations of golfers. To this day the practice is still observed when the Old Course is closed during the month of March.

Except at a few courses in England and two in India, golf was barely known outside Scotland as late as the 1840's.



The earliest records of course designers date from this period. The first was Allan Robertson of St. Andrews who died in 1859 and David his brother who emigrated to Australia where he introduced golf and probably laid out the first course in that country. Allan Robertson planned the early changes at St. Andrews, laid out ten formal holes at Barry, Angus and according to his obituary "he laid out capital links in various districts." The new course at St. Andrews opened in 1895 and was laid out by Tom Morris. The Jubilee Course first opened in 1897 as nine holes, then revised and extended to 18 as more land was reclaimed. The Eden course planned by H.S. Colt was opened in 1914.

AMERICAN'S DEBUT

JOHN SEGUI, President, Golf **Course Superintendents** Association of America, made his debut with a video presentation "Golf At Its Best" a glossy upmarket promotion film in sound and colour made specifically to enhance the image of the American golf course superintendent and the association. The G.C.S.A.A., formed 62 years ago, now employs a headquarter staff of 35. The annual budget is 4 million dollars. They have a certification programme for aspiring superintendents and everyone is committed to raising the standards of the profession. The official monthly magazine has an annual income of one million dollars from advertising. Other benefits - Health Insurance, Job Referral Scheme, International Trade Show. Conference and Golf Tournament every year. The average assistant greenkeeper earns 8-10 dollars an hour. Total number of golf courses in U.S.A. is 13,000.

Bill Lawson, Vice-Chairman of B.I.G.G.A. admirably summed up the Conference with some pithy comments and a vote of thanks to all who had contributed to the success of Derek Ganning the occasion.