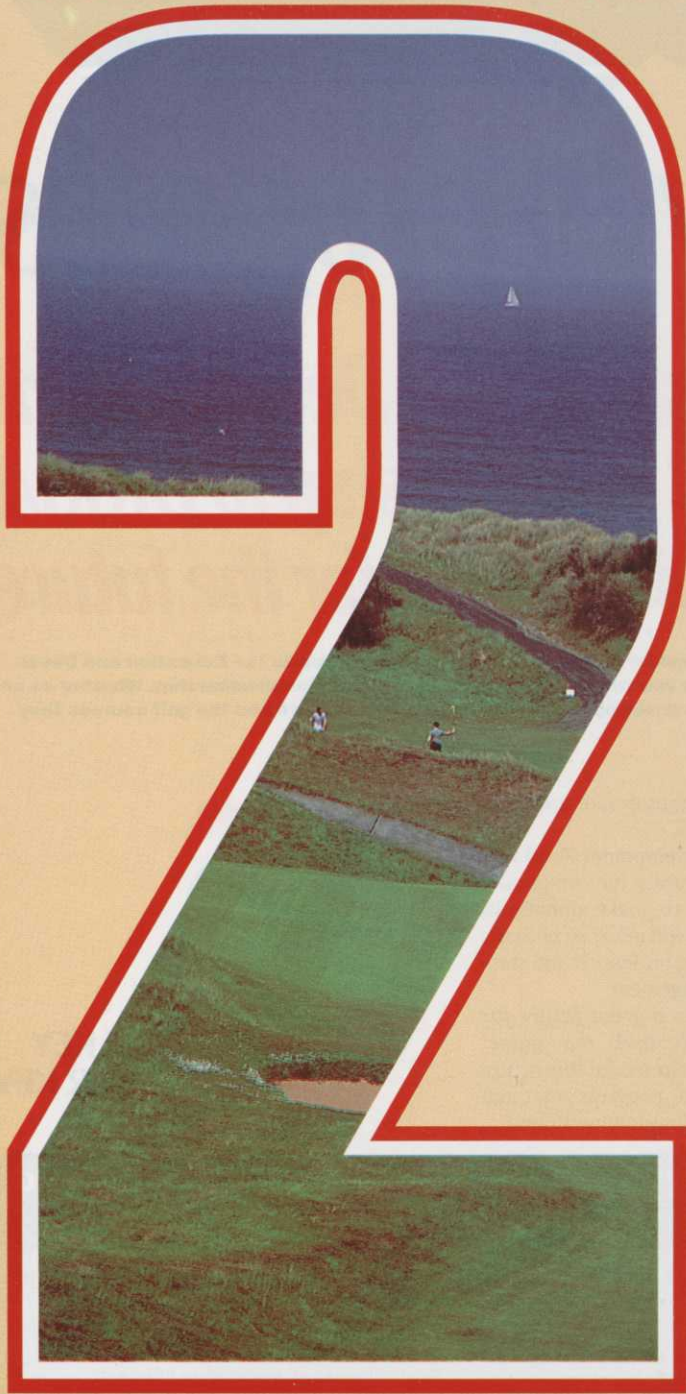


There are now



You can now join **BIGGA** either through the usual subscription route or via the Education and Development Fund, as a member of the Golden or Silver Key Circle. Full details are outlined overleaf.

Membership benefits for either route include:

- ◆ Monthly copies of 'Greenkeeper International' - the Association's own high quality colour magazine and essential reading.
- ◆ Full Legal Advisory Service - including legal helpline card.
- ◆ Full employment cover, full personal injury cover, pursuit of civil claims by the insured for damages, specific performance or injunction arising from or out of: a) a contract of employment; b) death or personal injury of the insured from any claim.
- ◆ Personal accident cover - will provide the following capital sums: Death - £5,000. Permanent total disablement - £5,000. Permanent total loss of sight of one or both eyes - £5,000. Permanent total loss of hearing of both ears - £2,500. Permanent total loss of hearing of one ear - £500. Permanent loss of one or more limbs - £5,000. There is also cover for permanent loss by physical separation of thumb, finger or toe.
- ◆ Members suffering temporary total disablement in excess of seven days will receive a weekly income of £35 for a maximum of 104 weeks - options to increase benefits are available.
- ◆ Use the Association's Placement Referral Scheme, to keep up to date with the employment scene.
- ◆ Utilise **BIGGA**'s services for expert advice on financial management - our consultants will advise on mortgages, investments, life, household, private medical and motor insurance. Don't forget the **BIGGA** Personal Pension plan.
- ◆ Take advantage of reduced delegate fees at the **BIGGA** Turf Management Exhibition and National Education Conference as well as regional seminars.
- ◆ **BIGGA** is international - all items in the membership package are available to members both in the Republic of Ireland and internationally. (International users of the legal helpline card should note that advice will relate to either English or Scottish law. The card can be used when the member is visiting Great Britain, both for advice and in respect of any claims arising during or from such visits.)
- ◆ For all members - A **BIGGA** pen, car sticker and tax disc holder.
- ◆ All new Greenkeeper members joining in 1993 will receive an Association tie.
- ◆ **BIGGA** welcomes the ladies - lady members joining in the Associate category will receive a headscarf, a **BIGGA** pen, car sticker and tax disc holder to signify their membership in addition to the Associate membership card.
- ◆ The legal and insurance benefits are only effective following payment of subscriptions. Any delay in payment after 1 January could cause a problem - don't take the risk!

ways to join the **British & International Golf Greenkeepers Association**, or
to renew your membership*



*EXISTING MEMBERS: Do nothing yet - stand by your letterboxes for renewal information sent directly to you

The key to progress

is through the Education and Development Fund — and now YOUR membership to BIGGA can be linked to this vital resource for the future

Before renewing your membership for 1993 or joining the Association, consider the option of linking membership to the Education and Development Fund. Remember, contributing to the Fund automatically provides you with the full benefits of Association membership. Whether as an individual or as a company, by becoming a Key Circle member you will be ensuring a great future for greenkeepers and the golf courses they manage and maintain.

Since its formation in 1987 the British & International Golf Greenkeepers Association has demonstrated its commitment to enhancing the recognition of the greenkeeper as a professional and to advancing golf course management and maintenance techniques to ever higher standards.

The key to the progress which has been made lies in education and training where the establishing of new college-based courses and improvements in existing courses has had a significant impact. Allied to this has been the introduction of "in-house" training courses at BIGGA's headquarters at Aldwark Manor. The development of Aldwark Manor as a training base will prove a major educational resource for the profession in the future.

Many within the game of golf and those working within the fine turf industries now recognise the value of these educational programmes and the need to ensure first class training for those entering the greenkeeping profession if the desired standards of golf course management and maintenance are to be achieved, maintained and improved upon in the future. To sustain those educational programmes and improve training opportunities will necessitate on-going financial commitment and the new Education and Development Fund has been established to enable the promotion and financing of educational programmes, scholarship awards and training aids for the benefit of the greenkeeping profession. The enhancement of knowledge and technical expertise which will result will surely in turn lead to higher standards of course management and better playing conditions for golf club members.

Financial contributions will channel the resources of the game and the industry into one central Fund from which specific spending programmes can be determined. Those supporting the fund will be welcome to make sug-

gestions in relation to appropriate spending programmes.

The Education and Development Fund represents the ideal opportunity for companies, groups and individuals to make donations, gifts and bequests which will advance both the status of the greenkeeping profession and standards of golf course management.

◆ **Education — the key to a great future for greenkeeper, golf club and the game. Your contribution will help secure this future — unlock the doors to progress through BIGGA's Education and Development Fund.**



Greenkeeper Education and Development Fund The needs are many

- | | |
|---|--|
| Provision of Scholarship Awards | Courses and Training Programmes – Headquarters and Regions |
| National Education Conference | Educational Text-books |
| BIGGA Turf Management Exhibition – Workshop and Seminar Programme | Establishment of Association Library |
| Development of Management Courses | Regional and Section Seminar Programmes |
| Provision of Training Resources at BIGGA Headquarters | Greenkeeper Training Manual |
| Master Greenkeeper Certificate | Research Projects |
| Training Videos | Educational Leaflets/Advice Notes |
| Translation and Linguistic Facilities | Tape Transcript Service |
| Career Information | Computer Programmes |
| Training Aids | Career Video |

In contributing, your suggestions for spending programmes will be welcomed. Education indeed holds the key to professionalism and the further advance of golf course management.

- ◆ **New Members** – if you wish to become a Key Circle member, complete the Membership Request Card in this magazine facing Page 50.
- ◆ **Current Members** – will have the opportunity to become Key Circle members when they receive their normal renewal subscription invoices prior to 1 January 1993. If you have not received your renewal notice by the end of December, please contact Headquarters.
- ◆ **Current Key Circle Members** – both individuals and companies will be contacted by Headquarters prior to 1 January 1993 with a view to renewing their memberships for 1993.

BIGGA greatly values and appreciates contributions to the Education and Development Fund and accordingly wishes to give recognition to those contributing. Those supporting the Fund will become members of a 'circle' which will bring certain ongoing benefits:

Membership benefits of Golden Key Circle

Companies/Groups

- Listing in 'Greenkeeper International' magazine
- Key supporter – magazine profile
- Plaque
- Annual luncheon – BIGGA Turf Management Exhibition
- Special Tie – BIGGA/Golden Key Circle design
- Association Membership – to include monthly copies of 'Greenkeeper International' magazine
- Priority stand space – BIGGA marquee, Open Championship.

Contribution: Donations of over £3,000 annually

Individuals

- Special Tie – BIGGA/Golden Key Circle design
- Association Membership – to include monthly copies of 'Greenkeeper International' magazine
- 15% discount on all BIGGA Educational Programmes

Contribution: Donations of over £150 annually



Membership benefits of Silver Key Circle

Companies/Groups

- Listing in 'Greenkeeper International' magazine
- Plaque
- Special Tie – BIGGA/Silver Key Circle design
- Association Membership – to include monthly copies of 'Greenkeeper International' magazine

Contribution: Donations of £1,000 – £3,000 annually

Individuals

- Special Tie – BIGGA/Silver Key Circle design
- Association Membership – to include monthly copies of 'Greenkeeper International' magazine
- 7.5% discount on all BIGGA Educational Programmes

Contribution: Donations of £75 – £150 annually

Join the inner Circle and ensure a great future for greenkeepers and the golf courses they manage and maintain.

The Next Step

is to complete and post the pre-paid Membership Request Card in this issue.

Existing Members: Do nothing yet – we'll contact you direct.

♦ Important – all greenkeeper members will be required to obtain a passport size photograph to validate their 1993 membership cards. The design of the card allows for the photograph to be sealed, thereby giving proof of identity and preventing any possible misuse of membership cards, particularly in relation to seeking courtesy of the golf course. Photographs are to be affixed by members personally on receipt of their card and should not be sent to Headquarters.

The BIGGA recommended minimum salary/wage 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. Quoted rates apply from 1 January, 1993.

	18 Holes	27 Holes	36 Holes
Course Manager/Head Greenkeeper	£18,230	£19,880	£22,250
Deputy Course Manager/Deputy Head Greenkeeper	£13,160	£14,340	£16,040
First Assistant	£219.00 pw	£219.00 pw	£219.00 pw
Assistant Greenkeeper	£206.00 pw	£206.00 pw	£206.00 pw
Apprentice Greenkeeper (all courses) Age 16/17: £103.00 pw; Age 18: £128.75 pw; Age 19: £154.50 pw; Age 20: £180.25 pw; Age 21+: £206.00 pw.			

NB: Where appropriate these rates should be increased to reflect Regional variations up to a maximum of 24% in the South East Region.

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 Deputy Course Manager/Deputy Head Greenkeeper salary scale should apply.

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 free with heating/lighting costs borne by the Club. The Club should compensate for Poll Tax/Council Tax Liability.
2. Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary 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.



New subs rate for '93

The Board of Management has approved the subscriptions for 1993 as indicated below:

	New Members In 1993	Current Members if paying before 31 Jan.93
Course Manager/Head Greenkeeper	£55.00	£50.00
Deputy Course Manager/Deputy Head Greenkeeper	£48.00	£43.00
First Assistant/Assistant Greenkeeper	£42.00	£39.00
20 years of age or under	£28.00	£25.00
International – all greenkeeping staff	£50.00	
Associate/Company (including one year's subscription to 'Greenkeeper International')	£48.00	
Associate/Company without magazine	£23.00	
Corporate	£550.00	

NB: 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 Deputy Course Manager/Deputy Head Greenkeeper subscription rate should apply.

1992 members will be invoiced for subscriptions due prior to 1st January 1993. If you have not received your renewal notice by the end of December, please contact Headquarters.

Those enrolling in the Associate/Company membership category will be encouraged to play a full part in the Association's affairs. Associate members will be those having a close interest in greenkeeping without being specifically employed as greenkeepers. As such this category of membership will be of interest to Chairmen of Green Committees, Club Secretaries, Golf Course Architects and Constructors and many others with a close affinity to greenkeeping. Company membership is available on an individual or corporate basis and will be of interest to those employed within the fine turf industries.

Individual membership cards will be issued and will entitle the member to participate in all national, regional and section events authorised by the Association.

Holders of Associate and Company membership cards are not entitled to use their cards to seek courtesy of the golf course.

Delegate fees at both the BIGGA Turf Management Exhibition and National Education Conference, as well as at Regional seminars, will be offered to Associate and Company members at a discounted rate. Whilst many members may wish to identify with a particular local section or region, members are able to participate nationally if they so wish. They will be allocated to the section covering the geographical area in which they reside.

All Associate/Company members (with the exception of those Associate members in the £23 category) will receive each month a copy of 'Greenkeeper International', the Association's official publication and essential reading for those involved with or interested in greenkeeping.

A special Corporate rate is available for those companies wishing to enrol an unlimited number of their staff as members of the Association and individual membership cards will be issued.