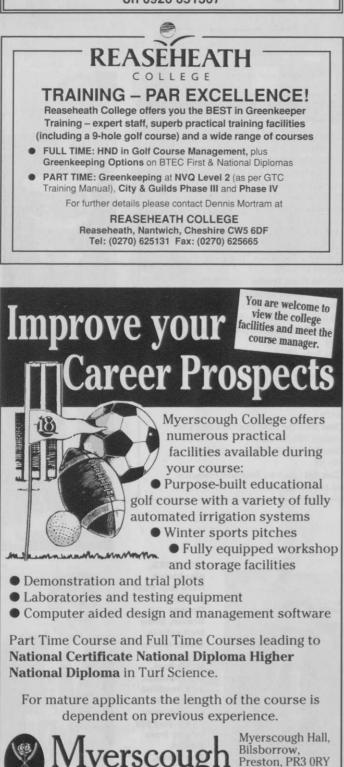




GREENKEEPING COURSES Starting September 1993 Year 1: NVQ Level 1 Day Release Year 2: NVQ Level 2 Day and Block Release Year 3: NVQ Level 3 Day and Block Release Year 4: City & Guilds Phase III Day Release Find Out More: Contact Rod Case at the College on 0926 651367



Financial services to members

Members are advised that Howard Evans is no longer acting as a representative for Standard Life and has resigned as pensions adviser to BIGGA.

The requirements of members have been assessed and in view of the increased demand for advice over a wide range of financial matters it has been decided that a network of regional brokers would be able to respond quicker and better to members requests. The brokers appointed will be FIMBRA members and as such will be in a position to offer independent advice over a wide range of financial services, having access to all the major life insurance and pension companies including Standard Life which continues to be regarded as one of the better institutions.

Peter Hoare & Co Ltd has been selected to act as the main broker and being based in Sheffield is within easy access of Aldwark Manor. Other brokers are in the process of being appointed and full details will appear in the September issue of Greenkeeper International.

In the meanwhile members requiring further information or advice should contact either Neil Thomas or John Pemberton at BIGGA HQ on 0347 838581.

RECOMMENDED MINIMUM SALARY/WAGES SCALE

These are the Association's recommended minimum salary/wages scale for 1993, although actual figures remain the subject of negotiation between the Golf Club and Greenkeeping staff.

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

NB: Where appropriate these rates should be increasd 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.

NB: Staff is 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 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.

Tel: 0995-640611

Fax: 0995-640842

- 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.

Membership details are available from the Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York, North Yorkshire Y06 2NF. Telephone: 0347 838581, fax: 0347 838864.

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