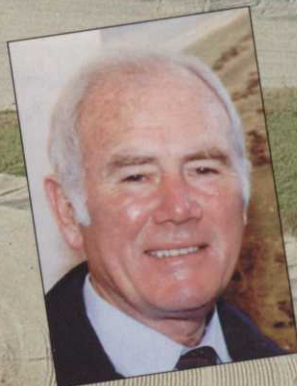


Q U E S T I O N :

What do these men have in common?



They all realise the benefit of BIGGA Membership



Rod Hunter, assistant greenkeeper at The Belfry: "I'm a member because BIGGA is the professional organisation for greenkeepers and as a greenkeeper it's very important to have an organisation that you can go to for help and information."

Here are the first 10 reasons for renewing your membership –

1. Greenkeeper International magazine

Twelve copies of the Association's official monthly publication are provided free to all greenkeepers as a benefit of membership.

The award-winning magazine has earned the reputation of being the professional journal for golf greenkeepers. Not only does it help you perform your job more efficiently, it also elevates the status of your profession.

Greenkeeper International includes in depth editorial features, an excellent recruitment section for greenkeepers looking for jobs, lively competitions and an exciting format guaranteed to maintain your interest throughout the year.



David Norton, head greenkeeper at The Belfry: "I joined because it keeps you in touch with all the important things, especially through the magazine. We are professional people and we need to be in a professional body."

2. Membership card

At the discretion of Golf Clubs, greenkeeper members can use their membership cards to enjoy the courtesy of the course. This privilege is only extended to Full Greenkeeper Members.

3. The sections

Every member is allocated to a section according to where they live or work in the country. Each section hosts a variety of events, such as golf days in the summer and lectures throughout the autumn/winter months. Regional seminars are also organised, providing a valuable educational opportunity for members in their own area.

Your section gives you a regular opportunity to mix with your peers and take part in a varied social and educational calendar of events.

Martin Lothian, head greenkeeper at Turnberry Hotel: "It's an advantage for anyone wanting to get on. For example, you pick up a lot of tips through the

magazine and at golf days."

4. Personal accident cover

In addition to capital sums to cover death, loss of limbs and eyes and permanent total disablement, there is a weekly income payment to members suffering temporary total disablement.

Additionally members enjoy access to a comprehensive range of insurance benefits at highly competitive rates.

5. Employment cover

(i) The defence of any claim brought against a member arising out of, or in the course of his employment.

(ii) The pursuit of a claim by an eligible member arising out of his employment, eg. unfair or wrongful dismissal.

6. Legal advice

Through a card facility, we offer a 24 hour telephone service to members and their immediate family to cover any type of legal problem that may arise.

7. Financial services

Independent advice over a wide range of financial services is available to members, with access to all the major life insurance and pension companies.

8. Membership package

Each new greenkeeper member receives an official Association tie and for the ladies a scarf embossed with the BIGGA logo. All members will receive a pen, a sticker and an attractive waterproof wallet in which to hold the membership card.

9. International members

We have an International Section with an ever increasing number of members as far across

the globe as Australia, USA, Thailand, Iceland and Turkey to mention just a few. All items of the membership package are available to International Members.

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 the UK, both for advice and in respect of any claims arising from such visits.

Carl Hernstrom, course manager of Ekerum Golf Club, Sweden:



"When I first joined BIGGA, it was because there was no greenkeeping organisation in Sweden. However today it's because Britain is the best place to see all the things that are happening in golf. I've learnt a lot through all the people I have met at Harrogate, the Open, the National Tournament and the National Education Conference."

10. Benevolent fund

– allowing for payments to members suffering particular hardships.

As Clare Douglas, BIGGA's membership services officer, points out: "These are only the first 10 reasons for renewing your membership. There are lots more advantages most importantly linked to education and training."

BIGGA has the future education and training of greenkeepers as its first priority

All greenkeepers have access to education and training through colleges, 'in house' courses or short regional based courses. The options available from colleges are at varying

levels, which can be categorised as:

- Craft, Supervisory and Management level courses - National/Scottish Vocational Qualification
- National Certificates and Diploma
- Higher Certificate and Diploma and Degree level courses.

BIGGA arranges 'in house' management and supervisory courses held at Aldwark Manor. These include both specialist short courses and management courses. Further information on all courses is available from BIGGA headquarters.

The National Education Conference, which is held in the same week as the BIGGA Turf Management Exhibition at Harrogate, is a major educational event. This provides an opportunity for members to combine the exhibition with an interesting and varied programme of speakers from home and abroad.

Seminar Programmes are arranged as part of BTME at a discounted rate for members. BIGGA Regions and Sections also arrange seminars during autumn and winter.

The Association awards the Master Greenkeeper Certificate which indicates that the recipient has reached the highest standards of excellence within the profession of greenkeeping. The award is designed to produce a well educated, experienced, practised greenkeeper, through a combination of credits awarded for

BIGGA 1995 SUBSCRIPTIONS STRUCTURE		
	New Members In 1995	Current Members if paying before 31 January 1995
Course Manager/Head Greenkeeper	£65	£60
Deputy Course Manager/Deputy Head Greenkeeper	£52	£48
First Assistant/Assistant Greenkeeper	£45	£42
20 years of age or under	£30	£27
Associate/Company (including one year's subscription to magazine)	£52	-
Associate/Company without magazine	£27	-
Corporate	£580	-
International	£52	-

education, experience and practical ability. Credits are awarded for successful completion of educational courses, attendance at the BIGGA National Education Conference and Seminar Programme, Region and Section Seminars and for amount of greenkeeping experience. Additionally candidates have their golf course operation assessed and have to pass the BIGGA Module Examination. The Certificate is considered the premier award in greenkeeping.

BIGGA also organises a competition to find the Premier Greenkeeper of the Year in conjunction with Zeneca. The winner wins a trip to the Golf Course Superintendents Associa-

tion of America Exhibition and Conference in the USA.

For the new entrants to the profession BIGGA organises the Student Greenkeeper of the Year competition in conjunction with Toro/Lely UK Ltd and the PGA European Tour. The winner of this contest visits the University of Massachusetts to study with US greenkeepers and the two runners up join the PGA European Tour greenkeeping team at two major venues.

For further information on any of these educational opportunities please contact Ken Richardson, education officer, at BIGGA Headquarters, Aldwark Manor, Aldwark, Alne, York, North Yorkshire YO6 2NF or telephone 01347 838581.

George Brown, course and estate



manager, Turnberry Hotel:
"With golfers of all levels demanding the highest quality of courses all year round, greenkeeper education is becoming more and more important. BIGGA is the body leading the way here, producing high quality videos, setting up a library, running regular management courses, regional seminars and, of course, the National Education Conference."

Associate

THE BIGGA RECOMMENDED MINIMUM SALARY/WAGES SCALE, 1995

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 January 1, 1995.

	18 Holes	27 Holes	36 Holes
Course Manager/Head Greenkeeper	£19,144	£20,867	£23,354
Deputy Course Manager/Deputy Head Greenkeeper	£13,818	£15,057	£16,842
First Assistant	£230.00 pw	£230.00 pw	£230.00 pw
Assistant Greenkeeper	£216.30 pw	£216.30 pw	£216.30 pw
Apprentice Greenkeeper (all courses) Age 16/17: £108.15 pw; Age 18: £135.20 pw; Age 19: £162.23 pw; Age 20: £189.27 pw; Age 21+: £216.30 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 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.

Explanation

The recommended salary and wages scale effective from January 1, 1995 has been revised with reference to the Tax & Prices Index which reflects changes in retail prices, PAYE and NIC. The index therefore represents the changes in gross income which would maintain the level of real net income.

The recommended increase for 1995 has been calculated using the latest available figure for 1994 with an adjustment for the shortfall in the recommended rate for 1994 when compared to the actual Index change for the preceding year.

It is proposed to adopt this formula for future years.

Increases in the cost of the two main membership benefits, Personal Accident Insurance and Legal Helpline, have principally accounted for the increase in membership subscriptions. The Course Manager/Head Greenkeeper rate has risen by a greater proportion than other rates to part reflect the percentage difference in recommended salaries for this category of employment when compared to a Deputy Course Manager/Deputy Head Greenkeeper. In 1996 it is intended to fully reflect the percentage difference applicable at that time.



Benefits too with Associate/Company Membership

Associate

This category is for those having a close interest in greenkeeping without being specifically employed as greenkeepers. This category would therefore interest chairmen of greens committees, club secretaries, golf course architects and constructors and many others with a close affinity to greenkeeping.

Company

This membership is available on an individual or corporate basis for any persons employed within a company connected with greenkeeping or fine turf management.

Terry Ryan, Rolawn's sales and marketing



director: "As the major producer of cultivated turf in the United Kingdom Rolawn views membership of BIGGA as essential because it gives us direct access to the ideas, views and opinions of the greenkeeping community. BIGGA manages to combine professionalism with old fashioned courtesy. The organisation is a pleasure to deal with."

Benefits of membership

Greenkeeper International magazine

Twelve copies of the Association's official monthly publication are provided free to all Associate/ Company members as a benefit of membership.

The award-winning magazine has earned the reputation of being the professional journal for golf greenkeepers, which is the reason why the industry trusts and relies on it. Greenkeeper International is the "vital title" to keep you up to date with all the latest developments in the industry. Not only does the magazine help greenkeepers perform their jobs more efficiently, it helps elevate the status of the whole profession.

Corporate membership is available at a discounted price for companies who have 12 or more key personnel that would benefit from receiving the magazine.

The sections

All Associate/Company members are allocated to a section according to where they live or work in the country. This enables you to join in all section events, such as golf days in the summer and educational lectures throughout the autumn/winter months.

For company members this provides a relaxed and informal opportunity to socialise with greenkeepers in your area.

Associate members will also benefit not only from having a regular opportunity to mix with your peers but also from the educational aspects that the sections provide.

Reduced delegate fees

Delegate fees for all big events are offered at a discounted rate to all Associate/Company members. These include:

- ◆ The BIGGA Turf Management Exhibition (BTME) and Educational Seminar Programme held in January each year at Harrogate, North Yorkshire.
- ◆ The National Education Conference which is a two day event held at the same venue. Again, the delegate fee will be discounted.
- ◆ Members can also take advantage of educational opportunities through regional seminars.

Membership certificate

All members are issued with a certificate of membership, which has to be produced to participate in sectional and national events. This certificate does not allow Associate/Company members to seek courtesy of the course - this is a privilege extended to greenkeeper members only.

Membership package

All Associate/Company members will receive the Association's lapel badge, a pen, a sticker and a waterproof wallet.

International members

BIGGA is truly an international association and we have a section for International Associate/Company members. All items of the membership package are included for international members and the magazine is sent at no extra charge to wherever you live in the world.

Terry Adamson, sales rep for Gem

Professional: "I like this industry and I like being involved in it. I used to be a greenkeeper and I still like to be involved, especially with the educational and social programmes, which are BIGGA's biggest asset. Gem Professional believes that we're all in this industry together, we work as a team, there is no distinction between them and us."

Join the British and International Golf Greenkeepers Association

Thank you for making the association what it is today. The membership has now more than quadrupled since BIGGA was formed in 1987, with current membership at over 5,500.



Paul Pearse, course manager Stockport Golf Club: "Greenkeepers need a professional body to support them. The more members we have the stronger the Association will

be and the stronger the support will be."

If you are already a member, you have nothing more to do at this point other than looking out in your mail later this month for the 1995 membership renewal pack.

If you are not currently a member, but you are now thinking of joining the Association, please complete and return the membership application card in this magazine.

For any further queries please contact Clare Douglas, membership services officer,

BIGGA, Aldwark Manor, Aldwark, Alne, York YO6 2NF, or telephone 01347 838581.



Walter Woods BEM, links supervisor, St Andrews Links: "The British and International Golf Greenkeepers Association provides the stepping stones for education and knowledge and promotes opportunities for the improvement of individual skills applied to golf courses."