

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.