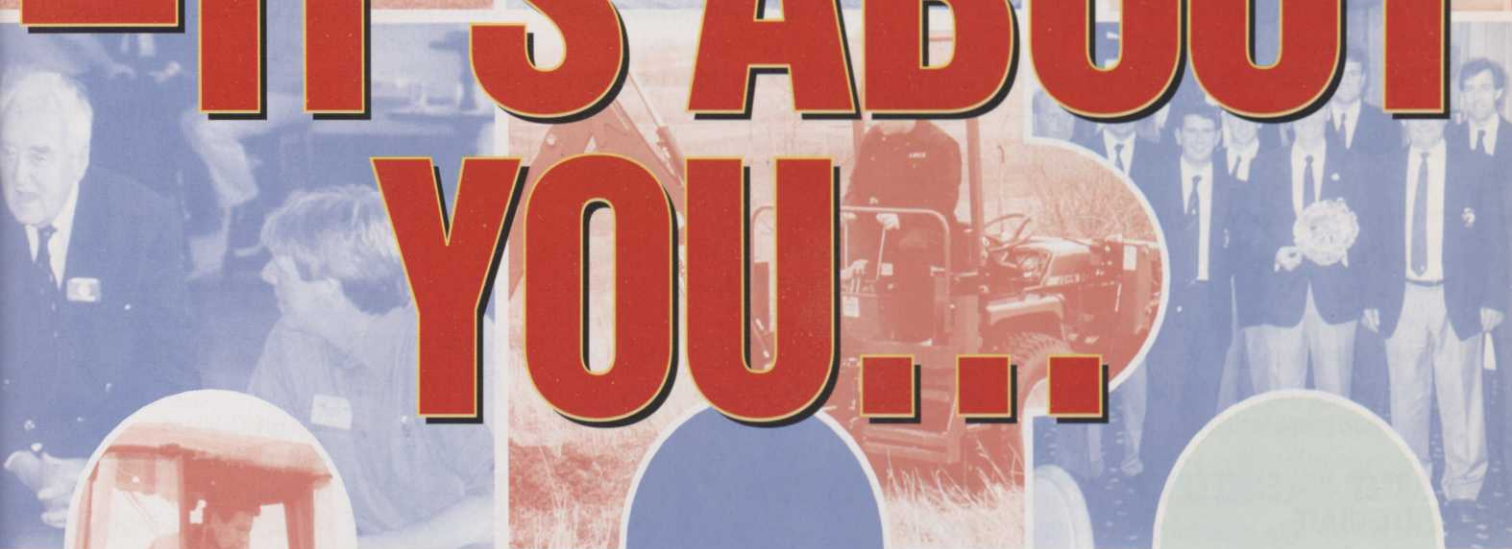




BIGGA -IT'S ABOUT YOU...



If you're thinking about joining BIGGA for the first time or are wondering whether to rejoin in 1996, here are just a few of the benefits BIGGA membership offers you:

EDUCATION

We aim to keep you up to date of developments in a fast moving world by means of seminars, training courses, management courses, workshops, publications, videos etc. These are aimed at helping you carry out your job more effectively and develop your career. They are available to you as a member at reduced rates.

Supervisory and Management Courses aimed at generally improving your skills whilst providing the underpinning knowledge for NVQ Levels 3 and 4 are held annually at BIGGA HQ. With five modules to choose from you can apply to those courses most suited to your needs. Similar two day courses are held in each of BIGGA's regions. Attendance at these courses can gain you credits towards the Master Greenkeeper Certificate.

BIGGA Sections also organise their own seminars and training programmes for members during the Autumn and Winter.

We also have a library of books and videos for loan to members – the only cost is postage back to BIGGA (unless of course you wish to purchase!).

MASTER GREENKEEPER CERTIFICATE



We want to help you reach the highest standards of

excellence: those who gain all 300 credits required to receive this prestigious award prove not only that they are highly qualified and experienced greenkeepers but have reached the very pinnacle of their profession.

The scheme is designed to recognise through a combination of training, experience and by a formal examination those who are Masters of their profession. Credits are gradually built up through the three stages until you achieve the maximum 300.

...and your needs from college to retirement

LEGAL HELP LINE

The Help Line is there to provide you and your family with legal advice and assistance on any matter 24 hours a day, 365 days a year. Last year alone the Help Line received nearly 600 calls from members regarding not only employment, but also matrimonial problems, disputes with neighbours etc, etc. BIGGA's insurers also paid out £98,000 in legal costs in the course of helping members pursue claims through the courts, claims they may not otherwise have been in a position to pursue.

INSURANCE COVER

It's a fact of life that accidents do happen. Our personal accident insurance policy offers peace of mind for you and your dependents.

Cover includes £5,000 for accidental death, loss of sight in one or both eyes or permanent loss of one or more limbs, £1,000 for permanent loss of one thumb, plus £35.00 per week (up to a maximum of 104 weeks) should you become temporarily or totally disabled as a result of an accident.

Since 1988 BIGGA's insurers have dealt with 158 claims on behalf of members including payment of £3,495 to a member involved in a road traffic accident and £8,668 to a member who suffered a back injury.

NEW FOR 1996 – STRESS LINE

Stress is something that affects all of us at some time, not just at work but also in our everyday lives. That's why this year we've introduced a Stress Help Line. Staffed by trained counsellors, like the Legal Help Line it's there 24 hours a day, 365 days a year to help you cope with any matter that could potentially be or is actually a cause of stress.

BIGGA TURF MANAGEMENT EXHIBITION



The BIGGA Turf Management Exhibition held annually in Harrogate is the premier exhibition for the fine

turf industry in Europe and as a member you are eligible to discounted rates at the extensive educational events linked to the exhibition.

Where else will you find comprehensive educational seminars, the major manufacturers, producers and distributors for the greenkeeping profession all under one roof? The BTME provides you with the ideal opportunity to discuss new developments, view the latest equipment and machinery and get expert advice as well as exchanging ideas and experiences, meeting old friends and, of course, making new ones.

NATIONAL EDUCATION CONFERENCE

Linked to the BTME, BIGGA's annual two day educational event is the largest, most varied education and training programme in Europe.

Make sure you are aware of the latest developments, new technology and advances in greenkeeping by attending. As a member you are entitled to a discounted rate. Attendance at this event and the BTME seminars or workshops can gain you credits towards the Master Greenkeeper Certificate.

GOLDEN OPPORTUNITIES

Younger members can enter the Toro/PGA European Tour Student Greenkeeper of the Year competition for which the winner wins a 10 week expenses paid trip to the United States including an 8 week residential turf management study course at the University of Massachusetts. Why not join the BIGGA greenkeepers at the Open Championship. Demonstrate that your skills lie not just in keeping the fairway but in playing the fairway by taking part in the Hayter Challenge Golf Tournament or the BIGGA National

Tournament. There are a whole host of other opportunities as well – but only if you're a member.

REPRESENTATION

As the leading representative body in the greenkeeping profession, BIGGA has been instrumental in earning greenkeeping the recognition it deserves as a highly skilled and technical job. More and more clubs are adopting BIGGA's recommended salary scale.

RETIREMENT

Retirement does not mean severing all connections with the greenkeeping profession. Upon retirement you can apply to become a retired member and keep in touch by receiving your monthly copy of BIGGA's magazine, "Greenkeeper International", and joining in all section events.

INTERNATIONAL

If you're a greenkeeper employed overseas, you can continue to receive all the benefits of BIGGA membership by applying as an international member (the Legal Help Line applies to UK Law only).

SOCIAL ACTIVITIES

As a member you can participate in your local section events such as golf days, visits, educational lectures etc and also have the opportunity to meet with other greenkeepers. Independent research has shown that this social networking plays an important role in the exchange of ideas, views and tips.

EVEN BETTER VALUE FOR MONEY

If you pay your own membership subscription, you can claim tax relief on the amount, saving 25% for a standard rate tax payer, making membership even more beneficial. Clubs can normally also claim tax relief on the amount.

SUBSCRIPTION RATES from 1 January 1996

Course Manager/Head Greenkeeper	£67
Deputy Course Manager/Deputy Head Greenkeeper	£54
All other greens staff and students aged 21 years and over	£47
Greens staff and students aged 20 years and under	£30
International	£54
Associate/Company with magazine	£54
Associate/Company without magazine	£28

BIGGA RECOMMENDED MINIMUM SALARY SCALE, 1996

The Association has updated its recommended minimum salary scale in line with the latest Retail Prices Index Figure available which is 3.5% for 1995. The quoted rates apply from 1 January 1996 but any variance from the above RPI figure at the time of implementation should be taken into account. The figures in brackets are 1995 rates.

	18 Holes	27 Holes	36 Holes
Course Manager/Head Greenkeeper	£19,850 (£19,144)	£21,600 (£20,867)	£24,200 (£23,354)
Deputy Course Manager/Deputy Head Greenkeeper	£14,300 (£13,818)	£15,600 (£15,057)	£17,450 (£16,842)
First Assistant	£12,376 (£230pw)	£12,376 (£230pw)	£12,376 (£230pw)
Assistant Greenkeeper: aged 21 and over	£11,648 (£216.30pw)	£11,648 (£216.30pw)	£11,648 (£216.30pw)
Assistant Greenkeeper: aged 20	£9,880 (£189.27pw)	£9,880 (£189.27pw)	£9,880 (£189.27pw)
Assistant Greenkeeper: aged 19	£8,736 (£162.23pw)	£8,736 (£162.23pw)	£8,736 (£162.23pw)
Assistant Greenkeeper: aged 18	£7,280 (£135.20pw)	£7,280 (£135.20pw)	£7,280 (£135.20pw)
Assistant Greenkeeper: aged 16/17	£5,824 (£108.15pw)	£5,824 (£108.15pw)	£5,824 (£108.15pw)

NB: Where appropriate these rates should be increased to reflect Regional variations.

The First Assistant post is a post designed to recognise a third-in-charge where relevant to the size of the Club. In cases where the First Assistant is the recognised Deputy, the 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. Overtime where appropriate, to be paid at time and a half, with double time on Sundays and bank holidays.
2. Retirement Pension Scheme.
3. Time off to attend training courses, demonstrations, BIGGA functions and tournaments.
4. Appropriate professional training – fully funded.
5. Mileage allowance in respect of club business.

MAGAZINE

GREENKEEPER
International

Last but not least you will receive your personal

copy of "Greenkeeper International" delivered to your door each month. (Please remember to let us know of any changes of address!)

"Greenkeeper International" is the award-winning professional journal for greenkeepers providing news, education updates, technical and scientific articles and regular what's on information in addition to informative editorial features, an excellent recruitment section, lively competitions and an exciting format guaranteed to maintain your interest throughout the year.

Can you really afford not to be a member?

Company/Associate Member

If you're not employed as a greenkeeper in Fine Turf, why not become an Associate or Company member?

■ **Associate** membership is for those people involved in the golf industry but not employed as greenkeepers eg Golf Club Secretaries, Members of Greens Committees etc.

■ **Company** membership is available to those persons employed by a business connected with greenkeeping or fine turf management.

So what are the benefits? As well as receiving a monthly copy of "Greenkeeper International", Company and Associate members also have the opportunity to take part in BIGGA events at national, region and section levels. This provides Company members with a regular opportunity to get to know the people they provide with a service in an informal surrounding and enables Associate members to mix with their peers. All members will benefit from the educational aspects section events provide.

Company and Associate members also benefit from reduced delegate fees at BTME, the National Education

Conference and all BIGGA educational seminars and courses.

EDUCATION AND DEVELOPMENT FUND



BIGGA membership can be linked to the Education and Development Fund. The fund was established to further advance the status of the greenkeeping profession and standards of golf course management by providing specialist training videos, publishing books on greenkeeping, running educational seminars and management courses.

By becoming a golden or silver key circle member, you can help secure the very future of greenkeeper, golf club and game.

During 1995, money from the Education and Development Fund has been used for:

- 12 regional management training courses commencing October 1995
- Practical Ecology Management book
- Course Preparation video
- Green Reconstruction video (completion Winter 1995)

Future projects include:

- Grass Identification booklet
- Videos, books and booklets
- Presentation skills course
- Educational grants

MEMBERSHIP BENEFITS OF GOLDEN KEY CIRCLE

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

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 £100-£150 annually

For more information on BIGGA membership, contact Janet Adamson at the address below

BIGGA
Aldwark Manor
Aldwark
Alne
York
YO6 2NF
Tel: 01904 838581

If you are already a member, do nothing for the time being, we will send you advance notification of your renewal.

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

BIGGA wants to help you help yourself to a BIGGA and brighter future