

1998 Salaries and conditions – recommendations

The following scale constitutes the recommendations of the Standing Committee on Greenkeepers' Salaries and Conditions. The Committee comprises representatives from the Association of Golf Club Secretaries, the Association of Golf Course Owners and the British and International Golf Greenkeepers Association. The Chairman of the Greenkeepers Training Committee has attended in an advisory capacity.

The salaries quoted are the recommended minimum rate for each level of greenkeeper on appointment with effect from 1 January 1998 and represent an increase of 3.5% on the 1997 BIGGA recommended rates, this

figure being the Retail Price Index figure at August 1997. Any changes in this figure should be taken into account at the time of implementation. These recommendations do not take into account annual increments or other bonuses as may be paid to staff.

Basic conditions of employment for all greenkeeping staff should include the following in addition to the recommended salary:

- Non contributory pension
- Death in service benefit
- Subscription to BIGGA
- Provision for continuous professional development which may include time off to attend BIGGA conferences and seminars

NOTES:

1. The recommended minimum starting salary is based on a 40 hour working week.

2. Tied accommodation is a contractual matter for negotiation between the individual and club. The recommendations below constitute the minimum amounts the Standing Committee feels should be paid for doing the job in question, regardless of other contractual agreements. A draft contract for greenkeeping staff is available from BIGGA.

EXAMPLES:

1. Trainee "X" has been at the club for 18 months, having joined at age 17. Now aged 18 years and 6 months, he is working towards

his N/SVQ Level 2. Using the 1998 scale, he should be earning a minimum of £8,736.

2. Trainee "Y" has been at the club for 36 months, having joined at age 18. Now aged 21 he has gained his N/SVQ Level 2. Using the 1998 scale he should be earning a minimum of £13,793.

3. A Deputy Head Greenkeeper who is competent at N/SVQ Level 3 has just joined a 27 hole golf course. Using the 1998 scale he should be earning a minimum of £16,508.

4. A First Assistant who is competent at N/SVQ Level 2 but is still working towards Level 3 should on appointment earn a minimum of £13,093.

RECOMMENDED minimum starting salary for trainee and apprentice greenkeeping staff working towards N/SVQ Level 2 in Sports Turf maintenance

Age on appointment	16	Qualified	17	Qualified	18	Qualified	19	Qualified	20	Qualified	21	Qualified
Salary on appointment	£6,158	N/A	£7,032	N/A	£8,125	£8,938	£9,367	£10,304	£10,777	£11,848	£12,316	£13,540
After 6 months	£6,620	N/A	£7,559	N/A	£8,734	£9,608	£10,070	£11,076	£11,585	£12,657		
After 12 months	£7,116	N/A	£8,126	£8,939	£9,389	£10,328	£10,825	£11,907	£12,454	£13,526		
After 18 months	£7,650	N/A	£8,736	£9,609	£10,094	£11,103	£11,637	£12,800	AT AGE 21	AT AGE 21		
After 24 months	£8,224	£9,046	£9,391	£10,330	£10,851	£11,936	£12,509	£13,760				
After 30 months	£8,841	£9,725	£10,095	£11,105	£11,664	£12,831	AT AGE 21	AT AGE 21				
After 36 months	£9,504	£10,454	£10,852	£11,938	£12,539	£13,793						
After 42 months	£10,216	£11,238	£11,666	£12,833	AT AGE 21	AT AGE 21						
After 48 months	£10,983	£12,081	£12,541	£13,796								
After 54 months	£11,806	£12,987	AT AGE 21	AT AGE 21								
After 60 months	£12,692	£13,961										
	AT AGE 21	AT AGE 21										

NOTES:

1. The recommendation shows that trainees and apprentices receive an additional 7.5% every six months as recognition of the valuable experience they are gaining as they work towards their qualification. This is in addition to any increment they may receive on achieving a recognised qualification.

2. The "Qualified" figures shown in green include a 10% increase on the recommended rate for staff having obtained N/SVQ Level 2 (or NC/ND plus two years experience).

3. Staff who have obtained qualifications on a full time basis should not receive the 10% qualification addition to their salary until they have completed two years satisfactory service as a working greenkeeper.

4. The rates apply for all sizes of golf club. NB Over the age of 21 greenkeepers remain on age 21 scale except for annual increments or bonuses which may be paid to staff. Further increments for qualified greenkeepers depend on promotion to supervisory and management positions.

RECOMMENDED starting salary for supervisory and managerial level greenkeeping staff

Position/size of golf course	18 Hole	Qualified	27 Hole	Qualified	36 Hole	Qualified
First Assistant (Competent at N/SVQ Level 2 working towards N/SVQ Level 3)	£13,093	£14,402	£13,093	£14,402	£13,093	£14,402
Deputy Head Greenkeeper (Competent at N/SVQ Level 3)	£15,111		£16,508		£18,475	
Head Greenkeeper (Competent at N/SVQ Level 3 working towards N/SVQ Level 4)	£21,010		£22,873		£25,616	
Course Manager (Competent at N/SVQ Level 4)	£23,111		£25,160		£28,177	

NOTES:

1. The "Qualified" figures shown in green include a 10% increment on the recommended rate for qualifying to N/SVQ Level 3 (or HND/HNC plus two years experience).

2. Head Greenkeepers and Course Managers

possessing D32 or D33 certificates should receive additional appropriate recognition.

3. The post of First Assistant is designed to recognise a third in charge. In cases where the First Assistant is the recognised Deputy, the Deputy Head Greenkeeper rate should apply.