

Address your letters to the Editor, Greenkeeper International, Aldwark Manor, Aldwark, Alne, York YO6 2NF. You can also fax them to 01347 838864, or e-mail them to general@bigga.co.uk

An unfair dismissal?

Question - What's the difference between:- a) Head Greenkeeper, b) Course Manager, and c) Senior Greenkeeper?

Answer:- P45

This is a scenario which has occurred all too often. For some reason the committee has held a meeting and decided that you are, due to whatever reasons, made redundant, and a reshuffle of staff takes place. Soon afterwards, the position is advertised in our own magazine with a new job title but the same old job.

What can we do to stop this? How can we protect ourselves, and how is BIGGA supporting its members in such cases?

A.W. Peel
 Bull Bay GC
 Isle of Anglesey

Editor's Note: I can appreciate fully the sentiments contained in your letter, however, we can only take action if we know there has

been, or is, a problem at a particular golf club. A call to Headquarters will alert us to the possibility that an advert may be forthcoming.

Before it has reached that stage, however, members should remember to make full use of our Legal Helpline which can offer advice and, in some cases, legal representation can be arranged which can often prevent a situation reaching the stage that a job is lost. Additionally, it is always wise to have a written contract of employment and a job description which can act as evidence if it is suspected that someone has been employed to do exactly the same job as the one from which you were made redundant.

A stinging letter...

I'm the Golf Course Superintendent at Saratoga Country Club in Saratoga, California. Terry Buchen, of Terry Buchen Golf Agronomy International, has referred BIGGA

as a potential source of remedies and/or advice for controlling a perennial yellowjacket (hornet) problem we face every summer. It is my understanding that the United Kingdom has a serious problem with these aggressors and I am hopeful that you might offer some suggestions for us to develop a plan of attack.

We are located in the eastern foothills of the Santa Cruz Mountains, just outside of San Jose. Typical of California, we have a rainy season from November through March and usually a very dry season from April through October. We are on a hilly terrain, bordered by an "Open Space Reserve" with very few homes and population surrounding us. Every summer there are great populations of yellowjackets that inundate the golf course. This past summer was very tough as we had numerous stings reported, including two rather serious allergic reactions.

To this point, the club has placed hundreds of yellowjacket traps around the property during the high season, mostly in low play/activity areas, with "bait" freshened regularly. They are rather successful in that

we are forced to empty the traps on a regular basis as well. Due to the expanse of land and severe terrain immediately surrounding us, not to mention a large amount of poison oak, it is unrealistic and unaffordable to attempt a nest specific eradication program. The only other item I have covered with the membership is to use caution and visit their physician for either an allergy kit or recommendations in the event that they are stung. For maintenance, we make our best attempt to retain cleanliness, including as few clippings, trash and standing water as possible.

As mentioned earlier, our consultant, Terry Buchen, suggested that you may have some recommendations for reducing the possibilities of stings to our players. I would greatly appreciate any "tricks of the trade" you may have heard or might be utilising to combat the problem.

Tracy Shanahan
 Superintendent
 Saratoga Country Club

Any suggestions should be sent to Ken Richardson at Headquarters and he will pass them on to Tracy.

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