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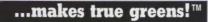


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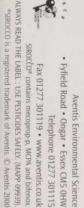
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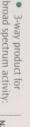


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who's who at BIGGA

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A guide to Greenkeeper **Education and Development Fund**

The Fund provides the key to the future for greenkeeper, golf club and game. Individuals and companies can join the Golden Key Circle and Silver Key Circle. For details, please contact BIGGA on 01347 833800

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Textron Turf Care	01473 270000
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tional Golf Greenkeepers As

Reader Reply Card

Page Ad ref

Agro Organics	13	16
Allen Power	22, 49	126
Allett Mowers	54	55
Amenity Technology	76	431
Aventis	5, 45	59
Bathgate Silica Sands	49	543
Bernhard & co	75	535
Cargills	59	566
Charterhouse	42-43	130
Dendix International Ltd	64	17
Eagle Promotions	17	549
Evenproducts	51	609
Golf Car	64	583
Golf Turf International	22	655
GreenReleaf™	60	618
Greensward	2, 46	312
Humate International	44	656
ISS Aquaturf	51	32
Kubota UK Ltd	7	86
Lely	40-41	61
Links Leisure	51	493
Motorkov	31	658
North Staffs Irrigation	27	217
Organic Plus	64	19
Par Aide UK	31	642
Rainbird	21	443
Rigby Taylor	11, 27	127
Rufford Soil Technology	54	5
Scotts/Levington	19	161
Sisis Equipment (Macclesfield)	32	176
Softspikes	57	616
Sovereign Turf	63	435
Stoller	64	21
Symbio	13	516
Textron	14	4
WeedFree	63	504

May 2000

Your next issue of Greenkeeper International will be with you by June 4, 2000

Regulars

News

Pages 7, 8, 9 and 10

12 Letters

15 TEXTRON

The Learning Experience

Richard Rayner looks at the various finance options that are available to golf course operators.

18 Education

This month, BIGGA's Education and Training Manager, Ken Richardson, highlights qualifications and training courses

- 20 **Membership Update**
- 20 **Finance File**
- 36 **Talking Heads**

Six of the country's top men give their views on communication within their working environments

38-44 **Around the Green**

52 **Brin Bendon**

Brin Bendon investigates aspects of verbal, non-verbal and assertive communication

65 **New Products**

Greenkeeper International looks at some of the latest products and services available to the greenkeeping professional

74 **Features listing**

Helping you track down some of Greenkeeper International's previous articles

As I see it...

BIGGA Chairman, Elliott Small reports on a very masterful month



(74) As I see it...



(67) Win £50 with our Buyers' Guide quiz

It's not golf!

As I write the Hansie Cronje affair is in its infancy and we await the flood of revelations those in cricket tell us to expect over the next few weeks.

The inquiry is still to be undertaken and it may well be that the former South African Captain will be proven innocent of many of the supposed crimes with which he is being mentioned but one this is certain, cricket's reputation has been soiled and the well worn cliche about things "not being cricket" now has a completely new meaning.

To my mind it merely reaffirms golf's place at the pinnacle of sport when it comes to its participants, whether they be club golfers of Major winners, doing the right thing. I know Sandy McDivot last month wrote wittily on the subject of bending rules and retold some apocryphal tales of cheating but there is no doubt the Royal and Ancient game is devoid of much of sport's sleaze.

In recent months football, rugby union, athletics, boxing and even Formula One racing have had their reputations dragged through the mud and linked to doping, fights in tunnels, eye gouging, ear biting, illegal pieces of electronics, you name it. If some people feel they can get an advantage by fair means or foul they've gone for it.

But outside of some very rare and isolated incidents, each of which has been dealt with speedily and effectively by some of the most draconian powers in any sport, golf has remained unsullied.

It is remarkable because golf affords more opportunities than most sports to gain an illegal upper hand. We all police ourselves when we are out on the course and do so to the best of our ability. Sure there are times when the rules of the game can often come up and bite us on our rear end but 99.999% of the time it is done purely out of ignorance and not deviousness.

The rules are complicated and have trapped many of the top names and scholars of the rules. Who will forget Craig Stadler using a towel to protect his trousers as he played from beneath a bush and being disqualified for building a stance? That's a prime example. Others have lost the chance to pick up cheques for using a different compression golf ball or taking a drop from the wrong place or even finding a child's cut down club in their golf bag. These aren't examples of golfers breaching a rule to get one up on someone but merely people inadvertently finding themselves on the wrong side of them. In every case, no matter how costly the error or trivial the breach the player accepts the decision without quibble... even on many occasions bringing it to the attention of the officials themselves.

We should be proud of golf's high standards and the sport should be held up as an example

to every other sport out there.
From now we should be hearing the call of "It's not golf" when unsportsmanlike behaviour on or off the sports field is being discussed.

Scott MacCallum

Greenkeeper

Features

23 Another Level

The members of Ross-on-Wye Golf Club, in Herefordshire, decided they needed to be prepared for the challenges that lay ahead and that they should approach the running of the club in a more business-like manner. Scott MacCallum found out more...

28 Pulling Power

It is difficult to determine exactly when the compact tractor first appeared on the greenkeeping scene. Roland Taylor investigates...

33 American Beauty

In 1998, three Englishmen, Philip Armitage, Ben Allen and Neil Atkinson, and one Swede, Patrik Benneryd, enrolled in the Ohio State University International Agricultural Intern Program. Read about their experiences of working in the US turfgrass industry, where they were all fortunate to be placed at Pinehurst Resort & Country Club, North Carolina...

47 Dressing for Dinner

Noel MacKenzie BSc (Hons), MBPR, examines the subject of topdressing

55 Map it Out

Bill Farnham, Course Manager at London Beach Golf Club, gives some advice on charting your golf course

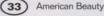
61 Wonderful Westurf

Westurf paid its second visit to Exeter, and the indoor exhibition centre of Westpoint... and a good thing that it did, because the weather outside was just the type which had made the South West and South Wales Region decide to go under cover in the first place. Scott MacCallum found that it didn't dampen spirits, though...



28) Pulling Power











Blows away turf weeds - Fast!

Leaves greenkeepers standing.

Nothing works faster than new Sirocco®.

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New faces at BIGGA



New Regional Administrator

Les Emery has joined the Association as the part-time Regional Administrator for the Midland Region in succession to Peter Larter.

Les, who is based in Leicester, has been involved in golf for the past 10 years as Club Manager at Swinley Forest Golf Club in Ascot, Berkshire, and more recently in a similar position at Western Gailes, in Irvine, Ayrshire.

A keen golfer he is also an enthusiastic spectator of a wide range of sports while he lists his other interests as travelling, meeting people and dining out with his wife and friends.



Another new face
Janine Knowles has joined the Association as part-time receptionist and will already be a familiar voice to many regular callers to BIGGA HOUSE. Janine, who lives locally to Aldwark Manor, generally works afternoons but also covers the mornings if required.

BTME winners

The five winners selected from those members who completed the BTME 2000 questionnaire who each win an item of BIGGA logoed Slazenger clothing are as follows:- R. Butler, of Wilton Golf Club, Cleveland; Peter Fletcher, of St Austell, Cornwall; Richard Whyman, of Bude & North Cornwall Golf Club; Richard Gamble, of Aldwark Manor, York, and R.W. Price, Grange Park Golf Centre, Scunthorpe.

Bursary winners visit GCSAA show

As a result of the Gleneagles Excellence in Golf Award Scheme, three students, two from the UK and one from the USA, visited the GCSAA Conference in New Orleans last February as part of their further educational development.

Matt Cock, 21, a student at Writtle

College together with Mark Tupling, 20, from Askham Bryan, both studying Golf Course Management and Todd Gilmour, 22, from Arkansas University of Agronomy studying Turf Science were the recipients of a £5,000 bursary award provided by Textron Turf Care and Specialty

"The students for the Gleneagles Excellence in Golf Awards are selected using a dual interview process. Firstly, tutors from BIGGA-accredited colleges in the UK interview a range of students from their respective colleges to determine their suitability. The details of the most deserving student are then forwarded to Gleneagles and they are invited for an extensive interview and tour of the golf facilities. The successful candidates are then awarded a place on the Gleneagles Excellence in Golf Award Scheme," said Jimmy Kidd, Director of Turfgrass Management at Gleneagles.

A similar selection process is undertaken in the USA, with a telephone interview determining the successful candidates. They then team up with the UK's most promising, young greenkeepers, helping to create the first stages of a worldwide golf course maintenance network.



Pictured at the GCSAA show (from L-R): Bruce Reekie, David McInroy, Scott Fenwick, Matt Cock, Jimmy Kidd, Harold Pinto, Todd Gilmour, and Mark Tupling

"We are delighted to be partners with Gleneagles in this innovative award scheme. Our bursary makes it possible for these young people to gain experiences that would otherwise be denied them and it can only benefit their progression in their chosen career," said Harold Pinto,

Managing Director of Textron Turf Care and Specialty Products-International.

After visiting the conference in New Orleans, the students flew on to Memphis where they spent four days training at a specialist turf nutrition

A progressive future for turf at TGA AGM

Turf buyers and installers nationwide can look forward to a continuous rise in the standard of cultivated turf thanks to the ever-closer links being forged between individual members of the Turfgrass Growers Association (TGA).

That was the message delivered by the TGA's chief executive, David Clarke, at the association's annual general meeting, held in Cambridge.

Attended by TGA members and

TGA affiliate companies supplying equipment and services to the turf-grass industry, the AGM was the most formal part of a social weekend which brought together leading UK turf growers, enabling them to share ideas, information and technical advances in a non-competitive atmosphere.

'The TGA is constantly seeking to improve the standards of its members through unity and the sharing of knowledge, for the benefit of customers," said David.

He stressed that membership of the TGA is not an automatic entitlement

for turf growers.

"All applicants must be seconded by an existing member prior to receiving a site visit from a member of the TGA's council.



"The visit is necessary to ensure that production methods, turf types, quality control systems, complaints procedures and traceability all meet the standards expected of a quality

turf grass grower."

The TGA encourages the active involvement of members. The most

recent example of this can be seen in the formulation of the TGA's "Way Forward" strategy for the year 2000, for which Council canvassed the ideas and opinions of all members.

There was universal agreement that improvement of members' standards remains a key role for the Association.

"What do I think about our Kubota Grandels? Well, let's just say I drive them myself."

bought my first Kubota tractor more than fifteen years ago, and I've relied on Kubota ever since – in Britain and overseas. But I'm particularly pleased with the new Kubota Grandel L4200s we're using at Woodhall Spa.

With 36 holes and an extensive golfing academy to maintain, we need tractors that can work ten hours a day.

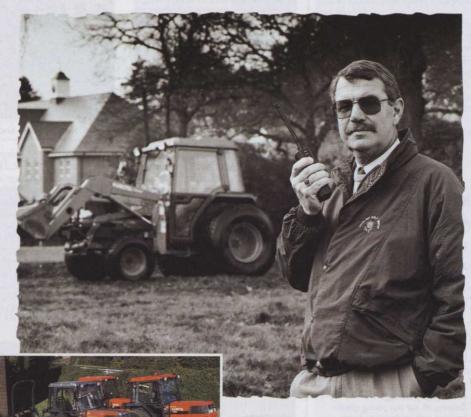
And these do. They haven't let us down.

The Kubota Grandels give us the power – 45 hp – we need for rough cutting, digging and loading. But they're not too heavy for the tees and the greens. And the gear ratios are perfectly spaced for every job on the course – from mowing to spiking and scarifying.

What's more, the staff enjoy working with them. They are quiet and comfortable with good all-round visibility. So much so that you'll find everyone volunteering for grass-cutting, leaf collecting and loading.

What do I think about our Kubota Grandels? Well, let's just say I drive them myself.





Peter Wisbey, Courses Manager,
 The National Golf Centre, Woodhall Spa

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Usually the spotlight falls on the Course Manager or Head Greenkeeper at a Club.

Now it is the turn of those whose work often goes unheralded to star.



Name: Stuart Kennedy

Club: Overstone Park G&CC

Position: Deputy Head GK

Age: 27

- 1. How long have you been a greenkeeper?
 Ten years
- 2. What education are you currently undertaking?
 National Intermediate Diploma in Turfculture
- 3. Which one task do you most enjoy doing? Training all our our young greenkeeping and landscaping team
- 4. Which one task do you most dislike doing?
 Stone picking bunkers
- 5. What job other than greenkeeping might you have ended up doing? Armed forces
- 6. Who has been the biggest influence on your career?

 My Course Manager, Phillip Helmin and Andrew Murray, retired Head Greenkeeper at Brora GC
- 7. What would you do to improve the life of a greenkeeper?
 Provide more training and education to help produce

education to help produce better golf courses

- 8. What are your hobbies? Golf and working on my garden
- 9. What do you get out of BIGGA?

Magazine and education. Plus I make good use out of my courtesy card

10. What do you hope to be doing in 10 years time?
Course Manager of a large establishment - 36 holes and above

Wentwood Hills beckons Gary

A former Head Greenkeeper at Wentworth has been appointed by The Celtic Manor Resort to ensure unbeatable conditions for this summer's Wales Open.

Gary Connell will be applying his extensive experience to the upkeep of the 7,403 yard, par 72 Wentwood Hills venue for the biggest prize money tournament ever held in Wales.

Careful cultivation of the course for the next three months will culminate in intensive daily preparation during the PGA European Tour event from June 8-11. Around 50 greenkeepers will be out at 5am each day, stripe cutting the course and raking bunkers. with work resuming at close of play until 10pm.

As Assistant Course Manager for The Celtic Manor Resort's entire golf operation, 34 year old Gary's responsibilities will also extend to the resort's other two championship courses, Roman Road and Coldra Woods.

"The next few months will be something of a baptism of fire, but I'm looking forward to the challenge of helping in an inaugural major competition," he said.

Born in golfing country in Troon, Ayrshire, Gary began his career when



Jim McKenzie (left) and Gary Connell

the former Youth Training Scheme placed him with the local Kilmarnock (Barassie) club at the age of 16 before heading south in 1987 for a decadelong spell at Wentworth, progressing to Head Greenkeeper of the club's Edinburgh course.

After a six month break travelling in New Zealand and Australia – during which he worked on the NZ Open course at Rennera in Auckland he returned to Scotland as Assistant Course Manager at the Roxburghe club on the Scottish borders.

"Wentwood Hills is the longest course and has the biggest staff I've been in charge off," said Gary.

"It's in fantastic condition and I'm very much looking forward to working on it."

Rolawn expands with more distribution depots

Rolawn (Turf Growers) Ltd has started a five year expansion programme by opening three new turf distribution depots.

This increases the number of Rolawn Turf Depots (situated throughout the UK mainland) from 15 to 18

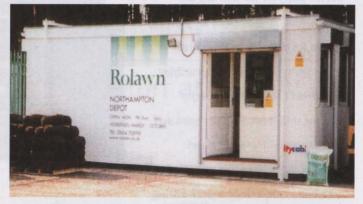
The new Northampton depot situated on the Country Gardens Garden Centre site, HarlestonE Road, Harlestone Heath, Northampton opened its doors for trade at the beginning of March.

The new Newcastle South depot

The new Newcastle South depot situated at Dobbies Garden World, Durham Road, Birtley, County Durham also opened in March.

The new Crawley depot situated on the Country Gardens Garden Centre site at Handross, East Sussex opened last month.

Rolawn's network of depots have



fresh turf and turf establishment fertiliser available daily on a no minimum order basis, enabling customers to buy as much as they require, from just one square metre to many thousands. 'We are very optimistic about the future of our business and this initial phase is an important step in our expansion programme."

stated Terry Ryan, Rolawn's Sales and Marketing Director.

Mastering a new Golf Degree in Edinburgh

The School of Landscape Architecture at Edinburgh College of Art/Heriot-Watt University has launched a masters degree in Golf Course Architecture.

The School has an international reputation for landscape architecture education and this prestigious new course will contribute to its profile, affirming Scotland's place at the centre of good design for golf.

"There is already evidence of strong market demand for a postgraduate course in Golf Course Architecture. A study commissioned in 1997 identified potential world-wide demand and primary markets in Norway, Germany, Italy, Switzerland, the People's Republic of China, South-East Asia, South America and the USA," said Professor Catharine Ward Thompson, Head of School.

The MSc course in Golf Course Architecture, the first of its kind, has been developed in conjunction with the European Institute of Golf Course Architects (EIGCA) and is fully endorsed by the Royal and Ancient Golf Club of St Andrews. The aim is to provide an education and qualifi-

cation which sets the benchmark for professional recognition in the field world-wide.

The course will include modules on habitat creation, soil science and course management and will focus on examples of best, and worst, practice from around the world.

The emphasis will be on how to design attractive and challenging courses in harmony with existing landscape processes; an ecological and sustainable approach that reflects the traditional origins of golf course design.

Restructuring of Sales at Textron

Textron Turf Care and Specialty Products-International has announced, with immediate effect, a restructuring of its Sales Department to reflect the different market sectors in which the company now operates.

Two new divisions have been created: one focusing solely on the Turf Care products and the other dedicated to vehicles and cleaning under the title of Specialty Products.

David Withers, (pictured right) as International Sales Manager, heads up the Turf Care division with responsibility for all golf and municipal sales throughout the UK, Europe and Middle East.

The Specialty Products division, which encompasses the recently introduced street cleaning operation together with golf cars and utility and light industrial vehicles, is the responsibility of Nigel Irvine.

"The rationale behind this restructuring is that we are now selling into a number of different market sectors, especially with the introduction of our pedestrian sweeper and the recent acquisition of the assets of street cleaning manufacturer, Pathfinder. This new structure reflects the balance of resources required to achieve our sales objectives in both the Turf Care and Specialty Products sectors, now and into the future," said Peter Bell, recently appointed Sales Director at Textron.

"It ensures that we have a focus on the key market sectors, with a sales team in place dedicated to support the demands of each market, that will enable us to grow our business in line with our stated objectives," he added.



Dealer support day a resounding success

Amazone Groundcare's most recent Dealer Support Day was held at Warwickshire College, Moreton Morrell, and attracted dealers from across the country. On show were the full range of Amazone products which dealers had the chance to see in action and even to try for themselves

The college's NVQ Greenkeeping students also had the opportunity to find out more about the professional turf care products offered by Amazone.

Amazone's Managing Director, Joe Weston, said, "It was a great oppor-tunity to showcase a full range of Amazone products in the superb surroundings of the college'

Wayne Roberts, Lecturer in Greenkeeping at Moreton Morrell, commented This was an ideal occasion to strengthen the link between industry and education and allow students to interact with industry.'



Above: Wayne Roberts (left) and Joe Weston at Moreton Morrell.

http://www.golfbusinessnews.com

This site is for the many thousands of people who work in the golf business and the several thousand others who would like to do so.

It aims to supply a wide range of useful information both quickly and accurately in a format which is easy to use. The publishers are independent of all specialist groups.

The site is launched with a well-organised news section containing the latest stories as they happen and a large ready-made searchable "archive" of some of the most important stories which have broken over the past year or so.

There is also an electronic version of The Golf Owners Operators and Developers Directory which has the

details of golfing organisations and associations and a suppliers guide which contains nearly 5,000 entries and is equivalent to more than 150 pages of conventional text. New departments will follow rapidly in the coming weeks.

To contact the site editor, please address e-mails to gbc@golfbusinesslinks.net

Royal Inverdivot GC...

by Tony Husband



Charterhouse/ Scotts National Championship

Readers of 'Greenkeeper International' will be aware that the Charterhouse/Scotts National Championship this year will be held at the St Annes Old Links and Fairhaven Golf Clubs following the successful staging of the Championship last year at Carden Park Hotel, Golf Resort and Spa.

BIGGA would like to point out that the decision to move the Championship from Carden Park was taken for commercial reasons and in no way reflects on the Course Manager and greenkeeping staff at Carden Park where presentation of the courses there for the 1999 Championship was outstanding when atrocious weather conditions could well have prevented the staging of the event.

Neil Thomas

Chas heads South with Weidenmann

Wiedenmann UK has appointed Chas Ayres as its Southern Regional Area Manager to cover thee south of the country and as far north as Birmingham. Chas has been involved in the trade for several years was formerly with Lodgeway Tractors and more recently with Richard Long. Wiedenmann are the Paisley based importer of the Terra Spike and a range of other products and is the company is currently planning to open a southern service depot.

New nine-hole course opens at Oatridge College

Oatridge College's new nine hole pay and play golf course opens to the public this month.

Designed by Steve Marnoch to PSD specifications the course was funded by the Sports Council, the R&A and private donation and was built as part of the College's commitment to greenkeeper training.

'We have always wanted a golf course and we had land available to the solution was obvious," said Steven Miller, Senior Tutor in Greenkeeping.

This new facility will be a great asset for greenkeeper training in the future," he added.

Andrew Forrest was appointed Head Greenkeeper in Spring '99 and has been responsible for the mowing and shaping of the fairways as well as working alongside the contractors in the course's development.

Since my appointment I have seen a big transformation in the course. From being empty fields to a golf course - it was hard to imagine," said

Memory of Alan Edward Cutler

Alan Cutler, of Egbaston Golf Club, in Birmingham was killed in a tragic accident on the golf course last month. He is survived by his ex-wife Susan,

He is survived by his ex-wife Susan, two daughters, Jayne and Tracy and two grandchildren, Joe and Reece.

two grandchildren, Joe and Reece. Susan read out the following poem she had written to commemorate Alan's life at his funeral and the members of the Midland Section expressed a wish that it be published in the magazine to enable those who were unable to attend the funeral to share its sentiments.

Memory of Alan Edward Cutler

Alan a man, that was never all bad,
Was taken by his job, that was really sad,
He loved his job, in every way,
Seeing the wildlife, every day,
Seeing the beauty, that was put on earth,
Then to be killed, by the green turf,
His family at a funeral, the day of his death,
A phone call we had, it took our breath,
A Grandad of two, and a third to be,
His daughter's wedding this year, he will
not see.

Fishing he loved, Golfing he done,
Being in health, he had so much fun,
Careful with money for his future, in old age,
His family hurt, but not in rage,
Don't put off today, and do tomorrow,
Live your life full, don't be left in sorrow,
We've gathered today, to lay Alan to rest,
A Greenkeeper he was, and was the best,
I hope some good, will come out of this,
A Father and Grandad, we shall sadly miss,
So tragic that his life, had to end,
Goodbye my love, Goodbye my friend.

Kawaski's mule packs a kick!

Kawasaki's Mule utility vehicle is becoming an established sight on golf courses and driving ranges up and down the country and now one of the Japanese manufacturer's dealers has reinforced the point by landing the company's top dealer award for the first time.

European Golf Machinery from Bucklesham, Ipswich, topped the sales figures for the Mule utility range of vehicles achieving a higher volume of sales than any other dealer throughout the national petwork

the national network.

Sales and Marketing Manager for European Golf Machinery, David Ball, confirmed that the emergence of the driving range and the increasing popularity of golf generally were behind the trend and he saw no reason why it should change in the foreseeable future.

"Although we sell the Mules into various areas like local authorities and agriculture, 75% of our utility vehicle business goes to the golf driving ranges and golf courses which just goes to show how popular the game is becoming." he said.

popular the game is becoming," he said.
European Golf Machinery, which
produces everything from golf balls to
the clubhouse for the driving range, was
one of the first companies to use ATVs
on the ranges for golf ball collection.

"The next obvious development was the utility vehicle because not only is it ideally suited to ball collection, it has so many other uses on and around the range and the golf course and Kawasaki's Mule is the perfect vehicle for the purpose. It's versatile, causes no damage and requires minimal maintenance," added Mr Ball.

Massive upgrade for Moatlands

Moatlands Golf Club, near Royal Tunbridge Wells has upgraded its golf course maintenance equipment following a £195,000 contract with Textron Turf Care and Specialty Products.

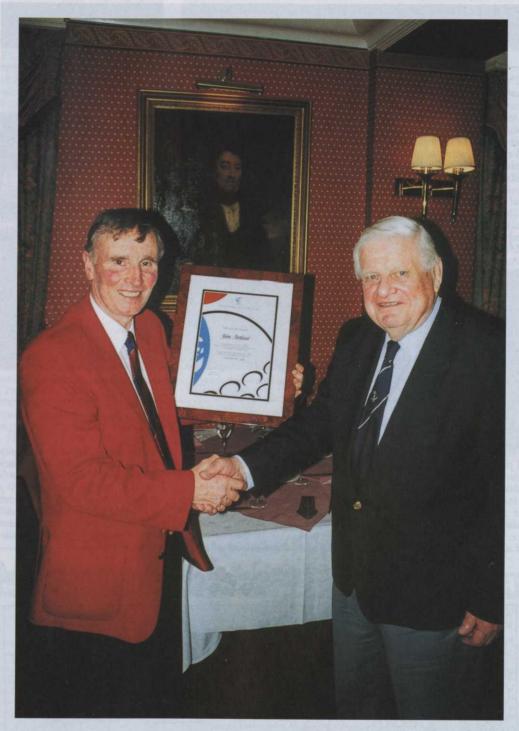
The range of equipment, supplied through local dealer Ernest Doe and Sons, from the Jacobsen, Ransomes and Cushman brands encompasses pedestrian greens mowers, ride on tees and fairway mowers, ride on rotary mowers for rough and semi-rough, a utility vehicle and bunker rakes.

Keith Wiley, General Manager and Secretary at Moatlands comments, "We were in the position that the majority of our course machinery was just about reaching the end of its natural working life and we were going to have to replace it, no matter what. The problem for us was; how much to replace and at what cost?

Through the Association of Golf Club Secretaries I learnt of a package that had been put together for Sittingbourne Golf Club by Ernest Doe & Sons who are our local dealer. Their representative, Vic Maynard from the Dartford dealership, in conjunction with Textron, put together a

series of proposals for me. From these we found that it made economic sense to go the whole hog and change all the machinery, rather than do it in a piecemeal way.

"Also the extended warranty agreements on the new equipment have enabled us to make substantial savings on servicing and maintenance. The result is an excellent package, supported by New Holland Finance, that has proved to be a smooth and efficient one-stop method of upgrading our equipment to the very highest standards."



Jim Arthur was presented with the certificate to commemorate his Honorary Membership by BIGGA Chairman, Elliott Small, at a dinner in Exeter on the eve of Westurf.



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igby taylor



Address your letters to the Editor, Greenkeeper International, BIGGA HOUSE, Aldwark, Alne, York YO61 1UF. You can also fax them to 01347 833801, or email them to reception@bigga.co.uk

Call for help 1

I am writing to you in the hope that some of the readers of "Greenkeeper International" may be able to help me. I have been the Course Manager of Manchester Golf Club for the past five years, undertaking in that time several changes to the working practices of the club, and doing quite a lot of course improvements. During the past five years I have become very interested in the original layout of the course, original teeing grounds, bunkers and of course drains.

I have gained valuable information from some octogenarian members of the club and I have some fairly old maps, but this is not enough.

I need to find out more information on the course which was designed and built by the late, great, Harry Shapland Colt. I have searched the Internet for a website remotely connected to Colt but to no avail. Would it be possible for you to print this letter as a request for information from any reader of the magazine to enable me to continue, and hopefully be successful in my quest for more knowledge about Manchester Golf Club and Harry Shapland Colt. I can be reached by good old fashioned pen and paper at Hopwood Cottage, Rochdale Road, Middleton, Manchester M24 2QP, by mobile telephone on 0777 3056268 or via e-mail at peter@golfmgc.fsnet.co.uk Thank you in anticipation.

Peter Thomas, Course Manager, MGC.

Call for help 2

I have a question that perhaps someone at BIGGA could help with. A reader of ours has been seeking information about a Short-Cut brand greens mower which apparently is of British manufacture. He needs a part to make a repair, but cannot find any information about this mower. Neither can I. Is there someone at your organisation who might be able to supply some contact information about this mower manufacturer?

If you have any information, I would greatly appreciate your help. It is possible that this Q&A could be written up and published, in which case I will be happy to quote/cite someone from your organisation. Thanks very much.

By the way, we enjoy receiving your magazine!

Eric Liskey, Executive Editor, Grounds Maintenance Magazine, 9800 Metcalf, Overland Park, KS 66212, Tel: (913) 967-1773 Fax: (913) 967-1905 Email: eric_liskey@intertec.com

Give 'Committed to Green' a chance

Linlithgow Golf Club Committed to Green Committee has followed with interest your articles and letters on the introduction of Committed to Green Awards.

As we see it, there appears to be a misunderstanding of the underlying principle behind the concept. We feel that our experience should clarify the simplicity of what is required and show that all the requirements for Committed to Green status can be achieved by the average Golf Club when a small group of interested people devote a little time and thought to the subject.

We formed our committee after attending a talk outlining conservation management on the course by our Course Manager, David Roy, in November 1997.

After the talk he invited interested members to form a management committee to develop and control the existing 'Conservation Management Plan' for the course. It was quickly realised that the newly introduced Committed to Green project was a much better vehicle for our endeavours. Since the inaugural meeting on 26 January 1998, we have progressed from David's original management plan to being in strong contention for achieving the Committed to Green Award.

The committee set about using the criteria of Committed to Green as the basis of a working plan. By addressing each of the issues involved and making contacts with appropriate organisations and firms, we progressed the Committed to Green criteria into a revised 'Management Plan' for Linlithgow Golf Club. This was very much a shared effort and from the enthusiasm of the committee, the support of the Club Council and local publicity, the membership of the club became aware of the Committed to Green Award and its importance in environmental terms.

Using the Committed to Green programme has concentrated our minds on how a Club can benefit from thoughtful course management techniques and the introduction of simple, good housekeeping policies. The

results have been most rewarding. For example, by seeking expert advice we have instituted regular small improvements to the course which, after two years, are now quantifiable and to the benefit of membership. Within the clubhouse, by addressing power and water usage, we have been able to considerably reduce charges. These are but two of the many examples that could be quoted.

Our experiences have shown that any Club with a group of interested members supporting the greenkeeping staff can qualify for the Committed to Green Award. It is possible to protect and care for nature and the environment while enhancing members' enjoyment of their chosen sport. We therefore strongly recommend the Committed to Green Award in its present form - let us not condemn it before it has been given a fair trial.

A. Keith Longstaff, Chairman, Linlithgow Golf Club, Committed to Green Committee

Ordering of Iseki spares causes frustration

What have you been doing in the last five weeks? It has been a busy time for us greenkeepers. (When is

Why the last five weeks, you ask? Well, that is how long I have been waiting for a shaft, idle for my Iseki TA 537 F which is about the same size as your thumb.

Although a very well designed and user friendly piece of machinery, the ordering of spares is to say, at least, frustrating. OK so she is nearly six years old, but she can mow semirough, mow fairway aprons, scarify, slit and pull a trailer. She is an important member of our staff.

The Iseki TA 537 F is serviced regularly and in accordance with the service manual. This is carried out by my experienced mechanic and I have computerised records to verify this.*

The members and committee look to me to make the purchase decisions. I have to arrive at a business plan to put to the finance committee before the Iseki or any other piece of equipment is purchased. When there is a long breakdown it reflects on my judgment. This I do not take lightly.

Quite rightly the members do not want to know my problems, but just want the course in very good condition as it has always been. Rightly so, * Record of events

01.10.1994 Date purchased: Hours used per year 200 hours plus Service intervals: a winter service

Breakdown history: 28 October 1998 Steering pump break Parts ordered 11 November 1998 Time Waiting Parts received 13 days

Breakdown: Gears and Bearings worn out in gearbox. 25 February 2000 Parts ordered Parts ordered

Progress to date: Parts arrived March 29 Tractor back in use Time machine out of use 33 days

as we are professionals in this indus-

What if my Toro Greensmaster 1000 had broken down, I wouldn't be able to mow my greens? Just imagine how long the grass would be? BUT it hasn't.

What if my top dressing or fertiliser hadn't been delivered on time and it was now five weeks late? I would not be able to improve my course to the standard I am looking for. Not top dressing and fertilising in time. How would my course look? BUT it hasn't happened.

I know that while any of my machinery is out of action, the jobs it was set to do are falling behind. In some cases this time window will have gone and we will not be able to do these vital tasks. The course will not be presented to the members as well as it can. OK so I have other machinery capable of cutting the semi-rough etc, which, considering the long wait we are enduring, is just as well. If your car broke down and the mechanic said 'Don't worry guvnor, I will have it fixed in five weeks or more' would you put up with that? No you would not. When prospective buyers of an

Iseki machine make enquiries they should be made aware of the time it can take to get some spare parts. On the face of it, some parts seem to be as rare as rocking horses... We are all professionals, but we need help from the manufacturers of turf grass machinery to prove this to the people who can judge us very harshly at times.

We therefore need them to be professional too and supply parts as soon as they are needed.

If this were not so serious it would be funny!

Cedric Gough, Course Manager Broadway Golf Club

Tommy's Toro thanks

I would like to take this opportunity to thank TORO and BIGGA for the generous hospitality that I received on what was truly a trip of a lifetime to the USA. The whole experience exceeded all expectations that I had beforehand, and I was fortunate to meet up with so many friendly people whose contribution to the experience will not be forgot-



I have learned many things while I was stateside, not only from the University course, but also about the culture and nature of our international friends. I also made a great friend of Gerry Mulvihill. from Ballybunion Ireland, whom I believe will go far.

To any future entrants to the TORO competition, I would have to say try your best, and with a bit of luck on your side you will find that the trip is unbelievable.

Finally, I would like to thank my wife, Dawn, as she soldiered on with the kids and her job while I had all the fun. I missed her very much and it's nice to be home with my feet back on the ground.

Tommy Givnan, Toro Student Greenkeeper of the Year, Bowring Park Municipal, Merseyside

Praise for Telegraph article

I agree completely with your comment "No news is bad news". The Telegraph article in question was held up aloft by the President of the WGU, Mike Cole, at the greenkeeping seminar held at the Welsh College of Horticulture on the very day it was published, I know there are unsubstantiated claims made, but that's journalists for you!

The article has been on our noticeboard ever since, alongside BIGGA's "The need for aeration" poster. Guess what? There hasn't been any comment.

If articles appear in the broadsheets which actually endorse the practices that are laid out in a club's course and ecological policy documents, then it keeps lot of golfers quiet because the article carries more clout than the documents themselves.

Good on the Telegraph. Keep the articles coming, they are being read in all the right places.

Dave Goodridge, Course Manager, Denbigh GC, North Wales

via e-mail

Statement from Textron

Textron has carried out a thorough investigation into Cedric's missing part and followed the order from the time it was originally ordered by Abbey Mowers on his behalf to

Japan and back.
"Abbey Mowers are free to source parts from any Textron dealer and in this instance selected Burrows (GM) Ltd," said Mark Poppleton, Textron's Part's Marketing Manager.

"The part, for which there had

only been two orders in the past three years, was then ordered on an emergency basis by Burrows through Textron to Japan and it took 13-15 days to get from Japan back to Burrows then on to Abbey Mowers and then finally back to Mr Gough," he explained.

Subsequently Mark has met with Cedric to discuss the matter in greater depth and ensure an amicable conclusion.



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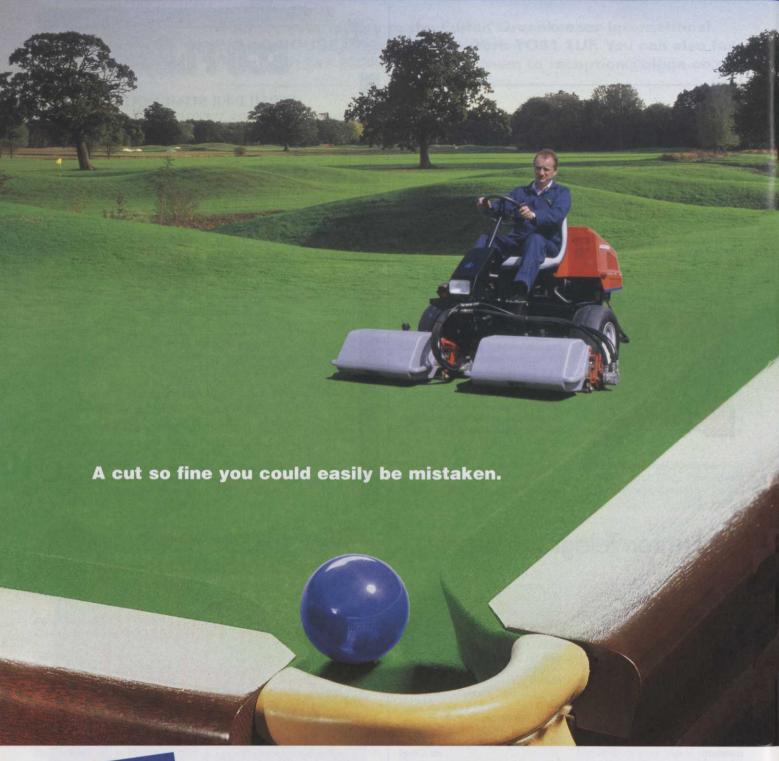
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Ad Ref 646













Richard Rayner is one of Textron's Regional Sales Managers and until recently was Groundscare Manager with the financial services company, Lombard. Here he looks at the various finance options that are available to golf course operators.



Buy now, pay later



Above: Finance packages ensure that equipment that is needed today, can be obtained without a large initial outlay

Finance for buying equipment has in the past been viewed as a dirty word. Visions of loan sharks and "shady deals" have often deterred golf clubs from using finance companies. In addition, it is often viewed as both complicated and confusing. However, the various financial packages available can enable golf clubs to use their limited subscription fees and residual money better, by making it go further when buying equipment instead of using their hard earned cash. Using a financial package may be the way a club can get the equipment it wants, at the right time, in a way which matches its income streams. So let's look at some of the benefits that finance can offer:

· Equipment that is needed today can be obtained without the large ini-

· Equipment can be purchased at today's costs with tomorrow's money.

· Equipment can be paid for as it improves the course and generates income for the club.

• Finance can assist in the planning and budgeting for the club.

 Unlike a bank loan, a finance loan is non-repayable on demand. This means that as long as the club makes the required payments the finance company cannot close the loan.

· By using finance to buy equipment, it enables structured and long term buying policies to be incorporated

The different types of finance

Although some finance companies may give grand names to their products, in reality there are really only three types of finance arrangements:

1 Hire Purchase

2 Finance Lease

3 Operating Lease/Contract Hire

The selection of a preferred option should really only be based on two

a) Ownership

b) VAT

If a course wants to own the equipment and is able to claim all the VAT back from the Inland Revenue, then the choice should be Hire Purchase. From an accounting point of view HP purchases can be treated in the same

Buy now, pay later



Right: Moatlands Golf Club in Kent used a finance package to purchase new course maintenance equipment recently.

way as buying with cash. As such, all the VAT on the purchase price of the machine can be claimed back in the normal way at the time of buying the equipment and once the final instalment has been made the club owns

the equipment.

If ownership is not an issue and a club is VAT exempt then Finance or Operating Leasing should be investigated. With both of these options the finance house will always own the equipment and the golf club will have full use of the products until the end of the term. In addition, rather than paying all the VAT on the purchase price on Day One, the VAT can be spread over the course of the agreement, being added on to each rental payment. This may be a sensible option for golf clubs that are partially

VAT exempt and only able to claim back a percentage of their VAT.

The similarity between these two leasing options ends here. For a Finance Lease the length of the agree-

ment is termed as the primary rental. Once the agreement has reached the end of the primary rental there are three choices:

i) Continue to use the equipment and pay a secondary rental that is made on an annual basis. This will continue as long as the equipment is used.

ii) Sell the equipment on behalf of the finance company having gained their permission first. Once the equipment is sold many finance companies may offer a rebate of rentals and, as such, return a percentage of the sale price to the customer.

iii) Hand the equipment back to the finance company.

In addition, a Finance Lease may be treated for accounting purposes on the Balance Sheet, and shown as a leased asset.

At the beginning of an Operating Lease, a third party takes a view on the residual value of the equipment at the end of the lease. The rentals are calculated based on this third party guaranteeing the agreed residual value. This often results in the rentals being lower with an Operating Leasing as opposed to a Finance Lease. However, at the end of the term of the agreement, the equipment is handed back to this third party, although some finance companies do offer the golf club additional options such as



Below: Contract Hire enables a club to budget for the full cost of running a machine over a given period of time.





extending the lease period or making an offer to buy the equipment at a fair market price.

An additional option for an Operating Lease is to add a maintenance programme to the rental and this arrangement is termed Contract Hire. The maintenance can be adapted specifically to the club's needs but usually covers the standard servicing costs and the usual wear and tear products. The major benefit of Contract Hire is that it enables the club to budget for the full cost of running a machine over a given period of time.

Repayment Terms

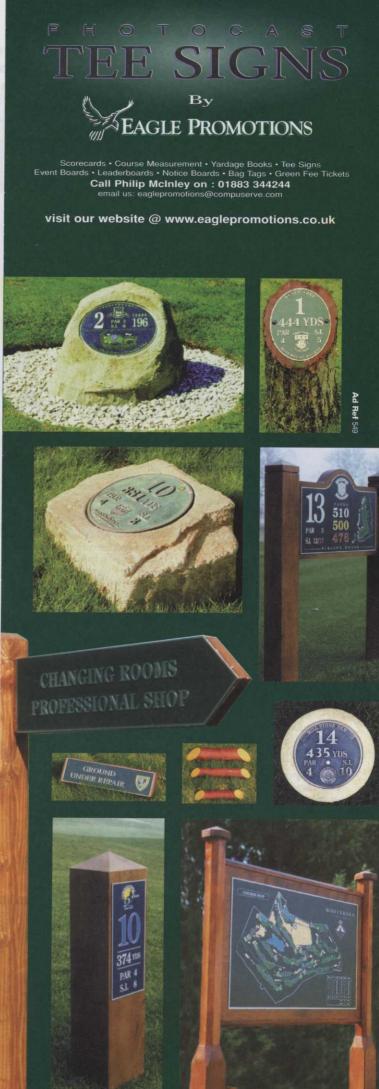
Greater flexibility of repayment terms is another benefit that finance companies offer. In what is a very seasonal industry, finance houses may offer flexible repayment periods of up to seven years. This means that repayments can be made to match the income stream of the club.

For example, clubs often have a surplus of money at the beginning of their finance year as subscriptions flow in. Some clubs may prefer to make a one-off, annual repayment with the payment being made a month after the club subscriptions have been made.

Clubs with a high percentage of summer green fees or those that are "Pay and Play" will have lower incomes dur-

ing November to March. These clubs will benefit from a flexible repayment arrangement that allows for higher payments in the summer months, when income generation is greater, with reduced or no payments during the winter. This has the added benefit of paying for the equipment as it generates income. Traditionally, course maintenance equipment is locked up in the shed during the winter months, but by using flexible repayment terms it is possible to make the majority of payments when the equipment is being used and when cash flow is at its highest.

Using finance is certainly not complicated and it allows golf clubs the flexibility to purchase equipment without the initial outlay of cash. Many course managers and green-keepers do not enjoy the benefits of limitless equipment budgets and this often restricts the choice of equipment. Invariably the choice of equipment is made predominantly on price, rather than on the benefits that the machinery will provide for the club. This in turn restricts the quality and productivity of work, and in the long term may prove to be a costly choice. If you use finance effectively it may just open up a few additional alternatives, improving both the quality of equipment and the playing conditions for your members.





This month, BIGGA's Education and Training Manager, Ken Richardson, highlights qualifications and training courses

EDUCATION UPDATE

Education and Training -May 2000

This month sees the deadlines for entry to three of BIGGA's major competitions, ie the TORO Award for Greenkeeping Excellence and Student Greenkeeper of the Year Competitions, which have an entry deadline of 31 May and the BIGGA Golf Environment Competition in association with Amazone Ground Care which has an entry deadline of 26 May.

Make sure that your entry is sent to BIGGA HOUSE by the closing date.

Education and training qualifications

The number and range of qualifications for greenkeepers and golf course managers has grown over the past several years and still seem to cause some confusion. There are three types of qualification currently available and these are:

- a. Work based qualifications.
- b. Work related qualifications.
- c. Qualifications awarded by professional

Work related qualifications

These qualifications which include National Certificate (NC), National Diploma (ND), Higher National Certificate (HNC), Higher National Diploma (HND) and First Degree Courses in subjects such as Golf Course Management, Groundsmanship and Greenkeeping and Turfgrass Science are usually offered as full time courses, although some colleges offer part time HNC/HND. For example, an HND course studied full time over three years, includes two years in college studying subjects such as Irrigation, Construction, Pests and Diseases, Cultural Practices etc and one year on work placement. Assessment is by assignments, report writing, case studies and examinations.

Work based qualifications

qualifications Scottish Vocational Qualifications, in Scotland and National Vocational Qualifications in England, Northern Ireland and Wales. These courses are offered at three Levels ie. Level 2 Sportsturf, Level 3 Sportsturf Maintenance and Level 4 Sportsturf Management. Candidates are assessed continually and are awarded a certificate when they can prove competence to National Standards in all Units of the Qualification. Much of the practical assessment is done at work on the golf course by qualified greenkeeper assessors. These courses include subjects such as Maintaining Sports Turf Surfaces, Maintaining Equipment and Machines, Managing Drainage and Irrigation Systems and at Level 4, Facilitating Meetings and Managing the Use of Financial resources.

Qualifications awarded by professional bodies

Many professional bodies award their own qualification eg the Professional Golfers Association, the Institute of Personnel and Development, the Institute of Marketing and BIGGA is no exception. BIGGA awards the Master Greenkeeper Certificate to those Head Greenkeepers/Golf Course Managers who have:

- a. Accumulated 200 credits through formal and informal education and training plus
- experience as greenkeepers.

 b. Had their golf courses inspected by current Master Greenkeepers to assess competence in a range of greenkeeping and management skills.
- c. Passed a two stage examination to assess knowledge of a wide range of subjects from soil science to personnel management.

Equivalence of qualifications

A question often posed is 'How can I compare the different types of qualification?' The answer is, unfortunately, not very easily as the qualifications are different ie Work related qualifications are mainly based on what someone knows but has not proved they can do the work on the job and work based qualifications show that someone can do the job at work and has an underpinning level of knowledge. The holder of a Master Greenkeeper Certificate has shown that they have accumulated skills knowledge and experience. A good test is to look at competence

Greenkeeper X holds a National Certificate in Greenkeeping and has one year of greenkeeping experience. He/she is qualified but has little experience and may or may not be competent to perform all assistant greenkeeper tasks.

Greenkeeper Y holds an NVQ Level 2 Certificate in Sportsturf and has been working as a greenkeeper for 3 years. He/she is qualified and should be competent to perform all assistant greenkeeper tasks.

Greenkeeper Z holds an HND in Golf Course Management and has worked on a golf course for one year. He/she is qualified but will not be competent to perform all Headgreenkeeper/Course Manager tasks without gaining much more experience.

Greenkeeper A holds an HNC in Golf Course Management and has been working as a greenkeeper for 10 years and for 3 years as a Head Greenkeeper. He/she is qualified and should be competent to perform all Head Greenkeeper tasks.

Greenkeeper B is a Master Greenkeeper. He is qualified and is competent to perform all Course Manager tasks.

Greenkeeper C holds a BSc in Turfgrass Science and has worked as a greenkeeper for 2 years. He/she is qualified and has gained very detailed knowledge, however his/her competence at a level higher than assistant greenkeeper has yet to be proved.

Greenkeeper D holds a Masters Degree in Turf Grass Science and has worked in greenkeeping for 10 years of which five years was as a Golf Course Manager. He/she is qualified and is fully competent to perform all Course Manager tasks.

Therefore, the way to assess one qualification against another is to look at competence. Vocational Qualifications indicate competence, Work Related Qualifications plus experience equals competence and experience can give competence without a qualification.

BIGGA is fully committed to maintaining high standards of greenkeeper education and training and through its membership of the GTC monitors and controls training standards. If you are concerned about training standards in general or at a particular training provider then please contact me at BIGGA House or David Golding at the

Review of Apprenticeships

Just when employers, employees and your Education and Training Manager were beginning to understand National Traineeships and Modern Apprenticeships, the Government has decided to review the schemes to bring them into line with other industrialised economies. Two- year Foundation Degrees will be introduced to link higher education to the world of work and all 13 to 19 year olds will be allocated a mentor to help ease the transition between education and work.

There will also be a new apprentice-nip structure with National ship structure with Traineeships becoming Foundation Modern Apprenticeships and Modern Apprenticeships will become Modern Advanced Apprenticeships. The aim is to improve the structure of the schemes and make major improvements in the skills and knowledge requirements.

Specified off-the-job learning and specific minimum periods of learning will also be included. The Government has pledged an extra £30M to the scheme which it says will help to train 250,000 young people in 2001 (not all of them greenkeepers!)

STRI training courses

STRI will be running a five days of training course for golf greenkeepers from 13 to 17 November 2000. The programme comprises five consecutive one day courses on Grasses, Fertiliser, Diseases, Ecology and Irrigation. The cost of each one day course is £88 + VAT per person and £78 + VAT for STRI Subscribers. Discounts are available for those booking two or more sessions. Full details are available from Amy at STRI on 01274 565131.



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How to stop the grass growing from under your feet.



Longhand account.

Trinexapac-ethyl is the active ingredient in Shortcut that works by redirecting plant growth. It specifically targets the gibberellic acid site responsible for cell elongation in grass. Not only does Shortcut inhibit vertical growth but actually diverts plant growth downward into the root system to produce increased food reserves and lateral stem development. This in turn produces a thicker, healthier sward that better equips your turf to withstand temperature extremes, moisture loss, traffic and wear and even helps in the management of Poa annua. American research has also established that Shortcut can enhance the performance of a fungicide when jointly applied and has no adverse effect on seedling development.

Shortcut version.

A unique turf management tool that can reduce mowing frequency and grass clippings by half, improves turf colour and helps manage annual meadow grass.





This month, Tracey Maddison, BIGGA's Membership Services Officer, welcomes almost 170 new members to the Association and gives some important membership renewal information.

It's your move!

If you are planning on moving house or job or if you have moved recently, to ensure you carry on receiving your copy of Greenkeeper International and other important membership information, don't forget to inform your Association of your new details. Just complete the prepaid 'Change of Address' card at the back of this magazine, and drop it in the post - no stamp required!

Be a winner!

As you all know, if you introduce at least two new members to the Association this year, your name will automatically be entered into a grand prize draw at BTME 2001, to win one of three fantastic prizes. Last



month, I told you about the second prize, a weekend break for two in York's Monkbar Hotel. Don't miss next month's Membership Update for details of the first and third prizes!

Still to Renew?

If this magazine doesn't belong to you, because your membership expiry date was December, January, February or March, and you still haven't renewed - it's not too late.

If you are not a member and would like to join, contact the Membership Department for more details. Not only are you missing out on your own copy of Greenkeeper International, but you are unable to take advantage of the legal helpline, the personal accident insurance cover, and the new fantastic 20%* saving offered exclusively to BIGGA members from ARCO, the leading UK supplier of workwear, safety clothing, equipment and industrial and maintenance products.

For members who want to place an order, or to request a free ARCO catalogue, ring ARCO's special BIGGA Hotline on 01482 611773.

(*Discount not available on selected technical products and special offers.)

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Trevor Downing of J. Rothschild Assurance illustrates how income distribution bonds can make a difference if the interest on your savings has fallen

People who have used banks or building society accounts as a means of generating income from their savings have suffered as a result of the fall, over the last ten years or so, in the UK Base Rate set by the Bank of England.

Individuals who are reliant on their bank or building society accounts for income would have seen the income produced fall considerably over the last ten years. The trend in recent years has generally been downward, as these are driven by the UK Base Rate.

For example, if you had invested £10,000 into a bank or building society account during the calendar year 1990 your income net of basic rate tax would have amounted to £971.86. By contrast, if you had taken your income throughout, in the twelve month period to 3 April 2000, the same £10,000 investment would have provided a net return of just £209.46, an effective reduction of 78%. (source: Standard and Poor's Micropal. Monies on deposit ['£2,500 + net'],

based upon an average of the top ten current and former building societies).

It is important to remember that, when taking income from a bank or building society account, your capital will remain level irrespective of the period of time the money is invested. Whilst this may appear acceptable due to the fact that your capital has not reduced in absolute terms, the damaging effects of inflation would reduce its real value.

Inflation is something which cannot be ignored, as over time, its effects can be considerable.

To put this into perspective, 30 years ago £10,000 would have bought a small family house whereas in today's terms the same £10,000 is what you would expect to pay for a small family car!

Not surprisingly, there is now a growing need for alternative investment options to be provided which will help prevent this problem occurring in the future.

One such option is the J Rothschild Assurance Income Distribution Bond, where the fund managers aim for each twelve month period is to make four equal payments on a quarterly basis and ideally increase the distribution for the following twelve months.

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By investing in real assets such as stocks and shares, rather than fixed interest securities as chosen by other leading Income Distribution Bond providers, the J. Rothschild Assurance Income Distribution Bond has achieved a rising income, superior to that provided by banks and building societies, whilst also providing capital growth which gives protection against inflation.

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Whilst the objective of the J. Rothschild Assurance Income Distribution Bond is to provide a regular income, investors who have no immediate need for the income generated may elect to have this re-invested. This income is then used to buy additional units within your plan.

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If you would like more information or advice relating to this or any other investment matter, please contact Trevor Downing on 01959 500427.

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Just over three years ago, with the end of the millennium approaching fast, the members of Ross-on-Wye Golf Club, in Herefordshire, decided they needed to be prepared for the challenges that lay ahead and that they should approach the running of the club in a more business-like manner. It was decided to employ a new Course Manager to work alongside the existing Head Greenkeeper and the team. Scott MacCallum found out more...

1 Another 1 Contract of the second of the se



Above: The mature trees belie the relatively youthful nature of the course

As then Chairman of Green, and now Club President, Tom Haskett, confessed that it did lead to a delicate situation, but the way the matter was handled has subsequently proved beneficial to everyone, with the club reaping the rewards.

"We came to the decision that we

"We came to the decision that we needed a Course Manager to take the club forward," said Tom, adding that they had been helped towards the decision by Jim Arthur, who was the club's agronomist at the time.

"Peter Kings, the Head Greenkeeper,

had been at the club for over 20 years and had worked closely with the Greens Committee on course matters but it was felt that a qualified Course Manager with new ideas could take the course to the next level in its development. We wanted someone to take it by the scruff of the neck and move it forward," recalled Tom.

This sensitive situation was handled impeccably by the club and Peter Kings himself, who appreciated the thinking behind the move.

"Before we advertised the post I

went to Peter and explained everything to him and how changes were going to be made at the club. I told him that his job was safe, as was his Club bungalow.

The man who was appointed was Jonathan Wood, 32, who until that point had been First Assistant at Enville GC.

"The first thing I did was to get to know the team and get them on my side and then started putting down policies," said Jonathan, in his quiet Midlands accent.



Above: The Ross on Wye Team; Course Manager, Jonathan Wood, Head Greenkeeper, Peter Kings, Robert Wilband, Alan Kings, Michael Dobson and Harvey Ryder

"I believe some people look at the position of the Course Manager and think he's a guy who sits behind a desk all day. I made it plain that I wanted to be a hands-on Course Manager and also get out on the course. They are a very established and committed staff and it would have been hard for them to see me come in, go straight into an office and control it all there but, on the other hand, there is going to be a certain amount of time needed to be given to office work.

What Jonathan could bring to the party, as well as greenkeeping knowledge to complement that of Peter and the team, was an ability to look at the wider picture and to plan for the medium and longer term.

"I investigate finance deals, such as the one which we have recently struck

with John Deere; changed the regime of the course to start an organics programme and have got the staff more involved in education and training, said Jonathan, who had been, and still is, a regular at BIGGA headquarters management training courses and he admits he was champing at the bit to put into practice the knowledge he had acquired.

He also put in place a proper health and safety policy, which made the staff more aware of good health and safety, adding a wash off area where the waste water drains into a sceptic

tank which is then taken away. Talking about his relationship with Peter Kings, Jonathan is delighted with the way it has worked out.

"Peter has been invaluable to me as his knowledge of the golf course is a great asset. Every time we've done

something new I've tried to involve the staff as much as possible. It shows the benefit of the path the club chose because they retained experience and I didn't have to start here from

The golf course, one of only a handful in Herefordshire, was built in two stages by C. K. Cotton, Henry's cousin. The first nine was constructed in 1964, the clubhouse a year later with the remaining nine holes being added in 1967

"It was all done for a total cost of £42,000, including the clubhouse and car park," said Jonathan. "It's laughable when you think of the cost of a new course nowadays.

People think the course is a lot older than it is because it was cut out of woodland and there are a lot of mature trees," he said. While that is great for the golfer it does cause problems to the greenkeeping staff with submerged roots and air circulation problems.

"We still have roots coming to the surface which makes aeration difficult while we are currently solving a problem that was created when the course was constructed. A number of huge pits were dug when the course was built to bury all the stones, brash and cuttings and now as this has rotted down the pits are starting to sink so we've got pot holes in about four fair-

The 8th is the first one we've done and we shortened it to a par-3 for the duration. We dug it all out, put in new soil and returfed it. We will be doing this to the other fairways over the next few winters," explained Jonathan. The damp winter Herefordshire





weather, coupled with the clay soil means that most construction work has to be started in September or wait until

In his first season the club undertook a total bunker refurbishment, a project that had been in the offing prior to his arrival but it was an ideal opportunity for the new man to make a bit of a splash

splash.

"The club uses Donald Steel as a course architect and he advised us on the new design for the new bunkers and Nigel Ealy, a golf course constructed being to build them." he explained

Nigel Ealy, a golf course constructor, helped to build them," he explained.
"We took the old face off all the bunkers and redid them further away from the green because over the years they'd gradually got closer and closer to the greens because of the sand splash - we've only got 29 but we re-did them all in one hit."

In April 1999 we did our first drainage programme with M. J. Abbotts and this coming spring we are adding to that system with some more drainage work.

"The woodland programme has been continued and this will improve and maintain our existing woodland. This needs to be coppiced every 25 years so we cut them down just above root height and let the new growth come from the stump. We also planted something like 200 new trees and encouraged depth to the woodland by planting shrubs like spindle, holly and gilder rose," said Jonathan, who has hosted an Open days for members to look round the facility and gives talks to the lady members.

"It is my belief that the minute you

"It is my belief that the minute you stop improving a course is the first signs that you should start to move on because the danger is that you stagnate. There has to be an enthusiasm to improve and move forward."

The organics programme that had been introduced has also shown good results.

results.

"The year before I came they'd sprayed for Fusarium between 12 and 14 times. Since then we've done it once or twice a year.

"We tried it at my last club in my final year there and we saw significant improvements in disease resistance, a better root growth and a better top cover of grass.

"It's not just the organics programme, we've got to do more aeration and slit throughout the year. You've got to get the humus layer into the soil," he explained, adding that the organics programme is something he'd like to extend to the entire course.

"Although people will say organic fertiliser is a lot more expensive than chemical, mass produced fertiliser I find that it lasts a lot longer and you know what you are putting in. The benefits far outweigh the disadvantages and what we're spending on fertilisers we're saving on chemical applications," said Jonathan, who uses Amenity Land Services.

"Disease has been reduced, particu-

"Disease has been reduced, particularly with our air circulation problems. There is now perhaps only one green particularly susceptible to disease whereas before it was seven or eight."

The Ross-on-Wye maintenance facility is now awash with green and yellow kit, the result of the finance deal struck with John Deere dealer, Frank Sutton, of Raglan, in Monmouthshire.

"On our five year rolling replace-

1 Another 1 eVel



Above: Some of the new John Deere kit at Ross-on-Wye

Right: Mike Keeling shakes hands with Jonathon Wood, as Tom Haskett looks on

Machinery Inventory

- 3 John Deere 220A Pedestrian Greens Mowers
- 1 John Deere 2500 Ride-on Greens Mower
- 2 John Deere 2653 Utility Mowers, 8 bladed
- 1 John Deere 3235 Fairway Mower 8 bladed
- 1 John Deere F1145 Rotary Mower with collector
- 1 John Deere Gator Turf
- 1 John Deere Pro Gator
- 2 John Deere 4500 Tractors one with 460 loader
- 1 Sonma High Tip Flail Collector 1.5 metre
- 1 Huxley Soil Retriever SR60
- 1 Risborough Sorrell Roller
- 1 Gambetti 350L Sprayer
- 1 Sisis Slitter



ment programme, which I introduced when I arrived, we were in line to replace some large pieces of machinery over the next couple of years which was going to be a fairly hefty outlay for the club. As a result I started to look down other avenues which included a finance deal.

"We'd already had a demo of a John Deere tractor and a fairway mower, along with other makes, and we liked the kit so I talked to our Frank Sutton local rep, Mike Keeling, about a package. Mike has been very helpful and informative since our first meeting. "He came back with the basis of one

"He came back with the basis of one based on replacing all our main mowing equipment, along with tractors and utility vehicles and we presented this to the finance committee.

"They were favourable because they could see that we would replace the majority of our machinery for less than the capital outlay for the existing five year replacement programme. It worked out at around £30,000 a year all in for five years whereas our existing programme saw us spending £35,000 a year over the same period."

In total the club has about 10 new pieces of kit to go along with the John Deere hand mowers purchased the previous year.

"What I am impressed with more than anything is the training policy and back-up of John Deere. The whole team has already had a day at the training facility in Langar learning about the equipment and every time a new piece gets delivered to us we get on-site training.

And training has become a watchword at the golf club for all six of the

greenkeeping staff.

"Two others and myself will again be at BIGGA HOUSE for management courses later in the year while we also have a Modern Apprentice working towards his Level 2. I try to get training for everything whether it be health and safety or first aid," said Jonathan who did a three year block release course at Elmwood and who is looking to start a HND Distance learning course.

It all augers well for continuing improvements at Ross-on-Wye Golf Club who are certainly reaping the rewards of decisions taken three years ago and can now look forward to the new millennium with increasing con-

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It is difficult to determine exactly when the compact tractor first appeared on the greenkeeping scene. Roland Taylor investigates...

PULLING POMER



Above: The JCB 2cx can be adapted for many towing applications

The Japanese are credited by many with its introduction but it depends on what is classed as this type of tractor. If it is based on size and horsepower then a good candidate for the title could go to Harry Ferguson's TE 20. Some readers will remember the Wee Grey Fergie as it was and still is affectionately known. It was primarily used on farms, but a lot were sold to golf courses for pulling trailed gangs and the Hayter 6/14's which were used for cutting the rough.

Interestingly enough, the names David Brown and Ford were both associated with the development of this little workhorse. Harry Ferguson produced his first tractor in Belfast in 1933. It incorporated the three-point linkage and was a prototype for the David Brown 1200, which was built from 1936 to 1937. D B decided to go their own way and Ferguson was left without a supplier. He decided to show it to Henry Ford who agreed to build a tractor using the Ferguson hydraulic system. The outcome of this liaison was the Ford Ferguson 9N, which was highly successful with over 30,600 units being built over an eight-year period. Ford and Ferguson eventually fell out and a famous American lawsuit ensued.

After the war, UK motor manufacturers were looking for extra work and the Coventry-based Standard Motor Company was approached by Ferguson to build tractors. A deal was agreed and tractor production started with the first TE20 coming off the line at the end of 1946 and from 1948 until 1954, 400,000 units were produced at Coventry.

Today the TE20 is highly prized and much sought after by vintage tractor enthusiasts, often fetching prices close to those for a modern compact tractor at the lower end of

the range.

The decline in present-day agriculture has had a marked affect on the tractor industry and manufacturers that once were household names are now mere shadows of their former selves. The break-up of small farms has meant large prairie like fields and where once a drive in the country meant seeing a number of blue or red and grey tractors at work, today they are a rare sight.

During the halcyon days the amenity sectors, including golf, were the poor relations, with limited development of tractors for these specific applications. The advent of the compact tractor played an important part



in light of the loss of agricultural business, manufacturers looking for sales the demand for this type of tractor. Over the last two decades, turf main-

gangmowers was used for fairways and rough, today the self-contained monplace and utility vehicles, have on many courses, replaced a tractor and trailer. Some equipment, like the vertidrain requires big powerful trac-tors but this is a limited application,

its power output and versatility could still be the best investment. The choice of tractors is wide with virtually any horsepower available.

Among the features that are gener-

ranges on offer are hydrostatic trans-mission, two or four wheel drive and

Kubota

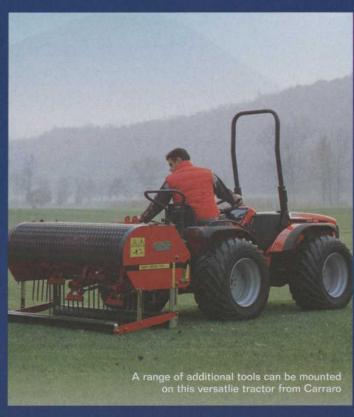
Kubota have used a 22hp three-cylinder water-cooled diesel engine to power their new compact tractor - the BX2200. This latest addition to the been designed for larger units. The two-speed hydrostatic transmission plus differential lock enables the operator to have complete speed con-trol to match specific operations or

revailing conditions.

Kubota's Marketing Manager, Tom
Barnes said they are planning to
launch Hydrostatic transmission
(HST) versions of the L3600 and 4200 in July plus at this year's SALTEX some exciting new models will be unveiled.

Charterhouse

The fact that you can turn the driving position through 180 degrees makes the Antonio Carraro range of totally reversible system enables the tractor to be used with out-front







conventional tractor. In addition the units have a full oscillating chassis making them, the manufacturers say, highly manocuvrable with a tight ic drives with differentials to both axles give extra traction when required. The Supertrac 5400 and 8400 HTM are available with 47hp or 75hp diesel power units and the Ergit TRX/TTR offers a choice of 60, 64, 75 or 87hp.

John Deere

To be launched shortly in the UK transmission in its class. It will be available with a choice of transmission options - Hydrostatic, Powr Reverser™ and Powr Reverser™ with Creeper. The engines are said to comply with USA 2000 emissions standards and low noise levels. Other shiftable rear and optional mid ptos;

The 400 Series offers 4 wheel drive models from 21hp to 41hp. All have the new Yanmar clean and silent three or four cylinder diesel engine. Manual or hydrostatic transmission 4500 that comes as a manual.

oil cooled disc brakes, power steering on the move front wheel drive plus differential lock. Three versions of factory fitted cab are available.

Textron

the existing CT range.

injection diesel engines, with mechanical or hydrostatic drive and a 24hp engine with hydrostatic dripower steering. The rear mounted pto operates at 540rpm and the mid-mounted provides 2000rpm

For that extra power and perfor-

mance the 25hp CT325 has four wheel drive and power steering as standard and a choice of either man-

ual or hydrostatic transmission.

The two models in the CT400 standard normally associated with larger agricultural machines. They feature powerful four cylinder diesel transmission on the CT435 and hydraulic shuttle shift on the CT445. A creep speed facility and Q-cabs are standard.

The latest edition to the Iseki TK series was introduced earlier this year - the TK546. Powered by a watercooled, 46hp four-cylinder diesel capacity of 1700kgs for working with heavy attachments. The cab has large, wide opening side doors providing easy access rear side windows ergonomic features including air con-

Argo Ltd

There are six models in the

standard on all and depending on the models are available with either sion and rear and mid ptos are standard. Depending on the specifi-

power steering, oil cooled disc brakes and hydraulics capable of lift-ing 550kg on the three-point linkage.

The company launched three models in the MF2200 series in 1999 to bridge the gap between compact and standard tractors. These are available with either 47hp, 54 hp or 64hp controls plus low profile and centre of gravity models for situations

Motokov UK Ltd

Landini tractors from Italy and has recently launched two new ranges.

where extra stability is required.



Mistral compact series all are powered by green Yanmar diesel engines and have 12x12 synchromesh reverse shuttle transmissions. A 16x16 sys-

tem with creep speed is an option. Equal four wheel drive is the main full reverse drive for out front mow-ers, plus the company says, easier manoeuvring in difficult situations. Differential locks can be engaged wheels through a button on the dashboard.

JCB have come up with a unit that features the benefits of both a loader and tractor - the 2CXU Groundmaster.

ly developed as a highly versatile

A combination of conventional tractor pto, three-point-linkage and traditional loading shovel provides

methods of transporting materials. A 0.8 cubic metre shovel is fitted, as by a Perkins diesel and has drive to all the four-wheels each the same size.

minimal ground disturbance.

Powered steering can be applied to either all, or just two of the wheels. the move by manufacturers away from the traditional tractor design.

Conclusion

changes taking place in the compact tractor market with new designs considering replacing equipment.

Clearly, tractor manufacturers are doubt over the next few years we will see even more innovative intro-



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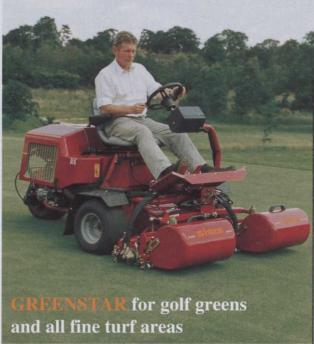
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Ad Ref 176

In 1998, three Englishmen, Philip Armitage, Ben Allen and Neil Atkinson, and one Swede, Patrik Benneryd, enrolled in the Ohio State University International Agricultural Intern Program. Philip, Ben and Neil knew each other from their Reaseheath College days, where they did the HND course. Patrik soon became a great friend to them. This is a recollection of their experiences working in the US turfgrass industry, where they were all fortunate to be placed at Pinehurst Resort & Country Club, North Carolina...

American beauty

"The United States has to move very fast to even stand still" John F. Kennedy, 1963.



Above: The Carolina Hotel (or 'Queen of the South' as it is often renamed) is the main hotel at Pinehurst where guests stay

We all went to the USA in 1998, participating in the Ohio Agricultural Intern Program, set up some years ago by Michael Chrisman and Michael O'Keeffe. The program is dedicated to providing a US Golf Course Superintendent with an intern who has some degree of turfgrass education and work experience. The program gives interns the

The program gives interns the opportunity to experience different approaches to turf management and different work ethics. It also gives interns the opportunity to experience a new culture and lifestyle. It is a

whole new challenge. Interns enter the USA on a J-1 'Trainee' visa which permits a maximum stay of 18 months. There are two choices of program; A (practical training & classroom study) or B (practical training only). Most interns, like us, opted for program B.

An intern is simply a student. The most famous intern, or infamous, of recent history is Monica Lewinsky, the girl who got Bill Clinton into a bit of trouble with Hillary (but our Superintendents did NOT expect any favours of that kind).

Mike O'Keeffe has some fantastic golf courses and resorts where interns can be placed. Pine Valley, Augusta, Westchester CC and Sahalee have all had OSU interns. But don't be under the impression that a famous golfing venue will necessarily provide a better internship than XYZ Country Club in Nowheresville.

Wherever an intern is placed, they have the opportunity to learn. You get out of the internship what you put in. Most importantly, having completed an internship in the USA, it shows a future employer that you

American beauty



Above: A panoramic shot of the 9th hole on Pinehurst #8 looking from the green back down the fairway (Par 4 hole) Right: Another shot of the 9th hole on Pinehurst #8 showing a deeper green colour, due to overseeding the golf course with Perennial Ryegrass

have shown initiative and a dedication to improving yourself and your career, and that you were prepared to do it some 3500+ miles from home.

Generally, Mike O'Keeffe will ask you what sort of grasses you want to work with; cool or warm season grasses. We all opted for cool season because we thought it would be useful for us to work with grasses that we might have to encounter upon returning to our respective homelands, both cool season grass climates.

We were placed at Pinehurst, North Carolina, which is in the transition zone in the USA. This is where the climate allows for the growth of both warm season (e.g. Bermuda) and cool season (e.g. creeping bent) grasses.

season (e.g. creeping bent) grasses.
Pinehurst lives and breathes golf. It
already has 144 holes of golf (eight
courses) and more are expected to follow in the future. No community on
earth, even St. Andrews, is more
obsessed with golf than Pinehurst.

The village has a population of about 7000 and not a day goes by

without seeing a golf buggy driving down one of the village's main roads. The courses are a mixture of old and new. The most famous is the #2 course, the Donald Ross masterpiece and host to the 1999 US Open. However, the other courses each offer a good challenge to all types of golfer. Upon our arrival at Pinehurst, we

Upon our arrival at Pinehurst, we were all surprised to find out that, after the Superintendent, Assistant Superintendent and Second Assistant, the OSU interns were the only other crew members who had completed some form of greenkeeper training. In the USA, education is very expensive. Day release greenkeeper education does not exist period. If you want turf management education, you have to go to a university and enrol in a full-time course (either a two or four year degree). Tuition fees alone for these courses can total \$2000+/year!

Hence the reason why there is a huge demand in the USA for qualified turf management personnel,

regardless of age.

We all noticed that US students, upon graduating from university, could immediately find an Assistant Superintendent position as their first full-time job. We observed it first-hand, and some of them had less experience than ourselves! Some UK greenkeepers may regard this as a risky approach, placing so much responsibility upon young shoulders.

But the management philosophies are very different in the USA from the UK. The Superintendent is generally responsible for long term planning and decision making while their Assistant will co-ordinate the day-to-day management of the golf course. This gives Assistants some degree of responsibility but it allows them to learn from their mistakes in

the capacity of an Assistant so when they move up to a Superintendent's position, they will have acquired a good range of managerial skills in order to cope confidently with a Superintendent's position.

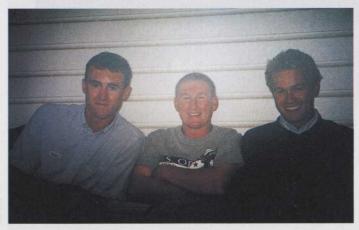
Given that we'd all had greenkeeper training, our Superintendents looked to us to perform a wide range of tasks including course set-up, mowing, aeration, spraying, irrigation work, overseeding and syringing greens (the latter two will be discussed later). As interns, we were seen as people who could show initiative, adapt to different situations, lead by example and also to try to encourage the regular greens staff to do their best.

The Carolina weather was a welcome change to the notorious British weather. The summers of both 1998 and 1999 were two of the hottest in living memory in North Carolina! We were all alien to temperatures exceeding 90 degrees F and the additional humidity levels. Still, we couldn't really complain! We can all remember wearing shorts in December '98 while sitting on a mower etc.!

The 1990s saw Pinehurst introduce a new cultivar of Creeping Bentgrass into its greens. Penn G-2 was first introduced to Course #8, which opened in 1996 to mark the resort's Centennial. G-2 was developed at Penn State University and it adapts well to hot, humid climates. Its high heat tolerance makes it ideal for use in the Carolina climate. G-2 has a shoot density that is around 2.5 times greater than Penncross and it is also extremely disease resistant.

The superb initial response to G-2 at #8 has resulted in Courses 1, 2, 4 and 5 converting to G-2 from Penncross. This trend is expected to continue at Pinehurst in the future.

Below: L-R: Ben Allen, Neil Atkinson, Phil Armitage





G-2 is an extremely high maintenance cultivar which demands regular, low mowing. Its optimum height of cut is below 1/8" (and it should be maintained below that year round. The greens are usually aerated monthly, using a combination of the Hydroject and, followed by, a light verticut. They are then given a light topdressing. This regular regime ensures that the greens remain firm and thatch build-up is minimised. The result is a very true surface which is arguably the finest putting surface to date.

However, G-2 does have its weaknesses. Its recovery from mechanical operations (such as scarifying) is quite poor, although we rarely encountered golfers who mentioned that aeration scars affected the playability of the greens.

Playability seems to be the most important factor at Pinehurst and is probably why the Hydroject has been used much more for deep aeration in the last few years at Pinehurst. Not only does it promote deep rooting, its minimal surface interruption allows the greens to be brought back into play almost immediately - a huge benefit to a resort like Pinehurst. The greens are also subjected to three or four major aeration operations a year. Hollow coring is scheduled for June/July, while scarifying is done in Spring and Autumn.

Although G-2 has a higher heat tolerance than Penncross, the other cultivar used at Pinehurst, it can only withstand certain temperatures before it also starts to suffer from heat stress, or wilt.

Wilt usually occurs during periods of high temperatures and sunlight, low humidity and particularly on hot, windy days. Syringing is the method used to counteract wilt. Basically, the greens are cooled/misted with water from a hose. The idea is that any moisture loss from the plant will be, in effect, what you have misted onto the green. It is a task with which we all became familiar and although

repetitive at times, it does provide you with the luxury of cooling yourself off during those hot Carolina afternoons!

The golf & tennis villas is where all Pinehurst interns were housed and they proved sufficient for our needs. We basically had a hotel-type room each. They were furnished with a bed, shower, cable TV, refrigerator and air conditioning. Conveniently located

near work, the villas provided a nice refuge where we could relax after a long day in the sun. We would often go out to eat to a local diner and then retire to one of our rooms and relax with a cold beer, wishing that we could watch Match of the Day instead of Major League Baseball!

Next month, we will recount our experiences of the 1999 US Open, hosted on Pinehurst #2.

Below: Early photo of the 6th hole (par 3) on newly constructed Pinehurst #4, a Tom Fazio design. Construction began in early 1999, and play commenced on December 10, 1999



TALKING

Six of the country's top men give their views on communication within their working environments

Communication

Compiled by Malcolm Huntington MBE



Name: Course: Region: Course Type: Staff:

Marc Haring Cumberwell Park GC, Bradford-on-Avon South West and South Wales Parkland (27 holes) Course Manager plus six



Name: Course: Region: Course Type: Staff:

Martin Gunn Temple GC, Maidenhead Midland Downland Course Manager plus six



Name: Course: Region: Course Type: Staff:

Ronnie Bunting Kilmacolm GC, Paisley Scotland Heathland Course Manager plus four



Name: Course: Region: Course Type:

Staff:

Steve Cram
Slaley Hall G&CC, Hexham
Northern
Mixture of parkland, woodland and
heathland (36 holes)
Head Greenkeeper, plus 12,
plus six casuals in summer



Name: Course: Region: Course Type: Staff:

Tom Smith Merrist Wood GC, Guildford South East Parkland Head Greenkeeper, plus six, plus one mechanic



Name: Course: Region: Course Type: Staff:

Graham Wylie Malone GC, Dunmurry Northern Ireland Parkland (27 holes) Course Manager plus 11 greenkeepers, plus 1 mechanic

 How much importance do you give to communicating with your membership?

 Very important, but being a proprietary owned club where the members have no actual control in decision making it is perhaps less critical than members' clubs.

 Without communication you are not going to achieve anything. It is of paramount importance in everything you do.

Absolutely essential. We have monthly walks of the course and also nature walks in addition to e-mail. I explain reasons for heights of cut, for example, and point out the large number of bird boxes on the course etc etc.

 Very important. The course is attached to a hotel so there is communication between competition secretaries and the management as to their needs and then we discuss the issues.

Very important. We don't have a greens committee so what I have to do is be around and to talk to members. All our greenkeepers are members of the club and play in competitions so that there is plenty of opportunity for discussion. I also have a computer set up with e-mail

 Great importance. We need to enlighten members as to what is going on on the course and we have a noticeboard which is constantly updated by the Club Manager

HEADS

- Would you say you were recognised and known by the majority of the membership?
- How do you pass on information about forthcoming potentially disruptive course maintenance work?
- 4. Do you hold regular Open Nights to inform members of what you and your team do on the course and if so how well attended are they?
- 5. In general terms how do you feel, greenkeeper-membership relationships could be improved upon?

- Absolutely. I would consider it essential that every Course Manager is recognised as a senior member of staff. Gone are the days when greenkeepers were considered to be a lower form of life that would hibernate in their sheds throughout the winter.
- 3. We rarely, if ever, carry out such work. It's not so much the members but visitors and societies who have to be kept happy. We do all we can to stop problems building up to the stage where disruptive work is required. It is a case of keeping the greens in good all year round condition rather than great one day and diabolical the next.
- 4. No. However, I consider it essential that I maintain a good relationship with the members by communicating with them individually on an informal basis. The best thing you can do is to ask how their golf is going. If you can sit there and appear interested you will instantly become their best friend.
- 5. We could improve by remembering they are not the enemy. They could improve by allowing the Course Manager to be on first name terms with all the membership. There are still many clubs where the membership expect to be addressed as Mr, Mrs or whatever by the Course Manager. Such archaic policy makes constructive dialogue all but impossible.

- Yes, definitely. Infamous rather than notable you might say!
- 3. We communicate in all sorts of ways. We have a bulletin board, a quarterly news letter, small group forums, open forums, via the parish council and the pro shop, where members and visitors are informed about what is going on.
- Not regular, but we have an annual meeting. I feel it is more important to have small group meetings to target specific items and then get a feedback.
- 5. I feel it is most important that golf as an industry communicates with other sections on a realistic level of expectation. This could only come with golf as a lead body giving information to the end user.

- Very much so. I play a full, active part in the club and am very involved so I get to know a large number of members.
- 3. We have a noticeboard and an ecotable and so can inform anyone and everyone of matters pertaining to the course. For example, I would tell them that at some time in the coming weeks, when conditions allow, such and such will take place. Burning heather was one aspect they were told about in recent weeks.
- These are taken care of in our regular walks of the course, dealing with environmental aspects of the club and we usually have good attendances.
- 5. We always encourage constructive feedback and there are always open information lines so I feel relationships are very good. Our greens staff are all in distinctive uniforms with the club logo on them which I feel is important.

- Very much so. All our greenkeepers are full members of the club and some of us play in the competitions regularly so we quickly become known to a lot of members.
- Through management meetings, via a noticeboard and through the pro shop where people are told whether hollow coring or other maintenance work is being carried out.
- No, we don't and it has never been suggested but I do think it would be a good idea to have them from time to time.
- Overall I believe it is a good idea for greenkeepers to play with the members because then members would more readily appreciate what is happening and why.

- Yes, very definitely. I have a slot at the annual meeting to give a talk to members and I also play a lot of golf with them.
- 3. We have a fortnight in March and a fortnight in September when we do course maintenance and these dates are decided in November and put on the fixture list. On these dates greenkeepers have priority on the course.
- 4. We have open nights every six months or so and these are well attended, but because we are in touch with members all the time there is less need for them than there might be at some clubs.
- 5. I believe we need to change our image and be a lot more professional in certain matters. We don't have a problem because our course is part of the college which trains greenkeepers but, in general terms, perhaps clubs could allow more dialogue between the greenkeeping staff and the membership.

- 2. I wouldn't say the majority, but by a good proportion of members, particularly those who are involved on the council or committees. I have an assistant called Bobby and we have similar looks, so quite often we are mistaken for each other and I get players saying "How are you, Bobby?".
- Via the noticeboard and we also inform the pro shop. They then tell members and guests what is going on, if there is work on the course or the greens for example.
- 4. No, and it has never been mooted. We have an unusual set up in that everything works through a very large greens committee of 12, who have summer meetings on the course. They are active and pass information on.
- 5. I feel we could do more to educate members via BIGGA seminars. At some clubs you feel that members believe greenkeepers are just the people who cut the grass. It would be good if greens committee members attended a seminar on the issues. We have one at Greenmount College, Antrim, on October 25 and there is room for 200 so I hope clubs will send representatives.





Scottish National Tournament

The Scottish National Tournament will be held on Tuesday 27 June 2000 over the Hawkshill Course, Newmacher, Aberdeen by kind permission of the Captain and committee.

The cost of the event will be £16 which includes coffee/tea, filled rolls and an evening meal.

Entry will be restricted depending on the number of entries received. Entry forms will be available at all Section Spring outings and from the Regional Administrator.

All entries with remittance must be sent to the Regional Administrator, Peter J.Boyd, 10 Meadowburn Avenue, Newton Mearns, Glasgow G77 6TA by Sunday 18 June 2000.

Cheques made payable to BIGGA Scottish Region.

Scottish Conference, Business Learning Centre Lauder College, Dunfermline.

Once again the BIGGA Scottish Conference returned to the Business Learning Centre, Lauder College, Dunfermline. The college offers everything, from superb facilities with helpful and courteous staff, to a central position with easy access from the motorway proving once again that this is an excellent location.

Our speakers were from a broad spectrum of the trade and brought a wealth of experience and this was evident in their talks. First speaker was Brian Robinson on 'Grasses into 2000' with a talk on new strains and grasses for the millennium. After Brian we had Neil Simpson of the Scottish Golf Union. Neil expanded on the role of the Scottish Golf Union and its splendid new facilities at Drumoig. Next up was John Quinn, Head of Golf Development at Elmwood College and one of only two Master Greenkeepers in Scotland. John talked about personal goals and how to achieve them and certainly left the audience with some ideas to think about. Last, but by no means least in the morning session, was Simon Barnaby who spoke about Integrated dis-eases. This was an excellent presentation that according to the audience was far too short.

The first speaker at the afternoon session was a well known greenkeeper in Scottish circles Ronnie Bunting from

Kilmalcom GC. Ronnie spoke about the Environment and his club. It was obvious from his talk that this is a subject close to his heart and showed he was very committed to good environmentally practices.
Following Ronnie, was David Roxburgh, from Rangers Football Club, who had some very definite ideas on the role of the groundsman and left us in no doubt that the groundsman was on par with any Head Greenkeeper. He certainly proved his worth in promoting the groundsman side of things. Finally to round off the day we heard Alistair Connell, a person well known throughout the trade. He spoke on drainage and irrigation, a subject at present never far away from any green-keepers thoughts especially if you are working in the West of Scotland. Alistair provided us with an insight into the work that goes into preparing golf courses and football pitches.

At the conclusion of the Conference it was clear that the needs of the members had been well met by the speakers throughout the day and this was reflected in numbers who attended.

The 150 who attended had obviously been attracted by the variety of subjects on offer and

the quality of speakers.

It is hoped that that next year's conference can maintain the high standards set.

Peter Boyd

West

Welcome once again to another round up of Section news.

This month's news dominated by football. The following report, kindly produced by Stuart Taylor, on two matches played recently.

West Section v Central at Ibrox on 2nd April.

Team: B. Hillen, C. Scott, A. Smith, C. Goodall, B. Bolland, G. Burns, S. Taylor, G. Shearer, E. Devine, C. Davies, S. McGechie, and K. Hastings.

Nice to see all the boys could make the effort to come and I use the term boys very loosely as when the opposition appeared our team looked like the old crocks, no offense meant. Yes, they were a youthful side, but we had experience on our side and this is what proved decisive. Some good football was played at times, with only 15mins on the clock the West were two goals up with Burns and Steven Garv McGechie finishing well. Brian Hillens inexperience in goal showed with two mistakes causing the equalisers although he denied the second was his fault. Before half time two more for the West and one from the

Central section meant 4-3 at the break. The second half was all the West with three more goals coming, the final tally 7-3 to the West with the goals being supplied by Steven McGechie (4), Colin Davies (2), and Gary Burns (1). Lets say a word of thanks to Andy O'Hara and his team for a good spirited and competitive game, thanks to everybody who played for making it such a good day. Next report the match against the Police, and still the East Section to play.

Please let me know if you wish a run out phone 0141-942-

Police game report

Well here we are again on the winning trail as we achieved a good victory against the Police. Near enough the same team as played the Central Section with Sandy Brawley and Gerry Bruen replacing Graeme Shearer and Charlie Goodall. This time the West took first blood with an excellent 25 yard rocket shot from Steven McGechie, five minutes later however the Police equalised through a free kick. A few minutes later and Gerry Bruen slipped past the defence to place the ball beyond the keeper, 2-1 West. Shortly after the Police equalised a cross ball leaving Brian Hillen and Gary Burns to wonder what happened as they had the ball covered. Next Steve McGechie again scored through good skills and placed the fourth in after opening up the Police defence. The Police had a consolation goal through Stuart Taylor's lack of decision. Thanks to all who took part, Bob Graham for the challenge match and for supplying the strips. Well done guys, come on the East this should be easy meat. Once again those interested in playing contact me, Stuart Taylor.

Thanks Stuart for that detailed account of the matches, a good result for the West.

Please make a note in your diary regarding the autumn outing at Lenzie GC, the date has been altered to Thursday 21st September, previously Thursday 14th September.

Any news or information please contact me on Mobile: 07050-173080, Home: 0141-776-1532. Email Ryruģ@Lineone.net

grug@Lineone.ne Gavin Jarvis

Central

We extend a warm welcome to Michael Booth from Dunblane New Golf Club who joins the section this month, Michael is an apprentice at Dunblane and hopefully we will see him at some of our forthcoming events. If you can play football Michael

get in touch with Andy O'Hara fast!

In the recent football match against the West Section at Ibrox, well across the road from it, the Central Section went down narrowly by seven goals to three, I am still waiting on the full match report from the team manager Andy "maybes aye maybes naw" O'Hara, but by all accounts our goalkeeper played a blinder, with blind being the operative word! Still, just wait until the return match on home soil.

The winner of the Club 2000 draw for last month was Colin Buchanan with ticket number 00185, congratulations Colin, you owe Kevin Brunton a drink for selling you the ticket.

Anyone who missed the Annual Conference at Dunfermline recently missed excellent presentations by all the speakers who covered a variety of subjects and once again our thanks go to Peter Boyd for organising another first class event. The Central Section was well represented at the conference, but amazingly, as last year, not one of the three local clubs were represented, I wonder if they know where the Lauder Tech is?

With regard to the survey form which was sent to you all recently I would like to thank everyone who took the time to fill them in and return them, your committee will endeavour to organise a number of your suggestions during the current year. A special thanks to Owene Brown from the Dukes Course, Simon Freemon from Machrie, Mike Dennis from Rigby Taylor and Richard Walton from Scotts who have all offered to become involved in organising some events for our benefit.

At the time of writing the entry for the Spring Tournament at St Andrews is fully subscribed, I hope this is a sign of things to come for future events, there will be a full report in next months news.

The draw for this years Inter Club Tournament should be with those teams who entered and hopefully we will manage to get this tournament finished in the same year as it was started and not like last year's which has carried over to another millennium!

John Crawford

North

New members to welcome to the Section this month are as follows: Nick Mackay from Kemnay, Grant Clark from Caird Park, Donald Meldrum from Taymouth Castle and from Blairgowrie we welcome back Stevie Macintosh and Bruce Maclaren.

PASSPORT



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Club Bonmont Geneva



HAESLAR, VICTOR SUPERINTENDENT

Victor not only is greenkeeper at Club Bonmont - he actually assisted in the building of the course. "I knew nothing early on about golf course building or greenkeeping - I started by picking up stones with machines, 5000 cubic metres in all." Victor quickly learned his trade. Eventually, he discovered John Deere. "I first experienced John Deere in 1993. In 1998 we purchased a Aercore

Aerator 1500. It consistently aerates at a high level and servicing it is easy."



Kaga Central Golf Club Kaga City



HAYAMI, MANSHIRO Title SUPERINTENDENT

Kaga Central was literally carved from a mountainside. Many tons of granite were removed to make way for a championship course. The job of keeping Kaga Central in top form falls to Manshiro. So he counts on John Deere. "From past experience, I knew John Deere had the kind of reliable equipment needed to meet the demands of this course. We mow our greens with the 220A Walk Behind Greens

Mower to give our course a true championship finish."



220A Walk Behind Greens Mower



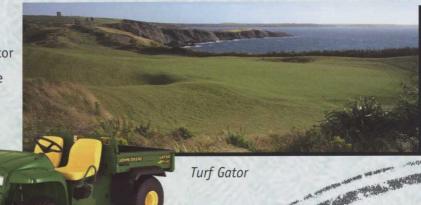
Old Head Golf Club Kinsale



GALVIN, MARTIN SUPERINTENDENT

Only open since the summer of 1997, Old Head is already ranked as one of the top 100 facilities in the world. A lot of the credit for this goes to Martin and his crew who regularly battle 50-mph

winds on this historic Irish headland. Martin gives credit to John Deere. "The John Deere Gator Utility Vehicles are excellent. We have a lot of stones here, (as befits a new course) and they stand right up to the conditions."



Horizons Golf Resort Salamander Bay



WATSON, DARREN SUPERINTENDENT

Two hours north of Sydney, Horizons Golf Resort started as little more than a swamp and has quickly turned into one of the leading golf resorts in Australia. Darren Watson and his crew are responsible for all of the landscaping on this very unique property. "We will not settle for second best in anything we do and that includes the equipment we use.

John Deere's 2653A has been impressive - it runs all over the others we've tried."



MOREAU, XAVIER

SUPERINTENDENT

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Golf de Limère Orléans

Golf de Limère hosted three major championships in its first three years, so Xavier and his crew are familiar with what it takes to keep a course in peak form. They place special emphasis on reliable equipment. "Keeping 90 bunkers in top condition is a challenge. Our number 10 hole is a sea of bunkers with almost 18,000 square metres of sand. We rely heavily on the 1200A

Bunker Rake to help us keep them in pristine condition."



1200A Bunker Rake



Carden Park Golf **Resort** Chester Carden Park started as a country estate, dating

all the way back to the 13th century. Today, it boasts two 18 hole golf courses, with the newest one being a Jack and Steve Nicklaus design. Master Greenkeeper Andy Campbell oversees both courses and does it with the help

of John Deere equipment. "I really like the new 2500 Tri-Plex Greens Mower. It's great to use

from a comfort point of view and consistently delivers an excellent cut."



CAMPBELL, ANDY SUPERINDENDENT





Castelconturbia Novara



QUERZOLI, CARLO SUPERINTENDENT

Castelconturbia hosted the Italian Open in 1991 and 1998. A Robert Trent Jones design, Castelconturbia has hosted ten other championships at the course. The task of keeping the course in championship form falls to Carlo. "Our fairways have seen a big improvement, thanks in part to

our two 3235A Lightweight Fairway Mowers. They're easy to use and I like the fact that, with the Rotate For Service (RFS), you don't have to take reels off."



3235A Lightweight Fairway Mower



Cortijo Country Club Canary Islands



SUAREZ, FERNANDO Title SUPERINTENDENT

The Cortijo Country Club is extremely isolated, located in the Canary Islands, approximately 2000 kilometres south of the Iberian Peninsula. Fernando knows full well the importance of having parts when he needs them. "When we were deciding on equipment, the ability to get

parts in a timely manner was a significant factor in our decision. That's why we chose John Deere. They were the only brand that could offer us the parts service in less than 48 hours."





On the move are Chris Cumming, leaving Fortrose after many years service to go to Peterculter and Andrew Shade who leaves Peterculter to take over the head job at Spey Bay. Andrew has the task of restoring this lovely course back to its natural links state.

Andy Menmuir, our Rigby Taylor rep who married Cordelia last year is now expecting the patter of tiny feet as Cordelia is expecting a baby in August. Congratulations to both.

I should have kept quiet about the weather, it is early April as I write this report and it has been snowing over the last couple of days, hopefully this is the last of the winter weather.

I am in possession of the portfolios of all the newly qualified D32/33 Assessors in the Section and we hope to have a Moderation Meeting this month where I will hand them out. All Assessors should attend this meeting to hear the latest news and air their views.

The Section outing at Buckpool, Buckie this month will decide who from the North will win the expenses paid trip to the BIGGA National Tournament in the Autumn and also the first four winners of the 200 Club, so get your entries in quick and please pay for your 200 Club ticket, thank you and good luck.

Iain Macleod



Northern

Nothing much to report this month. The Spring Tournament at Bradley Hall GC sponsored by White Moss/Sports World will be reported on next month. Our next Golfing event is President's Day at Hollins Hall GC on Wednesday 21 June. This is being sponsored by Greenkeeping Supply.

All entries for the golf events

All entries for the golf events are to be sent to myself and must be received along with the full amount of £17.50 no later than seven days before the event. Entries will be on a first come first in basis, so book early to avoid disappointment.

ly to avoid disappointment.

We welcome this month as new members:- Matthew Winn & Andrew Powell, Cookridge Hall G&CC; David Mulholland & Colin Mulholland, Pontefract & District GC; Craig Hustwit, Calvery GC; Peter Delannoy, Hessle GC: Gareth Potts, Howley Hall GC; Andrew Percival, Masham GC; Richard Hall, Calvery GC; Darren

Hargreaves, Nigel Wood, Jeffery Holmes, Adam McCallum, Skipton GC; Scott Lambert, Wensleydale GC.

You can be assured of a warm welcome at any of our Section events. If you have any enquiries don't hesitate in picking the phone up and giving us a ring. There is no other news at the moment, if anybody has any information or ideas for Section events either Educational or social then let me know. It is your Section. My address is 67 Asquith Avenue, Morley, Leeds, LS27 9QS or telephone at home 0113 2383188/mobile 07790 678572.

Andy Smith

North West

Many thanks to Martin Gunn, Jonathan Tucker, Bob Taylor and Alistair Beggs. These of course were the speakers at the seminar at Mere Golf & Country Club on 16 March. We had an excellent day with 75 delegates in attendance including Greenkeepers, Golf Club Chairmen of Secretaries, Greens and members of the Trade. Martin Gunn, Course Manager, at Temple Golf Club, and winner of the BIGGA Environmental Award, gave us an insight into the management of running his course and gaining the interest of his members in becoming environmentally friendly. His hard work and dedication to his profession, plus the help from a strong committee and advice from the STRI has paid off making the course a "Temple of Excellence'

Jonathan Tucker, STRI Golf Course Architect, spoke on what to do and what not to do when designing a course. The improvement in the quality of the golf ball and the golf club has certainly brought great changes into the design of the course. The positioning of fairway bunkers has certainly seen major changes and Jonathan suggested bunkers on wheels might be an improvement. After seeing some of his slides on DIY Greens Design. I think it advisable to call in the expert every

time.

After an excellent lunch, Bob Taylor, STRI Senior Ecologist, spoke on Practical Assessments on Golf Courses throughout Europe, with the aim being to improve environmental/ecological management and awareness on golf courses. He is also Ecologist to the R&A and is responsible for undertaking ecological assessments on all the Open Championship courses. Bob has written widely over the past few years and one book especially "A Practical Guide to Ecological Management of the

Golf Course" which is an excellent book available from BIGGA house at a cost of £3 for members and £7 for non members.

The day was rounded off by Alistair Beggs STRI Agronomist, North West. Alistair's talk was 'Pest and Disease Management - What does the Future Hold". The future seems rather bleak, as Alistair explained there are so many pesticides and insecticides becoming banned because of health and safety regulations that the control even of the 'Fuss' will become a major problem. This is worrying, even now the control of worms and leather jackets is becoming more difficult with the banning of well proven pesticides. think we will have to revert to some of the old remedies. I might mention that the three speakers from the STRI can be contacted at Bingley Telephone 01274 565131.

The Summer Tournament will be played at West Derby GC on Wednesday 28 June. Lunch will be served between 12.00 and 1.00 pm. The tee will be availfrom 1.30pm. All applications including a cheque for £15 made payable to BIG-GA N/W. Applications to be sent to Peter Cross, Harthill Lodge, Harthill Road, Liverpool L18 3HU no later than Friday 23 April. Evening meal and prize presentation to take place once the golf is completed. Smart dress in the evening please.

In any case any members do not know, we have an excellent library at BIGGA House and all books are available for loan for a 6 week period at no cost.

Any news or views you can contact me on 0151 724 5412. Bert Cross

North East

On behalf of members who made the effort, we would like to thank Terry Charlton of Turf-Care for the recent outing at the local ten-pin bowling, a rather disappointing turn-out considering we had unlimited bowling and it did not cost the member anything, but that seems to be the norm these days. The winner, if any of you are interested, was Barry Walker of Wearside Golf Club who goes onto the grand final with Garry Batson of Burgham Park in second place, please note the distance these people travelled to support the Section!

Another event took place at Tyneside Golf Club on the 23 March, again sponsored by Terry Charlton - the subject Health and Safety - OK not the most popular subject but wouldn't it be nice to turn up or like some of us, send apolo-

gies. I could not believe that noone turned up at all! If you found that the lectures we have had are boring at least get in touch with us and tell us what you want to have, I bet we get a better turn-out at the golf meetings!

Jimmy Richardson

North Wales

A committee meeting was held on March 7 to organise our spring meet and sort out a few things. We do need feedback on certain suggestions made.

Harrogate - options 1. Stay with same coach format. 2. £10 returnable deposit to save being out of pocket. 3. Run mini busses, find trade sponsorship or offer a package which includes overnight stay on Wednesday, so we arrive late Wednesday afternoon, can take in the AGM and all the other excellent night life attractions, spend Thursday at BTME, leave Thursday afternoon. WE DO NEED FEEDBACK!

Our final winter lecture at the college on laser levelling and the rules of golf was again superb and the attendance was brilliant. All the lectures have been a complete success. Our thanks go to the college, our education officers, ALS for providing the refreshments and all of you for attending. If there is anything you would like on the agenda for next winter's lectures, please contact Phil Davies and put the ball in motion.

Windsor: any of you wanting to attend the IOG Show, please contact Stuart McCall; If there is enough interest, an overnight package could be arranged, pick up that phone. Call numbers are on your events card. My mobile has changed; 0778 7586084 and I now have an e-mail: dgoodridge@talk21.com.

Welcome to new members Andy Roberts - Caldy, Stuart Mason and Alex Cochran -Padeswood and Buckley, Ken Smith - Rhuddlan, Barry Rogers and Paul Lowe - Eastam Lodge, Mark Richards - Welshpool, Mathew Pooley and Tom Fowles - Chester and Steven Leg -

Vicars Cross.

The spring meeting was held at Frodsham. The weather was fantastic as was the golf course. Full praise must go to Paul Massey and the team for the amazing condition of the course considering we had just come out of such a wet winter and snow just two days before the event. Everything about it was first class, whichever way you looked at the course it was a picture. The members at Frodsham are very lucky indeed. Tees, fairways, the whole shooting match top



notch!

Our thanks go to Frodsham for having us, a very enjoyable day indeed.

Also our thanks go to the trade, Acorn, Aitkens, ALS, Amenity Technology, Burrows, Major R Owen, John Osman, Rigby Taylor, Sportsworld and Walker Engineering and of course Scotts and Charterhouse.

The results were: Best net Allen Lewis 71. Best Gross Andy Peel 79. Craig Wheeler net 73, Darryl Davies net 74, Paul Massey net 75, Mathew Pooley net 75. The first two qualify for the National and the next four for the Regional.

The winner of our new trade shield went to Andy Cornes of Acorn Equipment and the best guest was Eric Roylance. 77 players took part in the event, again a fantastic turn out. My apologies for not being able to stay for the presentation, so I will take this opportunity to explain that the price of entry this time was kept low as it was the first meet of the new millennium. However, prices will now revert back to the normal rates. Please remember meals cost £10 or more. Whilst I'm on

about meals, the food at Frodsham matched everything else at the club. Top notch!

See ya Dave Goodridge.



Midland

It is with great sadness that I have to report the death of a long serving member and friend of the Midland Section. Alan Cutler of Edgbaston Golf Club died tragically on March 15.

Alan had worked at Edgbaston for some 33 years and was the longest serving member of staff at the Golf club. He will be sadly missed by all his colleagues at the Golf Club, he was an ever present at all of the Midland section events and many National events and his absence will be very apparent to everybody who had the pleasure of meeting him. On behalf of the Section I would like to convey our deepest sympathy to Alan's family and friends.

The results from the spring

tournament will be available for the next report and all the qualifiers for the National Championship.

Finally I would like to report on the success of Adam Throssall, of Gaudet Luce Golf Club, who recently became the National Under 21 champion for table tennis, congratulations Adam.

Jonathan Wood



Kent

Welcome to this month's news from the Section.

Over the past few months your committee has been hard at work arranging events for the forth-coming year.

By now you should all have received a fixture card and covering letter. If anyone has not received their fixture card please contact me.

Again this year the Section has been well supported, through sponsorship from the following companies: Avoncrop Amenity,

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Barmonset Limited, CMW, Ernest Does, Farmura, Gem Professional, Godfreys, Bournes, Rigby Taylor Limited, Mobile Mower Services, John Shaw Machinery Limited, Scotts UK, Sherriff Crop Care, Greenkeeping Services, Palmers Agricultural, Sheerwater Leisure Limited, UAP, Grassroots and European Turf Technology - our thanks to them for their generosity!

The number of new members joining the section this year is on the increase and we extend a warm welcome to them and hope to see them at this years

events.

Congratulations go to Philip Belton on his new job at Westerham Golf Club - good

luck Philip.

Congratulations also to Clive Pearson, of Gem Professional, and his wife on the birth of their new son Jack, who weighed in at 10lbs 2oz. A little birdie tells us Clive is planning on employing an Italian nanny to assist Jack's chances of making the Chelsea team - Bella! Bella!

A request has also been made for Richard Haynes to help Clive out by donating some of





his old clothes to Jack (please, not your old Arsenal shirt!).

Please call me if you have any news or views you would like put in the Section "Around The Green"

James Duncan

London

Since taking over as Course Manager at Hartsbourne Golf & Country Club, David Stenton and his team have undertaken project after project. During the 1998/99, 3,500 winter of metres of land drainage pipe work was installed on the Hunt Course and five greens were also drained. During the winter months, David also oversaw the planting of 5,000 trees aided by the Contractor, Eamon Wall. A small matter of eight tees were also built during this time. The summer of 1999 was a testing time as an aged and temperamental irrigation system was coaxed to perform for one last season, causing many hours of evening overtim.

September brought a welcome respite when David married Sue and whisked her off on honey-

programme for winter 1999/2000 is equally impressive with forty bunkers having been reconstructed on the front nine of the Hartsbourne course. with the remainder on the back nine scheduled for next winter. There has also been another tee constructed.

A new irrigation system is currently being installed by Dave and Doug Mansell (DDM Irrigation Installations) on greens and tees with fairway hydrants, new controllers and pumps. To top it all, footings have been dug and the concrete foundations laid for a new machinery shed, again all undertaken by David and his team.

This in readiness for conversion of the old workshop into a

buggy store.

The London Section Qualifier for the BIGGA National Golf Championship was held at Hanbury Manor Golf Club on Wednesday 22 March. The day was fine and sunny with temperatures unseasonably high, and the course was in immaculate condition. With a field of forty plus, play commenced at 10.30 am and with such favourable conditions, play was brisk and good scores were achieved.

Results for the day were: Lowest nett, Ian Semple, level par from Old Fold Manor GC. Lowest Gross, Richard Andrews, Highgate GC, Runner up, Rob Washbrook, Hadley Wood GC. Nearest the Pin, Derek Farrington, Regional Administrator. Longest Drive, Rob Phillips, Sandy Lodge GC.

Many thanks to Hanbury Major Golf Club for offering their magnificent facilities and also to the catering staff for a first class evening meal. Thanks also to Kneale Diamond, Hanbury's Acting Course Manager and his team for preparing the course and not forgetting the Tournament Sponsors, Charterhouse Turf Machinery and Fertilisers who are funding the Grand Final.

Also our best wishes to Hanbury's Course Manager, Kenny McKay, with his new appointment, taking over the Forest of Arden Course in Warwickshire.

Peter Hopkinson

Essex

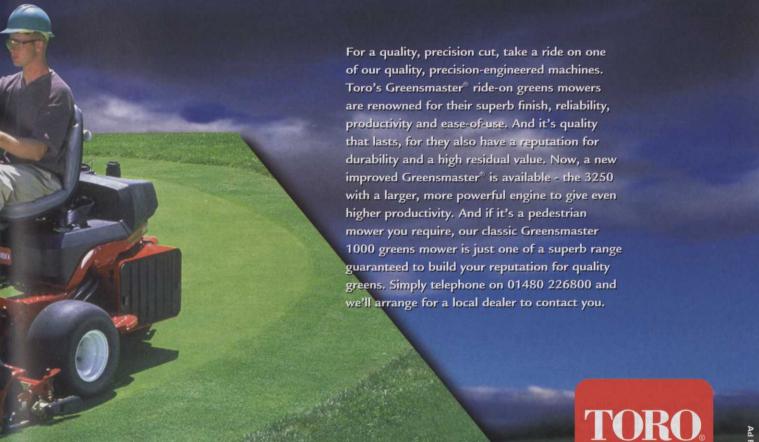
Hellos, Good-Byes, etc: Firstly a belated congratulations to Deputy Head at Abridge Golf Club, Steve Cox and his wife who gave birth to a baby girl last month, hope everything is going well for all three of you.

Secondly good-bye and good luck to Ian Mitchell who leaves the Essex Section to further his career in Austria, he will be missed by friends and work colleagues alike. Lastly a welcome back into the stress free, sun tanned life of greenkeeping to Mick France who has returned after far too long to take over at Ilford Golf Club. See you soon Mick.

New Members: Geoffrey Lewis, Orsett Golf Club, Adrian Darnell, Bentley Golf Club, Christopher Wright, South Essex Golf and Cricket Club and Gary Bullock from Briggens

House Golf Club.

Golf Days: The annual Gentleman's Dinner and Golf Day at Walton Heath proved a huge success for the Essex section as three of its members finished top of their categories, Ray Clark who is Greenkeeper at Channels Golf club won the 10 - 18 handicap category and, not to be outdone, Malcolm Smith who looks after the 9-hole Regiment Way course at Channels won the 19





- 28 category, these positions will come as no surprise to all those who regularly attend our golf days. Finally Carl Croucher won the combined score event of greenkeeper plus club official with his Greens Chairman. Congratulations to all those mentioned above.

A new date has been arranged for the Summer Tournament this year at Theydon Bois Golf Club, it has changed from Wednesday 14 June to Tuesday 13 June, details will be in the

post shortly.

This report comes just too early for the Forrester Park qualifier but I trust everybody enjoyed themselves, results will appear just two months after the competition has been played and probably after the next round.

Education:

A busy last two months has seen greenkeepers attend a two beginners course in Information Technology, (computers to the laymen) on the 15 and 16 February. Ken Richardson endured two days of teaching six of our guys, thanks. For those interested a second day has been planned, dates to be arranged. The second day of the Frank Newbury Management Course got under way at the Burstead Golf Club on the 21 March dealing with such matters as Stress Management, Employment Law and Issuing Contracts of Employment.

Thank-yous should not only go to Frank but to all the staff at the Burstead for the food and hospitality. An evening seminar held at Writtle College by Steven Bernard of Bernard and Co and sponsored by Grasshopper Limited was well attended, the subject title was "Should The Mower Really Murder Grass?" it elucidated the concept and benefits of flat grinding, keeping the blade sharp with no contact to the bottom blade. Further details can be obtained from John Sinclair.

Help, Write Back!: Thanks to the greenkeepers who replied in response to my article of two months previous, whilst most of them arrived too late to be answered this month I will endeavour to return your requested information as quickly as possible. Unfortunately I cannot reply to the letter asking for marital advice! Steve Crosdale

Surrey
The date for the McMillan tankard competition Sunningdale has now been confirmed as the 21 August and the venue we have all been waiting to play, the East Surrey International at Laleham is on the 28 September (only joking John!).

Good-bye to Simon Hayes who has left Purley Downs Golf Club as First Assistant to take up his new post as Head Greenkeeper at Skipton Golf Club - somewhere north of the Watford Gap!

The Surrey Artisans Golf Union individual knockout competition for the Bob Hall Trophy was won by Alan McDougal of Royal Mid Surrey

Golf Club.

Congratulations to Alan and a request from me to all other members of Surrey Section to let me know about any events or information that can be included in "Around The Green" Brian Willmott

Sussex

Firstly I would like to start on a very sad note, the passing away of a great stalwart of the Sussex Section, Mike Butrymowicz, who sadly passed away on Saturday March 28, 2000. I am sure I speak on behalf of every member of the Sussex Section in saying that Mike will be sadly missed and that our deepest sympathy goes to Violet, Mike's wife of 48 years, and son Alan.

Mike Butrymowicz was involved in greenkeeping for 25 years, starting at Cottesmore Golf club, then moving to Lingfield Golf Club where he helped build the course. His banter at the Golf Days will be sadly missed.

Anyone wishing to make a donation, please sent to St Peter and St James Hospice, Wivlesfield Green, Nr Haywards Heath, West Sussex, where Mike spent his last few

Now to the forthcoming golf events of the year. The first event of the year is the Spring meeting at Royal Eastbourne Golf Club on 4 May 2000. This is a 36 hole tournament.

AM-Medal with best gross and net scores to qualify for the National Tournament. PM is a Stableford. Summer meeting to be held at Copthorne Golf club on 11 July 2000, and is a four ball better ball.

Team challenge to be held at Cooden Beach Golf club on 16 August 2000 and is a Greenkeeper/Club Office team event.

Autumn meeting to be held at Worthing Golf Club on 27 September 2000. This event is a Stableford competition.

Turkey Trot to be held as usual at Littlehampton Golf Club on 15 December 2000 and is a Texas Scramble format

Other dates for the diary are as follows: 25 and 26 September 2000, The National Championships to be held at St Annes Old Links, Fairhaven Golf Club. Tuesday, 14 November 2000, the Regional Seminar Thorpeness Golf Club.

November 2000, Sussex AGM at Haywards Heath Golf Club, date to be announced.

Finally, I would like to finish on a much happier note in congratulating Robert Short and his wife on the birth of their second child, a little boy who was born on 31 December 1999, just in time for the new millennium.

Well done! All the best from everybody in the Sussex

Section.

Don't forget, anything you want saying in 'Around the Green', please telephone me on 0378 189785 or 1903 218675. Remember it's your Section!

Gary Ogilvie

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South West

Not too much to report on this month. However many people have shown an interest in learning more about computers, so I have provisionally arranged two courses to be taken by Ken Richardson, Education and Training Manager from BIGGA. The first course will be a two day Introduction To Computers, focusing on getting started and learning the basics. This will take place at the beginning of November. A second course will be taken in the following spring and will be more advanced lesson. The cost of each course will be around £30.

Other courses coming up shortly, include a PA1 Foundation Module Spraying Course on Thursday 11 May. A PA6 Knapsack Spraying Course will also take place on the 8 June.

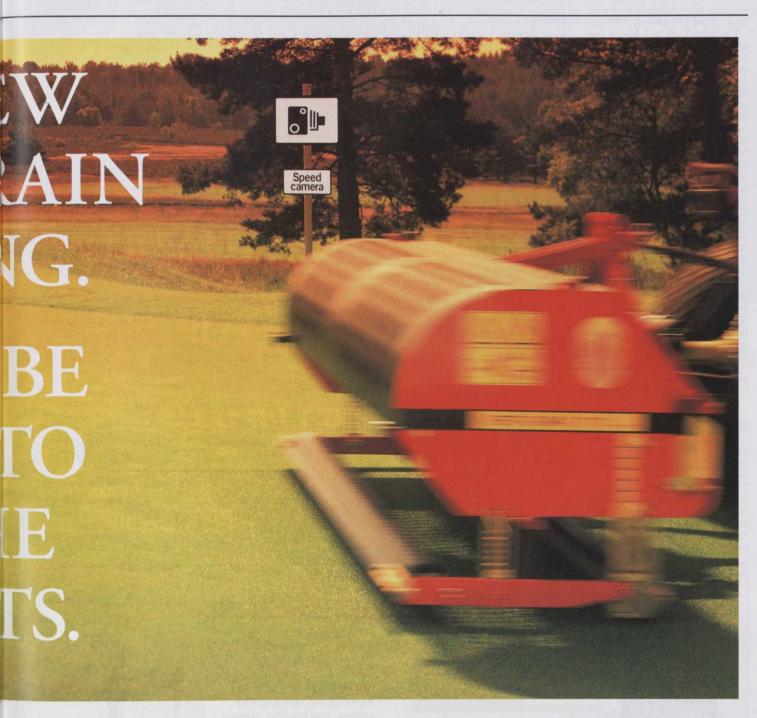
On the 11 October we will be running another one day first aid course at the Southern Ambulance College, Chippenham.

To join the above courses, telephone me on 01249 783382

Paul Cunningham

South Wales

First of all, hopefully by now you all should have received your fixture cards which are sponsored by Ted Hopkins, with the events for the rest of the year. If not, please contact section secretary Peter Lacey and I am sure he will send you one hastily, otherwise I will do my best to keep you informed. It is worth mentioning it is important that 1999 trophy winners



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should return them 28 days prior to tournaments they won. Also, if you are wishing to play in events, please could you remember to bring along your membership cards and handicap certificates on the day of each tournament.

The next tournament is to be held at Ashburnham GC on 5 July, our summer tournament with a tee off time of 1.00 pm. Then, on 11 August at Tredegar Park GC, with the section versus the Golf Club Secretaries, again a tee off time of 1.00 pm.

Thinking back to 7 March, yet again a well attended and also supported by the IOG was our evening lecture we had Phil Davey, a Paramedic from the Welsh Ambulance service. Phil gave us a quick update on some new techniques and recapping on general first aid. I have to say that for a serious matter of first aid, which Phil did portray, he also had an ability to make interesting and humorous with his stories. On behalf of the section, it was a very good evening. Thank you Phil and all from the Welsh Ambulance Service for their good work. Thank you also to all at Avoncrop for sponsoring the section again this year.

Next month's article I will bring you up-to-date with our final evening lecture, this year which was our annual quiz held on 5 April. Also on 12 April the goings on at Westurf. I finish by saying please contact me on 01656 742761 with any interesting news that can benefit other members.

Richard Hatcher

Devon & Cornwall

Yelverton Golf Club was the venue for the Aventis & Supaturf March meeting held on Tuesday 28.

Our golfing members competed for the Supaturf (Head Greenkeepers & Trade) Trophy and the new Aventis Trophy for assistants over the excellently presented Moorland course.

As usual our non-golfing members course walk left the club house at 10.30 am and enjoyed a most enlightening guided tour of the course by Head Greenkeeper Steve Peters.

After a superb lunch Paul Clifton (Aventis) and John Mullins (Supaturf) representing our sponsors for the day presented the golf prizes as follows:-

Supaturf Trophy for Head Greenkeepers & Trade (1) Terry Farkins (Dartmouth) 29 pts (2) Jeff Mills (Taunton) 27 pts (3) Cary Rawlings (Padbrook Park) 26 pts.

Aventis Trophy For Assistants (1) Martin Parrish (Holsworthy) 35 pts (2) Chris Bland (Dainton Park) 34 pts (3) Neil Williams (Stover) 34 pts.

Our afternoon educational talk rounded off the day, with Melvyn Taylor of Turfdry presenting his excellent talk on "Golf Course Surveys using Satellites" the section would like to thank Melvyn for his superb presentation.

Also the section would like to thank the days sponsors Supaturf & Aventis for their continued support and to Yelverton Golf Club for allowing the section use of their excellent facilities and to all of Yelverton's staff who made our day run so smoothly, with special thanks to Steve Peters and his crew who had the course presented in superb condition.

Richard Whyman

South Coast

An eventful month on the sunny south coast, we all thought spring was here!

Jeff Drake has resigned as our Section Secretary. Many thanks Jeff for your input over the last four years. After a committee re-shuffle, Fred Deamen has taken over as Secretary with Chris Sturgess moving into the role of Tournament Organiser. Fred will continue to run the Spring Event and the match against the Secretaries at

Basingstoke in June. From then on all entries to Chris Sturgess please (address at end).

Thanks to Crane Valley Golf club, venue of our March lecture sponsored by Swan Machinery Hire and supported by Avoncrop.

Forty-two members attended, many of whom played golf in the afternoon, followed by an excellent lunch.

Anyone interested in the Section Committee please let me know, preferably in writing.

Entries for the Summer Tournament to Chris Sturgess at 40 Kinsbourne Way, Thornhill, Southampton, SO19 6HB. Telephone 0777 3138409 before 8.00 pm please.

before 8.00 pm please. See you at Alton! Tony Gadd



I hope the weather finds you all well and that things are rolling at your course. What a month March was; it was very nearly sun-tan material, swiftly followed by a bitterly cold wind that would have cut tine the first two weeks in April. Typical weather, I suppose, and we can't complain

New members to the association this month are Justin Waddell from Fortwilliam and Sam Hall, Deputy Head Greenkeeper, also from Fortwilliam. Alaistair Logan also joins us from Galgorm Golf Club. Once again lads, please feel free to come along to any event, as you are more than welcome.

The National Qualifier will be at Castlerock Golf Club this year on the 2 August. As our two sections have joined together we now have four places to fill to send over to the final, which will be at St Anne's Old

Links and Fairhaven Golf Club on the 25 and 26 September. Members are advised that they must play in the two Golf Days prior to the Qualifying Round. This not only keeps all handicaps correct but lets us field our strongest possible team

Rather than paying your BIG-GA subscription in one go why not take advantage of paying it by Direct Debit. This will spread your payments and help ease the financial strain. BIG-GA also offer many helpful services such as free legal advise on any matter, car insurance and quotes (which are more than reasonable), a library which can be accessed over the 'phone, free magazine and now a new range of course clothing, so come on and pay that subscription.

This year's committee has tried to incorporate golf with education, keeping golf for the summer months and education for the winter evenings.

for the winter evenings.

A seminar will be run by our Region in October/November on Turf Management and some of the finest and most interesting guests will be speaking. More details will follow closer the time.

Finally a plea to you all; if you have any information that you think may be of use to anyone else and not necessarily Greenkeeping news, funny stories or something unusual that's happened to you or your staff give either me a call on 0771 8914072 or Charles Edgar on 07771 5092972.

Iain Harrison



See you next month!



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Dressing for dinner

Most greenkeepers are very familiar with the work of topdressing but there is no harm in revisiting this topic for a timely review of the basics. Although I have aimed this article toward greenkeeping assistants I hope that the more experienced among you will look at this subject again, and perhaps ask yourself some questions about the topdressing policy on your course.

Spring is virtually gone now and summer is all but here which means that topdressing plans are now being pursued with a degree of urgency on many golf courses at the current time. Few misconceptions exist about the role of top dressing these days but as the readership of this august publication is wide ranging there is no harm in re-iterating what we mean by topdressing. Topdressing is the application of a bulky material for the purpose of improving playing surface quality. Although there may be some nutritional benefit incurred to the turf, topdressing should not be confused with fertiliser application since nutrition is not the primary objective of the exercise.

Like so many aspects of maintenance we should understand why we topdress our green, tee and perhaps even fairway areas. For the purposes of this article I have concentrated more on greens dressing than other areas, mainly because these are the number one priority for every course and also because the principles described here generally hold true for other surface types.

General Principles - Why topdress?

Topdressing aims to:

- Re-establish or improve surface levels.
- Improve soil characteristics / performance e.g. surface drainage, moisture retention, etc,.
- · Help to cover seed after renovations.
- Dilute thatch or aid its degradation.

Topdressing can also help to reduce artificial feeding, though this is not a primary objective.

Choices in topdressing Operations

Topdressing requires certain key decisions to be made before commencing operations. The main issues to be addressed are:

- · Desired outcome
- Material choice
- Quantities
- Timing

Desired outcome

The specific desired outcome of topdressing your greens will depend almost exclusively on the site conditions on your course. Every course will thus employ slightly different methods and/or materials but the overall objectives and desired end results from the work planned are usually the same i.e. firm, smooth and manageable greens. Unfortunately, it is easy to lose sight of these objectives, particularly when one considers that topdressing is one of those operations that is ongoing on the course. This is where a policy document (provided it is carefully used) can help to safeguard the course from detrimental changes in materials.

Material choice

The choice of topdressing material(s) will, of course, vary from site to site depending on the objective of the topdressing exercise. However, it is fair to say that sandy topdressings are generally the norm these days on most courses.

Traditionally, topdressings applied to most golf greens have been either a peat/sand/soil mix or a sand/soil mix (often a organic rich fen soil) In the past topdressing might have been described in terms of the ratios of mixing e.g. 3:2:1 which would equate

Dressing for dinner



to: 3 parts sand, 2 parts peat, 1 part soil. These days using peat is not so common. Although it is still employed, it is perhaps more likely that a peat substitute would be used instead though many mixes today do tend to be based around a sand/soil mix only.

Sand/soil mixes are generally quite sand rich, this usually making up around 70-80% of the mix with the remainder being the soil material, often with a relatively high organic matter content. However, the organic matter is so diluted by the sand that the final total in the mix is usually only 2-5%. In these modern times we tend to refer to topdressings as 80:20 or 70:30 for example, this referring to the mixing ratios of the main ingredients, sand and soil.

However, this description is a very loose one that tells us very little about the material itself. The sand could be very coarse, fine, or anywhere in between! Particles might be angular, spherical or somewhere between. The soil could be a organic rich fen soil or a heavy clay. Clearly the description of a material needs to be better

defined than a simple sand:soil ratio, it is important that the greenkeeper knows what it is he is getting. Failure to properly understand the significance of sand shape or size can lead to problems of poor drainage, interpacking of particles (compaction),

Fortunately, there has been a good deal of research, especially since the 1960's both in this country and abroad (particularly in America) to tie down more accurately the characteristics of rootzone materials. This has a direct impact on topdressing materials since these ultimately become incorporated into the roofzone. There is not space to go into detail here about the research findings but the USGA rootzone criteria sum up the essence of current thinking quite accurately. These rootzone mixes are employed for topdressing and make fine top dressing materials, even if they are not being employed on a USGA constructed green. However, they may not be a universally suitable topdressing material for all greens. If in doubt seek expert advice.

Quantities

The amount of material applied will depend on its type, the time of year and severity of preparatory operations e.g. scarification, aeration, etc., before dressing is applied. At one time top-dressing operations were a lot less frequent but perhaps a degree heavier than they are today. Modern technology has made topdressing much easier and allowed more accuracy in controlling the depth of material applied.

Sandy topdressings work in so well that even heavy dressings present little difficulty to the sward or player, provided they are applied during the growing season. That is not to say that topdressing cannot be applied in the period between October and March when the grass is not growing or only showing very slow growth, but dressings at this time must be nothing more than a dusting of material (perhaps best applied using a fertiliser spreader rather than a topdressing machine). In practice we may see application rates ranging from 0.5kg/m2 in winter or as summer microdressings to 3kg/m2 after deep spike and heave or hollow tine aeration in late summer.





Timing

Local microclimate conditions may dictate precise timing. For example, a west coast links course enjoying the warming influence of the sea may be several weeks ahead in terms of sward growth than an inland course at the same latitude. Similarly, a course in the south of the country at low altitude may enjoy steady growth as much as 4-6 weeks before a course located on high ground in Scotland. Even courses in the same general geo-graphical area may experience different growth due to differences in soil type (wetter clay soils take longer to warm in spring) and whether the course has a southerly or north fac-

Spring and early summer are the ideal times for topdressing work as the grass is growing actively at this time allowing it to grow through the dressing rather than be buried by it. The golden rule of topdressing is to only apply material when the grass is growing, therefore the spring, summer and early autumn are the times of true opportunity. However, experienced greenkeepers know that a

watch must be kept at the start and end of the growing season for conditions that may hamper the growth of the grass and therefore its ability to push through topdressing material.

Why employ consistency in choice of topdressing

As a general principle it is best practice to use as consistent a material as possible, so long as it is suitable. This helps avoid any risk of creating layers within the soil profile. Topdressing is an operation that is recorded for posterity in the soil profile, unlike others such as mowing, etc., which are only temporary in their effects. Some of you may recall how pure sand topdressing still shows on your greens as a root break at a depth of three inches even though it was applied twenty years ago! Layers of different materials create problems for plant roots as they are very sensitive to changes within the medium through which they grow.

A layer of different material presents quite a different set of environmental conditions which may



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challenge the survival abilities of the root or prevent further growth.

Within a consistent soil/rootzone changes are likely to be gradual, probably occurring over a distance of several centimetres or more. However, when a root comes across a layer of different material, perhaps a band of pure sand topdressing laid 30 years ago, the sand presents a sudden and severe boundary for the root to cross from one environment to another. Everything changes for that root, perhaps in a distance of less than a millimeter, one or more of the following factors will alter:

- Soil texture
- Soil structure
- Water availability
- Oxygen availability Chemical environment, especially nutrient availability

As if the above is not enough, the root may also be up against a change in microbial populations since all these changed environmental factors within the soil will inevitably have an effect on the bacteria, fungi, viruses and microscopic fauna that live here.

I often try to put this into a human perspective in order that people might understand just how serious this issue is for the plant root. Imagine you are walking down the road in a normal environment and as you take your next stride you enter a realm where the oxygen content is equivalent to that found at 30,000 feet. Not only this, you have to take a lung full of this depleted air and swim 100 metres underwater to the end of the road in acidic water that stings your senses while toxic compounds such as hydrogen sulphide make you nauseous. Further more, it is just possible that microbes begin to attack your body (for the sake of our analogy lets imagine piranhas nipping you!). Even if you were the fittest, strongest human being ever

born your chances of completing your journey would be even less favourable than winning the lottery every week for a year! In modern par-lance - "Game Over!"

I should say that it is not always this hard for the plant, but changes within the soil certainly make life for a root very difficult indeed!

Why change topdressing materials?

Despite what has gone before there are several situations where changing topdressing materials may be warranted or unavoidable.

One justifiable reason to change topdressing is because the original material is not of a suitable type. Obviously, suitability depends largely on prevailing site conditions and objectives but some materials would not be suitable on any course. If in doubt check your material with a laboratory test, preferably also consulting with your agronomist as well.

The most common reason for changing topdressing materials is that suppliers may go bust or become unreliable. In the case of bankruptcy wait to see if the company is taken over or if there is another supplier dealing with the original source of material. If your current supplier becomes unreliable tell them of your concerns and your need to continue to receive the consistent topdressing material from them. If this does not work then changing supplier is the inevitable consequence but do see if anyone else supplies the same material or match the new material as closely as possible to the old one unless you are taking an opportunity to review the aims/objectives of your topdressing programme.

Occasionally the quality of the material supplied declines and is no longer acceptable or suitable. Some companies are better at checking

material quality than others thereby helping to avoid this problem as far as possible. Your first step should clearly be to challenge your supplier as to why there is a change. Usually a change in parameters is due to a quarry becoming exhausted and the supplier must therefore source material from another site. A final check using an independent laboratory is often useful from time to time.

The other reason that greenkeepers and course managers change topdressing material is that of changing overall objectives/aims from topdressing. The reasons for this may be to increase surface infiltration of water, improve moisture retention, acidify the soil a little more, etc. Before pursuing any change in objectives necessitating the use of a different topdressing do consult with an experienced agronomist. Taking time to do this may avoid very serious consequences in the future which might have implications for the course, club and even your career!

Conclusion

Topdressing is now a fundamental part of modern golf course maintenance. However, familiarity often breeds contempt and it is frequently the case that the overall objective of this important operation is lost from sight. This occurs particularly easily since the effects of topdressing may take years or even decades, to accomplish the desired aim. Over such large time periods it is easy to see how changes in staff (especially head greenkeepers/course managers) and even club committees can fail to follow the topdressing policy through to achieve their goal. Those responsible for course management must under-stand the objectives of topdressing the greens and be prepared to review practice on a regular basis to ensure the course management programme stavs on track.





YOURS FOR THE ASKING...

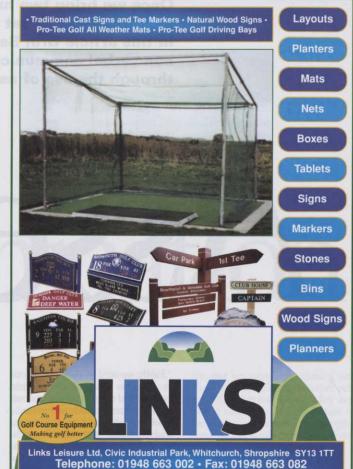


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Once we bring two human beings together, whether at home or at work, we have set the stage for communication breakdown! In this article Brin Bendon investigates aspects of verbal and non-verbal communication which can prevent such breakdowns through the use of assertive communication.

SSETTIVE

Firstly, we need to define our terms in order to discriminate between assertive and non-assertive behaviours such as aggression and passiveness.

Are you the kind of person who finds it difficult to say something critical or negative to someone because you feel that they might take it in the wrong way? You may be afraid that they will react negatively by becoming aggressive or defensive if you confront them with how you think or feel about a situation. Or, you might be concerned that they will be hurt or offended by any criticism. On the other hand, you may be the kind of person who has no difficulty in telling others precisely what you descriptions outlined above, then you can profit from assertiveness.

Using assertion skills, you need feel none of these things. Assertive behaviour can help us when dealing with tricky situations. Assertive people are able to express how they think and feel openly with no embarrassment and without causing offence to others. They are able to say what they mean, mean what they say, in the right way, at the right time. Assertiveness enables people to feel OK about themselves and about others and helps others to feel positive about you.

Assertive communication enables us to ask for what we want without embarrassment, or to say 'NO' to unreasonable demands or requests without feeling guilty, to express how we think or feel openly and honestunderstand. It enables us to confront difficult situations and to challenge unacceptable behaviours when dealing with difficult people. It also helps us to negotiate acceptable agree-ments by seeking to gain win / win outcomes through workable compromise and to give and receive constructive feedback.

Non-verbal communication

Research carried out by Mehrabian at the University of California Los Angeles in 1971 revealed that Body Language accounts for 55% of the message, while vocal elements such as tone of voice account for 38% of the message with words only contributing 7% of the message. In other words, as Marshal McLuhan once put it, "It's not what you say but the way you say it." So what does assertive body language look like and how does it differ from aggressive or passive body language?

Hostile aggression is often associated with postures and gestures that we all recognise; pointing fingers, clenching fists, shoulders back with chin forward, and aggressive eye contact such as staring and sometimes accompanied by an invasion of our personal space. Hostile aggression can also be recognised by vocal and tonal qualities such as the raised voice or shouting with a harsh edge to the voice.

Not all aggression is hostile however. Manipulative aggression may look and sound quite different since it relies on other 'weapons' such as sarcastic digs, jokes at others expense, barbed comments or sulks and silence. A refusal to acknowledge someone by greeting them with silence and turning one's back on them when they are trying to speak can be just as aggressive as someone who shouts at them with a fixed stare. Why? Because both strategies are designed to



communication

achieve the same end. To win at others expense

Passive behaviour can be recognised by quite different non-verbal and vocal behaviours. The body language of the passive person is non-threatening. The arms may be folded into a defensive posture. The eyes may be averted towards the ground, and the voice is down, with the mouth sometimes shielded by a 'protective' hand when they speak. Passive strategies are designed not to 'rock the boat' in order perhaps to avoid trouble and have an easy life. This they achieve by denying their personal rights. They allow others to win at their expense.

By contrast assertive behaviour looks quite different to either aggression or passivity.

Assertive body language looks positive because when people behave assertively they stand or sit with an upright posture while the shoulders are relaxed. They can hold relaxed eye contact. In place of the closed hand gestures of 'aggressives' and 'passives', we see open palm gestures. The voice tone is relaxed and level.

Assertive strategies result in quite different outcomes. Assertive people respect their own rights and the rights of others. They can stand up for themselves without infringing the rights of others. They have self respect and respect for others. They search for

win/win outcomes.

However, being assertive does not only require skills. To be assertive we need to embrace a philosophy or a way of thinking about ourselves and others. At the heart of assertiveness is the issue of rights. They acknowledge that they have rights and so does everyone else in this world. They are prepared to compromise and seek win/win outcomes, where I win and you win. Unless we adopt these basic principles, we will not be seen as assertive by others, no matter how adept we are at using our skills. Instead we will be viewed by others as phoney, and the skills will appear as a set of 'tricks'.

Verbal communication

If, as Mehrabian argues, words only account for 7%, need we bother about them? The answer of course is yes. The point about Mehrabian's research is really that words only have real power when they are matched by a congruent body language and voice tone. If there is a mis-match between body language and the words, we tend to believe what we see before we believe what we hear. The same is true of voice tone. Unless the tone of voice matches the words we use, others may distrust what you say. To avoid being misunderstood we need to be sincere and speak truthfully. Only then will the words carry conviction.

The language we use does play a part in communicating whether we are behaving assertively or not. Certain phrases like 'you must', 'you have to', 'you should' can sound aggressive to the recipient since they appear to deny them choice. The same is true of phrases such as 'I can't' which can sound passive. Assertive people prefer the use of phrases such as 'I chose to' instead of 'have to', or 'I don't want to' in place of 'I can't'. Assertion also involves a set of com-

Assertion also involves a set of communication skills. What follows is a flexible framework built around a set of principles. To be effective you need to make it your own by using your own words and making your own style work for you.

There are four key steps to follow when communicating assertively.

Firstly, It is important to listen actively to what is being said, and then to acknowledge what you have heard to show the other person that you both hear and understand them. If we fail to acknowledge, then we often find ourselves frustrated by a circular argument in which neither person appears to hear or understand the other.

Secondly, having acknowledged what the other person has just said, use a transition or linking word before going on to say what you wish to say. Linking words like 'however', 'even

so', 'nonetheless', 'nevertheless', 'alternatively', 'on the other hand', 'be that as it may' have the effect of allowing you to state your opinions or feelings after acknowledging theirs without discounting the other person's views or feelings. Avoid the word 'but' because it is a 'blocking word' which can the unfortunate effect of negating what you have just said in the previous sentence.

Next, say what you think, feel or believe and own your statement by using the word 'I'. It is important to state your views and beliefs and to identify any emotions or feelings associated with them. You can strengthen the convictions of your statement by using the pronoun 'I'. Owning your statements in this way lets the other person know that you take responsibility for the way you think and feel.

In many situations, the Royal 'we' and 'one' can sound like a 'cop out'. Although there are situation when the words 'we' and 'one' may be appropriate, they often suggest that you are failing to take ownership and responsibility for what you say.

Finally, state what you want to happen by expressing a clear outcome. This moves the conversation towards a positive outcome or solution and prevents the conversation from becoming bogged down in a circular argument. It indicates openly what your intentions are without denying that the other person may want something different. Although there are occasions, such as when part of a joint negotiating team, when it may be appropriate to use the word 'we', it is generally better to own your statements by using the word 'I'.

Broken record

If having worked through the four steps, you find that you cannot resolve the conversation, then try the 'broken record' or 'tape recorder' technique. Children are experts at this and often 'win' by wearing their parents down. To do this you repeat

the four key steps again making sure that you acknowledge the other person's thoughts and feeling at key step one at each cycle. It is important to vary your sentences by changing some of the words each time. If not you will sound like a parrot?

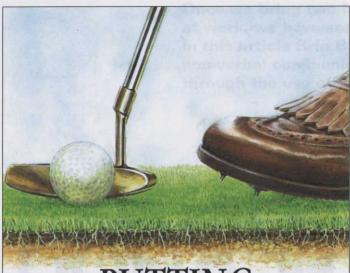
Workable Compromise

Finally we should be prepared to accept workable compromise. This means giving each person room to manoeuvre in order to work out a solution that will be amenable to all parties. It means each person giving up a bit of what they want in order to move from their position to a shared one. It really means looking for an alternative way forward.

Remember. There can be: your solution, my solution and our solution



Brin Bendon is the Managing Director of Vector Training Ltd., an approved training provider for BIGGA and many other corporate and public sector clients. Brin is well known to many Greenkeepers in his role as one of the lead tutors on the BIGGA's Management Development Programmes. Vector Training can be contacted via telephone on 01904 642462 or by email: enquiries@vector-training.demon.co.uk.



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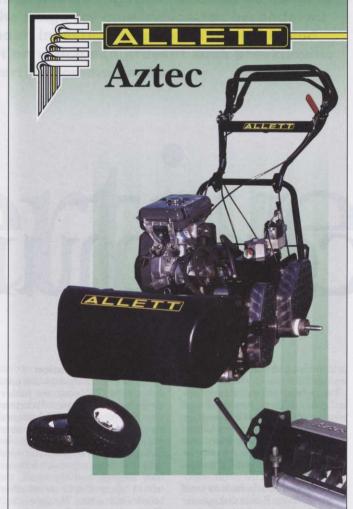
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Bill Farnham, Course Manager at London Beach Golf Club, gives some advice on charting your golf course



Above: Tools of the trade

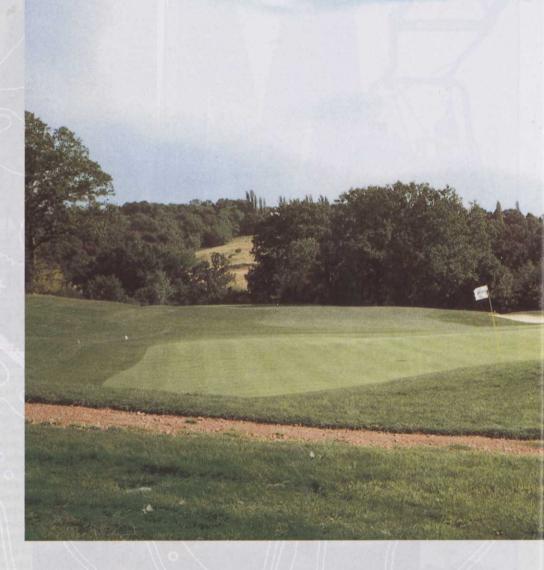
GPS, Global Positioning System, was first developed for military use in guidance and navigation. It now has a wide range of applications, being most widely used in recent years for marine navigation. Early systems offered accuracy to around one metre; today's state of the art equipment is capable of sub centimetre accuracy.

I was first introduced to the benefits of GPS during my time in golf course design. We had previously been using conventional surveying techniques in the form of Total Stations with Data Loggers. The time and manpower savings that can be realised with GPS are quite remarkable. Time taken to complete a typical survey can be reduced by as much as 50%. GPS requires only one-man operation, compared to two for conventional methods. Other benefits are that there is no need to set of a number of stations over a survey site to achieve a line of site between instrument and target. Also the range of GPS is much greater, up to 10km from a base station.

GPS works by way of a network of ground control stations, a radio link with an operator controlled rover and a system of satellites, 24 in number at this time, orbiting the Earth in eight orbital planes, some 20,000km above the Earth's surface.

Varying degrees of accuracy are obtainable depending on the GPS sys-

Right: The view from the back of the 3rd green at London Beach





Above: Bill Farnham

tem and processing mode used. We use RTK (Real Time Kinetic) processing. This is the most accurate method available, producing sub centimetre accuracy.

The survey is conducted over the required area; the operator on the system controller records points. This is a hand held PC. The system controller can be customised by the operator, and programmed with a user-specified menu. A point can be recorded, processed and stored in less than one second. The method of recording point data can be manual or automatic.

We found automatic mode most useful when surveying the London Golf Club. With its extensive network of cart paths, some 16.4km. Survey time for this element was greatly reduced by mounting the rover on the front of a golf buggy, with the mode of record set to automatic and configured to record points at 3.00 metre intervals. It was the simply a case of the operator driving along the perimeters of the cart paths.

GPS however is not the only accurate means of producing accurate surveys. In fact in some cases GPS will not be an option, because the system needs to be in communication with a minimum of five satellites to function to the required accuracy.

Some sites may not be suitable for GPS equipment. If the site is heavily wooded for example, and the necessary satellite signals cannot be received an alternative must be used.

The solution would be in the form of a Total Station and Data Logger. This method is more time consuming and requires two operatives, as opposed to GPS being a one-man operation.

For a course like Royal St. George's, Sandwich, Kent, where I produced a survey to assist with the planning of the proposed new irrigation system and set-up for the forthcoming Open Championship, GPS was the perfect choice. With only a handful of trees on the entire site; there was no problem with receiving signals. On the other hand a course such as, say Wentworth,

may require a different approach using a combination of GPS and Total Stations. Whichever system is used, the end product will be the same.

The survey of the London Golf Club is, I believe, one of the most extensive carried out to date of a golf complex. Anyone familiar with the LGC site will appreciate the amount of legwork involved in such a task. During the survey over 53,000 individual points were recorded, taking some two weeks. To say I now know every inch, or should I say centimetre of the site, is somewhat of an understatement. Every detail has been accurately recorded, golf course features, trees, irrigation system, including every individual head and valve.

Having recorded all this survey data, what do we do with it? Upon completion, the data stored in the system controller is downloaded to a desktop PC. This may be done on final completion of complete survey, or as I personally prefer, at the end of each days surveying. Mainly as a safety precaution to avoid loss of data, should



a problem occur with the system controller, not that it ever has in my experience, but better safe than sorry! Another reason for daily down loads,

one is able to print out a map of the day's survey to monitor progress. Downloaded data files are trans-

Downloaded data files are transferred to the CAD (Computer Aided Design) programme.

It is here the final maps are produced in hard copy, as well as stored for easy

A full range of maps are produced from the co-ordinate data, including generating a full topographic contour map of the site.

This is where what I set-up at The London Club takes the process further. By customising the CAD software installed in the Golf Course Superintendents office, to provide a data bank of maps and calculations that will allow an operative to access any given entity of the golf course, and determine location size, exact area, length and three dimensional co-ordinates, at the click of a mouse button.

Why do you need such a survey?

When I first began to consider the possibilities of carrying out such an extensive project. We first looked at what the club could get out of it and how it would benefit. What we could foresee were enormous possibilities and as time goes by the benefits are becoming increasingly evident.

In the majority of cases, Course Managers have to guesstimate, to a degree, the measurements of their golf course. This was highlighted recently when I took up the position of Course Manager at London Beach Golf Club & Hotel, at Tenterden, in Kent. It had been my intention to produce accurate mapping of the course, at my earliest opportunity, having carried out the survey during the winter. I had been informed upon taking over at the club, that when the course was constructed, three years ago, surveys, and I use the term survey loosely, had been carried out and areas of greens, tees, etc had been calculated. Taking the greens as an example, these totalled 5500m², and were supposedly accurate to within plus or minus



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Above: The view from fifth tee at London Beach

10%. My survey revealed that they actually total 3549m2, considerably less than the figure originally suggested.

From this we can see that since the course's completion, if application rates have be calculated based on the original figures then the greens have received excessively high rates of application, poor, not only from an agronomic point of view, but also from a financial one.

Conversely, the opposite could be the case and the original areas had been under calculated, resulting in under dosing on applications. Assuming that calculations for oth-

Assuming that calculations for other areas such as tees, approaches, etc, are equally wrong, one can see the overall effect this could have.

There are numerous other benefits of having accurate mapping of our golf courses. For example; any future construction works can be accurately planned and costed from accurate plans with contours and levels. Because these surveys are three

dimensional, we can ask the programme to give us volumetric calculation for earthworks, etc, or maybe you want to calculate the amount of sand required for filling bunkers. Also yardage marker placement can be done with accuracy, and guesswork eliminated.

Another is the linking of the data with other software, such as Trims - or Epani - Spreadsheets and Databases, irrigation controllers, etc. In fact the London Golf Club has recently installed a 'Rainbird' Nimbus 2 control system, utilising my survey data.

Any future alterations or modifications to the golf course can readily be incorporated into the system. The system also allows for archiving historic data of the golf course. Of course, not every club will necessarily want, or need to, go to the same degree as the London Club. GPS and the system are so versatile it can be tailored to the individual club's requirements and budgets.

By enabling confident determina-

tion of golf course elements, we can be more cost effective and efficient in our use of resources and in purchasing, thus providing a valuable management tool.

OK, you're saying, but what is it going to cost? Well I am sure it will be a lot less than I am going to save, by confidently knowing exact measurements for my golf course, and the associated saving that can be made.

I am currently in the process of setting up a computer application at London Beach, similar to the one at the London Club. I believe it to be an essential tool in the Course Managers armoury. Although some clubs on the other side of the pond in the USA are switched on to the possibilities of GPS as a tool for golf course management, in Europe it is still very much in its infancy. I feel sure as the greenkeeping industry becomes more switched on to the benefits of GPS & Mapping of our golf courses, we will see more and more clubs taking advantage of the technology now available to us.

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Wonderful Westurf



Above: The BIGGA stand saw brisk business with the new Arco work wear range and the Slazenger Leisure wear on display. Several members of BIGGA Headquarter staff were on hand to answer members' questions Westurf paid its second visit to Exeter and the indoor exhibition centre of Westpoint... and a good thing that it did because the weather outside was just the type which had made the South West and South Wales Region decide to go under cover in the first place.

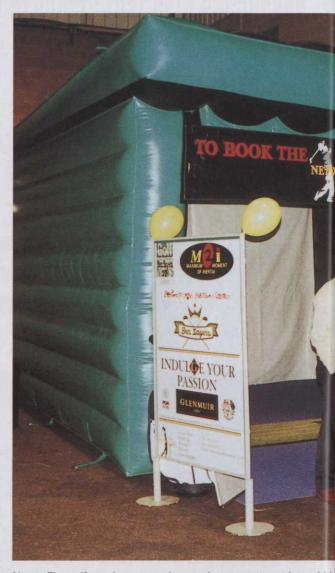
While the rain poured down inside the dry, if a little chilly, visitors had an exciting array of stands to visit with representatives eager to discuss the latest products on offer and developments within the industry.

Among the visitors were BIGGA Chairman, Elliott Small, who had flown down from Scotland for the occasion, immediate Past Chairman and original Westurf organiser, Gordon Child, as well as the current Vice Chairman, Clive Osgood, who had braved the snowy conditions of Surrey to travel to Devon.



At the Show Dinner and Jazz Night on the eve of the Show industry stalwarts Allan Stowe, of Vitax, and Peter Gillard, Senior Lecturer at Pencoed College were presented with momentos to commemorate their retirements after many years in working in their respective fields. The presentations were made by Regional Chairman, Robin Greaves.





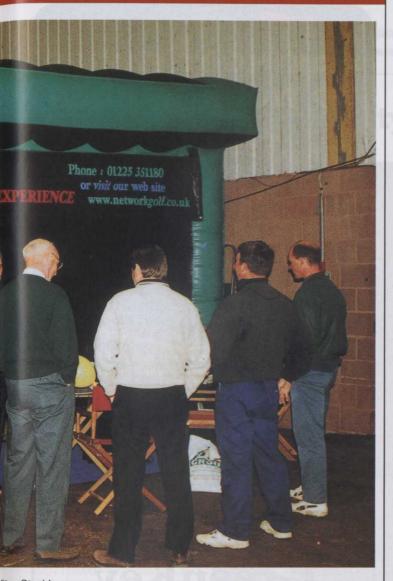
Above: The golf simulator proved a popular attraction with would-b



Above: The Award winning Ken White Signs stand



Above: David Shelton's seminar, "Sportsturf Drainage" was one of a series of well attend



/ijay Singh's



ducational experiences available to the visitor





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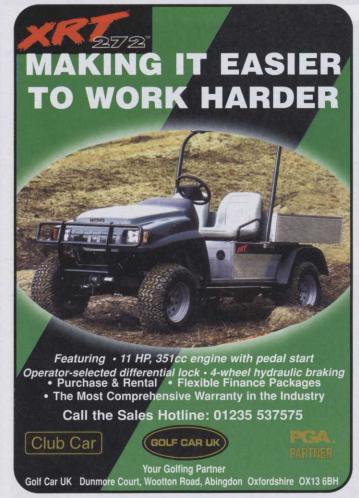
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Greenkeeper International takes a look at some of the latest products and services available to the greenkeeping professional

Eye safety is top priority for iles

New from eye safety specialist iles Optical Limited is the LiteGuard - an advanced face protector designed for a wide range of applications

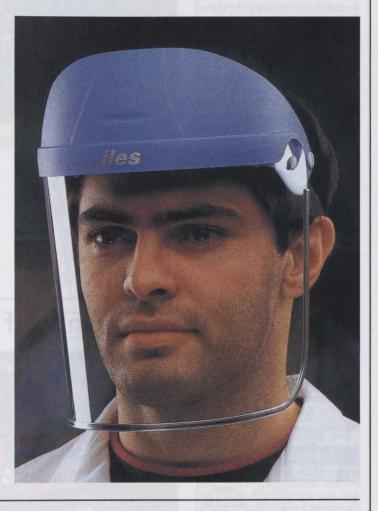
Suitable for use by both male and female operators, and designed to combine advanced protection with exceptional comfort, the new LiteGuard features a strong yet light-weight browguard attached to the head with an adjustable harness. Adjustment can be made to both the crown strap and also to the elasticated nape strap to give a secure, comfortable fit to every head size and shape. The browguard features an easily replaceable padded strip for long term wearer comfort.

A wide range of protective screen types and sizes can be fitted quickly and easily to the browguard to give the correct protection for the specific area of use. These include clear and green anti glare Polycarbonate and

also clear acetate.

The LiteGuard is the latest addition to iles Optical's range of eye and face protection equipment. Part of the ADCO Group, a major international manufacturer of personal protective equipment, and with over 50 years experience in the field, iles Optical manufactures all products under the strict quality management systems of BSEN 1S09002. All iles products are CE marked against the appropriate European Standards.

For further information: Tel: 0208 998 6600



New tractor knows if it's coming or going!

Riko UK have been demonstrating the first Bi-directional Pasquali tractor in the UK with excellent results. The 75HP Ergo 8.80 was filled with a TFZ 2.25mtr wide, heavy duty flail mower for use with the tractor in the Reverse drive position. The driving position on the Bi-directional model Pasquali tractors can be changed from forward to reverse drive in a matter of seconds by rotating the driving console and seat around the gear levers

In this position the tractor is perfectly set up for mowing grass and general vegetation on steep banks such as motorway embankment, flood banks and perimeters of reser-voirs. The 75HP turbo charged engine powers the 2.25mtr flail through heavy grass and brash up to 25mm thicknessess, optional hammers will cope with 50mm.

The 32-speed gearbox with a speed range from 0.5 to 30km/h is filled with a synchromesh shuffle allowing the operator to change from forward



to reverse without stopping.

With a working width of 180cm, the low centre of gravity and perma-nent 4WD the Pasquali ERGO 8.80

HML is stable and works across gradients of up to 55 degrees.

For further information Tel: 01240



The Ardington Bear Grinder

The Ardington Bear Grinder, which claims to be the only portable spin grinder on the market, was launched in Canada earlier this year.

The Bear is a new design with a sturdy chrome and cast shell supported by a metal sub frame. It is capable of sharpening reels anywhere on the golf course because of its work place flexibility and self-contained power source. Weighing in at 178 lbs it can be lifted by one person, although two are recommended.

For further information telephone: Canada (780) 835-0417 or e-mail: sales@ardington.net

New tank cleaner from Vitax



The first tank cleaner designed specifically for knapsack and walkover sprayers, has been launched by Vitax as a new addition to the company's spray management range. SAFE - T - CLEAN comes in dis-

solvable tablets with the power to clean a tank capacity of ten litres per tablet. Available in tubs of 20, at £14.50 per tub, trials have shown encouraging results, especially on difficult to clear weed killer residues.

Clive Williams for Vitax welcomes

a product almed at providing a convenient method of improving safety.

"Knapsack and walkover sprayers are traditionally multi-purpose" he observed, "and up to now, turf managers have either had to adapt the dosage of products designed for large, agricultural sprayers, or find another method. It is essential that all traces of chemical are removed from the tank following each spraying application, and Safe - T - Clean does the job easily and effectively," said Clive, Commercial and Amenity Sales Manager.

For further information Tel: 01530510060 or Fax: 01530



Headland goes sulphur free



Headland has launched Trisert NPK, a sulphur free formulation which joins the company's successful range of slow release liquid fertilisers, all containing "triazone". This unique nitrogen compound combines slow release properties with high stability and extreme safety, requiring chemical breakdown to make it available to grass plants. Less likely to scorch turf than urea or other types of nitrogen sources, increases the longevity of response depending on soil type, and allows a greater input of nitrogen than is normally achieved with conventional liquids, without fear of damage. Trisert KS and N-Sure, complete

Trisert KS and N-Sure, complete the range. All three products are recommended for use now until September and make ideal partners to Headland's controlled release granular fertiliser, Multigreen Mini.

For further information Tel: 01799 530146.

Stoller launches turf care products

International plant nutrition product manufacturer Stoller, of Standish, Lancs, has released details of its range of specialist turf care products which are to be marketed under the brand name GreenKey.

NitroRoot is a liquid formulation of amine nitrogen (N) and complexed calcium which promotes vigorous root growth and increases tillering for a thicker sward. it can be used when reseeding, turfing, or as part of a total fertilisation

programme.

The second product, StimuRoot, is a blo-stimulant containing plant extracts, surfactants, natural polysacoharides and organic acid chelating agents. It enhances plant growth and development by stimulating cell division, differentiation and enlargement and improving nutrient uptake and utilisation.

John Deere launch new Roberine

John Deere's Roberine 1903 self propelled five gang mower is now available.

It features the option of 25cm (l0in) diameter cutting cylinders to increase

productivity in long grass.

The new 1903 also offers an optional luxury cab with standard air suspension seat, providing unmatched levels of operator comfort on a machine in this class. It is available in six blade fixed cylinder form for use by local authorities, though this configuration is also suitable for culling roughs and semi-roughs on golf course fairways.

This mower has a 43hp Peugeot four cylinder diesel engine and a standard cutting width of 3.45m, with cutting heights from 13 to 70mm, and optional four wheel drivel It is fitted as standard with joystick operated individual cutting unit lift, and foot pedal operated simultaneous quick lift for cross cutting.

cross cutting.

Roberine 900 cylinder mowers from John Deere are now being fitted as standard with the heavy duty Yanmar diesel engine, as featured on the popular John Deere Fl 145 front rotary mower.

This 27hp engine comes with a full



John Deere warranty, and provides commonality of parts between the two ranges, which are already in widespread use by local authorities, groundsmen and private contractors throughout Europe.

throughout Europe.

The triple gang Roberine 900 has a cutting width of 2.lm, and is capable of mowing an average of 1.5ha (3.7ac) an hour. It has a choice of five or sev-

en blade cutting cylinders, which can be simultaneously or individually lifted by foot pedal or joystick controls.

The basic price of the 27hp Roberine 900 cylinder mower with standard cutting units remains the same as the previous 2lhp model, at £18,810, plus £1,087 for optional four wheel drive.

For further information Tel: 01949

Saxon's Bearcat is a chip off the old block

Saxon Horticultural Division, importers and distributors of Crary Bearcat will be launching two, second generation chippers later this year, demonstrating and exhibiting at shows as soon as they arrive in the country.

Both Bearcats have a full range of features. The BC74520S model is powered by a Honda 20hp OHV engine which drives a 20" x 11/4" machine balanced chipper disc, fitted with four reversible tool-steel blades, via a double banded belt drive system. It will handle lumber up to 5" in diameter with its state-of-the-art, live hydraulic feed and programmable feed sensor.

Weighing only 1,490 pounds, this Bearcat is 'road legal' and can be towed behind most light pick-ups, its compact dimensions ensuring the wheels do not extend outside those of the towing vehicle. Good balance and large wheels, giving good ground clearance on rough terrain, make towing



and manoeuvring straightforward.
The second Bearcat, BC74554S, is

The second Bearcat, BC74554S, is a 900 pound PTO chipper, built to the same high standard and with the same features as its sister machine. It has a self contained hydraulic feed system.

Both Bearcats feature a 360 degree rotating discharge chute and, for ease of maintenance, have a split hinged chipper housing which gives good access to the blades.

For further information Tel: 01488 684545 Fax: 01488 684317

BSG increases range of utility vehicles

BSG has launched a new range of utility vehicles which are a natural progression upwards from the ATV motorbike based machines.

The advantages, of these light weight arid yet powerful diesel load carriers, are principally their toughness and capability to perform tasks previously only possible with a tractor.

The current models are from 18 hp to 70 hp with maximum carrying capacities from one to three tonnes. A 110 hp 6 tonne version will be

available soon. Features on the 16 model range can vary enormously, but all are diesel, four wheel drive and with power steering.

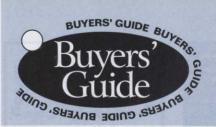
Their versatility allows for different

Their versatility allows for different uses by fitting specialist bodies that can be interchanged in minutes, there is also the possibility to fit front, mid & rear implement mounting systems. This enables grass cutting and many other uses in the horticultural, forestry, agricultural and amenity industries.

A combination of low ground pressure tyres and a pivoting chassis system, allows access over wet ground and vegetation with minimal impression.

Single twin and three seat models are available with canvas or metal cabs for access to and operation in remote areas. Prices start from around £760 for a basic unit and accessories can be added as required.

For further information Tel: 01206 212092.



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b. 01553 841044

c. 01788 510529

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Know Your Numbers, Greenkeeper International, BIGGA HOUSE, Aldwark, Alne, York YO61 1UF

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Last month, David M Sword, one of our retired members, certainly knew his numbers when he correctly identified all three telephone numbers.

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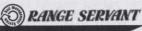
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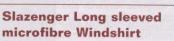
The deadline for inclusion in the June 2000 Classified section, is Friday, May 12, 2000

£1,750

New BIGGA Merchandise Range for 2000

BIGGA have teamed up with Slazenger Golf and Walrus to offer a select range of quality leisure wear, ideal for on or off the Golf Course.

All prices include VAT and post & packing for U.K. mainland (Overseas subject to additional delivery charge - price on application). Please allow 14 working days for processing and delivery.



Available in Navy with BIGGA logo

M / L / XL / XXL sizes available.

Product code: 190 - 040

Price: £25.95



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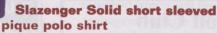
with dark green reverse collar and BIGGA logo

S / M / L / XL / XXL sizes available

(please note sizes are generous)

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Price: £34.95



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Price: £19.95



EXAMPLE ONLY

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Walrus 'Stormtrooper'

100% Waterproof 2 piece Rainsuit in Navy with BIGGA logos on the jacket and plain elasticated trousers offering outstanding protection

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Merchandise Order Form

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Headwear				301				
Walrus 'Stormtrooper'								
Walrus 'Stormtrooper'						WST	1	£59.95

You can pay by Cheque, Credit Card or Debit Card. Simply complete this order or phone on 01347 833800 or email membership@bigga.co.uk

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Expiry date Issue no

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Recruitment

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Royal Blackheath Golf Club

Requires an -

Assistant Greenkeeper

Minimum qualifications of NVQ Level 2 with PA1 and PA2A spraying certificates.

Must have at least 3 years experience and knowledge of all modern greenkeeping methods.

Please apply in writing with full CV to:-

Mr. R. Lucas Course Manager Royal Blackheath Golf Club Court Road Eltham SE9 5AF

Eccleston Park Golf Club

Experienced Assistant/ 1st Assistant Greenkeeper

Required for

Newly opened popular Parkland course with massive potential. Applicants need to be highly motivated, creative and with sound professional knowledge.

Minimum Qualifications

Applications will be qualified to city and Guilds or NVQ phase or level 2. Spraying certificates and knowledge of irrigation systems preferred.

Competitive salary available, promotional opportunities available within company.

Please apply in writing with full C.V. to Chris Cumbes, Head Greenkeeper, Eccleston Park Golf Club, Rainhill Road, Prescot, Merseyside L35 4PG

Eccleston Park Golf Club is a member of the Golf Club Holdings Group

TURFGRASS AGRONOMIST

STRI are the leading independent turfgrass research and consultancy organisation in the UK. Agronomy staff are needed to ideally operate from regional offices in the Midlands, Thames Valley and Northern England.

Applicants should have a degree in a plant or soil related science and experience of sportsturf management.

Good communication skills (verbal and written) are essential both for regular contact with clients and for occasional lectures and contributions to publications. An aptitude for organisation and administration of work is also needed.

Salary will be commensurate with qualifications and experience.

For further details contact Diane Fleming at STRI, St Ives Estate, Bingley, West Yorkshire BD16 1AU. Tel 01274 565131.



GOLFCLUB "DE WOESTE KOP"

JUSTAASWEG 4, 4571 NB AXEL, THE NETHERLANDS

Tel. 00-31-115564467 Fax: 00-31-115564851 E-mail: plmverst@zeelandnet.nl

Golfclub "De Woeste Kop" wants to reinforce its greenkeepers team with a qualified senior greenkeeper. The preferred candidate will have executive capacity and extensive experience with herbicides.

As our golfcourse is being expanded to 18 holes, experience with maintaining new greens will be an asset.

Our club is located near the coast at the Belgian border and therefore close to the North Sea ferry ports.

Please address your letter of application to above mentioned golfclub attn. the Secretary.

NEW ZEALAND GOLF CLUB

Requires

QUALIFIED GREENKEEPER

Applicants must be qualified to NVQ Level 2
Salary and conditions are negotiable
but no accommodation

Please apply in writing, enclosing a full CV to:

The Secretary
New Zealand Golf Club
Woodham Lane Addlestone
Surrey KT15 3QD

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Upon receipt, your order will be acknowledged by telephone or fax, along with details of the cost and publication date of the next edition. Remember, send no money now, an invoice will be raised after publication.

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The deadline for inclusion in June's Classified section, is Friday, May 12, 200

Send your completed order form to: Cheryl Broomhead, Greenkeeper International, BIGGA HOUSE, Aldwark, Alne, York YO61 1UF, or alternatively fax the form to us on 01347 833802

Recruitment



invites applications for the position of

Course Manager / Head Greenkeeper

at this panoramic heathland course, overlooking the South Downs.

The successful candidate must be able to show:

- Experience in all aspects of modern greenkeeping and possess appropriate qualifications.
- Practical knowledge of modern machinery and computerised irrigation systems.
- Experience in leading and motivating staff and management of all areas of work programming.
- First class presentation of a golf course and understanding of heathland conservation.

Suitable candidates should be qualified to NVQ level 3 and hold all relevant certificates.

Salary and conditions negotiable. No accommodation.

Please apply in writing including CV and attained qualifications to:

Mrs V Harwood, The Secretary,

Crowborough Beacon Golf Club, Beacon Road,

Crowborough, East Sussex TN6 1UJ

Applications close 31 May 2000

GILLINGHAM GOLF CLUB LTD

Applications are invited for a suitably qualified and experienced

COURSE MANAGER

This is a new appointment and offers an exciting and challenging position to the right person who can demonstrate the relevant skills, knowledge and experience coupled with the determination to achieve excellence in a team-working environment.

Reporting to the Club Secretary; the position requires a person who is self motivated with excellent man management skills to lead a team of 4/5 people and has detailed knowledge of modern golf course practices. The Course Manager will be responsible for the Health and Safety practices within the Golf Club and the external promotion of the club to the local community and business sectors.

Salary negotiable. Accommodation is not available. Requests for an application form enclosing a full C.V. should be addressed to:

The Club Secretary, Gillingham Golf Club Limited, Woodlands Road, Gillingham, Kent ME7 2AP.



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We're looking for a Course Team Leader/Lecturer to help manage the College's Greenkeeping and Sports Turf curriculum.

You will be fully involved in course delivery, planning and development, and will share responsibility with other staff for course quality, monitoring student academic achievement and providing tutorial support. A higher level professional qualification would be desirable. You should have the enthusiasm and drive to adapt to a progressive environment which supports a diverse range of student ability. You must have relevant industrial experience in either greenkeeping or sports turf management and a willingness to promote effective team-work. Sound administrative skills are essential. For further details of this exciting post, contact Rosemary Todd, Personnel Recruitment, Merrist Wood College, Guildford, GU3 3PE, on 01483 884055.

Closing date for applications: Friday, 26 May 2000. Merrist Wood College is an exempt charity providing further and higher education.

THE MANOR HOUSE GOLF CLUB AT CASTLE COMBE

Applications are invited for the position of:-

Qualified Greenkeeper

The successful applicant must have NVQ 1 and 2 or equivalent and PA1 and PA2. Fully experienced in all aspects of Greenkeeping preferred, but not essential as full training will be given.

This is an excellent career move for a keen enthusiastic person to work on one of the finest courses in the South of England.

Summer Staff also Required

Applications in writing with full C.V and at least two references to:

Paul Bishop, Course Manager, The Manor House Golf Club, Castle Combe, Wiltshire SN14 7JW

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Kent ME15 0HO Phone: 01622 728718

Feature listing from May '98

May '98; Greens Mowers, Suspended Water Table Greens, Seeds, Letham Grange Resort, Charterhouse profile, Security and BIGGA's Fund Raising Campaign

June '98; Interview with Nick Park, Earthworm special, ATVs, Royal Porthcawl, Grinding

July '98: Aeration, Royal Birkdale preview, The importance of research, Architecture

August '98; Mill Ride, Fescue, Blowers, Textron, Open Review, Nematodes, Training

September '98; Nine holers – Tolladine and Fingle Glen, Turf, Steve Clement profile, Drainage, World Scientific Congress report

October '98; Saltex Review, BIGGA Retrospective, Stirling GC, Toro Awards Preview, Tree grants

November '98; Royal Opening, Ramside Hall GC, Gang Mowers, Hayter International report, Irrigation Systems

December '98; Toro Awards, Environment Awards, The Appliance of Science, Engines, Architects, BTME Preview

January '99; Pesticide Usage, Life in Colorado, Lyshott Heath GC, Worm Research, Stylo Matchmaker profile, Temporary Greens

February '99; Westerham GC; R&A questionaire results; Finland; grass cutting; BTME99 Review; Bernhard and Co

March '99; Loch Lomond, Worm update, GrassRoots, Softspikes, Maintenance facilities, Environment review, Architecture

April '99; Carden Park, Telecommunications, Water Management, Rolawn, Seeds

May '99; Security, Bude and North Cornwall GC, Spraying Regulations, Jim Arthur, The Acid Theory, Amenity Technology profile

June '99: Thorpeness GC, Millennium Bug Busting, Irrigation, Scotts profile, Company adaptability

July '99; Carnoustie, Golf Course Furniture, Spike Research, Toro profile, BIGGA Silent Auction

August '99; Viscount Whitelaw tribute; Open review; Merrist Wood; Saltex preview; Turf; Trees; Grass Cutting; BIGGA Golf Day review; Redexim profile

September '99; Slaley Hall; Tyres; Spotlight on Thatch; Elmwood College Awards; National Championship preview

October '99; The Manor House, Castle Combe; Aeration; Saltex review; Mycorrhizas; Toro Award preview

November '99; Sir Michael Bonallack interview; The Pines GC; Oil; Bunkers; National Championship review

December '99; Agronomy; Security; Environment Competition Winner; Toro Award Winners

January 2000; Greens Construction; Awkward Jobs; Sandy McDivot; Agronomy; Toro Award review

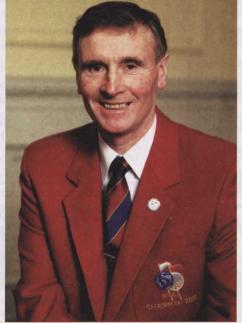
February 2000; BTME2000 review; Committed to Green interview; Rookery Park GC; Engines; Chairman's profile; Environmental Management

March 2000; Cleobury Mortimer GC; Course Furniture; R&A Conference Report; Cutting heights; Avoncrop profile; Valderrama report; Westurf preview

April 2000; Fortrose & Rosemarkie GC; Utility Vehicles; Irrigation; Seed breeding; Gem Professional profile.



Amasterful month



Despite the busy life I've currently enjoying as Chairman I found myself with more time on my hands than usual to watch Masters on television. We must all admire the way Vijay Singh held himself together on the final round and, in the end, he won comfortably. It was a superb performance from a dedicated, hardworking and talented professional from one of golf outposts - Fiji.

The downside of it all, and it may have

The downside of it all, and it may have just been me, was that I found the whole event a little less exciting than usual... one of the reasons may have just been the fact that there was no European input on the final day.

One thing that did interest me was the changes to the course, one of which perhaps contributed to another regular element of the Masters that we didn't see this year. I'm talking about those huge swinging putts on the 16th green where they player would aim away from the hole and then wait and watch while the ball got to the crest of the hill and then slowly rolled down to the hole side, or even better, in. I used to enjoy watching those but, because they've enlarged and flattened the 16th green, this year I didn't see any.

We also came across one of my bug bears on the final days, one that makes life a lot easier for the "pampered pros" - dropping zones!

On the final day when David Duval

found the creek on the 13th he was able to use a dropping zone way left of where the ball found the water and faced a chip which gave him all of the green to work with. If we amateurs had done the same we would have dropped directly in line with where the ball had entered the creek and been faced with a hellishly difficult chip to a pin on the front right of the green.

The week after the Masters I was down in the South West and South Wales Region for two reasons. The first was to present Jim Arthur with the certificate to mark his Honorary Membership of the Association and the second was to attend Westurf at Westpoint in Exeter.

It was a great pleasure to make the presentation to Jim who has been a controversial character throughout the years but also a man who has always had greenkeepers, and the progress of the profession, at heart.

Jim now joins a very select and notable group of Honorary Members comprising the late Viscount Whitelaw, Jim Fry, Brian Gilbert and Fred Hawtree.

It was my first visit to Westurf and it proved to be a superb opportunity to meet up with a lot of friends and members I perhaps only see on a couple of occasions a year. The atrocious weather - we heard reports of snow on the roads in Surrey - showed the benefits of moving the Show to an indoor venue and Westpoint, although a little chilly, proved an ideal venue and so perfectly placed for the motorway network.

The entire Show is the result of impressive work by the Regional Board and in particular Regional Administrator, Paula Humphries, and the impressive number of greenkeepers who took time to attend were rewarded with some fine stands and some interesting seminars. I must confess I didn't risk my reputation on the Rodeo Bull though!

Which leads me to the thought to leave you with this month.

The reputation of a 100 years may be determined by the conduct of one hour.

SOAK R. Small.

Elliott Small

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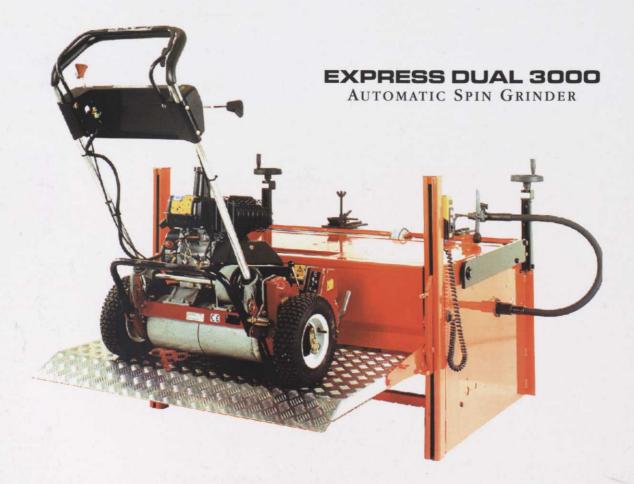
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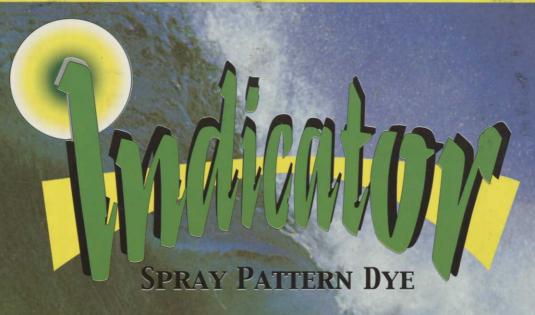
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