



### Greenkeeper Education and Development Fund

Unlock the doors to progress through BIGGA's Education and Development Fund - the key to a great future for greenkeepers, golf clubs and the game of golf.

Golden and Silver Key Membership is available to both companies and individuals.

For details, please contact Neil Thomas on 01347 833800 or via [neil@bigga.co.uk](mailto:neil@bigga.co.uk)

#### Golden Key Supporters



#### Golden Key Company Members

Company	Tel: Head Office
Bernhard and Company Ltd	01788 811600
Gem Professional	01254 356611
John Deere Ltd	01949 860491
Hayter Ltd	01279 723444
Massey Ferguson (AGCO Ltd)	02476 851292
PGA European Tour	01344 842881
Rigby Taylor Ltd	01204 377777
Scotts UK Professional	01473 830492
Textron Turf Care	01473 270000
The Toro Company/Lely UK	01202 319987
TurfTrax Group Ltd	01722 434000

#### Golden Key Individual Members

Mike Eastwood; J H Fry; J H Greasley; WJ Rogers; David S Robinson; Stuart Townsend; Douglas Smith; Andrew Cornes; Andy Campbell MG, CGCS; Roger Barker

#### Silver Key Supporters



#### Silver Key Company Members

Company	Tel: Head Office
Ernest Doe & Sons	01254 380311
General Legal Protection Ltd	01904 611600
Heath Lambert Group	0113 246 1313
Ocmis Irrigation	01460 241939
RainBird	01273 891326
Syngenta Professional Products	0041 613 233 028

#### Silver Key Individual Members

Clive A Archer; John Crawford; Bruce Cruickshank; Douglas G Duguid; Alan Holmes; Kenneth Jones; Iain A MacLeod; Robert Maibusch MG; Richard S Mullen; Elliott R Small; Steven Tierney; CJ Yeaman; Richard Lawrence; Clive Osgood; David Robinson; Richard Stillwell

## Regional Training

This month sees the start of the BIGGA 2002/2003 Regional Training Courses. You should have received a copy of the brochure in your September Edition of Greenkeeper International but if not give myself or Sami a call and we will send one in the post. The range of courses has increased for this year and we have been able to keep costs to a minimum thanks to the contributors to our Education and Development Fund. All Golden Key Companies have been issued with Training Vouchers to hand to their customers. Each voucher has a face value of £30 plus VAT and can be used to pay for Regional Training or for the Continue to Learn Programme at Harrogate in January 2003.

Please note that the following courses are now full.

- Pesticide Training at Trentham Golf Club on October 14-16
- Reel Sharpening at De Vere Carden Park on November 28
- Health and Safety at Work at Mere Golf and Country Club, October 30 & 31

An additional Reel Sharpening Course has been arranged at De Vere Carden Park on November 27.

An additional Health and Safety at Work course is available at Ham Manor Golf Club, West Sussex, on November 20 & 21.

Phone Sami Collins to check availability.

Places on all courses are selling fast. Apply NOW to ensure that you get the training that you want.



In addition to their sponsorship of the Student of the Year Competition and Golden Key membership of the BIGGA Education and

Development Fund, TORO have agreed to sponsor Continue to Learn articles in Greenkeeper International and to sponsor the Careers Fair at BTME. This sponsorship shows that TORO is committed to the ongoing education and training of greenkeepers and to helping them find 'the job of their dreams'. Watch out for further details of the Careers Fair in future Editions of Greenkeeper International and in the enclosed Continue to Learn brochure.

The National Education Conference and Workshop Programme, at Harrogate, will be supported by a donation from the John Deere Team Championship.

This will allow us to continue to provide high quality training at minimum cost to our members.



The Key Note speaker, Debra Veal, will be sponsored by Textron, as part of their ongoing sponsorship of BIGGA Education and Training projects.

You will see that Continue to Learn, again, offers a wide range of Education and Training opportunities

for everyone, Golf Course Managers, Head Greenkeepers, Greenkeepers, Golf Club Secretaries, Chairmen of Green and other club officials. Please send your application form back to BIGGA as soon as possible to ensure your place.

Bookings for the STRI, Running Golf Courses in the 21st Century Course should be sent direct to STRI.



The Final of this year's TORO Student of the Year Competition took place at BIGGA House on September 23. Full details will appear in the next edition of Greenkeeper International.

## Salaries and Conditions of Service

The Standing Committee Recommendations on Greenkeepers Salaries and Conditions of Employment 2003 are included in this magazine. Further copies are available from BIGGA House or from the Association of Golf Club Secretaries. The Committee has recommended a salary increase of 3.8%, the Average Earnings Index for June 2002.

The Standing Committee is currently reviewing Contracts of Employment, Job Specifications and Employee Handbooks, which should be available in December 2002.



## Standing Committee on Greenkeepers Salaries and Conditions of Service

The 2003 Recommendations of the Standing Committee on Greenkeepers Salaries and Conditions of Service (CGS) are enclosed in this publication. Further copies may be obtained from the Association of Golf Club Secretaries Tel: 01934 641166 or from the Administration Department CGS Tel: 01347 833800.

The 2003 Recommendations show an increase on the 2002 figures of 3.8%. This is the Annual Earnings Index for June 2002.

The Standing Committee, which is an independent organisation, has once again, produced a substantial guide for golf clubs to base their greenkeeper's salaries. Readers should remember, however, that the Recommendations are only a guide and golf clubs need to interpret the figures to suit local conditions. For example, splitting the country into three

areas was done following a survey of actual salaries conducted in 1999/2000. The areas are based on counties and distance from London which can lead to some problems of interpretation as there are high cost areas in the All Remaining UK locations. It is not possible to give a recommended salary for every greenkeeper at every golf club and some local bargaining needs to take place to ensure that greenkeepers are paid a fair salary.

The Standing Committee is continuing its work on contracts of employment and terms of service and on job specifications. Future projects will include a detailed survey of greenkeeper salaries which will be used to refine the geographical split of the UK.



**RT**  
rigby taylor

Activate is a trademark of Rigby Taylor Ltd.

Rigby Taylor Limited, Rigby Taylor House, Crown Lane, Bolton, Lancashire BL6 5HP. Tel: (01204) 677777. [www.rigbytaylor.com](http://www.rigbytaylor.com)

## Activate<sup>®</sup> R Granules

A GRANULAR FORMULATED BIOSTIMULANT THAT INCREASES NUTRIENT RETENTION, ROOTING AND GENERAL PLANT HEALTH

- Contains humic acid (from Leonardite) which improves soil structure, rooting depth and nutrient retention in the rootzone.
- Has a high CEC value.
- Contains plant growth hormones that improve root and shoot development.
- Increases winter shoot density.
- Wide range of chelated trace elements present for improving turf colour and health.
- Granular formulation for ease of application.