



**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

**Golden Key Supporters**



**Golden Key Company Members**

Company	Tel: Head Office
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
Ransomes Jacobsen Ltd	01473 270000
The Toro Company/Lely UK	01202 319987
Turftrax Group Ltd	01722 434000

**Golden Key Individual Members**

J H Fry; J H Greasley; WJ Rogers; David S Robinson; Stuart Townsend; Douglas Smith; Andrew Cornes; Andy Campbell MG, CGCS; Roger Barker; Iain A MacLeod; Bruce Cruickshank

**Silver Key Supporters**



**Silver Key Company Members**

Company	Tel: Head Office
Bernhard and Company Ltd	01788 811600
Ernest Doe & Sons	01254 380311
General Legal Protection Ltd	01904 611600
Heath Lambert Group	0113 246 1313
RainBird	01273 891326
Syngenta Professional Products	0041 613 233 028
Wolf Prolimo	01495 306600

**Silver Key Individual Members**

Clive A Archer; John Crawford; Douglas G Duguid; Alan Holmes; Robert Maibusch MG; Richard S Mullen; Elliott R Small; Steven Tierney; CJ Yeaman; Richard Lawrence; Clive Osgood; David Robinson; Richard Stillwell; Stephen Dixon; Ian Semple; Paul Jenkins; Robert Hogarth

Ken Richardson looks at methods of funding education and training courses when he writes about the BIGGA, Ransomes, Jacobsen Scholarships and Individual Learning Accounts. It is an unfortunate fact that some golf clubs refuse to train their staff and Ken shows how these clubs could be breaking Health and Safety Law

## HIGHER EDUCATION SCHOLARSHIPS



A Textron Company

Thanks to continued support by Ransomes Jacobsen, we have been able to award 12 more Higher Education Scholarships to BIGGA members. They are:

NAME	COURSE	TRAINING PROVIDER
Mark Zealander	BSc Turf grass Science & Technology	Cannington College
Angus MacLeod	HNC Turf Grass Management	Pencoed College
Mark Wiltshire	HNC Turf Grass Management	Pencoed College
Peter Cross	Foundation Degree Turf Science	Myerscough College
Keith Scruton	HND Turf Science & Golf Course Man	Myerscough College
Nigel White	HNC Golf Course Management	Askham Bryan College
Judith Colley	Foundation Degree Turf Science	Myerscough College
Nic Davies	MSc Sports Surface Technology	Cranfield University
Cees Nieuwenhuizen	MSc Golf Course Architecture	Herriot Watt University
Adrian Panks	HNC Turf Grass Management	Pencoed College
Jonathan Hamlet	HNC in Golf Course Management	Elmwood College
Jeffrey Dickinson	HNC Golf Course Management	Reaseheath College

Scholarships are awarded on a first come first served basis and cover approximately half fees. And a total of more than £16500 has been awarded so far.

For your chance to be awarded a BIGGA Higher Education Scholarship, contact BIGGA House.

## Health and Safety

Does your club have a greenkeeper training plan? Common Law places a duty on all employers to take necessary action to protect employees at work from harm including a requirement to ensure that those employees are competent to implement safe systems of work. Moreover, it is a legal requirement under the Health and Safety at Work Act to ensure the provision of such information, instruction, training and

supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety of employees. In this context, training is the process by which those staff are rendered competent to follow instructions.

There is no excuse, in Law, for failing to conduct appropriate training and assessment.

## Funding

An excuse frequently put forward for failing to train greenkeeping staff is lack of money. However, help is available and a recent announcement from the Scottish Executive, will help clubs in Scotland. Individual Learning Accounts, axed in 2001, following allegations of fraud, are to be reintroduced over the next two years. The new scheme will differ substantially from its

predecessor and it would be geared towards basic skills. It will be monitored by the Student Awards Agency and leardirect Scotland. It will be aimed at those on low incomes.

An announcement about a replacement Individual Learning Account scheme for England is expected in June.