

Training

Tutorial Five

Management of training needs

Golf clubs often fail to plan properly and manage their training needs. Good training will lead to improved awareness of the hazards of working and operating in a golf club environment.

The golf club must ensure it has in place a simple to use training needs matrix that clearly identifies all of the personnel in the organisation, their roles and their existing qualifications.

The training needs should have dates put on it and be able to demonstrate the training has been completed. The Greenkeepers Training Committee provide a very useful guide for greenstaff. The training needs matrix should be kept up to date at all times and ultimately be controlled in the club's health and safety management system.

Training Requirements

The training courses the clubs should have completed are as follows and a brief description follows;

General Health and Safety Management, First-Aid, Fire Fighting, Manual Handling, COSHH, Pesticide Spraying, Chain Saws, Welding, Hygiene.

General Health and Safety management

All Head Greenkeepers should have a knowledge of the current UK and EU Health and Safety laws and how these laws relate to golf clubs. The head greenstaff should gain certification in Health and Safety as a good understanding of the laws will allow much better implementation.

It would also be beneficial, once the Head Greenkeeper has gained this training, to systematically pass his knowledge on to all staff.

First-Aid

It is essential as a minimum that the Head Greenkeeper is First-Aid trained by a recognised industry training board such as St John's ambulance or equivalent.

The first-aid training should also be given to a deputy and other members of the club staff such as the Club Manager and, in some cases, the club steward. The important aspect is to ensure that full training is obtained and kept up to date.

Fire Fighting

Fire fighting training is essential for greenstaff to aid in the understanding of fire causes and also to enable them, should a fire start, to understand the correct method of controlling the fire. Fire fighting training can be carried out by the club's contract maintenance company. The Head Greenkeeper and all greenstaff should be fire fighting trained and so should the key members of the clubs' staff.

Manual Handling

This training is often overlooked by club management and is essential to ensure members of the club staff do not get back and body injuries from poor lifting techniques.

The manual handling courses would cover lifting methods, risk assessments and useful mechanical devices to assist in hazardous tasks. It is essential again that the Head Greenkeeper receives this training and also the bar steward and key members of the catering staff.

Control of Substances Hazardous to Health (COSHH)

Handling of chemicals is a hazardous activity and must be understood properly and controlled. COSHH is about ensuring that the greenstaff and club staff controls the use of hazardous chemicals. COSHH training courses would allow greenstaff to better understand the fundamentals of a COSHH system and ensure that in the future chemical's do not present a risk.

Summary

Training at golf clubs plays a major part in the understanding and management of good Health and Safety and Haztek International will be happy to advise on the club's training needs and prepare the training needs matrix. Please contact Jerrard Winter on 0208 905 7552 email: info@safegolf.co.uk

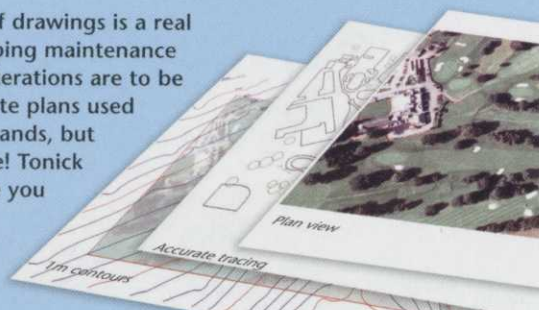
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
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Application Rates

Fine Turf

Bag Size	22.7kg
Grams per M2	20g - 30g M2
Bag Coverage	756M2 - 1135
Bags Per Hectare	9 - 14

These are the microbes in Turf Vigor Organic Microbial Fertiliser 

Bacillus amyloliquificans SB3002	Produces hydrolytic enzymes that release nutrients in soil
Bacillus pasteurii SB3003	Effective at low soil oxygen levels, produces hydrolytic enzymes that release nutrients in soil
Bacillus cereus SB3124	Produces natural chelate that enhances nutrient uptake
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Bacillus licheniformis DA-33	Phytohormone producer, effective at higher soil temperatures
Paenibacillus azotofixans SB3154	Converts atmospheric nitrogen into a form useable plants

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1. When using a pesticide always follow the label instructions and ensure that application is carried out by an NPTC qualified operator. 2. Take care to avoid water pollution when mixing, filling, during application and disposal. 3. Check and calibrate your sprayer before use. 4. If you have any queries contact your BASIS qualified advisor.