

Rachael and Gemma would like to welcome 34 new members to the Association and wish all our members a Merry Christmas and Happy New Year.

Membership Update



BIGGA welcomes...

SCOTTISH REGION

David Anderson, East
Andrew Barrett, West
Ian Butcher, Central
David Williams, North

NORTHERN REGION

Gareth Evans, North West
Daniel Fairfax, North West
Michael Ridley, Cleveland
Lee Rimington, Northern
Gary Thomas, North West
Iwan Williams, North Wales

MIDLAND REGION

Andrew Brassington, Midland
Nicholas Cooper, Midland
Simon Hart, Midland
Christopher Stilgoe, Midland

SOUTH EAST REGION

Simon Humphrey, Sussex
Darren Jones, Surrey

SOUTH WEST/SOUTH WALES

Darren Burfitt, South Wales
Stephen Chappell, South Wales
Thomas Day, South Coast
Christopher French, South Wales
Spencer Giffard, South Wales
Raymond Meakin, South Coast
Brychan Phillips, South Wales
Tim Steel, South Coast
Scott Taylor, South Coast
Marcus Weaver, South Wales

ASSOCIATE MEMBERS

Kenneth Andersen, East Scotland
Robert Baker, London
Nigel Coultish, Northern
Nigel Lloyd, North Wales
Mike Finney, Sussex
Graeme Francis, Surrey

STUDENT MEMBERS

Neil Davey, North West
Chris Hodgkinson, North West

Membership Renewals

Everyone with a December renewal should have received their renewal packs, so please call us for a replacement if you haven't. The January packs are due to go out shortly and again if you have not received yours by Christmas then please give us a call.

We have decided to remove the golf club stamp requirement from the renewal forms so this should make it far easier for everyone to renew. The Regional Administrators will instead be doing random checks to ensure that everyone renewing greenkeeper membership is still working as a greenkeeper.

If you have any further queries as to why the stamp was removed then please consult your Section Secretary or Board Representative, who have been kept fully informed. We have also developed an email renewal form so if you have lost your form and would like one emailing then please contact us via phone or email rachael_p@bigga.co.uk or gemma@bigga.co.uk.

Privilege Card

The privilege card benefit is discontinuing at the end of December due to lack of use. Please do not use your cards after this date.



DECEMBER'S MEMBERSHIP DRAW WINNER

Just introduce one or more new greenkeeping members to BIGGA and your name will be placed into a draw to win a Digital FM Scan Radio/Alarm. The radio can stand alone or can be clipped onto a belt with headphones for when you're on the move. Our congratulations go to Nick Miles of Market Harborough Golf Club.

Quick Guide to Parental Leave

WHAT IS PARENTAL LEAVE?

Parental leave is a right for parents to take time off work to look after a child. Parents can use it to spend more time with their children.

WHO CAN TAKE PARENTAL LEAVE?

Parental leave is available to employees who have or expect to have, parental responsibility for a child. Employees need to have one year's continuous service with their current employer.

HOW MUCH PARENTAL LEAVE CAN I TAKE?

Employees get 13 weeks in total for each child. Parents of disabled children receive 18 weeks.

WHEN CAN PARENTAL LEAVE BE TAKEN?

- Parents can take leave up to their child's 5th birthday.
- Adoptive parents can take leave up to the 5th anniversary of the date of placement (or the child's 18th birthday if that is sooner).
- Parents of disabled children born after December 15 1981 can take leave up to their child's 18th birthday.

CAN I RETURN TO THE SAME JOB AFTER PARENTAL LEAVE?

An employee is guaranteed the right to return to the same job as before if the leave was for four weeks or less. If a longer period of leave was taken then the employee is entitled to return to the same job but if that is not reasonably practicable then he is entitled to a similar job, which has the same or better status, terms and conditions.

WHAT ELSE DO I NEED TO KNOW?

Employers and employees can agree their own procedures with a workforce or collective agreement or an individual agreement. These agreements will only apply if they are part of the employee's contract of employment. If there is no written agreement then the following provisions apply.

- In most cases leave must be taken in blocks or multiples of one week, except parents of disabled children who can take leave in blocks or multiples of one day.
- A maximum of four weeks leave in a year can be taken for each child.
- 21 days notice must be given.
- The employer can postpone the leave for up to six months where the business would be particularly disrupted.
- Leave cannot be postponed when the employee gives notice to take it immediately after the time the child is born or is placed with the family for adoption.

IS PARENTAL LEAVE PAID?

The right to parental leave does not include any statutory pay. However agreements can be made between the employer and employee.

This information should not be treated as a complete and authoritative statement of the law. For further information go to the department of work and pensions website www.dwp.gov.uk.