

Rachael and Gemma would like to welcome 32 new members to the Association and talk about the new benefit of membership.

# Membership Update



## BIGGA welcomes...

### SCOTTISH REGION

Gary Muir, East Scotland  
Christopher Myers, East Scotland  
Michael Peters, East Scotland  
Jody Wilson, Central Scotland

### NORTHERN REGION

Alan Evans, North Wales  
Matthew Lewis, North Wales  
Christopher Lumley, North East  
Benjamin Robertson, Northern  
Karl Smith, Northern  
Simon Wathall, Northern

### MIDLAND REGION

Liam Chapman, East of England  
Tomasz Fraczak, BB&O  
Bryan Paton, East Midland  
Dean Perrysmith, Midland  
David Starkey, Midland  
Nathan Webb, Midland

### SOUTH EAST REGION

Toby Alexander, East Anglia  
Chris Guy, East Anglia  
Robert Wickham, East Anglia

### SOUTH WEST & SOUTH WALES REGION

Robert Cockwill, South West  
Marcus Gilbert, Devon & Cornwall  
Adam Jacobs, South West  
Scott Johnson, South West  
Christopher Waterton, South Wales

### INTERNATIONAL

Michael Haberstroh, Germany  
Aaron Huntley, USA  
Roger Robarge, USA

### CORPORATE MEMBERS

Mark Bowley, Essex  
John Heaphy, Central Scotland  
Roger Clark, BB&O

### ASSOCIATE MEMBER

Gary McAllister, East Midland

### STUDENT MEMBER

Matthew Caple, South West

## Mediation Cover is Added to the Legal Helpline

As launched at Harrogate Week we are pleased to announce that the legal helpline now includes provision for professional mediation services.

### *But what is mediation, and how will it benefit BIGGA Members?*

A legal dispute, whether over employment, sales of goods or a claim for personal injury, can be extremely stressful and time-consuming. When a BIGGA Member is faced with a situation where legal action is required, the BIGGA Legal Protection Scheme provides a confidential, 24-hour legal helpline service, which means the member can quickly and easily find out their rights. In certain types of claim, the policy can cover legal fees to instruct a solicitor to represent the member.

However, the legal process is not always the only route available to members, and in some cases it may not even be the best process.

Redressing an issue, usually by claiming financial compensation, is not always the most important aspect. Members can be put off from making a claim for reasons that have little to do with money. In these situations, mediation can play a vital role, bringing potential benefit to both parties involved.

As an example, here are some the reasons why BIGGA Members may be hesitant about taking legal action, or continuing with a case that has already started:

- A preference to reach an agreement rather than go through the court process
- A need or desire to maintain a positive relationship with the other party after the dispute is resolved
- A need or desire for absolute confidentiality - taking a claim through the legal process means that details of the dispute are in the public domain
- A need or desire for an informal process - the legal process can seem daunting, formal and intimidating

These situations are particularly prevalent in employment disputes where the member wishes to maintain their existing employment. However, these situations can apply to any legal dispute.

For mediation services to be possible, both parties must agree to mediate, and the cost of the mediation is shared equally between the two parties, or in a member's case, by the BIGGA Legal Protection scheme. In addition, the process has further conditions:

- Both must agree to the mediator to be appointed
- The mediator to be utilised must be professionally qualified
- The process is strictly confidential
- The outcome is not imposed on either party - both parties have control over the outcome
- The process is "without prejudice" - any matters disclosed cannot later be relied upon if the matter goes to court.

But does mediation work? "Statistically 80% of cases referred to mediation are successfully settled. And clients are able to seek other remedies not available within the court process, such as an apology or a recognition of wrongdoing," said Jonathan Savitt, of Just Mediation,

**Members wishing to enquire about the availability of the mediation service can do so by contacting BIGGA Legal Protection legal helpline on 0800 068 1893.**



## Harrogate Week Prize Draw

Our congratulations go to James Barley, of Trefloyne Golf Club, David Nelson, of Robert Trent Jones, and Steindor Ragnarsson, a student at Elmwood College, who all won a Highlander Waterproof Suit in the daily Membership prize draw at Harrogate Week.

## FEBRUARY'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 your on the move.

Our congratulations go to David Gladwin, of Carmarthen GC.

