



# Hobbies

Here's something you didn't know about me...

**Name:** Jim Brown  
**Position:** Course Manager  
**Club:** Oulton Hall Golf Club (De Vere)  
**Hobby:** Rock Band Photographer

## How and when did you get into photography, and rock band photography in particular?

"I have been interested in photography since my 14th birthday (back in 1906) I bought myself one of those fantastic Practica packages that were going round. It was a great and affordable introduction to photography, the only real cost was that of developing the many spools of mistakes while learning. I have been regularly photographing bands for seven years – I am a huge fan of live music and it wasn't long before I started to take my camera along to gigs."

## What is it about photography that appeals to you?

"While I have covered Weddings, Christenings and other celebratory shoots – I really prefer to do the low light live band scene. The excitement of capturing the best images in just a few short moments



in front of a full house of fans is quite brilliant. It is very satisfying when the bands or artists themselves want to use my photographs. Seeing my images in magazines and on the front covers of CD's and promotional work makes it all worthwhile."

## What is your most memorable photo shoot?

"I have photographed GuilFest in Surrey for the past five years and if I had to choose one band from those festivals it would have to be The Pogues. The anticipation from the 20,000 plus crowd was electric and when Shane McGowan took the stage the whole festival erupted with people, beer and security guards all-flying over the top of the crowd – The Pogues didn't disappoint either. The great thing about photography is all shoots are memorable – there are always mementoes from the event."

"I present a lot of my photographs on my website [www.digital-rpm.co.uk](http://www.digital-rpm.co.uk)"

## HUMAN RESOURCES

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### TEMPORARY AND AGENCY WORKERS GET FULL TIME RIGHTS

The Government has announced proposals to give both temporary and agency workers the same employment rights as their permanent colleagues after 12 weeks employment.

At present, the UK has one of the more unregulated regimes in respect of temporary and agency workers. This, it is argued, assists with labour market flexibility which itself has led to the highest levels of employment in the UK since records began.

The counter argument is that temporary and agency workers rarely accrue employment rights and often receive far poorer pay and conditions than their permanent counterparts. This it is argued is unfair as it means that temps and agency staff receive poorer remuneration but do what is effectively the same job.

Under the proposal, which was agreed between the Government, the CBI and trade unions, after 12 weeks work temporary and agency workers will be entitled to the same pro-rata pay and conditions as full time workers. The proposal affects items such as pay, including holiday pay. The agreement specifically does not cover sick pay or pension contributions.

The proposal is likely to have a significant impact on golf clubs, many of whom utilise temporary staff in the busy summer months between April and October.

While a date for implementation has not been agreed, Course Managers, Chairmen of Green or Greens Convenors alike will require to look in some detail at their pay structures and, in particular, whether they are paying any temporary or agency staff on a like for like basis with their fulltime equivalents. Once the Bill has been passed, temporary and agency staff will be able to ask their managers for equivalent pay to their full time contemporaries.

Clubs will have to consider to either increase their employment budgets or employ proportionately lower numbers of temporary staff.

At present, there are estimated to be around 1.4 million agency workers in the UK.

Appropriate anti avoidance measures will be brought in. Therefore it will not be possible to make changes, such as altering job descriptions, in order to justify lower rates of pay.

We await with interest the precise details of the measures and a precise date for implantation.