

VOLUNTEER GREENKEEPERS REQUIRED

The London Golf Club is hosting The European Open for the second year running and the club is currently looking for enthusiastic Greenkeepers to assist with golf course preparation for this televised European Tour event.

Successful applicants who work the full week can expect the following package:

- Accommodation for all non-local volunteers
- Food and Beverage while at work
- European Open shirts x 2
- Pro-quip rain suit x 1
- A round of golf for the volunteer and 3 guests

We welcome applications from people who are unable to work the whole week and offer the following package:

- Accommodation
- Food and Beverage while at work
- European Open shirts x 2

Contact...

greenkeepers@londongolf.co.uk
or call 01474 879200 for more info.

The 2009 European Open Monday 25th to Sunday 31st May



FEATURE

YOUNG PEOPLE AT WORK

BIGGA's Health & Safety series produced by Xact
www.xact.uk.com



Young people can be employed within golf clubs in a number of locations e.g. Apprentice Greenkeepers, Assistants in the Proshop, help within the Clubhouse and in some cases as work placements from local schools.

In Health and Safety law Young People in the workplace are defined as: 'A Child' those aged between 13yrs and below the minimum school leaving age (MSLA), currently 16yrs old OR 'A Young Person' Those aged between 16 to 18yrs old.

It is important to remember that Young People do not have the life and work experience of other workers and coupled with eagerness to please and bravado, are potentially more likely to be involved in accidents. Legislation recognises the increased risk and requires employers to either carry out a separate risk assessment for young people or include this category of person within their normal risk assessments.

There are restrictions on the employment of a 'child' i.e. those below MSLA, generally enacted by bylaws of the Local Education Authority. The restrictions will include what type of work is allowed, the number of working hours and that the key findings of any risk assessments are carried out. Parents or guardians should be notified, before the child starts work, of potential risks at the place of work along with any control measures identified to reduce these.

Children under 13yrs of age are generally prohibited from any form of employment.

Employers, before allowing Young People to start work, must therefore:

- Ensure that where applicable all Local Authority bylaw requirements regarding the employment of those below MSLA (13-16yrs) are met.
- Assess the risks in the workplace and work activity to young people before they start work, taking account of their immaturity, inexperience and lack of awareness.
- Formulate Risk Assessments that address the factors relevant to young people. Where Risk Assessments have already been formulated under other relevant regulations e.g. COSHH, manual handling etc, then these should be reviewed to ensure that they are adequate for the protection of any young people at work.

The Risk Assessment should ensure that Young People are not given tasks which expose them to: work which is beyond their physical and psychological capabilities; involves exposure to toxic or carcinogenic substances; work involving harmful radiation; a task where an accident is likely due to the Young Person not being able to recognise the potential for harm through inexperience or lack of training; a risk to health from the exposure to extreme cold, heat, noise or vibration; identify work which current legislation bans them from carrying out.

There is provision in the legislation for allowing Young People to be exposed to these, and other hazards, at work provided it is for the purpose of training, that they work under close supervision of a competent person and that the risks are reduced to the lowest practical level. This exception applies only to those over the MSLA. Under no circumstances can children of compulsory school age do work involving these types of risk.