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GREENKEEPER INTERNATIONAL

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Head of Learning & Development

Sami Collins
sami@bigga.co.uk

Head of Membership Department

Tracey Maddison
traceymaddison@bigga.co.uk

Contact Us

BIGGA HOUSE, Aldwark, Aine, York,
YO61 1UF
info@bigga.co.uk
www.bigga.org.uk
Tel – 01347 833800 | Fax – 01347 833801

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Editorial

Communications Manager / Editor

Scott MacCallum
Tel – 01347 833800 Fax – 01347 833801
scott@bigga.co.uk



Design

**Design and
Production Editor**
Tom Campbell

Tel – 01347 833800
Fax – 01347 833801
tom@bigga.co.uk



Advertising

Sales Executive
Kirstin Black

Tel – 01347 833800
Fax – 01347 833802
kirstin@bigga.co.uk



Sales Executive
Jill Rodham

Tel – 01347 833800
Fax – 01347 833802
jill@bigga.co.uk

Printing

Warners Midlands Plc, The Maltings, Manor
Lane, Bourne, Lincolnshire PE10 9PH
Tel – 01778 391000 | Fax – 01778 394269

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WELCOME FROM THE EDITOR



A greenkeeping giant

In my case it happened on the Sunday afternoon of April 3 when John Pemberton called me at home, but it is something a huge number of people will be able to recall with complete clarity.

It was the moment I learned that Ian McMillan had died, very suddenly, of a heart attack.

The immediate feeling of shock was overtaken by a sense of genuine sadness and concern for Ian's family – his wife, children, father, mother, brothers, nieces and nephews – who have not been strangers to family tragedy in recent years.

It says much for a man born into the most famous greenkeeping family in the golfing world that Ian's personal achievements make him stand out in his own right.

He was the only man to have won both the Toro Excellence in Greenkeeping Award and the BIGGA Golf Environment Competition, sponsored by Amazone, in the same year, while he has managed some of the finest courses in the country in Hankley Common, Queenwood and Walton Heath.

He will also be remembered for his ability to think outside the box.

When we endured the horrendous drought of a few years ago it was Ian who put some of his guys through their HGV tests so they could drive tankers of water to Walton Heath and keep the greens alive.

Nothing was too much trouble if it could possibly help his golf courses be the best they could possibly be.

A tribute to Ian, penned by his own family, appears elsewhere in this issue and I'm sure everyone who knew Ian will have their own treasured memories which will last them forever.

He was a bone fide greenkeeping giant and the industry is a much poorer place for his passing.

The end of the month saw the aforementioned John Pemberton leave BIGGA officially and enter a well deserved retirement, which he will no doubt fill with walking, baby-sitting and golf, but not necessarily in that order.

Since Harrogate he had been working from home, ensuring that the experience, knowledge and contacts he has made over the last 18 years would not be lost to the Association.

John leaves many friends within the industry and he knows that whenever he turns up at any BIGGA event he will always be guaranteed a very warm welcome, although be wary if he offers to play you for money!

One final note. Brad Anderson, latterly of BIGGA's Membership Department, has left the Association to manage a pub in Harrogate.

Brad had been with BIGGA for over 10 years having joined as a fresh faced 17 year-old school leaver, and he has been a valuable member of staff since then, particularly with his outstanding, if a little geekesque, IT skills.

I'm sure you would join me in wishing Brad all the best for the future and I know he would be pleased to welcome you to The Coach and Horses during Harrogate Week, or any time you happen to be in town.

Scott MacCallum
Editor

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Scott MacCallum catches up with Denis Tweddell, following his move to GC Schmalleberg.



A continental approach

Energy crops are plants grown to provide fuel for heating and electricity generation and are able to deliver high yields from relatively small areas.

These crops could fit into the footprint of an existing golf course, providing a sustainable, low carbon and low cost energy source and diversifying the habitat available for wildlife.

Much of the cost of establishing energy crops could be offset through grant funding under the Energy Crops Scheme and the recently launched Renewable Heating Incentive could turn energy crops into cash crops for golf clubs.

The Energy Crops Scheme

The Energy Crops Scheme is a Government funded scheme, available through Natural England, which provides funding for establishing energy crops. The funding is secure and available in many areas at farm owners but Natural England does provide funding to other land users and have provided funding to golf clubs under the scheme. The Energy Crops Scheme is open to new applications until 2013.

Grant funding covers the cost of establishing either monocultures or short rotation coppice (SRC), either 50% funding for 'heretofore' costs i.e. the cost of materials and construction and/or 'land' costs. i.e. use of a golf club's own labour and machinery. Funding can cover ground preparation, fencing, purchase of planting stock, planting, weed control and first year cutback of trees.

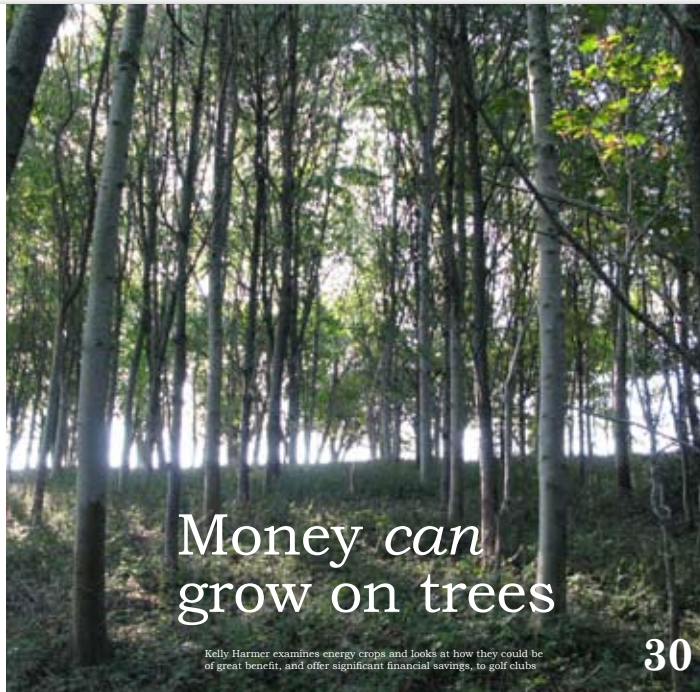
A few points to bear in mind:

- The grant is available in England only and land must be registered with the Rural Land Registry in order to receive funding (land not currently registered can be registered).

- The overall area of land available for planting must be over three hectares and individual planting blocks must be at least 0.5 hectare in size. Planting can be phased over three years.

- There must be a buffer zone of unplanted land alongside public rights of way, residential housing and utilities infrastructure. These areas of open ground must also be included within the grant funding.

- Applications are subject to an environmental assessment, including a site visit, and golf clubs would need to sign a five-year agreement with Natural England.



Money can grow on trees

Kelly Harmer examines energy crops and looks at how they could be of great benefit, and offer significant financial savings, to golf clubs

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ENERGY CROPS

The Renewable Heat Incentive

The Renewable Heat Incentive (RHI) is a new financial scheme announced by the Government in March 2011.

Under the RHI, golf clubs could earn an income of up to 7.6 pence for every kWh of heat produced by renewable methods, including the burning of sustainably sourced wood fuel and microcogeneration.

This income is index linked (i.e. will increase with inflation) and is guaranteed for 20 years.

The money payable through the RHI should help to offset the establishment costs of growing energy crops in the first five years of the scheme and making buying wood fuel competitive with fossil fuels in terms of cost.

Biomass under the RHI:

- The RHI is available in England, Scotland and Wales.

- Ofgem will administer the RHI scheme and will deal with applications, accreditation of installations, incentive payments and monitoring compliance.

- Payments vary depending on the size of biomass boilers and are tiered so that the first units of energy generated each year will receive higher payments than subsequent units.

- Boilers and installers must be certified under the Microgeneration Certification Scheme (MCS).

- Any biomass which is installed a biomass boiler after July 15, 2009 will be eligible for the RHI. Biomass installed before this date will not be eligible.

Short rotation coppice

The crop

Short rotation coppice (SRC) is an established traditional method of harvesting biomass energy over short intervals as tree species will coppice well but willow and poplar have the highest biomass yields.

Willow, poplar, ash, silver birch, and sweet chestnut species are all eligible for grant funding under the Energy Crops Scheme.

Trees in SRC are densely planted at around 15,000 cuttings per hectare and are planted using specialist machinery that cuts the tree rods, inserts them into the soil and firms the soil in one pass. Rods are planted in spring and trees can reach four metres in height in the first year of growth.

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Dr Terry Mabbett takes a look at the country's five notorious weeds.



A fistful of five Injurious Weeds



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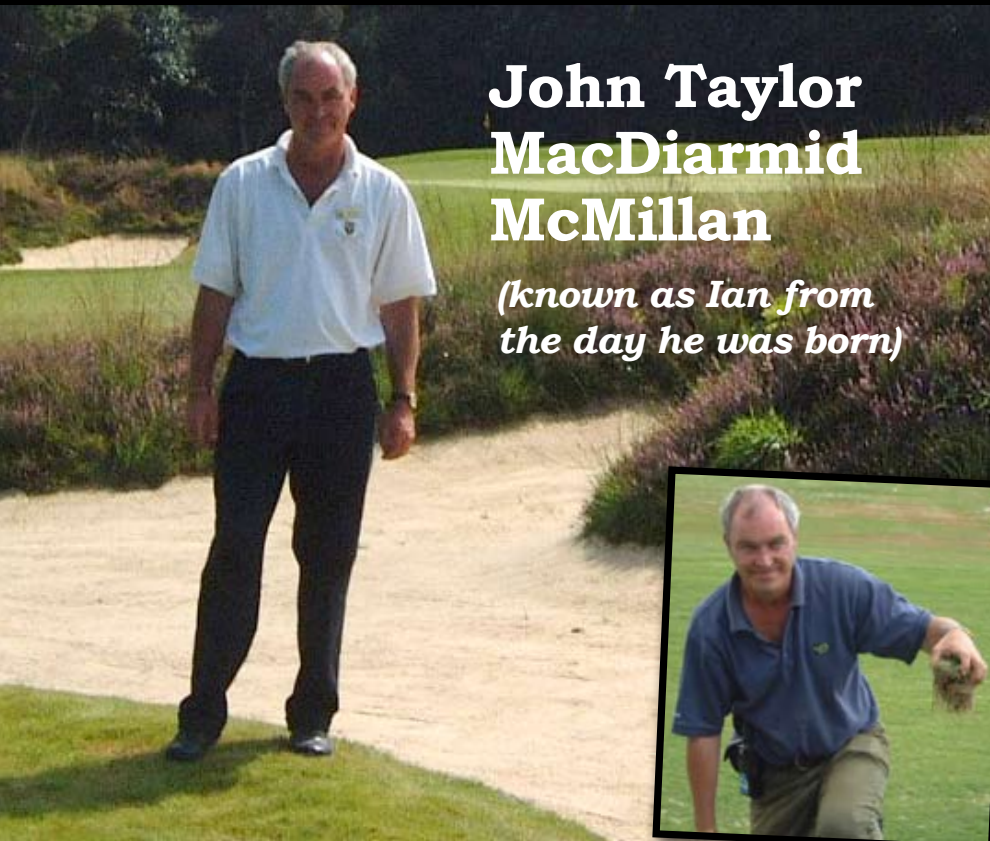
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The official monthly magazine of the British and International Golf Greenkeepers Association Limited



John Taylor MacDiarmid McMillan

*(known as Ian from
the day he was born)*

There is a Scottish anomaly whereby if there are too many Johns within the one family, that some are called Ian or Jack. In 1961, Ian was born into such a family, the fourth son of Jack and Rita McMillan.

The family moved to the lovely village of Cardross where Ian spent his early school years, before moving with his family to the South of England in 1974. He finished his schooling in Enfield, Middlesex.

Having grown up, and after spending a great deal of his young life on the golf course, it just seemed natural that he would join his older brothers, Stewart, Bobby and Billy in greenkeeping - to be followed later by his younger brother, Cameron, into the greenkeeping industry. He worked with his father and brother, Stewart, at Bushill Park Golf Club. At 19 he applied for the position of Head Greenkeeper at the nine hole Datchet GC.

Ian was then to lead a charmed life in the greenkeeping industry as after arriving at Datchet he thereafter was invited to apply for all his later positions in managing golf courses. He spent some years as Head Greenkeeper at Finchley Golf Club before moving to Hankley Common, where he fell in love with heathland, which he sincerely believed was the best possible medium for

a golf course. Ian spent some 15 happy years of his life at Hankley Common Golf Club, where they hosted numerous events including the area qualifying for the Open Championship and The British Armature Seniors Championship and a number of area professional tournaments.

He worked with Surrey Heath in the restoration of the Heather that had been overtaking with woodland and became something of an authority in re-establishing heather to these areas.

When at Hankley Common in 1997, Ian won the Toro Excellence in Greenkeeping Award and in the same year the BIGGA Golf Environmental Award, sponsored by Amazone; the two top awards of their day.

Ian was invited to join David Kidd, who had designed the new prestigious Queenwood Golf Club, in Surrey, during the construction and grow-in of this fine new golf course, where they both gained valuable experience in constructing the course during one of the wettest winters we have experienced.

In addition to which, their work was slowed down establishing grass cover on this very acidic growing medium. I believe the success in achieving a well recognised, fine golf course here was one of the highlights of Ian's career.

On the retirement of this family's good friend, Clive Osgood, at Walton Heath, Ian was again invited to go back to his first love in golf courses, the heathland, where he was to spend some seven very happy years at the very fine old golf club. Walton Heath is the current venue in Europe for the qualifying rounds of the US Open, and will host the British Seniors' Open Championship in the coming year, which he was looking forward to before we so sadly lost him.

He had a wicked sense of humour. We as a family remember when he was 16 years of age and only allowed to ride a 125 Motorbike with limited speed, he polished his helmet to see if he could squeeze a bit more pace; Ian was always looking for more pace whether it was golf greens or motorbikes.

The last time Scotland won rugby's Triple Crown, so long ago I can't remember the date, Ian and Gareth Roberts were shouting their heads off in their local pub, surrounded by Englishmen, who decided they should both be thrown into the duck pond. Gareth was faster than Ian and escaped, Ian was captured by the English. They allowed him to remove his wallet from his pocket and was then thrown into the duck pond. He said it was worth every minute.

He daily attacked the crossword puzzle in his newspaper and there is a photograph of him sitting beside the dog and presenting the dog with the most troublesome questions.

He liked a pint and I am sure all his friends in the pub will miss him; Karen feels his local may now go into liquidation.

He, like most of us in this crazy greenkeeping industry, loved the company of fellow greenkeepers, Harrogate being one of the highlights of his year.

He loved the banter and the bond we share with one and other in this greenkeeping job we all do.

His greatest love was for his immediate family of wife, Karen, sons, Callum, and Daniel and daughter, Hannah, and of course the large family of McMillan's here in the south of England.

May I express our thanks to each and every one of our friends in our golf course industry. The tributes we have all received to Ian have been overwhelming: cards, flowers, e-mails and in Facebook have helped us through this tragic loss, he for us was a joy to share our lives and has left us all with a book of happy memories. He is and will always remain Our Ian.

The McMillan Family



Life After Redundancy

Tony McLure, familiar to most in the North East, and formerly the Head Greenkeeper at Whickham Golf Club in Newcastle upon Tyne before falling to the axe of redundancy, has taken the positive step in setting up his own business supplying various products to golf clubs.

TM Amenities Ltd was established by Tony in March 2011 selling a varied range of products on an agency basis, these are some of the companies he represents:

Parsaver Golf - All aspects of course furniture, score cards etc; Turf Care Supplies - Equipment contract hire; Air-Seal Products; ASL Agronomic; Northern Lubricants - Waste oil removal.

Tony is working hard to establish his company in the market place and his office is now his car as he trawls around the North East in search of business. He is contacting Club Secretaries and Head Greenkeepers to arrange to meet with them to outline in more detail the cost saving benefits he believes he can bring to your club.

Business is going well in these initial stages, clubs who have sought Tony's input, not only in his professional capacity as a greenkeeper, but also in his capacity as one of the country's leading amateur golfers, have been glowing in their praise of his friendly and knowledgeable approach.

"After six months of being unemployed waiting for the next opportunity to come my way I realised that I had to get out there and do something for myself," said Tony.



BIG ROLE FOR SMALL FLEET OF JCB MACHINES IN EARTHQUAKE-HIT HAITI

A small fleet of powerful JCB machines is playing a big role in paving the way for rebuilding in part of earthquake-devastated Haiti.

Two JCB excavators and a JCB wheeled loading shovel have been bought by the international charity, Oxfam, and donated to the not-for-profit organisation, Disaster Waste Recovery (DWR), which is clearing damaged houses and recycling the resulting debris in one of the poorest areas of the Caribbean island's capital Port Au Prince.

Oxfam's Logistic Co-ordinator in Haiti, Hubert Ballaman, said: "The location where the JCB machines are working is in the town and often in-between houses and the decision on which houses are demolished is often down to local residents who request their plot to be cleared.

"The team is working in very difficult conditions; it's busy, hot and dusty and controlling lots of curious passers-by can be an issue for the operators and residents."

The demolition and clear-up operation follows the earthquake on January 12, 2010 which measured 7.0 on the Richter scale and killed around 230,000 people. More than a year on, 800,000 people are still living in camps.

Immediately after the earthquake, JCB Chairman, Sir Anthony Bamford, donated two JCB 3CX backhoe loaders worth \$150,000 to help with the relief effort.

They are currently working for not-for-profit organisation Food for the Poor and have so far been deployed to clear rubble, excavate sewage pits, dig out foundations and reconstruct walls and build schools and sanitation facilities.



Andrew Baker is... Marathon Man

Andrew Baker, Head Greenkeeper of Ely Golf Club, is taking part in a 26 mile walk to raise money for the Help4Heroes charity with his neighbour and some colleagues, some of whom have friends affected by the war. The walk is 26 miles from Avebury to Stonehenge on June 26.

"I am hoping to do it in about seven hours but will take as long as the rest of the group take", explained Andrew.

The link will take you through to a page that explains more about the charity and if you are feeling generous please feel free to sponsor Andrew at:

www.bmycharity.com/andrewswalk



SUSTAINABILITY AWARDS IN THE NETHERLANDS

More than 20 golf clubs across the Netherlands have demonstrated their commitment to sustainability by achieving the coveted GEO Certified™ award.

The 23 clubs have benefited from the long-term commitment and investment of the Nederlandse Golf Federatie (NGF) enabling the small European country to lead the world in the number of clubs that have achieved the Golf Environment Organization's internationally recognised sustainable assurance.

Jonathan Smith, GEO Chief Executive, hopes the achievements and commitment to environmental sustainability shown by the 23 newly accredited golf clubs will serve as an example to others, both in the Netherlands and across the globe. "Golf needs visible, credible sustainability leadership," he stressed.

"These clubs are models for others, demonstrating that real world corporate responsibility and environmental performance

can be practically and beneficially delivered by all types of golf club. Through their actions these clubs and the NGF are leading sustainability in golf."

Ronald Pfeiffer, NGF President, commented: "We're thrilled that our established and ongoing environmental efforts have been recognised by the GEO. We have been actively promoting environmental sustainability to our members for over a decade, through our Committed to Green campaign and awards scheme, and with the enthusiastic drive of our own environmental volunteers."

For more information:
www.golfenvironment.org.

Photograph shows representatives from the first 16 GEO Certified™ golf clubs in the Netherlands being presented with certificates at a GEO-hosted reception at the PGA European Tour's KLM Open at the Hilversumsche Golf Club last year.

Montgomerie Elected

The Golf Foundation has elected Colin Montgomerie to be its next president.

Through its Golf Roots programme, the foundation aims to reach one million children a year, through golf, by 2013, in support of the national golf partnerships of England, Scotland and Wales.

Charles Harrison, Chairman of the Golf Foundation, said: "We are absolutely delighted to welcome Colin Montgomerie as our new president. Given his standing in the game and his knowledge and passion for golf, I am quite sure he will be able to contribute hugely as we grow as an organisation."

"After encouraging many young people to take up the game through his exploits in competitive golf, and inspiring the European team so many times in the Ryder Cup, he will now be able to inspire our team to raise the bar further in our efforts to offer many new children the opportunity to play the game, as well as providing help in the development of their life skills."

Colin Montgomerie said: "I have long admired the work of the Golf Foundation and feel very honoured to be taking up this position. Golf has played such an important part in my life and I look forward to working with the Golf Foundation to inspire as many youngsters as possible to take up this great game."

Colin will officially start his new role this month, during the Golf Foundation's AGM, where he takes over the presidency from Ken Schofield, who will be standing down from the post after five highly successful years.

Colin takes on the role at a time when the leading golf charity has changed the perception of golf as a school sport, with government figures showing that the number of schools offering golf had increased from 14% in 2003/4 to 44% in 2009/10. The number of schools with formal links to golf clubs and driving ranges increased from 9% in 2003/4 to 30% in 2009/10.



A20 a Hit at Goodison

British Seed Houses' A20 Ryesport is keeping Everton's Goodison Park pitch and the Finch Farm training ground green despite a punishing schedule for the Premiership club.

With high profile televised matches nearly every week at the Goodison Park stadium, Head Groundsman, Bob Lennon, was keen to find a mixture to offer superb colour for the cameras throughout the season, and a discussion with British Seed Houses' Paul Moreton identified the perfect solution in A20.

A four-rye blend, A20 is the ideal mixture for sportsgrounds, offering a high tolerance to wear, rapid establishment and great winter colour.

"Paul regularly comes down to look at the pitch and pinpoint the ideal cultivars, and he suggested A20 a few years ago," said Bob.

"It is ideal for the stadium due to its high visual merit, it gives excellent colour throughout the season. I also like its rapid recovery rate after matches."

The stadium completes the 10 week renovation period, and the season begins again in the school holidays with the academy pitches used for training camps before reserve games and friendlies begin.

"These pitches are in use eleven and a half months of the year, virtually every day of the week, so it is very demanding on the turf," said Bob.



GCSAI Conference

Over 200 greenkeepers from across Ireland and Europe gathered at Knightsbrook Golf Resort, in County Meath, for the GCSAI Conference to hear from, among others, Dr James Beard and Greg Evans MG.

Greg spoke about how he has successfully implemented an aggressive programme on both newly constructed greens and the old, clay based Poa dominated surfaces that the vast majority of greenkeepers manage across Europe.

Dr Beard spoke about the past, present and future of turf maintenance. At the end of their talks, he and Greg took questions from the floor on topics such as the low cutting height, to the roles GPRs play in turfgrass maintenance.

For further information visit: www.gregevanmsg.com



SEMINAR SUCCESS

After a very successful Fine Turf Seminar at Uxbridge County Cricket Club last year, Dennis recently returned for a repeat performance.

Hosted once again by Vic Demain, in conjunction with Dennis and Cricketworld.com, the focus this time was to support local cricket groundsmen in the Middlesex and surrounding counties. Vic welcomed over 100 delegates to his facility, including one who'd travelled all the way from the Isle of Man!

The line-up of speakers for the 2011 seminar included many new faces, including Angus Fraser, former England Fast Bowler; Stuart Kerrison, Head Groundsman at Essex County Cricket Club; Paul Taylor, Deputy Head Groundsman at Northamptonshire County Cricket Club; Jim White of Cricket World, Matt Gresty of Limagrain and Rob Kendle of A T Bone.

The programme for the day gave delegates an opportunity to talk to Dennis and SISIS teams, and view the extended product range of the recently announced 'partnership'.

BIGGA Scottish Conference

The Scottish Region's 13th Conference to be held at the Carnegie Conference Centre, Dunfermline, was a huge success attracting 200 delegates, the highest number ever.

We were indeed fortunate to have such a variety of speakers.

The first was Dr Simon Watson, from Syngenta, who gave a very detailed and interesting talk on the use of Rescue to control grasses on golf courses. Following this Chris Kennedy, Golf Courses & Estate Manager, The Wentworth Club, delivered a fine talk on the many changes that have occurred on the West Course over the past two years. Jonathan Harmer, from Farmura, concluded the morning session by giving enlightening information on organics and water management.

After lunch and before the afternoon session the Chairman, Stuart Taylor had the task of presenting the Harry Diamond Award to the Student of the Year for 2010. The winner was Craig Boath, Carnoustie Golf Links, who was present to accept the award.

The afternoon session was led off by Jim McKenzie, Director of Golf Courses and Estates Management, at Celtic Manor, who presented a first class insight into the organisation and problems that the green staff faced during the Ryder Cup in Wales in 2010.



Following Jim, Clive Nottingham, of Lloyds/Hunters Grinders, explained the benefits of grinding and the good maintenance that leads from it. Finally, from Castle Stuart Golf Links, Chris Haspell, Head Greenkeeper, led us through the trial and tribulations of building this fine links course that culminated in the club being awarded the Scottish Open for the next three years.

Out thanks go to the speakers for taking the time and effort to join us at Dunfermline and to the delegates who helped make the day the success it was.

Next year's conference will be held at the same venue on Tuesday, 6 March 2012 and we look forward to seeing you all there.

Peter J. Boyd
Regional Administrator
BIGGA Scottish Region

ANGELA RUNS LONDON MARATHON

BIGGA's Accounts Assistant, Angela Wilson, was rewarded for a gruelling training programme with an excellent time in the London Marathon.

Angela, who is a member of Easingwold Running Club, clocked a time of four hours 31 minutes 17 seconds in her first ever marathon and raised approximately £300 for the St Leonard's Hospice.

"It was a wonderful experience especially with such huge crowds cheering us on. I'm looking forward to my next marathon already," said Angela, who was back at her desk the following Tuesday.



NEW COMPACT AND UTILITY TRACTORS



ARGO Tractors has selected a range of nine models with 17 variants in all, from the product range of its new industrial partner Daedong to form a new line of Landini and McCormick tractors.

Ranging from just 22hp to 91hp, the line-up includes models with a choice of open platform or air conditioned cab, and hydrostatic drive or gearbox transmission.

They represent a significant increase in the specification, choice and power range available previously from GB distributor AgriArgo UK Ltd, Harworth, near Doncaster, South Yorkshire.

"The models and variants chosen by the ARGO Tractors team avoids duplication while ensuring we have a comprehensive range suitable for different applications in farming, horticulture and grounds care," explained Ray Spinks, AgriArgo UK General Manager and Sales Director.

Buyers of the machines will benefit from the after-sales

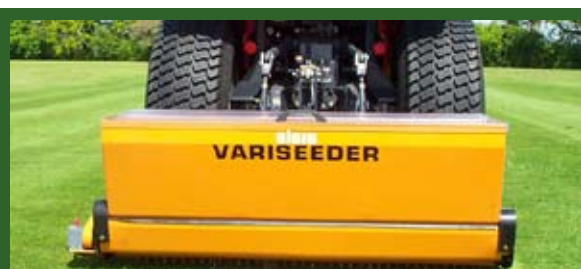
support resources of two major tractor manufacturers – ARGO and Daedong Industrial Company.

"Apart from any spares stocked by our local Landini and McCormick dealers, we at AgriArgo UK have identified the top 100 fastest-moving parts and have added them to the comprehensive parts stock held at our Harworth base," said Ray.

"We can also call on parts held by Daedong at its European facility in Holland, and on items in the ARGO Tractors parts system in Italy."

Despite being small in size the newcomers exhibit some grown-up features – such as electro-hydraulic engagement of the front drive axle and rear power take-off; the part digital instruments fitted to some models; and the automatic control that stops and starts the pto when a powered implement is lifted then returned to its working position.

www.AgriArgoUK.com



SISIS Variseeder

For rejuvenating areas such as golf greens and tees, the SISIS Variseeder incorporates a studded roller which creates an excellent seed bed for optimum germination.

Seeding rate is variable and can be set on the simple-to-use SISIS Zero-Max box. A choice of two discharge rollers can be used - an ultra fine roller is available for seeding pure bents. Seed rates are from 1g/sqm on bents and fescues, to 30g/sqm for ryegrass.

The Variseeder can be used with any tractor from 14hp with a three-point linkage and can be adapted to fit most trucksters. With a working width of 1.3m it offers fast work rates for the high outputs needed in the busy spring season. Additional weights can be added to the integral weight bar for extra effect in hard conditions.

www.sisis.co.uk

New Greens Mowers from John Deere



John Deere's new SL Series PrecisionCut walk-behind greens mowers have been designed to save time and money, and provide a top quality finish on golf courses, tennis courts, cricket squares, bowling greens and other fine turf areas.

The 180SL, 220SL and 260SL replace the previous C Series models, and offer true cutting widths of 46, 56 and 66cm respectively. They feature a fixed-head version of the patented SpeedLink technology now featured on the cutting units of all John Deere PrecisionCut mowers.

Cutting height is precisely adjustable from 22.2mm down to 2mm with the standard 11 blade, 127mm diameter reel, which is capable of delivering a consistently high quality cut at speeds up to 5.2mph. These new mowers also feature an optional front-mounted, adjustable turf brush to help stand the grass up and remove dew before cutting. Rotary brush and greens tender conditioner options are also available.

All three SL models feature the same 4hp Honda petrol engine as on the previous range, with a dual-traction drive that provides excellent maneuverability and straight tracking on greens, regardless of mower speed.

Base list prices range from £4462 for the 180SL greens mower, up to £5425 for the 260SL model, excluding VAT.

www.deere.co.uk

SMART BACKUP SOLUTION

The ATT™ SMARTCut™ is the flexible answer for all greenkeepers who require a replacement, second, or backup set of cutting units.

When budgets are so tight, greenkeepers may just have to prolong the life of an existing triple greens mower that needs replacement cutting units. That's a dilemma because they may not want to be tied to the same brand when they are able to replace the machine.

But ATT™ SMARTCut™ cutting units are unique in that they can be fitted to Toro, John Deere or Jacobsen units with only a minor adaptation so they can be used with the new machine, whatever the make. That's also a bonus if they have a mix of makes in the workshop right now.

Designed for both Tees and Greens, the units offer ease of maintenance

with 7 & 11 blade options available. The bedknife adjusts incrementally to a fixed position cylinder to achieve a consistency and quality of cut that is guaranteed comparable, or better, than current OEM units. This allows a cutting height range of 1.6mm to 25mm, all of which provide superb results in all situations.

There is an optional patent pending powered rear roller brush which, when combined with the SMARTCut™ cutting cassette, sees a power requirement of only a fraction of any other unit on the market. This power saving is a massive bonus for anyone driving their cutting units with electric motors, or just wanting to use less fuel.

SMARTCut™ is part of the ATT turf maintenance cassette system for use with most mainstream triple greens and



fairway mowers. This means that when the units are not being used with the cutting cassettes, they can be dropped out of the chassis and another set of TMSsystem™ cassettes dropped in.

The ATT TMSsystem™ was previously marketed as TurfWorks™ and those units can also accept the new cutting cassette with a minor upgrade kit.

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Chairman's Word

National Chairman, Andrew Mellon, gives his thoughts for the month

Come rain or shine

I was very saddened, as a great many of you will have been, to hear about the passing of two of our colleagues, Ian McMillan, and Sid Adam, who worked at Walton Heath GC and Hamilton GC respectively.

I am sure that all our members would like to share their sincere condolences with their families and friends during this difficult time.

As the Golf season gets well and truly underway, Greenkeepers and Sports Turf Managers throughout the industry will all be facing up to the challenge of producing the best conditions possible at our respective Golf Courses and Sports facilities.

As ever, Mother Nature will be playing her part, and whether it is too much rain, or too little, too windy, too hot, or too cold, we have to come to accept that it is our task as professionals to work with what we get, and make the best of it with the resources we have to hand.

The resourcefulness, adaptability, and initiative demonstrated by those working in our profession never ceases to amaze me, and the dedication to their work and pride in the results is something we seem to have an abundance of within our membership.

In last month's magazine the anonymous article demonstrated the frustration felt by some, when dealing with employers and customers who choose to be critical of the course, or as it was portrayed, interfere in the management of the course.

This presents a dilemma.

I have come to accept that, no matter what you do, you will never satisfy everyone, all of the time.

Some will always choose to identify and pick up on what they perceive as the faults.

What we need to accept is that sometimes these matters can be genuine concerns, and we need to work with our employers to clearly identify the real issues, if they exist.

It is crucial that we remain open to, and willing to accept criticism, but that we react positively and constructively to identify real issues and show how we can address them.

Describing our customers as "amateur" in what will probably be perceived in a negative manner, may not be the best approach

if we want the customer and employer to recognise our frustrations, far better to show interest and engage with the customer and get to the real heart of the problem.

Communication is the key, and setting expectations, communicating what is being done, what impacts matters both within and without our control are having on the end product, will ensure that the employer recognises that you are producing the best you can with the resources made available to you.

Sharing these difficulties through our network, for example, on our bulletin boards, or at meetings and seminars will give you the opportunity to discuss and share positive ideas and gain from the experiences of all your fellow members.

The resourcefulness, adaptability, and initiative demonstrated by those working in our profession never ceases to amaze me, and the dedication to their work and pride in the results is something we seem to have an abundance of within our membership

We are all too well aware that many businesses are facing tougher financial conditions and that many are being asked to tighten their belts.

I'd encourage you to be proactive in this regard in making sure you are putting forward sensible proposals which can contribute to the overall picture.

The managers of the business, including the Greenkeepers, need to be in a position to make informed decisions, aware of what the potential benefits and consequences of those decisions are.

It is far better that you put the business in a situation to do that, and be respected for being practical.

When you are not coming up with solutions, someone else might, and it may be too late to change them.

Working together within your team and

in collaboration with the other departments at your operations through the Golf Professional, Clubhouse managers, Secretaries, Committees, and General Managers, we can all pull together and ensure that the best possible use is made of every resource.

Remember that the Golf Course in most cases is the greatest asset of most clubs, and the employers and customers have every right to be concerned about its wellbeing.

They rely on you to be the custodian of that asset, to help them realise its full potential.

Communication is the key in showing that you are just as committed to that cause and that you are making the best use of their resources.

We have reached final interview stage for

our new CEO, and hopefully by the time you read this we may have made an announcement in that regard.

At BIGGA we also need to be in a position to make informed decisions, and I'd encourage anyone who has any concerns, or hopefully positive ideas, to contact us.

You can do this either through your section or region, where you can garner support, or direct to myself below or any of your Board members.

We are looking at how we can learn more about what the members want from BIGGA.

As we move forward, members' input is critical in ensuring the continued success BIGGA has achieved in the last 25 years.

amellon@elmwood.ac.uk
Tel: 07780 995602



Greenkeepers Training Committee



David Golding, Education Director,
with a monthly update from the GTC

In trying to keep you updated on the Government's current thoughts and policies for education and training, it is a little like trying to hit a fast moving target!

The GTC's role is to lobby various Government bodies for funding support towards the qualifications and schemes we are involved in developing and reviewing.

Over many years employers and learners have benefited from the generous support given by the Government approved qualifications including the apprenticeship scheme but as we all know nothing is safe in the present economic climate, education has not escaped!

Our colleagues in both colleges and private training Centres are all seeing a reduction in funding support from the Government, with very few exceptions.

However, we must remain positive and seek out every opportunity for funding to ensure even the "poorest" golf club can still invest in their staff development.

I know many Course Managers have overall responsibility for their staff training but I still hear that some clubs operate without a budget item for staff training or, even hold Green Meetings without the Course Manager/Head Greenkeeper present.

The best case scenario for green staff development has to be where the employer is involved and the Course Manager is at the very centre of the training programmes for their staff.

The best results are when a relationship is built with the chosen Centre whether it is a college or private training provider. It is these Centres who are able to access funding which often makes the course and qualification a very cost effective investment.

I have to report that employers will have to prepare for making a contribution towards staff training, albeit new schemes may well be launched to entice employers to take on apprentices.

Hands up who remembers the YT - YTS schemes?

The 16 - 19 year olds are still a priority group for funding support and thankfully our sector, through the GTC, has a recognised apprenticeship scheme, which is by far the route the GTC encourages employers to invest in.

"The apprenticeship scheme is available for all ages," says the Government, however, then it instructs its funding agencies to put monies towards the priority groups!

The GTC and many other industries hope to change this policy as there are many people of all ages who would benefit from the apprenticeship framework, so why the discrimination?

Clearly we all accept that the youngsters need to be in work but without me becoming political, so do many over 19's.

I know our colleagues in the Quality Assured Centres are constantly seeking every source of funding support and where costs have to be introduced these are kept to a minimum wherever possible.

It is always worth discussing with your chosen Centre how, through your support to the trainee/apprentice, costs may be kept down.

Our sector has, in the main, engaged with the work based courses and qualifications which the apprenticeship scheme is based on and that has given employers good multi-skilled staff with the related knowledge. This model is now being viewed by other countries as it is very much led by Course Managers who are best placed to train and maintain the professional standards of greenkeeping.

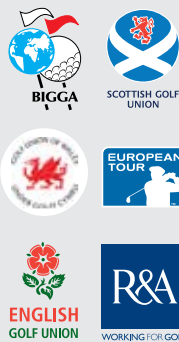
It is some years since the GTC introduced the programme of assessor training, again hands up who remember the old D32-D33 course? Maybe it was a little ahead of its time, however, it was that course that I believe supported our colleagues in colleges and Centres to bring the skills required in greenkeeping together with the knowledge.

I still hear from college and Centre staff that at some clubs Course

In Brief

David updates readers on the present Government's priorities for funding support towards training and other financial schemes available to students.

The GTC is funded by:



Managers and Head Greenkeepers are reluctant to get involved in staff training. This I have to say I find disappointing even allowing for the fact of how difficult it can be at times for Course Managers and Head Greenkeepers when the pressure is on to present the course in top condition every day of the year!

All I will add is that if you don't get involved with your staff training it could cost you and your employer a lot more in the future.

I would also like to mention Course Managers and Head Greenkeepers who, in ensuring their staff do develop, sometimes forget their own personal development (CPD). Please remember to keep yourselves up to speed on all the subjects relating to course maintenance and management. Attend as many courses as you can and remember home study is an option to gain those formal qualifications.

The GTC are in regular contact with our Quality Assured Centres including colleges and encouraging the use of modern technology to assist with the access to knowledge and recording of evidence eg. eportfolio, on-line learning.

That moves me nicely onto Higher Education and nobody can have missed the very public debate relating to student fees albeit this differs depending which country you live in.

All I will add is that The R&A with its Bursary Scheme and BIGGA's Scholarship programme are both tremendous opportunities for those students considering entering the Higher Education qualifications.

The GTC is proud of the fact the sector has both a structured work based route to train staff and also a more academic option including on-line learning for Higher Education students.

Employers, usually in association with their Course Manager/Head Greenkeeper should always include a training budget item and with the subsidies available both through the GTC's work with Government agencies and from bodies like BIGGA and The R&A, it need not be thousands of pounds!



For more information on the various courses, qualifications in greenkeeping visit the GTC website and to contact any of the GTC's Quality Assured Centres, click on the QA Centre tab.

Contact Details

David Golding
GTC Education Director

01347 838640
david@the-gtc.co.uk

GTC
Aldwark Manor
Near York
YO61 1UF

www.the-gtc.co.uk

Learning & Development

Sami Collins, Head of Learning & Development,
with an update on education issues



It's good to finally see the lighter nights and feel some warmth in the sun. I think my song for this month will be 'Lovely Day' by Bill Withers. Long may these lovely days last!

Work has been steadily progressing on the new look Safety Management System website and it looks like the launch date will be later this month, so watch the website and see next month's magazine for full details.



Learning and Development Fund

The development of training resources and funding for education for Members would not be possible without the contributions made by the Gold and Silver Key members of BIGGA to the Learning and Development Fund.

Both companies and individuals contribute to the fund and they are recognised at the bottom of this page every month.

In 2010, thanks to contributions to the fund, we have supported 14 members with a refund of fees for their education, provided subsidies for several sections and all of the Regions, reprinted field guides, bought new books for the library and introduced the 'How To...' Guides.

Funds were also used to support Continue to Learn at Harrogate

Week 2011, the most successful education programme that we have run to date.

My thanks go out to all of our Gold and Silver Key supporters on behalf of all of the Members.



Toro Student Greenkeeper of the Year Award 2011

2011 marks the 23rd year that BIGGA have been running and administering the Toro Student Greenkeeper of the Year Award.

Over the years we have seen many of the winners go on to become Course Managers at prestigious golf courses around the country.

The opportunity to win the Toro Scholarship, to the Winter Turf School at the University of Massachusetts, is open to all students who are studying for a Diploma in Greenkeeping (SVQ Level 2), a Diploma in Golf Course Supervision (SVQ Level 3) or an HNC qualification.

Two runners-up will win a trip to Harrogate Week 2012 including the Continue to Learn education programme.

To enter the Award, students must be nominated by their college tutor and should be available to attend a local interview the week commencing July 4.

Application forms are available to download from the website:

www.bigga.org.uk/education/awards.



The funding provided by Gold and Silver Key Sponsors is used to produce training and career aids, DVDs, CD Roms, field guides and provide refunds for training fees and subsidised learning and development courses. The funding also helps support seminars, workshops, courses, the lending library, careers advice, posters and manuals.

Many young greenkeepers owe their career progression to the assistance they've had from the Learning and Development Fund. An equal number of established greenkeepers have also been able to access the fund to continue their professional development thanks to the donations of the Gold and Silver Key Sponsors.



Contact Details

Sami Collins
Head of L&D
sami@bigga.co.uk

Rachael Duffy
L&D Administrator
rachael@bigga.co.uk

01347 833800 (option 3)

www.bigga.org.uk



Continue to Learn at Harrogate Week 2012

It's truly amazing how quickly the year flies by, with planning for the Continue to Learn education programme already underway for January 2012.

With the return of the Turf Managers' Conference, the Workshops and the Seminars, it promises to be another packed programme.

If you have any suggestions or specific topics that you would like to see included in the 2012 programme, please do not hesitate to contact me.

Suggestions need to be made by Friday, May 13 at the latest.

You can contact me via email to: sami@bigga.co.uk



BIGGA Higher Education Scholarships

Supported by Ransomes Jacobsen

The most recent scholarship has been awarded to:

Anthony Stockwell
– Master of Professional Studies, Sportsturf.

Thank you to our Gold and Silver Key Sponsors



JOHN DEERE



Heath Lambert



Gold Key Individual Members: Steven Tierney; WJ Rogers; Andy Campbell MG, CGCS; Iain A Macleod; Frank Newberry; Andrew Turnbull; Ian MacMillan MG; Ian Morrison

Silver Key Individual Members: Ade Archer; Steve Dixon; Paul Jenkins; Richard McGlynn; Sam Langrick; Neil Whitaker; Graham Wylie, Michael Beaton, Douglas Duguid, Derek Grendowicz, Jaey Goodchild



MORE CHANGES AT RANSOMES JACOBSEN

Ransomes Jacobsen has added to its senior management team as well as appointing a new marketing communications officer.

Richard Comely has been promoted to the newly-created position of Director, Marketing and Product Management.

In this new role he will be responsible for all marketing and promotional activities. He is also responsible for all new products scheduled to come on stream in the near future and the continued development of existing products.

Richard joined Jacobsen UK as a technical service manager in 1997. Following Textron's purchase of Ransomes in 1998 he was appointed to the role of product manager in the new Ransomes Jacobsen organisation.

Further strengthening the marketing department is the appointment of Gina Putnam to the role of Marketing Communications Officer.

Gina was born and raised in Southern California and is a graduate of the University of Kansas. She began her career working with the GCSAA in 2002 to promote professional development and educational standards for golf course superintendents worldwide.

"Richard has been with the company for many years and has a wealth of knowledge of the industry and how our products can be developed and marketed across our territory," said David Withers.

"Recruiting Gina is also very good for our business. She knows the industry, inside out, and is well respected both here in Europe and in the USA. She is an excellent addition to Richard's team and will be a very good 'fit' with the experienced members of our marketing department.

"There are exciting times ahead for Ransomes Jacobsen and these latest appointments complete the restructure of my senior leadership team as I position the company for a period of accelerated growth in the short to medium term."

Slumber in Peace



Golfclub Soestduinen, a nine-hole parkland golf course in a wooded setting adjacent to Hilton Royal Parc Hotel in Soest, about 60 km southeast of Amsterdam, has taken delivery of the first all-electric Jacobsen Eclipse 322 in Europe. The delivery was facilitated by Ransomes Jacobsen's Dutch distributor, van der Pols, through their local subsidiary dealer, Bonenkamp Turfcare.

Paul Hogeboom, Head Greenkeeper, said: "Because of our location adjacent to the Royal Parc Hilton Hotel, the Jacobsen Eclipse 322 Electric is the ideal greens mower for us here at Golfclub Soestduinen. Some of the bedrooms and business meeting rooms are close to greens, but guests are completely unaware when we are mowing, because the machine is so quiet."

ARGO Tractors Establishes Partnership with Daedong

The Italian ARGO Tractors concern is no stranger to agreements with other manufacturers – it already produces its own compact and tracklaying tractors for two other makes.

And in choosing Daedong Industrial Company as its industrial partner for a comprehensive range of compact and utility tractors spanning 22hp to 91hp, ARGO has teamed up with a leading manufacturer in its sector.

"Daedong is the clear number one in South Korea, its domestic market, with almost a third of all compact tractor sales," said Ray Spinks, General Manager and Sales Director of GB distributor AgriArgo UK.

"It also has a successful export strategy that has established the



company's presence in many countries through the Kioti export brand, and now accounts for more than half of production.

First for Allett



Nottinghamshire's Gedling Borough Council has taken delivery of the first Elmow all-electric pedestrian greensmower to be supplied anywhere in the world by its British designer and manufacturer, Allett.

Based at Arnot Hill Park, Arnold, East Midlands, the 20in fine-cut mower is now being used to maintain a bowling green situated less than 100m from the civic offices, located also within the 8ha public park, winner of a prestigious Green Flag award for the past four years.

Terry Ball, one of four Parks and Street Care supervisors with Gedling Borough Council, explained that the mower had been spotted initially at the 2010 IOG Saltex exhibition.

"The principal of an all-electric machine fits extremely well with the council's vision of making the borough a healthy, green, safe and clean place to live, work and visit", he said. "The Elmow is very low noise, has minimal vibrations and produces no emissions at the place of work."

The battery pack gives up to two hours operation from fully-charged which, says Terry Ball, is ideal for regular mowing of bowling greens close to a club house and re-charging point.

Allett's Leigh Bowers (far left) hands over the new Elmow pedestrian electric greensmower to Gedling Borough Council's Parks and Street Care manager, Melvyn Cryer (second from right) and Terry Ball (far right), one of four Parks and Street Care supervisors with the council. Also in the picture are members of the council's fine turf crew who received full training from Leigh in setting, operating and maintaining their new Elmow all-electric mower.

New Role for Graeme

Revaho UK has appointed Graeme Francis as Sports Sales Manager.

Using his wealth of experience in the golf and sportsturf irrigation business both in the UK and the Middle East, Graeme will focus on Revaho's interests in this sector.

Stewart Penny, Revaho UK's Managing Director, said: "Graeme's appointment further demonstrates Revaho's commitment to the golf and sportsturf irrigation market.

"With our comprehensive range of premium products, Revaho will continue to develop our business and increase our profile in this important sector."



What's your number?

Our regular and random profile of an industry figure continues with this month's lucky number...

Name: David Cole

Company:
JSM Limited/
JSM Distribution

Position:
Managing
Director

How long have you been in the industry?

31 Years, to date...

How did you get into it?

Fancied a sales job (and more money) and fell across an ad for a 'Horticultural Machinery Salesman' with a company named, Eastern Tractors. I had to double as assistant to the Service Manager.

What other jobs have you done?

Left School to train as a Quantity Surveyor, but I soon got bored with that. A spell as a trainee store manager with the Co-op was also unfulfilling. In the Turf Machinery Industry ever since

What do you like about your current job?

The variety, (every day and every phone call is different), and the relationships and contacts you build up.

What changes have you seen during your time in the industry?

Without a doubt the rapid advances in Technology and modern systems allows us all to squeeze more out of the working day and to work smarter. But it's also surprising how much hasn't changed about the fundamentals of our business and customer relations.

What do you like to do in your spare time?

Little bits of everything. Family, Walking, Travel, Music, following the footy, gardening, golf

Where do you see yourself in 10 years time?

Sarasota, hopefully. I see myself there but I am not sure the Bank Manager shares the same vision.

Who do you consider to be your best friends in the industry?

Too many customers and colleagues to pick out an individual - which is the great thing with this Industry, relationships endure.

What do you consider to be your lucky number? 7

Pick a number? 5

David has picked Charmian Robinson



A continental approach

Scott MacCallum travelled to the 'Dutch Alps' in Germany to meet a recent expat who has already made a big impression at his new club

The stunning short par-4 11th surrounded by the stunning German countryside.



When I arrived at GC Schmalleberg, two hours from Dusseldorf and not too far from the German-Dutch border, the scene which greeted me was not something you'd expect to see at a typical British members' club.

Just outside the Club Shop the sister of Christiane Rorig, the Club Manager, was leading a couple of the lady members in an exercise class. As the music rang out the three were joined by Norbert Hahn, the Chairman of Greens, for some lunges and stretches.

As I say, not something you'd often see at a British club but it is indicative of the less stuffy approach there is to golf in Germany, and in particular GC Schmalleberg.

There is a warm and relaxed approach, which is something Head Greenkeeper, Denis Tweddell, has appreciated since he joined the club at the beginning of March last year.

"Everyone made me incredibly welcome. One of the guys, Charly Hennemann, who is our tree and plant specialist, even decorated our flat for us - I laboured for him, while he came with us with his jeep and trailer when we bought furniture so we could get it home," said Denis, who made the move to Germany after seven years as Assistant Head Greenkeeper, on the Ailsa Course at Turnberry, having reached a high with the 2009 Open Championship.

"People have done so much to help us settle in. The members have been welcoming and I've met up with some other expats.

"Gareth Bremner, Course Manager at GC Hummelbachae, has helped me on numerous occasions to settle into my new job and new country, while my friend and ex-workmate at Turnberry, Russell Adams, is now working with Gareth and travels up regularly to visit us here in the mountains.

"Chris Knowles, Course Manager at GC Frankfurt- Hunau, has also been someone I can call for advice on all matters of life in Germany. Funnily enough, I was sitting next to Chris at one of the workshops at Harrogate just before I moved over," he said.

Since arriving, Denis has added his brand of greenkeeping knowledge, attention to detail and customer service to the dedicated, hard-working team he inherited.

An experienced group, they are the aforementioned Charly, who has been at the club for 22 years; Karl-Heinz Pfeiffer, the mechanic and irrigation technician who has 20 years with the club and who

"can build anything"; Paul Werner Klauke, is a key player on the construction team and "is a wizard on a mini digger" with 18 years at Schmalleberg while they also have seasonal support from Franz Cordes, a farmer who sold the club the land on which the back nine was built.

Schmalleberg, is 400 metres above sea level, and is in a skiing area affectionately known as the Dutch Alps, is generally buried beneath snow from mid-December until mid to late February and initially he was keen to learn how best to protect the course during this time.

"I talked with the guys here who had experience of the snow and they told me that we needed to spray a preventative as close to the start of the snow fall as possible.

"What I've found is that it seems to be important that the ground is frozen before the snow comes because if it isn't, and there is heat in the ground, you do get more disease."

Denis admitted that there was fusarium when they came out of hibernation and that, due to the unexpected early arrival of the snowfall late last year, there was slightly more than usual, but that

"Gareth Bremner, Course Manager at GC Hummelbachae, has helped me on numerous occasions to settle into my new job and new country, while my friend and ex-workmate at Turnberry, Russell Adams, travels up regularly to visit us here in the mountains"

Denis Tweddell

that there was almost an understanding among the members and the rest of the staff that this was acceptable and that it was soon replaced by much improved greens.

The course is on two distinct nines. The front nine was opened in 1989 and is tree-lined and quite tight while the newer nine, opened in '95 is more open and expansive.

"The back nine has finer grasses and the greens are not quite so thatchy and tend to fare a lot better, but the older greens were probably not built as well as the new ones and can be quite soft," said Denis, who had studied German in the 90s, but has seen his ability to speak the language improve significantly over the last 12 months.

"There are not too many English speakers in this area so speaking





the language was vital and has helped me integrate much more quickly,' said Denis, who revealed that watching the German version of *Come Dine with Me* had done much to improve the family's skills and offer up tips to German behaviour.

Along with the team, Denis has already set about improving the surfaces with some micro-tining and slitting.

"We are planning to use the Graden tractor-mounted scarifier twice this season on the older greens in conjunction with trying the compost teas on all our greens."

"We have increased the frequency and type of aeration and have found the sarrel rollers an important tool for keeping the surfaces open. We do alternate the sarrel rollers with the verti cut units but aim to sarrel roll once a week during the season."

The biggest project the team has tackled in the time Denis has been at Schmallengberg has been to lengthen the course by adding a new tee to each of the 18 holes.

"When I first arrived, Ted Coffren, our Californian pro, said that the club wanted to lengthen the course with a view to attracting an EPD Tour event and making the course more attractive to the better players in the area," said Denis, who has already demonstrated his playing

pro prowess by winning several medals at the club and seen his handicap drop to 5.

"The club also benefited from the arrival of Joachim Walter and Richard Feige, the extremely proactive Club President and Vice President, who took up their roles just before Denis arrive and whose input has been invaluable."

EDP is the German National Tour and one which current World Number 1, Martin Kaymer, won as recently as 2006.

"We walked round the course with the committee, Ted and Norbert, and it was daunting because it soon became apparent that they wanted new tees everywhere and they wanted them done before the end of the season with a view to opening them this April," said Denis who never forgets how lucky he was to work with such knowledgeable Course Managers, Head men and senior greenkeepers at Turnberry and Bonnyton GC where he started his greenkeeping career.

But the club pulled together to make the project a success.

"Norbert knew a guy who had an excavator and he did much of the earth work and heavy moving for us, while we got some hard core from a local farmer, who was a friend of one of our members. On top of that we got topsoil from one of

LEFT PAGE TOP TO BOTTOM:

The short par-3 course which has attracted so many new golfers

The land for the proposed new 9 holes

Denis with the team including Chairman of Green, Norbert Hahn, back right

THIS PAGE ABOVE:
The par-3 14th from the new tee

BELOW:
Charly Hennemann's superb tee work

our members who had a construction company and he even delivered it to where we were digging out on the course.

"The work also coincided with a hot drought spell last June so we could use the time we would have spent cutting fairways and tees."

All in all it added significantly to the overall maximum length of the course and created some monster holes. The par-5 6th, for example, is uphill and into the prevailing wind is now over 600 yards from the tips, while there are several other holes over 500 yards long, testing





even the most consistent and long drivers.

As a result the course has been rated the 10th most challenging in Germany and the toughest in its local region.

Although Denis has spent nine years at one of the top golf venues in the world he has picked up one or two tips since moving to Germany, not least the dew clearing in the morning.

“Here we have a buggy with a rope about 20 metres dragged behind and the buggy does a couple of circuits around the green and the rope removes the dew in record time.

“The driver just jumps out and removes the pin and the whole course can be done in an hour. I can’t see a downside to it at all,” explained Denis.

Ever progressive, the club, which also boasts an excellent covered driving range, also had plans at an advanced stage to create an additional nine holes on an excellent piece of land close to the newer nine holes.

An architect has produced drawings and there is an agreement in place with the farmer who owns the land to purchase it when the members approve the project.

Despite now having the weapons in terms of length to test the best, the club does not ignore golfers at the other end of the spectrum and has been extremely pro-active in its attempts to attract more people to the game of golf.

“Over 60% of our members are over 50. That is too high, while 23% are between 31 and 50,” explained Christiane, who last year set about addressing the problem.

She introduced a series of competitions for beginners, mostly young adults, on the club’s six hole par-3 course lasting over the summer months with free use of clubs and rudimentary lessons.

“We charged 99 euro per team of three and once they had spent some time learning the basics we had a series of competitions – Scramble, Best Drive, Alternate Drive, Individual – held between May and September.

“We gave them free use of the equipment and they could play on the course any time they liked over the period.

“We had barbecues at the prize presentations and everyone had great fun. From the people who played last year we got 10 new members and 10 more are seriously considering joining,” she said.

As for dress code, Christiane is keen that nothing is put in their way to prevent new people from taking up the game.

“I have no problem with wearing jeans on the golf course – sorry – and when people ask me what to wear, I say jeans, a polo or a t-shirt is ok with me at any time. I love jeans and wear them most days,” she revealed.

“Strict dress rules don’t make the game accessible.”



ABOVE: Dew clearing the Schmallenberg way.

Christiane is delighted with the club’s new Head Greenkeeper. “He has created a great team spirit and has brought fun to the job,” she said.

While missing life at Turnberry and all his old colleagues, Denis and his new wife, Dawn, and 10-year-old, Logan, have not regretted their move to Germany for one minute and is grateful for all the support he has received.

“We really like the lifestyle. Over here family and hobbies are just as important as jobs and things are a little more relaxed.”

It may be relaxed, but you can be sure that Denis will continue to give 100% to ensure that Golfclub Schmallenberg develops along the successful path it has already started.

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Driving Environmental Performance

A fistful of five *Injurious Weeds*



Dr Terry Mabbett offers some information and advice on dealing with the famous five

Weeds are simply green plants growing in the wrong place at the wrong time. Thus dandelion is a serious weed of professional turf but a useful wildflower addition to roadside verges and other habitats.

Plants proscribed as weeds are by nature and definition harmful and injurious to other valued plants in the same environment, including grass plants in professional and amenity turf as well as agricultural grassland. The effect of some weed species, including ragwort, bracken and giant hogweed, may extend beyond these parameters to harm livestock, pets and people, while Japanese knotweed can damage civil infrastructure including concrete and tarmac pavements and roads.

Believe it or not only five plants, and all native species, are proscribed as 'Injurious Weeds' under The Weeds Act of 1959 (United Kingdom), while even more notorious weeds are conspicuous by their absence.

The five native species classed as 'Injurious Weeds' are common ragwort (*Senecio jacobaea*), two species of thistle, *Cirsium arvense* (creeping thistle) and *Cirsium vulgare* (spear thistle) and two species of broad-leaved dock (*Rumex obtusifolius*) and curled dock (*Rumex crispus*).

They are proscribed as injurious weeds due to an overwhelming competitive effect on other useful plant species in agricultural and amenity situations through inherently rapid growth rates and prolific rates of reproduction.

All are invasive in nature if not by definition.

They have characteristics and features which are common to most if not all. These include deep-seated sturdy tap roots which allow good survival rates during adverse conditions, including sub-zero winter temperatures and summer droughts. And versatile vegetative reproductive systems making attempts to physically remove them not only futile but counterproductive, because any remaining root and stem fragments generate new plants. All are prolific seed producers.

Not everything about these five weeds is bad. As native plants they are important food sources for wildlife including insects, other invertebrates and birds.



Dedicated application and control

Once established and allowed to grow and spread during late spring and early summer these weeds become difficult if not impossible to shift, easily and safely, using standard 'over the top' herbicide spraying techniques. Providing these weeds are carefully targeted early in the year, while still at ground level and in a sluggish vegetative state, all can be easily, quickly and safely dispatched by spot applications of total herbicide using hand-held applicators.

These include weed-wipers with rope-wicks dispensing herbicide by direct contact with the leaf surface, and trigger operated spray applicators placed close to the weed to deliver small exact volumes and doses of herbicide onto the leaf rosettes. Advantages of hand-held applicators include targeted spot

application with minimal risk of contamination from spray-run off or spray drift. They are light-weight to carry and easy to use.

Ragwort and spear thistle in particular are two of the earliest growth starters in spring.

Following an unusually early period of low temperature-induced dormancy from late November and through December 2010 ragwort responded rapidly to the much milder conditions in January and February 2011.

Having survived one of the coldest Decembers on record essentially unscathed, ragwort and spear thistle were already moving in February, especially in southern counties.

It is quite common to find some or all of these five injurious weeds growing together in the same grass sward at the same time and in clumped distributions which makes the use of hand-held appli-

The five famous weeds

MAIN PHOTO ON PAGE 24:
Creeping Thistle.
The seed and down produced by creeping thistle is used for food and nest building by goldfinches

THIS PAGE ABOVE LEFT:
Docks (two types).
Docks are opportunistic weeds of turf and grassland and can grow into clumps if left unchecked.

ABOVE RIGHT:
Ragwort
Ragwort rosettes are growing fast by April
Spear Thistle
Spear thistle bears viscosly sharp spines

cators that more appropriate and easier. Rabbits will generally avoid these weeds, grazing around the leaf rosettes of ragwort and creeping thistle to make them much easier to recognise for spot application in spring.

But once these weeds have grown up through the sward to heights of one metre or more they can only be safely controlled using vehicle drawn 'weed-wiping' applicators which apply herbicide by direct contact with the leaves and no accompanying drips.

These applicators deliver the chemical by direct surface to surface contact between herbicide moistened pads and the weed foliage, exploiting significant height differences between these now tall full grown weeds and the grass and other useful plants at soil level.

There is no danger of damage to the grass below from drips or drop-let drift which can occur during

conventional spraying using tractor mounted sprayers and lever operated knapsack sprayers.

Five culprit weeds

On golf courses these five 'Injurious Weeds' are mostly confined to the rough and other areas, along fences and hedges and around trees, where ground cover may be left uncut or untreated with herbicide. Be that as it may, these weeds will establish in turf if an opportunity arises such as divot-damaged turf on golf tees, especially in close proximity to an area with a high weed seed load. Invasion of turf by ragwort on golf tees alongside railway embankments is not uncommon, the weed seeds germinating and establishing rapidly in patches of bare soil caused by turf damage during teeing-off. Now in their early vegetative state as flat rosettes of leaves they can withstand even low grass cuts to remain in turf for some time.

Thistles with no 'tears'

Creeping thistle and spear thistle are strong competitive weeds establishing and spreading quickly to smother grass plants. Both possess leaf spines and those of spear thistle are especially sharp and unpleasant.

All grassland is at risk and once established this pair of thistles is notoriously difficult to shift. Non-agricultural environmentally-sensitive grassland is one of most important areas affected by these species of thistle.

The copious quantities of seed produced by creeping thistle are largely non-viable but this thistle more than compensates with a highly efficient system of vegetative propagation. Creeping underground stems (rhizomes) spread quickly to form huge patches. Soil disturbance, including attempts at mechanical control, generally make matters worse because new plants will grow from even small pieces of rhizome.

In contrast spear thistle seed is viable and is carried far and wide by wind inside the hairy pappus (parachute type) fruits.

These are not the sort of weeds that greenkeepers and grounds-men want to see in sports turf and amenity grassland. From small seedlings in late winter they will grow at a phenomenal rate and by May are good sized spiny plants. Spear thistle in particular, as its common name suggests, has leaves ending in long, hard and ferocious

PHOTOS ON PAGE 25 FROM TOP TO BOTTOM:

Ragwort
Ragwort problems become patently obvious during late summer

Creeping Thistles
Thistles are important sources of nectar for butterflies – small copper butterfly on creeping thistles shown here

Creeping Thistles
The seed and down produced by creeping thistle is used for food and nest building by goldfinches

spines that impart painful jolts to any sports person making contact.

It was almost certainly spear thistle which thwarted a night-time attack by the Danes at the Battle of Largs in Scotland when cries of pain from the attackers awoke the slumbering Scots.

Spines of the creeping thistle are individually less fearsome, but the capacity of this thistle, which has been called the United Kingdom's 'worst weed', to form huge clumps of bristly plants in a matter of weeks more than compensates.

Creeping thistle and spear thistle are robust perennials with underground food storage organs (rhizomes and tap roots, respectively) for successful overwintering with a quick 'getaway' in spring.

Early spring is the ideal time to hit thistles while they are still relatively small and vulnerable, but easy to

Creeping thistle and spear thistle are robust perennials with underground food storage organs (rhizomes and tap roots, respectively) for successful overwintering with a quick 'getaway' in spring

identify in turf, amenity grassland and on bare ground in their vegetative leaf rosette stage.

Wildlife trusts acknowledge the weed status of creeping thistle and spear thistle.

However, both are food sources and breeding sites for many non-pest insects, including butterflies and moths, and a major food source for birds like the goldfinch which feeds on the seed heads and uses 'thistle down' for nest building. Thistles (Cirsium species) are food plants for small skipper (*Thymelicus sylvestris*) and painted lady (*Vanessa cardui*) butterflies while white-letter hairstreak (*Satyrrium w-album*), brimstone (*Gonepteryx rhamni*) and peacock butterflies (*Nymphalis io*) nectar on the yellow flowers.

Two chances to hit ragwort

Common ragwort is an exceptionally resilient weed with a robust and deep-penetrating taproot and with prolific seed production.

This ensures continuity from its first year of vegetative growth into the second and final year of flowering and seed set characteristic of this normally biennial species.

Common ragwort is one of the first plants to re-start growth in spring although the ground hugging rosettes of leaves look completely different to how the mature plant, up to 1 metre tall and covered with yellow daisy-like flowers, will look from June/July onwards.

This can present real problems for effective early season control. Many people do not recognise ragwort in this early vegetative stage because leaf shape and form is very different (much less finely divided) to that on mature flowering plants. By the time they realise there is a ragwort problem it is too late to use hand-held applicators with good effect.

During July, August and September you cannot miss the fact that you have a ragwort problem and neither will anyone else because the toxic weed advertises its presence with swathes of golden yellow flowers on tall stems. The fast spread of ragwort is down to its prolific seed production with 150,000 seeds per plant per season and a germination rate approaching 70 per cent. What's more the seeds can lay dormant for up to 20 years.

A group of pyrrolizidine alkaloids (predominantly 'jacobine') in the plant tissue are responsible for ragwort poisoning, although their breakdown products called pyrroles actually cause the metabolic and tissue damage. Once eaten pyrrolizidine alkaloids are absorbed by the gastro-intestinal tract to strike at the very 'heart' of animal metabolism, destroying liver enzymes to cause liver cirrhosis and death. Horses and other equines are especially susceptible to ragwort poisoning.

Attempts to cut down flowering ragwort may temporarily hide the problem but only make matters worse in the long run. These normally biennial plants simply switch to a perennial life style rather than dying after seed set at the end of the second year which occurs in the normal life cycle of a biennial plant. Common ragwort will survive the severest winter thanks to its food-rich tap root resuming growth in spring and flowering during summer. What's more seeds already formed on cut down ragwort stems still mature and ripen thus adding to the seed bank in the soil.

There are essentially two chances to control ragwort with herbicide. Firstly during early spring by treating the leaf rosettes with herbicide dispensed by hand-held applicators and subsequently during late summer by using a vehicle drawn weed wiper.



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For all its toxic properties at least 30 species of insects and other invertebrates are totally dependent on ragwort for food. These include solitary bees and wasps, hoverflies, conopod flies which parasitize solitary bees and wasps, butterflies and about 40 noctuid moths. Ragwort flowers are major sources of nectar for gatekeeper (*Pyronia tithonus*) and small copper (*Lycaena phlaeas*) butterflies, and the plant is sole food plant for the cinnabar moth (*Tyria jacobaeae*).

Rumex in the dock

Broadleaved dock and curled dock are conundrums, being classed as 'Injurious Weeds' on the one hand but reached for instinctively with the other as a leaf poultice to soothe nettle stings and rashes. Though lacking the spines and prickles of thistles or the poisonous chemicals found in ragwort, docks still have a 'toxic' effect on grassland. Their overwhelming competitive advantage from fast growth rates and overarching shading by huge broad leaves quickly dominates all other herbaceous plants (grasses and broadleaves).

Left to their own devices docks will develop into huge clumps drastically reducing the area of serviceable amenity grassland and productive pasture. Docks spread quickly on patches of bare ground and within thin swards especially in shaded areas and on nutrient enriched sites. Docks allowed to flower will generate a high seed load remaining dormant for decades.

Chemical control with herbicide is the only effective and sustainable option. Conventional spraying with the total systemic herbicides required to kill these robust and stubborn perennial weeds may cause off target chemical damage. Contamination occurs through spray droplet drift and spray liquid run off which may damage and kill adjacent grass plants and valued wild flowers in amenity swards.

Wildlife trusts acknowledge the weed status of broad-leaved dock and curled dock but also their role as native plants providing food sources and breeding sites for non-pest insects. Dock seed is relished by most finches and especially the bullfinch. Rumex species are food plants for the small copper butterfly (*Lycaena phlaeas*).

By using hand-held applicators to spot-treat docks early in the season, environmentally aware operators can leave some plants in the sward as food plants for wildlife if they so wish. Large dock leaves



offer the ideal target for hand-held weed wipers to give the best and most easily achieved coverage of herbicide across the broad flat leaves.

Application timing for docks in relation to the advent of spring can be critical. During the exceptionally late spring of 2010 advice was put out to delay the treatment of docks with herbicide for up to 4 weeks. Cold damaged and stressed dock plants, indicated by reddening of the foliage, do not show optimum uptake and translocation of herbicide.



DEALER OF THE MONTH

The series aimed at celebrating the great work done by dealerships up and down the country

JSM LTD

Location:

Sheffield Park, Mid-Sussex.

Employees and size of premises:

20 employees, 1.5-acre site with 10,000 sq feet of covered storage, workshop and offices.

Number of service vans:

Five.

Brief history of company:

The company was founded in 1985 as a Toro dealership to serve professional grounds machinery users. Our association with the Toro brand has remained unbroken since.

Initially covering the Sussex area, the business has grown over the years to now being active in Sussex, Kent, Surrey, Hants, Berkshire and South London. From an initial staff of just four in 1985 the business has grown over the years, but has remained focused on the professional grounds care markets.

Key services offered:

Sales, parts, servicing and hire for professional grounds maintenance equipment.

Specialist services offered:

Full compliment of training and education services, NSTS-approved test station, Toro irrigation parts agent, fixed-price-contract servicing, extended warranty schemes and financial planning.

How has the dealership changed over the years?

Early on, the business had a very limited range of products to offer its customer base. But now, with manufacturer introductions and a broader range of agencies, we have become a 'one-stop shop' for anyone's grounds care needs.

As the business has grown we have also been able to do much more with relatively modest staff numbers due to the advancement in business and communication systems.

What would you like to see changed?

We would like to see the advancement in IT and communication systems to continue the progress we've made in providing as seamless a flow of data and support between customer, dealer and manufacturer as possible. Advancements in fleet management software, such as Toro's 'myTurf', should particularly help us achieve this.

Do you support customers who have in-house service facilities (i.e. OEM parts supply)?

Yes, we support with OEM parts, parts training, integrated look-up systems, technical training and technical data.



Pictured outside their premises are, from left, JSM's executive director Steve Vogels, managing director David Cole, parts manager Peter Biddlecombe and service manager John Davies.

Major customers:

Our wide customer base/type includes: Wentworth Club; All England Lawn Tennis Club in Wimbledon; home of the RFU, Twickenham Stadium; Fulham Football Club; The Oval; Guards Polo Club; Charterhouse School in Surrey; Gatwick Airport; Royal Ascot Racecourse; and Kent Landscape Services.

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BIGGA Regional Conferences

All forthcoming conferences are as follows...

REGION	DATE	LOCATION	CONTACT
South East	16 November 2011	Stock Brook Manor Golf Club, Essex	Clive Osgood, RA, 01737 819343
South West & South East	17 November 2011	Oaktree Arena, Highbridge, Somerset	Jane Jones, RA, 01454 270850
Scotland	6 March 2012	Carnegie Conference Centre, Dunfermline	Peter Boyd, RA, 0141 616 3440



Energy crops are plants grown to provide fuel for heating and electricity generation and are able to deliver high yields from relatively small areas.

These crops could fit into the footprint of an existing golf course, providing a sustainable, low carbon and low cost energy source and diversifying the habitat available for wildlife.

Much of the cost of establishing energy crops could be offset through grant funding under the Energy Crops Scheme and the recently launched Renewable Heating Incentive could turn energy crops into cash crops for golf clubs.

The Energy Crops Scheme

The Energy Crops Scheme is a Government funded scheme, available through Natural England, which provides funding for establishing energy crops. The funding literature and website is mainly aimed at farm owners but Natural England does provide funding to other land users and have provided funding to golf clubs under the scheme. The Energy Crops Scheme is open to new applicants until 2013.

Grant funding covers the cost of establishing either miscanthus or short rotation coppice (SRC), either 50% funding for 'actual' costs i.e. the cost of materials and contractors and/or 'on-farm' costs, i.e. use of a golf club's own labour and machinery. Funding can cover ground preparation, fencing, purchase of planting stock, planting, weed control and first year cutback of trees.

A few points to bear in mind:

- The grant is available in England only and land must be registered with the Rural Land Registry in order to receive funding (land not currently registered can be registered).

- The overall area of land available for planting must be over three hectares and individual planting blocks must be at least 0.5 hectare in size. Planting can be phased over three years.

- There must be a buffer zone of unplanted land alongside public rights of way, residential housing and utilities infrastructure. These areas of open ground may also be included within the grant funding.

- Applications are subject to an environmental assessment, including a site visit, and golf clubs would need to sign a five-year agreement with Natural England.



Money grow o

Kelly Harmer examines energy of great benefit, and offer signi

can n trees

crops and looks at how they could be
significant financial savings, to golf clubs

The Renewable Heat Incentive

The Renewable Heat Incentive (RHI) is a new payment scheme announced by the Government in March 2011.

Under the RHI, golf clubs could earn an income of up to 7.6 pence for every kWh of heat produced by renewable methods, including the burning of sustainably sourced wood fuel and miscanthus.

This income is index linked (i.e. will increase with inflation) and is guaranteed for 20 years.

The money payable through the RHI should help to offset the establishment costs of growing energy crops in the first few years of the scheme and making buying wood fuel competitive with fossil fuels in terms of cost.

Biomass under the RHI:

- The RHI is available in England, Scotland and Wales.

- Ofgem will administer the RHI scheme and will deal with applications, accreditation of installations, incentive payments and monitoring compliance.

- Payments vary depending on the size of biomass boilers and are tiered so that the first units of energy generated each year will receive higher payments than subsequent units.

Boilers and installers must be certified under the Microgeneration Certification Scheme (MCS).

- Any business which installed a biomass boiler after July 15, 2009 will be eligible for the RHI. Boilers installed before this date will not be eligible.

Short rotation coppice

The crop

Short rotation coppice (SRC) is an established traditional method of harvesting biomass energy over short timescales.

All broadleaf native tree species will coppice well but willow and poplar have the highest biomass yields.

Willow, poplar, ash, silver birch, and sweet chestnut species are all eligible for grant funding under the Energy Crops Scheme.

Trees in SRC are densely planted at around 15,000 cuttings per hectare and are planted using specialist machinery that cuts the tree rods, inserts them into the soil and firms the soil in one pass. Rods are planted in spring and trees can reach four metres in height in the first year of growth.

New plantings are cut to just above ground level in winter to encourage the growth of multiple stems. Harvesting begins after four years of growth using modified mowers/reapers and harvests can be repeated every three years. Harvested rods need to be dried and chipped to feed into wood chip boilers. The same tree stools can be harvested for 20 – 30 years without any need for replanting.

Herbicide should be applied to the land in the autumn before planting and may need to be applied after each harvest. Organic fertiliser will need to be applied to the soil before planting. Fertiliser is not recommended in the first year of growth but may be required each year to replace nutrients in the soil. Application of fertiliser can be difficult, given the dense planting in the coppice.

Yields

The yield will vary according to the tree species in the coppice but, in general, with good site conditions and management, a golf club might expect 7 – 12 oven dry tonnes (ODT) of wood fuel from a willow coppice per hectare per year. One tonne of SRC fuel produces an average of 18.6 GJ/t, 66 – 78 % of the energy provided by a tonne of coal.

Wildlife benefits

Native tree species such as willow, ash and silver birch will provide the greatest wildlife benefits, particularly for invertebrates.

Bird species such as bullfinch, willow warblers, reed bunting and song thrush have been noted during periods between harvests, while skylark, lapwing, yellow wagtail and snipe have been observed in the open habitat provided by newly planted and harvested coppice.

Local ground flora can develop in buffer zones surrounding coppice and beneath the trees between harvests.

Miscanthus

The crop

Miscanthus giganteus is a perennial grass native to Asia that has been grown for several years in the UK as an energy crop with good success. *Miscanthus* boasts rapid growth, low nutrient and maintenance requirements and high biomass yields and can be directly burned for heat or can be processed to produce ethanol.

Establishing and harvesting a

grass crop, rather than growing woodland coppice, may appeal to many greenkeepers but there are a few crucial differences.

Firstly, *Miscanthus giganteus* is a sterile hybrid and reproduces vegetatively. This means that it cannot be sown from seed and must be established from rhizome fragments, planted either using specialist machinery or using a potato planter.

Secondly, as the Latin name 'giganteus' suggests, miscanthus is a tall grass, reaching three to three-and-a-half metres in height.

It is cut once each year using a forage harvester and can be baled using conventional equipment.

Herbicide treatments are recommended before planting, and after the first year's growth of miscanthus. Following establishment in the second year, the dense canopy of the grasses in summer, and the leaf litter cover in winter, should prevent weed establishment. Nutrient requirements are also low as

relatively high, due to the need to plant as rhizomes but up to 50% of this cost could be recovered through grant funding.

Wildlife benefits

Miscanthus is a non-native grass but is a sterile hybrid which grows slowly through spreading rhizomes and is unlikely to spread far beyond the boundaries of planting.

The grass stands provide a similar habitat to large native grasses such as reed canary grass and common reed and can provide nesting habitat for reed birds such as reed bunting. Native ground flora cannot develop beneath the dense canopy of miscanthus but can establish in surrounding rides and buffer zones.

Sustainable woodland management

Many parkland and heathland courses have a significant existing

Miscanthus giganteus, a perennial grass native to Asia that has been grown for several years in the UK as an energy crop with good success, can be directly burned for heat or can be processed to produce ethanol

leaf matter is returned to the soil before the stems are harvested. *Miscanthus* is quite water efficient when considered relative to the biomass they produce but the crop may require irrigation.

Miscanthus should be allowed to establish without cutting for the first year of growth and can then be harvested annually for up to 20 years.

Harvesting is undertaken in winter, following die back of the leaves, allowing nutrients to return to the soil and the moisture content of the crop to reduce. The moisture content of the material is low (20%) and can be burned after harvest without further drying.

Yields

Miscanthus can yield up to 14 ODT annually, which is higher than the average yield from short rotation coppice (max 12 ODT).

However, miscanthus produces relatively less energy per tonne of material 16.2 GJ/t compared with 18.6GJ/t for SRC willow (58 – 68 % of the energy provided by a tonne of coal). Establishment costs are

woodland resource which could be sustainably managed through targeted felling and re-stocking to provide a supplementary fuel source for the golf club.

Using the trees as a fuel source would also give the club an economic incentive to manage their woodlands, improving the health, aesthetics and wildlife value of the woodlands on the course.

Harvesting the woodlands on the golf course would need to be carried out in accordance with a long term woodland management plan to ensure the trees are harvested sustainably: to guarantee that there will be future supply of wood and to minimise the impact of harvesting on the wildlife on the golf course.

Only wood sourced in a genuinely sustainable manner will be eligible under the Renewable Heating Incentive.

Woodland management plans can also be submitted to the Forestry Commission to cover all intended felling over the lifetime of the management plan, rather than the club applying for consent for each individual felling operation on a case by case basis.





The early bird gets the worm...

Renewable Heat Incentive payments for new applicants to the scheme will decrease over time to promote early uptake, meaning that golf clubs who apply early will receive higher payments than those who wait.

Any golf club entering into the Renewable Heat Incentive scheme in 2011 will receive the highest payments available under the scheme, guaranteed for the next 20 years.

Establishing energy crops won't work for every club as there may not be enough space available for planting, but each

club could incorporate some element of biomass energy into their heating to take advantage of the Renewable Heating Incentive, either by carefully harvesting current woodland plantings or by buying in sustainably sourced wood from outside the golf course.



INSET ABOVE LEFT: Wall of miscanthus
 INSET ABOVE: Young willow catkins
 MAIN LEFT: Field corner of giant grass
 ALL IMAGES ON PAGES 32-33: ©iStockphoto.com/bigga_tom

about the author



Dr Kelly Harmar PhD, MBPR is a Consultant - Ecology & Environment with the STRI



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1. 'How to Cascade Goals to Teams and Individuals'

Introduction
The formation of goals that set out what a business is aiming to achieve is a key part of business planning. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they should do to help achieve them. This requires a management process to be in place that cascades top-level goals down through the organisation.

Definition
A goal describes a measurable outcome or result that needs to be achieved.

1. Cascading goals
Cascading goals means breaking down the organisational goals into a series of smaller goals that describe what each unit or department needs to achieve. These goals are then broken down further until each individual in the unit has their own performance goals. In this way, progress throughout the organisation is measurable.

Profit goal - to reduce waste by 10% across the whole site, by December 20XX

- Manufacturing team: To reduce scrap/reject components off CNC machines by 2%, by June 20XX
- Warehouse team: To reduce part order deliveries from 22 per month to less than 5, by September 20XX
- Finance team: To agree 12 key supplier agreements which result in a 7% stock reduction, by October 20XX

In some areas of the organisation, it may be enough to cascade goals down to the team level (e.g. in administration or production teams where they work together more as a team than as individuals). For some it is more appropriate to agree individual goals (see 'How to Develop an Appraisal System', and 'How to Prepare for an Appraisal'). What is important is that you get it right for your organisation.

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Do I comply?

Most in the turf maintenance sector are concerned about compliance with legislation applicable to them and do not wish to run foul of the law. Many believe they are aware of their duties and responsibilities and have taken appropriate action. It is evident, however, that some confusion still exists. Here, David Mears looks at three main areas (Oil and Fuel Storage/Dispensing, Wash Pads and Waste Management) which, borne out of recent web postings, message boards and enquiries, are probably the most topical...

PHOTO: French customers inspecting a ClearWater system at National Trust Stourhead



ABOVE: Refuelling and bunded fuel storage



Oil and Fuel Storage / Dispensing

Many of you will have a diesel tank to refuel machines and you will all store oils. To help you comply with legal requirements; the Control of Pollution (Oil Storage) (England) Regulations 2001 and the Water Environment (Oil Storage) (Scotland) Regulations 2006, the EA has produced PPG2** (see below).

The following interpretation (of the legal document and PPG2) hopefully will prove of help and simplify matters:

The Regulations require anyone who stores more than 200 litres of oil in England (or any quantity in Scotland) to provide more secure containment facilities for tanks, drums, Intermediate Bulk Containers (IBCs) and mobile bowsers, to prevent oil escaping into the environment.

All oils are covered; petrol, diesel, mineral oil, heating oil, vegetable and plant oil (waste oil is covered under the Scottish regulations and by a separate act in England and Wales).

All oil containers (drums, tanks, barrels, etc.) should be situated within a secondary containment system (bund) which is strong enough and will not leak or burst under normal use. This secondary

containment must be capable of holding a minimum of 110% of the capacity of the stored container or 25% of their aggregate storage capacity, whichever is greater.

The base and walls must be impermeable to oil and water and must not be penetrated by any valve, pipe or other opening which is used for draining the system.

In simple terms, the best solutions for compliance are: Install an OFTEC approved bunded (plastic or steel) diesel tank with integral pump and hose and place all of your oils on sump pallets. Petrol can be stored in a SiteSafe or a transit box that holds 4 x 20 litre jerry cans. The transit box is also legal for placing on the back of an open trailer or pick up to collect petrol.

Collecting in your own car in a closed boot is not permitted. You can only carry 2 x 5 litre petrol cans in a car. In answer to a number of enquiries, yes, a properly bunded diesel tank can be placed inside the 'sheds' unless your insurers have any special requirements. It is as well to site this away from the rest area where food is consumed.

Best practice is to ensure whatever tank is used, that it is top fill – top offtake. This prevents any chance of pollution as would be possible if a bottom offtake tank were used. The practice of a tank

raised up on blocks and using a gravity hose is definitely frowned upon. Consider the pollution possibility; knock the gate valve off and the whole contents flow out!

The use of single skin tanks is gradually being phased out with many manufacturers reducing or stopping production.

A number of companies selling these tanks previously have now de-listed them and so their days are numbered. We know of a growing number of instances too where tanker drivers have refused (and rightly so) to deliver fuel to non-compliant or dangerous tanks.

A document from DEFRA which gives guidance may be worth looking at:

www.defra.gov.uk/environment/quality/water/waterquality/oil-store/documents/oil_store.pdf

It may also be worth noting that, as the Scottish regulations are more encompassing, it is anticipated that the England and Wales regulations will be updated to a similar level.

Wash Pads

So much has been written on this topic over recent years and yet still there are a number of establishments that are ignoring the demands of legislation, cleaning machinery and equipment with



wash-off water going to ground. This is illegal. You need to comply with the new Groundwater (England and Wales) Regulations 2009 which came into force on 30th October 2009. Conformance with the EU Water Framework Directive is also applicable.

The Regulations, which are law, are very clear and state that you cannot discharge hazardous substances into the ground. Among those listed as hazardous in the regulations are: persistent hydrocarbons (that's oil, grease, petrol, diesel etc.) and persistent and bioaccumulable organic toxic substances. So, washing down machines with these substances on them, means that you are breaking the law. To claim ignorance of this is no defence.

The EA is paying particular attention now to water resources offences (see Civil Sanctions notes later)* and the installation of a fully compliant wash-off facility with a dedicated washpad surrounded by a low curb should be a priority.

The ideal solution, of course, is to include a water recycling system that, unlike discharge systems, will save many thousands of litres of water. A recycling system is future-proof too. If you choose an officially approved system, on the Water

Technology List (WTL), you will have the added advantage of being able to make tax savings under the Enhanced Capital Allowance scheme (ECA).

Ask your accountant to check this out. A word of caution when considering a wash-pad solution; do thoroughly research what is being offered and make an informed decision.

Not all so called 'systems' are proper biological recycling systems but glorified separators which discharge. Discharge from separators / discharge systems must go to the foul sewer and cannot go to ground. If you have access to foul, then you can install a separator (subject to your sewage company's approval) but do consider the regular pump-out costs, water wasted and that it may not be 'future-proof'.

Reed beds have been mentioned as a possible washpad solution too. These are fine for sewage waste but have severe limitations when handling hydrocarbons (oil, grease, fuel etc.)

Waste Management

As a producer of hazardous waste (and you almost certainly will be: waste oils and fuels, solvents (e.g. aerosols), fluorescent tubes, gas bottles, TV's and monitors,

The EA is paying particular attention now to water resources offences, and the installation of a fully compliant wash-off facility with a dedicated washpad surrounded by a low curb should be a priority

batteries, etc.), you should be registered as such with the Environment Agency (EA) to ensure compliance with The Hazardous Waste (England and Wales) Regulations 2005 and The Waste Electrical and Electronic Equipment (WEEE) Regulations. If what you produce is less than 500kg, you do not need to be registered.

However two barrels of waste oil alone will bring you up to this level! Registration must be made each year and you are provided with a premises code.

You can do this directly with the EA or your waste management company can do this for you as part of their service.

Consignment notes must be produced to move hazardous waste and anyone carrying hazardous waste must be registered as a waste carrier.

This effectively means that you cannot transport such waste yourself.

MAIN ABOVE LEFT:
A typical cost effective ClearWater washpad water recycling system

MAIN ABOVE RIGHT:
Not really the best of washpads with polluted water going straight to ground

INSET ABOVE LEFT:
Powerful wash-off from the new ClearWater system at NT Cliveden

INSET ABOVE RIGHT:
This was a washpad!

Audit trails have to be established too so that, if you are inspected, you can produce the necessary documents to prove use, storage and disposal of product.

The best option is to entrust your waste management to a reputable company licensed to carry waste and that will produce consignment notes and suitable containers for your waste.

Remember that you cannot mix waste now and that is why it is important to have separate containers to maintain separate waste streams.

If you care for the environment, you are probably interested in recycling and may wish to know what your waste management company actually does with the waste collected from you; why not ask them?

My own company, for example, operates a licensed waste transfer station and has invested in plant and equipment to enable recycling of around 90% of the waste we collect via our own transport.

Typical are the many thousands of plastic containers which are processed in a huge machine that produces small plastic chips.

These then go to be moulded into useful rot-proof items such as fence posts, seating, sleepers, etc., very often seen back at golf courses and leisure and amenity sites; recycling at its best!

Remember, that along with compliance with legislation you also have a duty of care to ensure that your waste is properly disposed of.

Environment Agency (EA) Civil Sanctions.

The Environment Agency recently introduced new enforcement powers. The Environmental Civil Sanctions (England) Order 2010 came into force on 6th April 2010 and allows the environmental regulator to impose civil sanctions on a business committing certain environmental offences, as an alternative to prosecution and criminal penalties of fines and imprisonment.

Under the regulations, the three areas covered in this article are included: Hazardous Waste (England and Wales) Regulations 2005, Control of Pollution (Oil Storage) (England) Regulations 2001, Water Resources (Environmental Impact Assessment) (England and Wales) Regulations 2003.

The civil sanctions include:

Compliance notice: A requirement to take specified steps within a stated period to secure that an



ABOVE: Waste collection by Highspeed Group Ltd

“Initially we expect to use Civil sanctions mainly in the water resources and packaging waste sectors for offences committed in England after 6 April 2010 and in Wales after 15 July 2010”

The EA

offence does not continue or happen again.

Restoration notice: A requirement to take specified steps within a stated period to secure that the position is, so far as possible, restored to what it would have been if no offence had been committed.

Enforcement undertaking: These enable a person, whom a regulator reasonably suspects of having committed an offence, to give an undertaking to a regulator to take one or more corrective actions set out in the undertaking.

Fixed monetary penalty (FMP): A requirement to pay a monetary penalty of a fixed amount.

Variable monetary penalty (VMP): A requirement to pay a monetary penalty of an amount determined by the regulator reflecting the circumstances of the offence.

Third party undertaking: These enable a person who has received a regulator's notice of intent to impose a variable monetary penalty, for example, to give a commitment to take action to benefit a third party affected by the non-compliance.

Stop notice: A requirement for a person to stop carrying on an activity described in the notice until it has taken steps to come back into compliance

For a very detailed 64 page explanation, follow this link to DEFRA:

www.defra.gov.uk/environment/policy/enforcement/pdf/defra-wag-guidance.pdf

Or visit:
www.environment-agency.gov.uk/business/regulation/116844.aspx

You will see that various civil sanctions can be applied for offences relating to oil and fuel storage / dispensing, washpads and waste management.

Don't think it won't happen to you, actions are already being taken by the EA and they are on record as stating; “Initially we expect to use Civil sanctions mainly in the water resources and packaging waste sectors for offences committed in England after 6 April 2010 and in Wales after 15 July 2010.” VMP's (Variable Monetary Penalties) can be as much as £250,000; enough said!

The EA issues PPG's (Pollution Prevention Guidelines) and these are a most useful resource. It is advisable, if you haven't already done so, to go online, print off the ones that are relevant to you and retain them on file. I'd suggest the following in relation to the topics covered in this article: ** PPG 2 (Above Ground Oil Storage Tank), PPG 8 (Safe Storage and Disposal of Used Oil) and PPG 26 (Storage and Handling of Drums and Intermediate Bulk Containers).

David Mears is Joint Managing Director of Highspeed Group Ltd, which operates waste management services throughout mainland UK, produces the ClearWater washpad water recycling system and supplies separators, sewage plant and banded oil and fuel tanks. Tel: 0845 600 3572 www.highspeed.co.uk www.clearwatertv.co.uk



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James de Havilland takes a closer look at the intricacies of current machinery

The anatomy of...

Kubota Grand L5240 GST Tractors

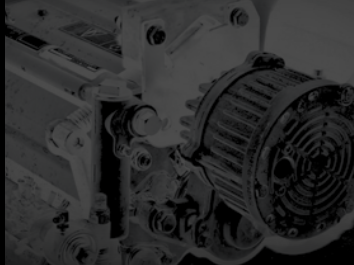


When considering any make of model of tractor, it pays to look at the key specification choices, including the transmission. These days there is more than a simple choice between mechanical and hydrostatic drive

Looking for a clutch-free alternative to a mechanical transmission? Kubota Grand L40-Series tractors, first launched in early 2008, include the nominal 50hp L5040 with a choice of mechanical 16F/16R or clutch-less GST 24F/16R transmissions. Adding £700 to the bottom line, what does GST offer apart from creep speeds over the standard gearbox?

Step-by-step Analysis...

Kubota Grand L5240 GST Tractors



Last year we took a closer look at Kubota's HST Plus system, a hydrostatic transmission that can be set using the Cruise function so it in effect 'locks' to match the forward speed and engine rpm, just like it is with a mechanical drive.

The key feature claim is that HST can offer the same repeatability as a mechanical transmission but matched to the benefits of a hydrostatic drive.

Kubota is not claiming this fixed' drive ability is a unique HST Plus feature. Both the John Deere eHydro hydrostatic and New Holland EasyDrive CVT transmissions offer similar abilities. But not everyone wants this type of transmission, preferring instead a mechanical



The dash of GST transmission models features a power shuttle lever to the left. The clutch pedal can be used when inching up to hitch attachments but otherwise can be pretty much left alone; drive engages as the engine is throttled up, with no need to use the clutch to swap ratios.



The IntelliPanel on GST L5040 tractors shows the selected gear on the left. In work, the gears can be swapped without using the 'clutch'. When the power shuttle is used to change direction, the clutch is again not required.



Swapping ratios on the GST transmission is simple; just move the gear selector to choose the desired ratio. This does not mean the tractor can be started in any gear but it does mean the operator can swap ratios on the move without using the clutch.



Creep speeds are selected via the separate lever above the main shift and provide a forward speed as low as 0.20km/hr. Once in the creep range, all eight speeds on offer are available.



Glide Shift Transmission, GST, will only mean something if you take the trouble to find out what it offers. If you want the right tractor and transmission for the job you need to be prepared to ask suppliers a few questions. Do not always rely upon brochure specs as specifics may vary.

Outline specification: Kubota L5040 tractor

Model	L5040
Engine type	E-TVCS 4cyl diesel
Max power ECE-R24 (kW/hp)	36.0/48.3
Transmission	GST 16F/8R
Speed range (km/hr)	0.20 – 30.34*
2 and 4 wheel drive	Selectable
Guide gross weight (kg)	1885
Guide rear linkage capacity (kg)	1750
Dimensions (L : W : H) (mm)	3245 : 1470 : 2375
Minimum Turn radius (m)	3.20
Fuel tank capacity (litres)	54
Standard turf tyres (F:R)	29x12.00-15 : 475/65-D20

List price

£22,900

*Creep speed range from 0.20km/hr 1.00.

driveline that provides a 'real' direct link between the selected gear and engine speed.

It is here where Kubota suggests its GST transmission comes into play. In broad outline, the transmission is actually pretty much like a conventional mechanical system. The key difference is that each gear can be selected without the need to first depress the clutch. This action is taken care of by an electro-hydraulic system that employs a sensor on the lever to first activate the clutch and secondly shift to the selected gear.

In work, the operator selects a gear and then engages the dash-mounted clutch-less forward/reverse shuttle to take up the drive. The next ratio, up or down, can then be selected by shifting the gear lever without depressing the clutch pedal. It is as simple as that.

The system should not be confused with a powershift transmission though; for starters there are no automated features such as auto-transport.

The operator has to select the gear for the job and the transmission will not shift from that ratio by itself. Also, the transmission cannot work miracles. Expect an easy take-off after selecting the top ratio and you will be disappointed.

But in everyday use, GST is really simple to get to grips with. When it comes to precision work, it also makes getting the right speed for a given task more straightforward than it might be with a conventional mechanical transmission. Take operating a tined aerator. Where precise hole spacing is called for, the transmission and engine speeds can be adjusted to deliver the desired result as it is easy to slip between gears; the lower gear steps are 0.20, 0.28, 0.36, 0.46, 0.54, 0.68, 0.80 and 1.0 km/hr. These eight speeds should be close enough to allow a good match between the engine set at the most desirable PTO speed and a forward speed to suit the job.

There is a great deal of choice in the sub-100hp tractor market, so it pays to know what you want from a tractor perhaps more now than ever before. This is because you can get bogged down in looking at power and lift capacities as well as transmissions rather than homing in on key features you must have. If a key job includes precision work such as delivering precise hole spacing when aerating a green, you need to ensure whatever tractor you look at can deliver this. Although 'clever' hydrostatic and CVT type transmissions may claim to deliver

this consistency you need to ensure the package on offer meets your needs.

Similarly opting for a mechanical drive is a safe choice for precision work, but you also need to make sure the transmission has a good overlap of creep speeds. As models change so too can the specifications. So you need to check what is offered. Some brochure figures can also be misleading as UK specifications may not be listed in market-

There is a great deal of choice in the sub-100hp tractor market, so it pays to know what you want from a tractor perhaps more now than ever before

ing material prepared to meet the demands of all English speaking markets. As an example, Kubota lists creep speeds as an option on the L5040 with a GST transmission when they are in fact a standard feature on UK market models.

It is for these reasons that it is important to try and take the time to actually find out more about a given tractor than just looking up its specifications online.



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Section Notes

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All the latest news from your Section

Around The Green



Scottish Region



East

Well it's mid-March and the temperatures are improving, birds singing and grass is growing. Unfortunately the winds are blowing and the bunker sand is moving. Still, the new season is approaching with earnest and let's hope for a good one. Talking with Richard Windows last week at the Scottish Conference, he mentioned that East Lothian had been hit hard with the dreaded Fusarium. North Berwick has got off lightly with small areas visible although they are responding to treatment and the dry weather helps.

We have two new additions to our small Section committee, Scott Corrigan and George Oliver will be helping us at the Spring Outing at Craigiellaw on April 19. We welcome them both. Tam Murray has left us and he will be missed greatly at committee level, his experience was vast and our thanks and best wishes go out to him. Scott will take over as education convener and you can contact him at scottcorrigan4@aol.com

Keith Burgon is on the move and takes over at The Hirsell, near Coldstream. Good luck and all the best Keith.

Dates for your diary are:

Secretaries' Match, May 3, Glasgow Gailes;

Scottish Tournament, June 15, Dukes Course;

Willie Woods Tournament, August 9, Mortonhall GC;

Autumn Tournament, September 14, Braid Hills GC.

Good luck to you all at Craigiellaw and anyone with news can contact s.crawford@live.co.uk

Yours in golf

Stewart Crawford



Central

The rules night seminar held at Elmwood on March 9 was well supported and Grant Moir, of the R&A, gave an excellent presentation. A more detailed report on the night is on the website www.biggacentralsection.org.uk. You will also find the results of the Spring Outing, at Ladybank, held on April 28, on the website as the deadline for this report was well before the event and a report on the Stan Zontek seminar which was held on April 21. The final of the inter club pairs for 2010 was finally completed and Crieff were the winners over Leven by 1 hole over the two legs. Well done to them (eventually).

This year there is a new format which you should all have been notified about. At the time of writing this there was a healthy entry and by now those who entered should have received word of the draw/1st round. The final seminar before summer is a presentation by Adam Pound, of Tillers Turf, scheduled for 7pm, on May 11, at the training room, Elmwood College. Again more details on www.biggacentralsection.org.uk. On the move is Paul Armour, who has left Leven Links to take up the position of Head Greenkeeper at Lochgelly GC. Our best wishes go to Paul.



Ayrshire

It is with great regret that I inform you all of the recent passing of Danny Gardiner, of Beith Golf Club. Danny was the club's first full time green-

keeper worked extremely hard at a time when Beith was only nine holes, Danny saw the club he loved grow into an 18 hole course one to test the very best of golfers among us. In my own time at Beith, where I served as apprentice greenkeeper, I spoke with Danny on a number of occasions and what I can say is that he was a true gentleman. Danny will be missed by all at Beith. Our thoughts are with his family and friends at this time.

Things have been looking good on the weather front these days with the daffys in full bloom and the sun streaming down on us all. The courses all around are beginning to take shape all thanks to the lads involved. Keep up the good work! I've not heard of any mishaps or horror stories. Time yet. Next month will bring the results from the Spring Outing and of course as mentioned every issue I remind you that this is your Section, so please get in touch with any news. Let's keep the Section going. Til next time... Cheers.

John Mair

johnmair982@hotmail.co.uk
07500874449



West

On this bright sunny day I sit to type the monthly article enjoying the warmth and benefits such a day provides. I'm looking forward to the future growth induced by these higher than normal temperatures, already I've noticed the hedgerows starting to bud; a sure sign spring has sprung.

Let's hope the start of the season continues in the same vein as the last month, as my early disease scars are now filling in very nicely surprisingly enough. I hope all those affected

in the same way are seeing progress in this area.

Not a lot happening in the last few weeks other than the seminar at Loch Lomond held on March 23. This proved to be a very informative excursion, with the continued update on developments in relation to measurements of organic matter, firmness, soil moisture, speed and smoothness.

STRI is to be praised on the content of the day's discussions, the presentation of the material, and the venue. In attendance something in the region of 40 people enjoyed the day's proceedings with a good diversity of the industry present, and nice to see a few different faces.

Thanks to Loch Lomond Golf Club for allowing the day's events to go ahead and for providing the soup and sandwiches.

Just a few events to bring to your attention: The Spring Outing at Cowglen Golf Club, on May 19, entries will be posted soon, thanks to Michael Slack for accommodating the Section, and the other item is the Scottish national event at the Duke's Course in St Andrews, on June 15.

The annual match against the secretaries is scheduled for the May 3, at Glasgow Golf Club, Gailes and I will report on how that went in the next issue.

Finally on a very sad note I have to announce the sudden death of Ian McMillan, who was a very well kent face in green-keeping circles over the years. Ian, of course, was the son of Jack McMillan, now retired, and at this time the Section wishes to express our deepest sympathies to him, his wife and all his brothers for their loss.

Another bereavement in the Section with the passing of Sid Adam, of Hamilton Golf Club who died in his sleep recently. Sid was only 39 years old and leaves a wife and two children. Our thoughts are with them at this difficult time.

Please pass on any interesting

facts or events which might be of interest to others around the country as it's quite surprising who reads the snippets.

My Email is stuart.taylor@glasgowgolfclub.com or my mobile is 07790823914, or the landline is 0141-942-5554.

Stuart Taylor

Northern Region



Northern

Hello everyone hope you are all well. As I sit here writing these notes looking out on a grey sky and hoping we might get a shower of rain to water our newly turfed areas. It seems such a short time ago we were sick of wearing wellies and waterproof trousers. By the time you read these notes I hope to have seen some of you at our spring golf at the K.P. Club. Our next fixture is at Moortown GC on the June 22, 1st tee 10am. The price is £20 per person. Please book early as places might be limited. Sorry there is no more news or gossip this month, if you have any please pass it on to me, Frank Stewart: 72 West Park Grove, Roundhay, LS8 2DY. Email frankstewart3@hotmail.co.uk. Mob: 07947401278.



North West

As we spring into summer, our attentions are now onto cutting frequencies as the growth is now with us and we are all hoping for a favourable season. April started off warm and dry here in Southport and the thought of watering some of the turf laid later than wanted was saved by a few heavy showers, Augusta has come and gone and with that the usual Augusta comments.

The spring tournament was held at Hesketh and as the event has not taken place as I write this I'm gonna guess. The weather was extremely wet but the course just managed to stand up against all the rain, the wind was also present and many found it difficult to walk down 6 and 7. The course itself was passable, apart from the

rain, the crazy pin positions and the lack of growth on the greens, but all in all it was a good day and it was nice to see everyone at Hesketh. Thanks to the Members and Council of Hesketh for allowing us to play.

The next event this year is the NW v N. Wales match at Heaton Moor GC on June 16. This is followed by the summer tournament at Grange Park on June 29.

On behalf of the North West Section, I would like to pass on the condolences to the family of Ian McMillan who passed away early April, Ian was known to many people in the North West and our thoughts and prayers are with his loved ones.

Peter McVicar
pdmv@hotmail.co.uk
07885347818



North Wales

I hope I find you all suitably rested after extraordinary amount of bank holidays we've had recently. Spring is now well and truly here with good growth and, hopefully, if we get the weather to deal with it our courses should shine.

The spring tournament took place at Denbigh Golf Club on April 13. A full run down on results and the day will be posted in next month's column.

Elliott Small has been tasked with assisting BIGGA with putting on a display at BTME 2012 on 100 Years of Greenkeeping Associations. So we need to gather and collate as much information and materials towards the display and we have been asked to make enquiries where possible from some of the older members of our Section, whether they may know of any even older guys who may have old photos, magazines, diaries etc. One of the areas that we would hope to show would be greenkeeping families who may have generations of greenkeeping in them, so if you think you or your families can help please contact any of your committee members and we will happily pass anything on.

Terry Adamson, of Sheriff Amenity, is holding talunex/phostoxin training seminars in the near future. If you think you could use this please contact Terry directly. I think that's

about enough for now, I'm looking forward to hearing from you and about your personal or professional news, feel free to contact me I'm only too willing to put your good news into our column.

Pete Maybury
e-mail petemayb66@aol.com
or mobile 07756001187.



North East

This month's news is all about movement within the Section. Firstly Craig Parkinson, of Slaley Hall and former Course Manager and Director of Golf at Matfen Hall, has rejoined the rank of Course Manager at Diamond Country Club in Vienna, Austria. The course currently holds The Austrian Open and is on the European Tour. Working alongside Craig is also another former greenkeeper of Slaley Hall, Gerry Clancy.

In these times of uncertainty surrounding our industry it's good to hear a positive news story of one of our members who had lost his job due to financial

constraints affecting his club.

Tony McLure, who will be familiar to most in the North East, was formerly a Head Greenkeeper before falling to the axe of redundancy. He has taken the positive step in setting up his business supplying various products to golf clubs.

TM Amenities Ltd was established by Tony in March 2011 selling a varied range of products, on an agency basis, direct to the golf industry and these are some of the companies he represents: Parsaver Golf - All aspects of course furniture score cards etc; Turf Care Supplies - Equipment contract hire, Air-Seal Products, ASL Agronomic, Northern Lubricants - Waste oil removal.

Tony is working hard to establish his company in the market place and his office is now his car as he trawls around the north-east in search of business. He is contacting Club Secretaries and Head Greenkeepers to arrange to meet with them to outline in more detail the cost saving benefits he can bring to your club. When you hear from Tony please try to give him some of your time to listen to what he has to offer.

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Around The Green

Tony brings with him a high level of experience and professional knowledge to recommend and endorse the products he sells.

We wish Tony all the best in his venture and hope that he continues to show that there is definitely life after redundancy. And finally, those of you that don't know that the new course which has been constructed over the last two years, at Close House, opened on May 1.

Jimmy Richardson

Midland Region



East of England

Our re-arranged Christmas fixture was played on Thursday March 10 at Sleaford Golf Club. A good turnout of around 30 players did battle against the wind which did take some of the shine off what was an excellently presented golf course by Ian Batty and his staff. The day was sponsored jointly by Rigby Taylor and Mansfield Sands, who once again provided an excellent prize table.

The winners on the day were as follows: 1. Graeme Macdonald; 2. Bryan Robinson; 3. Steve Hopkins; 4. Ian Batty; 5. Rob Bemment.

Nearest the Pins: Graeme Macdonald and Robin Portess. Longest Drive: Rob Bemment.

Once again many thanks to all at Sleaford Golf Club for their hospitality and to the sponsors for their continuing support.

Our Section Seminar was this year held in conjunction with the Midland Region Seminar at Newark Golf Club on Wednesday March 30. The day was based around the headline 'Weather it's Ecologically Sound' and included presentations from Mark Hunt, Headland Amenity; Dr Keith Duff, golf environment consultant, and Ben Taylor, Bernhard & Co. The day was well supported and thanks go to Newark Golf Club for their hospitality.

Our golf fixtures for the year have now been finalised, they are as follows:

Wednesday, May 25 1pm, Immingham Golf Club; Thursday, July 28, 1pm, Stoke Rochford Golf Club; Thursday, August 25, 1pm, Boston Golf

Club vs Secretaries; Wednesday, September 14, Gainsborough vs Trade; Wednesday, October 12, Orton Meadows AGM; Thursday, December 8, Belton Park Christmas fixture.

As detailed above the next golf day is here at Immingham Golf Club on Wednesday, May 25 tee off 1pm. The day will be sponsored by LMS Lincoln. If anyone would like to play on this day then please contact Bruce Hicks.

Steve Beverly, Immingham Golf Club.



East Midlands

Straight into news from our spring competition and first part of the BIGGA National Championship Qualifier, the event was played at the Nottinghamshire Golf and Country Club, the course was in excellent condition and many thanks go to Pete Billings, and his team. Results were as follows: trade winner was Kevin Haslam, with 30 pts; Cat 1 winner Chris Brown, with 33 pts and Cat 2; and overall winner with 35 pts, was Pete Smith. Other prize winners included Derek McJannet with Nearest the Pin, and Pete Billings with the Longest Drive. Longest Drive for trade was Kevin Kinser and a poor effort saw none of the trade hit the green for the Nearest the Pin!

Thanks to the sponsors for the day which were Aitkens, Tacit, Mansfield Sand, Barenburg and Sports Metals. Without these sponsors these golf days would not be possible, thank you all for your continued support.

On to more important news now, and it is important to all members of the East Midlands Section that you realise that without any more volunteers for the committee, this Section will close at the next AGM. Greg Skinner has stepped down due to work and personal reasons, and I would like to take this opportunity to sincerely thank him for his efforts on the Section committee. However this leaves just myself and Andy De Wet on the committee, WE CANT RUN THE SECTION with a committee of two greenkeepers! Being a member of the committee only entails approx six meetings a

year and attendance at most events. The events we put on are for your benefit and, as I have mentioned, without any more help the Section will cease to run after the AGM, anyone interested in helping out should contact myself at pds1@btinternet.com or Andy De Wet at biggaeastmidlands@hotmail.co.uk

The next Section event and second part of the National Qualifiers is to be held at Cavendish GC on Wednesday, June 29. I know this may be a long journey for some but it is a venue that is well worth the trip, I hope to see you all there.

Pete Smith



Midland

As I sit here writing yet another stunning edition of our Section's notes, I gaze out of my window and give thanks that finally spring/summer is here at last. This, of course, means the return of the many varied blooming flora and fauna that we are blessed to see on a daily basis. However, a sight I recently experienced at some unearthly hour on a Sunday morning while mowing the greens, reminds me of that somewhat eccentric etiquette reserved to only those fools that are away from their cots at such an early hour. I could not help but sight an RAF transport aeroplane flying towards me at an altitude of approximately 400ft, as I gazed up in amazement at the fact that something so large could be airborne and travelling so slowly, it banked towards me to see what this fool was doing on a little red mower at such an hour, I then raised my arm as a "good morning" gesture and to my amazement the pilot then tipped his wings a couple of times in reply. That's one cool way to say good morning, it made mine, but then simple things please simple minds.

Now, what is it about starting up irrigation systems every spring that always seems to throw-up some form of problem that requires the investigative skills of Holmes and Watson? However, we always seem to manage it by hook or by crook,

and remember that "no problem can stand the constant assault of thought", coupled with a little help from our friendly irrigation specialists. One such being this month's kind calendar sponsor North Staffs Irrigation Ltd. Please visit their web site: www.northstaffsirrigration.co.uk. I dare say that they have a Sherlock for the case.

Sean McDade

South West and South Wales



South West

Hi everyone, I trust that you are all well and enjoying this mighty fine weather that is finally with us. Firstly, please allow me to explain the error that was in last month's events section. The incorrect date was in relation to your AM-AM competition, at Chipping Sodbury GC. The correct date would have been Thursday, April 14, (By the time you read this we would have already played). Apologies for any confusion that this may have caused!

What a great seminar we had at Chipping Sodbury this past month. Working closing with our friends GCMA (Golf Course Managers Association) we held an educational seminar which was very well supported by both secretary managers and course/deputy managers, or the ins and outs of a golf course as I like to call them. Titled 'In Touch', the day was a great success. In the first session I followed STRI, and enjoyed a very exciting presentation by Richard Windows. Showing us a huge range of tools and how we can all get the very best out of our greens. Course Manager, John Keenaghan, very bravely allowed STRI to invade his putting green to show us the wide range of tools they use to carry out their tests. The tests are used to help us improve the playing qualities which, in turn allow us the increase the playing season. When all is said and done, we (as golfers) want outstanding performing greens at a consistent level.

The seminar also included a detailed presentation from

health and safety advisor Jon Allbut. Jon explained to us the importance of a golf buggy policy and how improving the access for disabled members is now important within golf course development. An impressive presentation was given by Jim McKenzie, Course and Estates Manager, at Celtic Manor. I'm sure that many of you would have already seen a Jim McKenzie presentation, however this was my first one and it was great to see the how the Ryder Cup was really won. An inside look at the at the 2010 course...IMPRESSIVE!

Away from the golf course, the football season is coming to a close and in the premiership, for once, there is everything to play for at both ends of the table, could this be the most exciting season...My predictions for the title are 1- Man Utd, 2- Arsenal, 3- Chelsea, 4- Man City? Who goes down...West Ham, Blackpool, and Wigan??? What do you think??

I would like to thank our patronage partners for all of their support for 2011: Ecosol, Irritech Limited, Countrywide, British Seed House, Headland, Avoncrop and Martyn Lane Golf Signs. Your support is very much appreciated by the whole Section.

Remember that we also have our own South West Section Facebook page, proving to be very useful, only for it grow as more of you become involved. If you are not a member of the page, it's time you were. Ask for the link and I'll happily forward it to you.

adam.l.matthews@hotmail.co.uk
07732503855



South Wales

Firstly, I have details of the Section's golf fixtures for the year. Thanks to Steve Chappell for providing me with this information.

The fixtures are as follows:

Spring Competition: Glynthir Golf Club, Thursday May 12, sponsored by DEAL and Textron.

Summer Competition: Wenvoe Castle GC, Wednes-

day July 6, sponsored by Tacit; Autumn Competition: Trefloyne GC, Friday, October 14, sponsored by DEAL and Textron; Christmas Competition: Royal Porthcawl, date and sponsors TBC.

Match v South West: Chippenham GC, Friday, August 12, sponsored by Inscapes;

Match v GCMA: Neath GC, Thursday, August 25, sponsored by CWC.

Rigby Taylor Qualifier: Neath GC, Thursday, June 16.

Golf Management Trophy: Morryston GC, Wednesday, June 29, sponsored by Tacit.

Obviously, you will be notified of any changes to the dates above. Thanks in advance to the sponsors; the Section would be difficult to run without your help.

Thanks to all those who attended Jim McKenzie's Ryder Cup talk at Pencoed College back in March. The attendance was good and attendees were treated to a first class presentation. Thanks Jim!

Good Luck to John Phillips, Head Greenkeeper at St David's City GC, on his forthcoming retirement.

Finally, this will be my last 'Around the Green'. Over the last two and a half years I have written 30 columns! So I think it's a nice round number to end on and about time that someone else is given a chance! And preferably a greenkeeper! I have really enjoyed the experience and hope that my efforts have helped out the section that I have been proud to have been a member since the late eighties. Thanks for all the complimentary words about the column that I received while 'on my rounds', they were greatly appreciated!

Right! That's it from me! Hopefully I will see you soon, maybe at one of the above golf events where I will prove that my golf is as bad as my jokes!

Ceri Richards



Devon and Cornwall

Hello all,

Our March meeting was held at Merlin Golf Club, North Cornwall. 30+ attendees

enjoyed a cracking day. Richard Gerrard, Course Manager, led a course walk around this relatively new course which was in fantastic condition. The Golf competition was won by Anthony James (Jacko), from Killiow GC, receiving the "Bayer Cup", 2. Andrew Prouse, from Porthpean; 3. Mike Ellis, from Lake View GC. Both Nearest the Pin and Longest Drive were won by Mike Ellis too! Many thanks to our two sponsors for the day: Bayer and Famura. The afternoon educational speaker was Mark Hunt, from Headland Amenity. For those of you that know Mark would know that the attendees were given an expert and very professional presentation by someone who is extremely passionate about our industry. The feedback we have had from this presentation has been glowing. Many thanks to Mark for making the journey and taking time out of his busy schedule to deliver the presentation. A big thank you to Richard Gerrard, and everyone at Merlin GC, for their wonderful hospitality.

John Mitchell, of Perranporth GC, has retired after 47 years at the club. John started working at Perranporth GC in 1961 although he left again in 1973 for a job at the clay pits for a lot more money, enabling him to buy his house and get married. He returned again in 1976 at the request of the club when his brother, Billy Mitchell broke his right leg fib & tib, with an equivalent salary to which the clay pits paid him. He finally retired in March having worked with his brother for 47 years. An amazing achievement. For those of you who know Billy and John down at Perranporth, you will know that they are both fully deserving of all accolades and tributes they receive. The Club held a retirement party for John on Friday, April 1, and presented him with a golf bag & honorary life membership. An excellent evening, the bar took nearly a thousand pounds which more than paid for the food they put on. Keith Kemp, West Cornwall, and Scott Gibson, St Enodoc, attended the evening to represent the industry. Well done John, we hope to still see you at forthcoming meetings and we hope you really enjoy your well-deserved retirement.

Our next meeting will be

Assistant Profile

Our monthly look into the life of an assistant greenkeeper...



Name:

Gary Fraser

Age: 31

Club: Rockcliffe Hall

Position: Qualified Assistant

1. How long have you been greenkeeping?

Eight Years

2. What was it about the career that attracted you?

Working outdoors and being involved in golf

3. If you weren't a greenkeeper what do you think you'd be?

Still in the Armed Forces

4. Which task do you most enjoy doing and why?

Particularly enjoy pedestrian mowing – but all aspects of the job really

5. Which task do you least enjoy doing and why?

Any tree work

6. What one thing - other than a pay rise - would improve the greenkeepers' lot?

Education

7. Hobbies?

Golf and Football

8. Favourite Band?

Foo Fighters

9. Which team do you support (football or otherwise)?

Inverness Caledonian Thistle

10. What is your claim to fame?

Worked on a number of pro tournaments

Around The Green

our summer 'Devon v Cornwall' match at Dartmouth G&CC on Wednesday, June 15. Full details will be posted on the main BIGGA website and invites will be sent out to members during May.

George Pitts
Section Secretary
BIGGA Devon & Cornwall
07929 754401
gpitts.yelverton@gmail.com



Kent

I do apologise for not writing this editorial for the last couple of months, I've had a few major changes going on in my own life which have been, ultimately, very rewarding but very hectic and stressful. Yes, after nearly 15 years of service and devotion to Birchwood and making it the successful and thriving business that it is, I have moved on to other ventures which I am hoping be equally rewarding.

I would like to express my thanks to all my fellow, learned professionals who have offered support for me while I made the transition to my new career. I have not left the industry, however, just exploring a new avenue where I'm hoping the grass will be greener! More details to follow.

On to news from the rest of the Kent Section. We recently enjoyed one of the best golf days I believe we have ever had. On March 16 a strong contingent of us left the thick fog that covered most of the region on that morning and headed for the coast at Lydd Golf Club where we were greeted by bright, benign conditions and genial hostess, Irene. The course, despite some fairly major remodelling of the back nine, was a joy to play. The early starters definitely enjoyed the best of the conditions as a stiff breeze began to blow late into the round compounding this author's attempts to make it onto the leaderboard. I really hope we can re-visit this great course again in few years in order for me to do it more justice! Results were as follows: 1. Darren Burton, 37 pts; 2. Duncan Kelso, 36 pts; 3. Steve Gunner, 35 pts. Longest Drive was by Darren Child and Nearest Pin by Eric Green.

Sincere thanks to all who made this most enjoyable of days.

We are now looking forward to our next event which shall be played on May 26 at Knole Park Golf Club, near Sevenoaks. Good luck to host Course Manager, Gavin Kyle, in preparing for his peers and if you can arrange a decent bit of weather mate that would be great! We are also still collating teams for our Summer Pairs Knockout. This will be running throughout the summer months (obviously) and will be in place of our usual mid-season golf day which always conflicted with people's holidays. If you have not already entered and wish to do so with a fellow greenkeeper, then call me or Kev asap as we shall do the draw for the first round of matches at Knole Park.

Many thanks to all those companies who have pledged their support to our Section again this year. Your names are proudly displayed on our website with a link to your home pages.

One important additional I would like to make here is the sadness that I'm sure many of us felt when we heard of the sudden passing of Ian McMillan recently. I had known Ian for many years having worked with his brother, Bobby, for seven years at the outset of my career.

His outstanding work at Hankley Common and Walton Heath shall be a lasting legacy to his ultimate professionalism. Our thoughts are with his family at this most difficult of times.

Rob Holland
www.kentgreenkeepers.com



Surrey

It was with great shock and sadness that we all learned of the death of Ian McMillan.

To try and write about Ian is one of the hardest things to do. How do you put into words how highly he was thought of by his peers, his popularity with members of all the clubs he worked at over the years, his great sense of humour, his laugh when he caused a bit of mischief or just the pleasure of having a chat over a pint.

Ian was far more than just a golf course manager, his professionalism, unbridled passion and enthusiasm were obvious

to everyone who came in contact with him and he willingly gave his time sharing his vast knowledge with others. He was a mentor, colleague and a loyal friend to many and was held in the highest esteem in the industry and beyond. We both had the privilege of becoming friends with him when we became Ian's deputies at Hankley Common Golf Club. For us it was a beautiful relationship that lasted over 20 years.

Moving to a new area to take up a job can be daunting but moving to Hankley to work with Ian you became part of his extended family. He and Karen went out of their way to make you and your family feel at home.

Working with Ian was easy to say the least. We all worked hard and played hard which made our greenkeeping days fun. I think we all have a story to tell of a time when we were in Ian's company and could probably fill the whole month's magazine.

Many young greenkeepers trained under Ian and fair to say that everyone who he had under his wing went on to be successful in their own right.

Ian was never happier than when preparing for one of the prestigious events his clubs hosted, including many British Open Regional Qualifiers, US Open Qualifiers and many other major amateur events. The list stands testament to his expertise in this area. He was also first to offer help to other course managers in their preparation, volunteering at Augusta for the US Masters, Kingsbarns for the Dunhill Cup, Royal County Down for the Walker Cup to name but a few. I'm sure many of you will, like us, have great memories of working alongside him and several tales to tell.

Our thoughts are with Ian's wife Karen, children Callum, Hannah, Daniel and other members of the McMillan Family.

Farewell good friend! You will never be forgotten.

Gareth Roberts and Jim Russell.



Essex

We ran a one day first aid course at The Burstead Golf

Club on April 5, a very successful day which was well attended. Further dates are to be arranged for this course.

We are also looking to run other one day courses, so if you have any ideas or you need a specific course, then please contact Ian Wood our Education Officer by email: ian.wood@romfordgolfclub.co.uk

The new golf season starts at Forrester Park, Thursday, May 5 for the Spring Trophy.

Please come out to support the Essex Team at our football match against the Sussex Section on Monday, May 23 at Upton Park. Home to West Ham United Football Club. Kick off is at 2pm sponsored by Toro.

This should be a nice afternoon out to support the boys and savour the atmosphere of a Premiership Stadium.

We have been lucky to attract eight new sponsors this year and along with some of last year's sponsors, we now have 28 sponsors for the coming season.

We are hoping to intensify our education programme as a result of this.

Many thanks to our 2011 sponsors: Amenity Technology; Bailey's of Norfolk; Banks Amenity Products; Blade Amenity; CMW Equipment Ltd; Collier Turf Care; Ernest Doe & Sons; GM Amenity; Golf Mats UK; Headland Amenity Products; Irrigation & Water; Limagrain UK; Old Forge Mowers; Ottery College; Paynes Turf; Philip Liverton Ltd; P Tuckwell Ltd; Premier Plan; Prime Irrigation; Rainbird Europe; Rigby Taylor Ltd; Scotts Professional; Sheriff Amenity; Town & Country Turf Ltd; Sea Nymph Chaingreen; Tey Farm Systems; WJ Green Ltd and Writtle College.

The Essex Section would like to thank all of the above for their support.

Our New Look website is now running and I hope you have all taken the opportunity to have a look; any comments on the content or things you think should be added, then please contact me at the email address below.

If you have anything for inclusion in Greenkeeper International or on the Section's Website www.essexbigga.co.uk please contact me on

07764-862.337
or at essexbigga@talktalk.net
Arnold Phipps-Jones
Press Officer & Web Master



Diary of Events

Details of your Section's forthcoming events in 2011 can be found here...

Date	Event	Venue	Contact
MAY 2011			
May 3rd	BIGGA v's GCMA	Glasgow Gailes Golf Club	Peter Boyd at pj.boyd@btinternet.com or telephone 0141 161 3440/07776 242120
May 5th	Essex Section Spring Trophy	Forrester Park Golf Club	Dominic Rodgers at domrodgers@talktalk.net or telephone 01245 252345 or mobile 07798 641529
May 12th	South Wales Section Spring Competition	Glynhier Golf Club	Steve Chappell at chappel124@hotmail.co.uk or 01269 822032 or mobile 07970 980899
May 12th	Midland Section Golf Event	Bewdley Pines	Andrew Smith at andysmithhace@hotmail.co.uk or 01676 530114 or mobile 07977 145091
May 19th	South Coast Section Spring Competition	Liphook Golf Club	Chris Bitten at chrisbitten@btinternet.com or 02380 769272 or mobile 07796 887633
May 19th	West Scotland Section Event	Cowglen Golf Club	Gavin Jarvis at jarvisgav@aol.com or 01436 676976 or mobile 07725 363715
May 19th	North Scotland Section Golf Day	Montrose Golf Links	Dale Robertson at daleturnberry@aol.com at 01651 863002 or mobile 07711 274525
May 25th	East of England Section Event	Immingham Golf Club	Bruce Hicks at brucehicks1@gmail.com or telephone 07931 714922
JUNE 2011			
June 8th	South West Section	Long Ashton Golf Club	Adam Matthews at adam.l.matthews@hotmail.co.uk or telephone 07732 503855
June 15th	Scottish National Golf Tournament	Dukes Golf Club	
June 16th	North West Section v's North Wales Section	Heaton Moor Golf Club	Chris Sheehan at jsheehan@blueyonder.co.uk or telephone 07840 706738
June 16th	South Wales Section Golf Day	Neath Golf Club	
June 22nd	Northern Section – Presidents Day	Moortown Golf Club, Leeds	Frank Stewart at frankstewart3@hotmail.co.uk or telephone 07947 401278
June 22nd	Essex Section Summer Trophy Competition	Nazing Golf Club	
June 29th	North West Section Summer Tournament	Grange Park Golf Club	Chris Sheehan at jsheehan@blueyonder.co.uk or telephone 07840 706738
June 29th	East Midlands Section Summer Golf Day	Cavendish Golf Club	Andrew de Wet at biggaeastmidlands@hotmail.com
June 30th	South West Section Summer Tournament	Knowle Golf Club	Adam Matthews at adam.l.matthews@hotmail.co.uk or telephone 07732 503855

New Sponsors For Golf Management Trophy Competitions 2011

The Golf Management Competitions this year have a new sponsor, National Authority Golf Course Equipment company TACIT have agreed to become sponsors for these events for the next three years.

Winning teams from each section event will receive a full set of embroidered logo flags for their club together with individual prizes for players of the first, second and third placed teams. Together with this the winning team and the runners up will go forward to a National Final. The day will be provided by TACIT and will be complimentary for the teams. The winners of the National final will receive a full set of aluminum hole cups and tournament flagsticks together with the Golf Management Competition Trophy.

The BIGGA South Wales and South West Region's events will take place at the following locations:-

South Coast Section – Stoneham Golf Club on Mon 20th June
 South Wales Section – Morrision Golf Club on Wed 29th June
 South West Section – The Players Golf Club on Thur 21st July

Details will be sent out to Course Managers and Head Greenkeepers at clubs within the sections. Should you be interested in entering a team in the South West and South Wales section's events please contact Jane Jones BIGGA Regional Administrator

Tel.01454 270850
 or e-mail janejones1@btconnect.com



Membership

Tracey Maddison, Head of Membership, provides a departmental update

Membership Benefits Update



Tastecard success

I'm pleased to report that quite a number of you took advantage of the tastecard offer last month, as advertised in last month's magazine and on the BIGGA Website.

We hope you enjoy treating the family to a great lunch or dinner at one of thousands of national chain restaurants around the country not to mention many local restaurants in your area and save money!

Don't forget if you have an iPhone or Android or Blackberry download your 'app' now (Blackberry coming soon)!

Or visit www.tastecard.co.uk website to search for your nearest participating restaurants.

We may offer this benefit again later on in the year, watch this space or visit the BIGGA Website for details.

Brad Anderson, Membership Services Administrator is leaving BIGGA

After ten years with the Association Brad is moving on. He is taking up the post of Manager of a local pub in Harrogate where he has been working part-time on an evening for around two years.

I'm sure you will join me in wishing him all the best for his future career and thank him for all his hard work over the last ten years. Good luck Brad!

Please bear with us in the Membership Department until a suitable replacement is found.

We will endeavour to continue providing the high level of service to our members.

Skin Cancer and outside work

I love this time of year as I look

outside my window at work I see all the trees starting to bloom and colour up, the different colours showing in the sunshine, so pretty, definitely signs of Spring and Summer.

However, the sun starts to increase in intensity and for people working outside this can be an issue.

Most skin cancers are caused by long-term exposure to the sun and research has shown that those who work outdoors are more at risk of skin cancer due to this fact.

It is thought that there could be as many as 100,000 cases of skin cancer each year in the UK, but many aren't reported.

Some Sun Smart advice

- Make sure you never burn
- Aim to cover up with T shirt, hat and sunglasses
- Use factor 15+ sunscreen (sun cream)

Cheap sunblocks are usually just as good as expensive ones. They are all tested the same way and it is the level of protection they give you against the sun that matters most. This is the 'sun protection factor' or SPF.

The SPF tells you the amount of protection the sun cream gives against UVB radiation. Cancer Research UK recommend at least factor 15. This is because it gives the best balance between protection and cost.

Prevention is better than cure.

Social Networking



Many of BIGGA's Sections now have a Facebook page or group, if you are a member of Facebook go and 'join' or 'like' a section group or page and keep up to date with what's going on locally not to mention the friends that you can make online through these Facebook groups.



Contact Details

Tracey Maddison
traceymaddison@bigga.co.uk

Brad Anderson
brad@bigga.co.uk

Tel: 01347 833800
(option 1 for Membership)

Regional Offices

Scotland & Northern Ireland

Peter Boyd
Tel: 0141 616 3440
Mobile: 07776 242120
pj.boyd@btinternet.com

Northern & Midland

Peter Larter
Tel: 01476 550115
Mobile: 07866 366966
petelarter972@aol.com

South East

Clive Osgood
Tel: 01737 819343
Mobile: 07841 948410
cliveosgood@yahoo.co.uk

South West & Wales

Jane Jones
Tel: 01454 270850
Mobile: 07841 948110
janejones1@btconnect.com



Peter Boyd Peter Larter



Clive Osgood Jane Jones

BIGGA welcomes the following new members

Scotland

Garry Duncan, Central Section
Carolyn Hedley, East Section
Craig Mackay, North Section
Kevin Smith, Central Section

Northern Region

Richard Blackburn, North West Section
Matthew Bulmer, Northern Section
Shaun Embleton, North East Section
Andrew Mair, North East Section
Colin Parker-Rich, North Wales Section
David Pinder, Northern Section

Midland Region

Rowland Atkin, Berks/Bucks & Oxon Section
Richard Impett, Berks/Bucks & Oxon Section
Alan Oram, Berks/Bucks & Oxon Section
Peter Richardson, East Midland
Lee Secker, East Midland Section
Martyn Snell, East of England Section
Luke Taylor, Berks/Bucks & Oxon Section

South East Region

Edward Barrow, Surrey Section
Kevin Bolton, Kent Section
Joseph Dormer, Sussex Section
Gary Doyle, London Section
Michael Fawcett, Kent Section
Darren Gidney, London Section
Andrew Hart, London Section
Curtis Ripley, Kent Section
Simon Shaw, Surrey Section
Luke Turner, Sussex Section

South West/South Wales

Richard Budd, Devon & Cornwall Section
Matthew Devereux, South West Section
Leighton Lunn, South Wales Section
David Rodgers, South Coast Section
Zak Thackeray, South Wales Section
Philip Woolley, South West Section

Colaiste Stiofain Naofa College, Republic of Ireland

Eddie Allen
Tim Crowley
Tony Desmond
John Hickey
Daniel Hickey
Stephen Kearney
Patrick Murphy
Robert O'Brien
Damian O'Connor
Timothy O'Rourke
Denis O'Sullivan

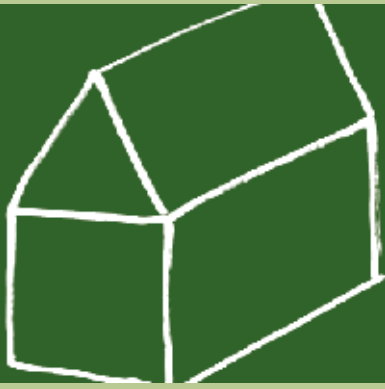
OTHER USEFUL NUMBERS

(Full Members only)

Personal Accident Helpline
02075 603013
Greenkeepers Legal Assistance
0800 177 7891
Greenkeepers Support Services
0800 174 319
Debt Counselling Helpline
0800 174319



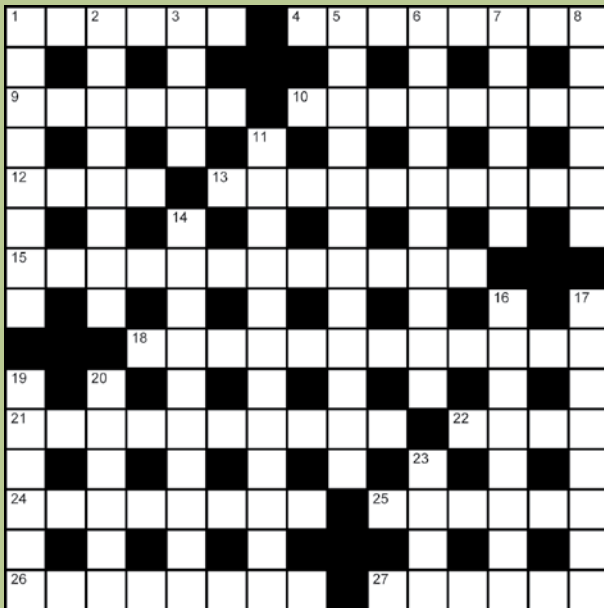
©iStockphoto.com/bigga_tom



in the shed

Our monthly puzzle page to keep you entertained when you're forced indoors..

CROSSWORD



ACROSS

- 1 Host city of the 1972 Olympics (6)
- 4 Medical device used to look into the ears (8)
- 9 Go mad (3,3)
- 10 US state with a capital of Lincoln (8)
- 12 Bladed poles used to manually propel aquatic crafts (4)
- 13 Booker shortlisted novel by David Mitchell (5,5)
- 15 Bewedding-dressed spinster of Great Expectations (4,8)
- 18 1986 League Cup winners (6,6)
- 21 Army officers, directly subordinate to Generals (10)
- 22 Threesome (4)
- 24 Faculty (8)
- 25 Undergarment popularised by James Dean and Marlon Brando (1-5)
- 26 Outside (8)
- 27 1986 Tom Cruise film directed by Tony Scott (3,3)

DOWN

- 1 African American Muslim minister and human rights activist (7,1)
- 2 Cultural movement for social nudists (8)
- 3 Hip (4)
- 5 1983 Tom Cruise film directed by Francis Ford Coppola (3,9)
- 6 King Arthur's nephew, and Knight of the Round Table (3,7)
- 7 Offered at a lower price than previously available (2,4)
- 8 Pass (6)
- 11 Key figure in the creation of the British Raj (5,2,5)
- 14 Indefinable but necessary quality for stardom (3,1,6)
- 16 Clarice ____, played by Jodie Foster in Silence of the Lambs (8)
- 17 Host city of the 2001 World Athletics Championships (8)
- 19 Flattened at the poles (6)
- 20 A unilaterally imposed settlement on a defeated party (6)
- 23 Largest city in Norway (4)

QUICK 'NINE HOLE' QUIZ - Talented Families

1. What is the surname of the cricketing twins Eric and Alec, who played together for Surrey and in Alec's case, England?
2. Who were the last brothers to play football for England?
3. Which English brothers both have World Cup winning medals?
4. Name the three sets of brothers who played for Scotland and the British Lions in the front row, back row and in the backs in the 80s and 90s.
5. Andy and Jamie Murray have both represented Great Britain in the Davis Cup but who were the last brothers before them to do the same?
6. Which father and son captained the England cricket team?
7. What is the surname of the National Hunt jockeys, Ruby and Katie?
8. Name the brothers who dominated the snooker world in the sport's formative years?
9. Not same family but... which two top players in their respective sports - cricket and golf - were born on the same day, April 24, 1973?



MONSTER SUDOKU

Fill in the grid so that every row, every column and every 4x4 box contains the numbers 0 to 9 and the letters A to E.



SUDOKU

Fill in the grid so that every row, every column and every 9 box shape contains the numbers 1 to 9.

Puzzle Answers on page 57

BUYERS' GUIDE



RECO – the machinery you need, the support you deserve.

RECO supply a wide range of groundcare and agricultural machinery throughout the UK via an extensive dealer network.

Established over 125 years ago, the Huntingdon-based, family-owned business, has developed from its early manufacturing roots to become the sole importer for a large range of premium brands across the two sectors.

In the groundcare and amenity sector, one of the largest brands RECO supplies is the Kioti range of compact tractors and Utility Vehicles. Introduced into the UK by RECO in 2000, the Korean-manufactured machines have achieved increasing sales success year-on-year, and currently hold the position of the third in the market. The recently introduced Mechron Utility Vehicle has also seen impressive levels of sales to date, with stock orders and projections for future sales looking very positive.

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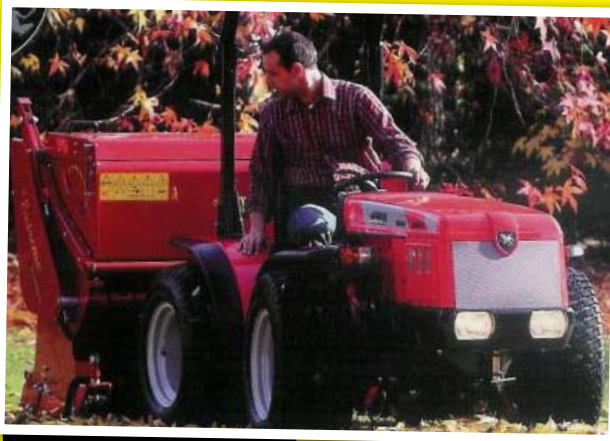
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On the Soapbox

Paul Huxley explains why the synthetic trend is set to continue

Synthetic surfaces for golf are proving ever more popular. They help extend the season, improve the member offer, and offer consistent, reliable practice and play. It wasn't always like this.

Back in the late 90s there was considerable prejudice against synthetic turf largely because of poor installations and low quality surfaces. There was interest, however, as courses were struggling to cope with ever increasing amounts of play due to the growing popularity of golf. People who previously would put on their golf shoes in the car park and head for the first tee, now wanted to practise whenever they wanted throughout the year, even when the grass wasn't growing.

Despite maintenance programmes becoming mechanised, intensive and sophisticated, the UK weather meant courses found it difficult to meet the demand for year-round practice surfaces. Divots on tees and practice ground took weeks to recover during the growing season and many months during the winter.

We researched the specification and availability of suitable, purpose designed synthetic surfaces for golf and, much to our surprise, we found that it didn't exist.

Some courses had tried using turf that was designed for football, hockey or tennis. In most cases it was a disaster - too shallow to take a tee peg, like a sheet of glass to putt on and giving a ball roll that was frankly terrible. No wonder synthetic turf had a bad name. There was an urgent need for good quality synthetic surfaces to complement natural grass and provide the means for it to rest and recover.

We had heard that synthetic turf had been used for tees and greens in the USA, so we went there, made contact with friends in the golf industry and carried out extensive research.

We then purchased some American specification turf for greens and tees and paid for installation training.

This was a valuable exercise, but it soon taught us that turf specifications and installation methods in the USA were largely unsuitable for UK requirements and conditions.

The ball roll on typical sand-filled polypropylene greens, while not good enough for UK courses, was acceptable in the USA for 'backyard putting greens'. Maintenance was far too high, if any attempt was to be made to achieve a reasonable ball roll. Sur-

faces for tees were not quite so poor as for greens but still below what UK players would expect. So, back home, we were faced with the immediate challenge of producing new specifications of turf suitable for UK playing surfaces and introducing installation and maintenance procedures.

As the years went by, we learned more about maintenance methods and, importantly, what customers were happy to do and what they weren't. We found that many customers struggled to make time for staff to carry out even the modest maintenance procedures required for all-weather tees and practice ground areas. A better, lower maintenance solution would be needed.

We also began installing all-weather synthetic turf for golf course pathways, standing areas and some lawns.

Synthetic greens came next. We knew we had to provide surfaces that top players judged to be as good as the highest quality natural grass greens. We also knew that maintenance had to be minimal, unlike the

providing the required greens and tees that would be impossible with natural grass. There will be a continued growth of outdoor and indoor golf academies with synthetic greens and practice tees, allowing keen golfers to practise all year round. Both in the UK and overseas, there will be an increasing number of commercially run small golf courses with all-weather greens and tees which will allow juniors and beginners to play at competitive prices because of the low maintenance costs.

There will even be full size golf courses featuring synthetic grass in certain parts of the world where golf is required but where extreme conditions will not allow natural grass to grow, such as in high mountainous areas.

We do not attempt to replace natural grass, but we do help golfers to practise and enjoy their golf all year round on high class surfaces with minimal upkeep, so that natural grass can be more easily maintained and used when required.

On a roll - the growth of synthetic surfaces for golf

sand-filled polypropylene greens we had seen in the US.

We invested a considerable amount of time and money in R&D to achieve the right materials, base construction and installation procedure and, when we were ready, we invited golf professionals to try the surface. We decided to focus on putting and chipping greens to start with, because we saw the biggest demand coming from short game practice surfaces.

The demand for premier quality all-weather surfaces is growing all over the golfing world. In the UK, it is now extensively used at St Andrews, Celtic Manor, Gleneagles and by the golf centres and training academies of the English, Scottish and Welsh Golf Unions.

So what does the future hold for synthetic surfaces in golf? There will always be a place for natural grass where conditions allow, but as golf becomes increasingly popular worldwide, high quality, low maintenance synthetic golf surfaces will play an ever more important part.

In countries where there is excessive heat, a shortage of water or excess rainfall, all-weather surfaces will be the only means of



For more information from Huxley Golf, visit www.huxleygolf.com

Paul Huxley

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