



## Organisational Changes At BIGGA House

Following the completion of a Strategic Review of BIGGA's activity and resources the Board of Management have approved a Business Plan designed to ensure the Association is best positioned to support its members over the coming years.

The Plan has at its heart a commitment to building on the excellent work done by the Learning and Development department whilst taking steps to make sure the Association is commercially sustainable.

Both of these aspects are vital as the Association works closely with the rest of the golf industry to promote the profession of greenkeeping and to continue to raise standards.

With the sport being strongly affected by economic pressures it is important that greenkeepers have a membership association that will work at all levels to ensure the importance of course management and maintenance to the future health of golf is recognised.

BIGGA has reached a new stage in its development and with the Business Plan approved the Chief Executive has been tasked with ensuring that the Association has the necessary staff and resources to implement it and achieve its objectives.

A staff consultation period has taken place with full professional advice and two positions have been made redundant.

As a result, after all redeployment options for the individuals affected were considered, Pauline Thompson and Scott MacCallum have left the Association by mutual agreement. Both were employed by the Association for in excess of 17 years and we wish them well in their future endeavours.

Over the next few weeks we will be recruiting people to fill the following roles: Learning and Development Executive, Commercial Manager, Communications Executive and Assistant Accountant.

Board Chairman, Andrew Mellon explained, "We have

examined very closely how we operate to best serve the needs of our members. In doing so, we have spent much time consulting with all our stakeholders before formulating our plans, and of course some difficult decisions have had to be made. This new business plan will enhance our Chief Executive and his team's ability to focus on developing the delivery of vital member support services, particularly our Learning and Development programme. The Board is totally confident that they will continue to engage the membership through efficient and effective communications."



## Rogue Rider Wreaks Havoc for O'Hara

Leven GC Head Greenkeeper and BIGGA Member, Andy O'Hara, was left devastated last month when a motorbike-driving vandal ripped up greens on his course. It could take months to recover.

The damage was caused to the putting surfaces on the 1st and 18th holes at Leven Links Golf Club and further damage continued at the 18th of Scoonie Golf Club.

The damage to the greens is extensive with much of the turf dug out by the motorbike's tyres. Leven Links has had to carry out repairs to make them useable for the 900 members of Leven Golfing Society and Leven Thistle Golf Club, who both play on the course.

Mr O'Hara has ruled out fencing off the course despite this being the second time it has been attacked in the space of a month, saying, "We would like to appeal to whoever is doing it to stop. If anybody has any information then get in touch with us, or the police."

"Fencing the place off is not what we'd like to do. It would cost us a fortune and take away the natural beauty of the place."

Local Community Inspector Donald Jenks said: "Additional patrols will be operating in the area to deter further offences and gather information that will help identify those responsible."