

GI

GREENKEEPER INTERNATIONAL

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INSIDE...

THREE OF A KIND AT DUNSTANBURGH CASTLE



PLUS...

HOW ROB SANDILANDS STEPPED UP TO COURSE MANAGER





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BIGGA Chief Executive Officer

Jim Croxton

BIGGA General Manager

Tracey Maddison
traceymaddison@bigga.co.uk

BIGGA Learning & Development Manager

Sami Strutt
sami@bigga.co.uk

Contact Us

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

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Production

**Design & Brand
Executive**
Tom Campbell

Tel – 01347 833800
ext 513
tom@bigga.co.uk



Editorial

**Communications
Executive**
Steve Castle
Tel – 01347 833800
ext 510
steve.castle
@bigga.co.uk



Advertising

**Business
Development Manager**
Jill Rodham
Tel – 01347 833800
ext 519
Fax – 01347 833802
jill@bigga.co.uk

Printing

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

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FTMI Delegates and mentors 2014

Back to the future (part 2)

Last month I was privileged to attend the 2nd Future Turf Managers Initiative, made possible by Jacobsen, at which 20 BIGGA members descended on Jacobsen's Ipswich headquarters for three days of intensive education, mentoring and networking.

The purpose of the event is to give the delegates the additional non-agronomic skills and knowledge that they need to progress to greater achievements and substantial career development. The delegates, one of whom – Joe Buckley from Queenwood – has contributed an excellent technical article this month (pages 28-30) lapped up the education on offer and will use the experience, the knowledge gained and the contacts made to full effect in their greenkeeping career. We are hugely indebted to Jacobsen for their generous support of this superb Initiative.

At the opening dinner the internationally renowned turfgrass scientist, Dr Frank Rossi from Cornell University, spoke on 'The Future of the Industry'. His key message to the ambitious young greenkeepers present was succinct – 'you guys are in the service industry, and if you can't accept that, then it's time for a change of career!'

It was fascinating to hear such a bold statement from someone who has spent their whole life in the agronomic side of this business. It really brought home to me that, now more than ever, greenkeepers need to play their part in delivering the experience that golfers want and expect. With news arriving that, due to adult participation targets not being met, Sport England is reducing its financial support of golf development, it is fair to say our sport is in a battle – against other sports, hobbies and the increasing pressure on people's time and money.

It is crucial that everyone involved in delivering the golfer's customer experience plays their part. Attention to detail, a focus on

presenting the appropriate level of challenge and a sunny disposition all have a role to play but will also serve to make the greenkeeping team far more secure in their positions at a time when many golf clubs are looking to cut costs. I believe many greenkeepers are in a position to take the lead within their clubs and help ensure that golfers enjoy their time on the course and choose to hurry back.

In this month's magazine we carry news of two exciting developments for the Continue to Learn programme at BTME 2015. We are delighted that Everris has agreed to support an education voucher scheme for Continue to Learn as part of their iTurf Rewards scheme.

Feedback suggests this will be a hugely popular opportunity to earn substantial contributions towards taking part next year. Additionally we are introducing a new process for determining a sizable proportion of the educational content at BTME 2015. The 'Proposal to Present' scheme will ensure that we cast the net as widely as possible in terms of presenters and content and will put you the member firmly in position to choose which are relevant to you and your facility.



Enjoy the read.

Jim Croxton, Chief Executive

APRIL 2014

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Turf insect pest control on a knife-edge

Dr Terry Mabbett looks at how you can control chafer grubs and leatherjackets – the “economic pests” of UK turf

Five turfdoms't offer much in the way of sustenance for insect pests above ground. The two insect pests causing widespread economic damage to managed UK turf are subterranean in habit and feed on the fibrous roots of grass plants.

The golf courses largely escape the worst the world has to offer in anthropogenic pest damage to temperate turf. Arthropods are a large group invertebrate animals, nearly all anatomically microscopic and in precise biological terms have jointed legs. The group includes insects, arachnids and crustaceans.

Only two true insects, chafer grubs (larval stage of chafers) and leatherjackets (larval stage of craneflies) are economic pests of UK turf. They cause significant direct damage in their own right and have begun to cause concern for a heavy sand and tearing up turf in the process.

Chafer grubs and leatherjackets

Chafer grubs are the larvae of the garden chafers beetle (*Phaedon furtivus*) and the Welsh chafers beetle (*Hypha platicornis*), while the leatherjacket is the larval stage of the cranefly (*Ephialtes* spp) and commonly called black fly. Both juvenile stages are soil-dwelling pests living under turf and feeding on grass roots.

Chafer grubs sport a brown head on a white, distinctly curved and finely-segmented body some 3cm long and with a tough, knobby back and feet, as the common name suggests. Their mouth is adapted to insect like the creature should probe down with a robust and damaging larva never ceases to amaze.

The seemingly innocent appearance of craneflies in August is a prelude to something altogether more sinister for professional turf. Adults emerge from pupae in de-

covered turf in the morning and immediately restart the life cycle by laying eggs in the grass sward.

Eggs hatch into larvae within two weeks and feeding on lines is starting to feed on the grass roots.

Leatherjackets feeding occurs throughout winter, accelerating in spring as the larvae approach maturity and pupation. This is the time when leatherjacket damage first becomes apparent, showing up as slow growth of grass and yellow patches of dead and dying turf. Leatherjacket infestation is

grubs, 3-4 cm long and with a tough knobby back and feet, as the common name suggests. Their mouth is adapted to insect like the creature should probe down with a robust and damaging larva never ceases to amaze.

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A new page featuring the industry's best Tweets



**British and International
Golf Greenkeepers Association**



Chairman's Word

National Chairman, Chris Sealey, gives his thoughts for the month

No rain in Spain...and get well Clive

A few weeks ago I was privileged to attend the FEGGA Conference held near Girona in sunny Spain, and it was interesting to see how so many of their aims align with ours. It was clear they are looking to modernise, and explore exactly how they can best serve the needs of their members.

We visited PGA de Catalunya, venue of the Spanish Open in May, which was just stunning. In many ways the course and setup were similar to those I had seen in Orlando just a couple of weeks earlier. Ransomes Jacobsen gave us an overview of the course's ecology work before Course Superintendent David Bataller gave us a fascinating insight into agronomic work and the course's history.

The educational seminars were excellent and it was also a terrific opportunity to catch up with brand new equipment from Campey, Toro and Syngenta. John Deere also presented a 'Q&A' session with a difference where you 'interviewed' other delegates, which was good fun!

I then headed to Dunfermline for the Scottish Regional Conference. It was superbly well-attended with over 200 delegates. Scottish Regional Administrator John Young had arranged a terrific line-up of speakers - Paul Miller from SRUC Elmwood, Gordon Moir from St Andrews, Alistair Eccles from Germinal Seeds GB, Cameron McMillan from Queenwood, Stuart Green from our L&D Department, Mark Hunt from Headland Amenity and Steve Chappell from Gleneagles. A superbly varied range of presenters and topics, and I know each and every person there will have learnt so much from the day. I would like to personally thank the Scottish Region for inviting me to attend and the fantastic hospitality and friendship shown to me on the day.

My next port of call in a very busy month was Walton Heath Golf Club for the South East Annual Golf Day. This was yet another very well supported event on a great golf course. I played alongside Jim Croxton and successfully managed to drag him down to my level with a particularly poor round! Sadly my excuse that I'd barely played in months seemed to fall on deaf ears. This is now the tenth successive year the event has been held at Walton



Chris with David Langheim MG, a prize winner at the SE Golf Day

"It's great a club so prestigious is backing this important event in the greenkeeping calendar"

Heath, and I think it's great that a club so prestigious is backing this important event in the greenkeeping calendar. Long may it continue.

Unfortunately one key figure was missing from the day. As many of you will know our South East Regional Administrator and former Chairman Clive Osgood has been unwell and was unable to attend. Clive - it wasn't the same without you, and everyone at the Association and in the industry wishes you a full and speedy recovery.

Next up was the Board Meeting at BIGGA House. It's fair to say that following a very positive BTME, things are on the up and it was a productive meeting. Now the dust has settled I have one important message you will hear me returning to during my time as Chairman because I feel it's critically important.

All members should remember that BIGGA is a members Association. The structure that was put in place at the very

beginning is there to ensure the voice of the grassroots greenkeeper is heard and that there are open lines of communication to the team at BIGGA House and to the National Board. If you have any questions or ideas please don't hesitate to talk to your Section or Regional committee members. They'll be able to answer many of your questions and will give your ideas their full consideration.

At Chippenham we will shortly be opening three of our new holes as part of our project to extend the course. We've managed to overcome one problem I've heard many greenkeepers mention recently. Because of the terribly wet winter, we struggled to get hold of any turf. Now it's finally been delivered, it's drying out and dying! Just another example of the challenges Mother Nature poses for us greenkeepers.

Contact details

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The latest news from around the globe



SCOTTISH PATRONS AWARD

The Scottish Region has relaunched its Patrons Award Lunch which was held at The Dormy Clubhouse Gleneagles. This event enables the region to thank our Patrons for their generous support of the association in Scotland during the course of the year and at the same time recognise the five section winners of the Patrons Award.

Through the support of our Patrons, the Scottish Region is able to provide the winners with a prize of attending BTME. The prize fund of £500 per member entitles each to accommodation for three days, a contribution to their travel expenses and most importantly, the region will pay for seminars of the members choosing from the Continue to Learn programme.

The section winners for 2013 were:

- Ayrshire Section – Gregor Wilson, Greenkeeper at the Turnberry Resort
- Central Section – Craig Boath, Head Greenkeeper at Carnoustie Golf Links
- East Section – Alan Campbell, Greenkeeper with Edinburgh Leisure
- North Section – Dennis Green, Head Greenkeeper at Huntly Golf Club
- West Section – Bryan Ramsey, Greenkeeper at Glasgow Golf Club

Scottish Chairman Andy O'Hara hosted the lunch and welcomed the guests, introduced the award winners and also our presenters Scott Fenwick, Courses and Estates Manager for Gleneagles and Sami Strutt, Learning and Development Manager from BIGGA. Scott providing an excellent and detailed presentation on the preparations for that small tournament to be held in Scotland during September called the Ryder Cup. Sami then followed, providing key details on BIGGA's future education programme and objectives.

Without the patronage scheme in Scotland, the region would not be in a position to target its main objectives:

- Fully recognising greenkeeping as a profession in clubs
- Increasing education opportunities for all members
- Improving networking opportunities
- The promotion of BIGGA as a professional association

The association would like to place on record their appreciation of the support the patrons give the Scottish Region. Your support is invaluable in providing a service to the members through the various events that have been mentioned. Our thanks

to you and on behalf of BIGGA Scottish Region we look forward to continuing our relationship.

Scottish Chairman Andy O'Hara said: "I am sure that the Patrons Award will become a prestigious award in Scottish greenkeeping circles over time. Our patrons generously provide funds to the region and it is vital that we use these funds to promote education among our members.

"Previous winners have included greenkeepers from various types of courses and trainees. This fits in with the aim that BIGGA is all-inclusive and that greenkeepers from all backgrounds should be encouraged to involve themselves."

Over to the winners! How did they gain from the award? Alan Campbell said: "The awards lunch at Gleneagles was a fabulous start to the whole process, delicious lunch followed by an entertaining and educational afternoon of awards and presentations. It was good to meet some of our Patrons and award winners from other areas and really interesting to learn about the big build up to the Ryder Cup. I would highly recommend that greenkeepers are active in their local section activities and sign up for BIGGA's CPD programme."



Craig Boath added: “BTME encompasses every product in the industry including course furniture, drainage, fertilisers, grounds care machinery and equipment, irrigation, mowers, soil biology, spraying, turf and seeds, water, lake and pond management, wetting agents and so much more. If you have never been to BTME or even thought about going, for me the opportunity to not only catch up on advancements in machinery and agronomic technology at the exhibition but also to meet a lot of professional people is invaluable.”

Gregor Wilson added: “Having been nominated by my colleagues in the Ayrshire Section to receive the 2014 Patron’s Award, I was delighted to be recognised by the Association and receive the funding towards education and development.”

Bryan Ramsey said: “I managed to do a bit of networking at BTME, seeing some old and new faces. It was great to get some ideas from guys who are higher up the ladder, also just getting my name out there should help me in my career. Hopefully I will get the chance to visit BTME again as I love my job, and hope I can work my way up the ladder to be a head man someday.”

Dennis Grant commented: “I chose to attend lectures on grass identification and dealing with conflict at BTME which I found very interesting and useful. The grass identification lecture was a great opportunity to brush up on my basics from college. Dealing with conflict was very interesting and showed me how I can improve my interactions with people using better body language and word choice.”

“It has made me feel like I am more prepared to deal with certain difficult situations.”

“After attending BTME and considering how beneficial I found the seminars and classes, I am keen to learn as much as possible to improve my knowledge as best I can.”

“I feel that receiving the patrons award has been a big boost to my confidence in my own abilities and hope this could potentially lead to bigger opportunities down the line in my career.”

John Young

Anyone reading this article should feel free to offer any comment on this award to either their section committee, regional board, or to John (Regional Administrator).



TOP LEFT: Craig Boath. TOP RIGHT: Dennis Grant with Scott Fenwick. ABOVE LEFT: Gregor Wilson. ABOVE RIGHT: Bryan Ramsey



FANTASTIC TURNOUT AGAIN FOR SCOTTISH CONFERENCE

Yet again the Scottish Conference had a fantastic turnout with over 200 delegates coming along to the Carnegie Conference Centre on Tuesday 4 March. Scotland Regional Administrator John Young reports...

Delegates were treated to presentations covering a diverse range of topics throughout the day with the double act of Paul Miller from SRUC Elmwood and St Andrews' own Gordon Moir kicking off proceedings with the tale of Kingarrock Golf Club in Fife. This little known course is dedicated to tradition with players using 'Hickory' clubs and a mix of techniques employed. David Anderson, proprietor of the course, attended the day as a guest of the Region and commented that he thoroughly enjoyed all presentations as well as being thankful for the promotion of Kingarrock to our members.

Alistair Eccles from Germinal Seeds GB then had the unenviable task of following on from Paul and Gordon by delving into a subject that permeates across the country - 'To overseed or not to overseed, that is the question?'. Alistair performed extremely well on the day considering that this was the largest audience he has faced and left our delegates to ponder the methods used at their own courses.

Cameron McMillan from Queenwood Golf Club in Surrey provided a presentation on this prestigious club and the maintenance issues that he has faced over the years. Included in his presentation was the remarkable story of having to redesign 22 greens in 10 days! I'm sure all in attendance were left in awe at the job required and other maintenance required to meet member expectations at Queenwood.

During the split lunch break, Stuart Green, Learning & Development Executive (Technical) from BIGGA House provided delegates with an overview of the CPD programme



that should help them understand the benefits of this greatly improved system.

Once everyone was fed and watered, Scottish Chairman Andy O'Hara took to the stage to reflect on his first 12 months in office and his hopes for the year ahead, paying particular attention to the development of a regional website to improve links between members and patrons while also enhancing links between sections, regions and the national association. Andy then introduced the National Chairman Chris Sealey. He began by thanking the region for inviting him to attend the conference and he expressed his hopes for the association in the future, including adding members and providing further education opportunities for all.

The afternoon session then kicked into full gear with Mark Hunt from Headland Amenity providing a talk on climatology and other issues that all greenkeepers must take into account when managing their course. Mark is well known among the greenkeeping community and his talks always hit the mark

as they are so interesting and thought provoking. A number of delegates will no doubt be joining his blog at weather.headlandamenity.com

Scotland has always had a great tradition in all things golf especially through the number of major tournaments that are held in the country. This year of course, a small competition called The Ryder Cup returns to Scotland for the first time since Muirfield in 1973.

Steve Chappell completed our presentation line up by providing delegates with an insight into the changes required to the course prior to the event. He also explored all the peripheral work required in staging one of the biggest sporting events on the calendar. Good luck to Steve and all at Gleneagles with the event, everyone in the association are right behind you guys!

Delegate Robert Patterson, Course Manager at Royal Aberdeen Golf Club, spoke for many when he said: "What an excellent conference with very informative speakers passing on a wide range of knowledge. It was a credit to the Scottish region.

Special thanks to my colleagues for assisting on the day. This was a true team effort with Sami Strutt monitoring the timings of the presentations and my fellow Regional Administrators Tracey Harvey (South West & South Wales) and Sandra Raper (Northern and Midlands) for being there to provide an exceptionally welcoming reception desk.

Planning for next year's conference is well under way and indeed all five presentation spaces have been taken already including Steve Chappell returning to let us know his experience of the Ryder Cup.

Thanks to our patrons: Aitkens, Amenity Sales, Bayer, Brysons Tractors, Double A, Everris, Fairways, Farmura, Franklin Soil, Germinal Seeds, Greentech, Hamilton Bros, Hendersons, Hugh King, Indigrow, MacGregors, McNab Sport, Nairn Brown, Oakland Amenity, Rigby Taylor, Scotlube, SGM Contracts, Sheriff Amenity, Souters, Sports Turf Services, Stewart Plant Sales, Symbio, Terra Firma, Thomas Sheriff, Thorntrees, Turf Irrigation Services, Turftec Amenity.



SOUTH EAST GOLF DAY

The South East Region's hugely popular Annual Golf and Dinner Day took place on the Old Course at Walton Heath Golf Club on the Old Course – with Michael Buck from Rushmere Golf Club emerging as the overall winner.

Michael clinched the Ray Day Memorial Trophy with a 71. Full results:

Ray Day (Memorial): Michael Buck (71) – Rushmere Golf Club

0-10 handicap 1st: Gavin Kyle – Knole Park Golf Club
2nd David Langheim MG – Wimbledon Park Golf Club

11-24 handicap 1st: Mark Ogden – Drift Golf Club
2nd: Graham Hurren – St Clements Golf Club

Guests: 1st Jon Douglass – Liphook Golf Club

2nd Rocco Cippiolone
Greenkeeper/Club Official: Ian McMillan Trophy

1st: Antony Kirwan and Paddy Hanvey – Playgolf Colchester

2nd: Phil Barton and Phil Bastion

Team Challenge Salver (best 3 scores make a section team)

East Anglia: Graham Hurren, Andy Baker, Michael Buck (1.11)

Trade: Dale Searles – Golf & Turf (37)

Longest Drive: Richard Hall – West Surrey

Nearest the Pin: Eddy Oliver – Liphook Golf Club



FEGGA IN SUNNY SPAIN

The Annual FEGGA Conference and AGM took place in Spain recently. 24 Greenkeeper Associations were represented by some 80 delegates and Patrons, included Chris Sealey and Jim Croxton, as well as Rhett Evans, CEO of the GCSAA.

The first day of the two-day conference was held at PGA de Catalunya which is Spain's premier golf complex comprising 36 holes of Championship golf set within a secluded location 15 minutes from the historic city of Girona.

The Superintendent David Bataller gave an enthusiastic account of the establishment of the club, whose business mantra is "ski in the morning, play championship golf in the afternoon", and took us through fascinating maintenance plans and future development plans.

Ransomes Jacobsen gave

us a full tour of the course and ecology work, John Deere challenged us to look at the industry and answer some searching questions, Syngenta took us through sprayer maintenance and calibration while Campey and Toro brought along some of the latest golf course aeration and mowing equipment.

PGA Catalunya boasts the finest practice facility in Europe with a 2000 square metre chipping and pitching facility which incorporates recreations of some of the world's most famous bunkers such as the Road Hole bunker, an Augusta bunker and even a volcanic sand bunker.

Day two saw a classroom type conference which included a real "I Was There" session when Rhett Evans, CEO of the GCSAA defined exactly what it is we should be striving for as Associations:

1 Work out an achievable coherent Vision and then clearly communicate it
2 Meet/exceed your customers or stakeholders needs through 'superior operational execution'

3) Make your organisation easy to work with and in These tenets are so simple and we can apply them in all our various Associations - and even back in our Sections e.g. clear communication with our members, meeting our members' needs, and making it as simple as possible for a member to be involved in Section events.

It was a really positive and useful couple of days. FEGGA would like to thank PGA Catalunya, and major partners Ransomes-Jacobsen, Toro, John Deere, Syngenta, and Campey.

Paul Worster

GI NEWSDESK

Golf competition? Course walk? New appointment? Charity cycle?

Drop Steve Castle a line, with all your news - steve.castle@bigga.co.uk



DEVON AND CORNWALL AWAY DAY

Mike Ellis, Deputy Head Greenkeeper at The Point at Polzeath, reports on a section visit to Ealing Golf Club, The Richmond Golf Club and Twickenham.

Our section was lucky enough to visit two golf clubs and a rugby stadium in two days this month. Firstly we went to Ealing where we met Course Manager Greg Evans. He gave us a presentation on why he cuts his Poa greens at 2mm. Only a few courses in our section can cut greens that close, but as Greg explained there are nine courses within five miles of Ealing. He must make his course stand out from others and producing quick greens is necessary to attract golfers.

Next, Keith Kent gave us an insight of his role at Twickenham, where alongside being Head Groundsman he also visits other rugby clubs up and down the country from grass roots up, giving them advice on how to improve their pitches within the clubs budgets.

He looks after a Desso pitch which is 3% artificial - but it's 100m long and 70m wide and has 48000km of Desso grass master fibres. It has a total of 35 pop-ups, 15 on the pitch and 20 along the sides.

Keith told us he feeds often and yearly puts down 800kg of N and 1200kg of K.

The next visit was to Richmond Golf Club and met Course Manager Les Howkins MG.

He gave a presentation on the bunker renovation the club has been working on. All bunkers were worked on, either filled in, moved to different locations on the same hole or new ones constructed. With 660 tons of sand and a lot of man hours, Les and his team have done a great job.

A big thank you to Greg, Keith and Les for their time and effort. Also a big thank you to Colin Webber who made the trip possible. We look forward to doing this all again sometime soon.



SUPPORT THE ENGLISH

Asa English, greenkeeper at Rothley Park Golf Club, is putting on his running shoes again to compete in the Brighton Marathon in April.

Amazingly, it will be Asa's fifth Brighton Marathon and he will again be running for charity - this time in aid of Macmillan Cancer Support.

He will be hoping things go more smoothly than last year when he tore a thigh muscle with 12 miles still to go.

To sponsor Asa please go to his Just Giving page: www.justgiving.com/asa_english.

NEW LOOK IOG INDUSTRY AWARDS

The date and venue has been announced for the first IOG Industry Awards to take place in partnership with BIGGA.

The 2014 event will take place on Thursday 4 December at MK Dons FC Stadium in Milton Keynes, and after IOG and BIGGA recently agreed to cooperate three new greenkeeping categories have been introduced.

The new awards are expected to recognise the achievements of greenkeepers the length and breadth of the UK, whether they are employed at large multi-course facilities or smaller venues.

BIGGA CEO Jim Croxton said: "The IOG Conference and Awards event has developed into a fantastic occasion during which we celebrate great achievement in the Groundsman-ship industry. I'm delighted that we are partnering with the IOG to bring Greenkeeping awards into the fold.

"The sponsors and supporters of the event see great value in the opportunity to bring the entire Turf Management Industry together to reward the remarkable achievements of its practitioners."



DRONES TARGET OAK PROCESSIONARY MOTH IN GERMANY



You can always bank on Germany to come up with innovative ideas and new strategies like the use of drones to target oak processionary moth in areas unsuitable for use of full size helicopters.

This is clearly something for UK plant health authorities to chew on, especially since virtually all current oak tree infestation with OPM is in urban and suburban areas which includes an increasing number of golf courses. What's more the German government actually pays for OPM control, unlike here where central government leaves local authorities, golf courses and householders to pick up the bill even though it was government incompetence which allowed the OPM to enter the UK in the first place.

This latest German initiative involves aerial application of insecticide by small unmanned remote controlled helicopters to closely target individual infested oak trees in towns and cities.

OPM shows no distinction in the oak trees attacked, which means many are in urban and suburban areas and thus unsuitable for standard aerial spraying.

The Federal Institute for Risk Assessment (BfR), the Julius Kühn Institute (JKI) and the BAM Federal Institute for Materials Research and Testing have initiated a joint research project which started with an OPM infested tree near Paplitz in southern Brandenburg. If the trials prove successful, OPM control can be closely targeted on individual oak trees especially in

built up areas.

With such high degrees of accuracy more potent and broad spectrum chemical insecticides, not normally permitted for use in aerial spraying, could be used.

Scientists selected a solitary oak tree with no buildings within a radius of 300 metres and used a UAV (unmanned aerial vehicle) to spray a coloured dye dissolved in water and of proven safety for humans, animals and the environment. This was used to identify the distribution of spray deposit over the tree crown and to see how far spray droplets had spread out beyond the actual oak tree target as spray drift.

They captured data on how natural air movement (wind) and the air current generated by the rotor blades had influenced the spread of the water droplets away from the target tree. Whether these small helicopters can better meet the health and safety requirements for operators, passers by and residents, compared to large manned helicopters will be the focus of this research. In addition, their effectiveness will be compared to ground spraying techniques and others carried from a MEWP (cherry picker).

The scientists say that small and maneuverable UAVs can be used to fight OPM in more targeted ways and can therefore be used safely and effectively even in densely populated urban areas. The small helicopter used weighs 65 kg and can carry up to 24 litres of spray liquid.

Dr Terry Mabbett

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Membership News

The latest news from BIGGA

Following the Greenkeeper International survey, we've revamped the Membership pages – and we want you to get involved.

As before, this section will high-

light the many benefits BIGGA membership gives you, but will feature you, the members.

We want to hear your stories and experiences – so whether you've found a new job through BIGGA,

got help through our Legal Helpline or Lifestyle Counselling, worked at a high-profile tournament or even won a golf competition we want to hear from you!



We launched our Xtra Benefits package on the opening morning of BTME 2014 – and with summer on the horizon (at last!) now is the time for all full members to really take advantage!

It's a great way to save time and money, whether at work or in your own leisure time. We've already heard members mention how much they've saved on trips to Legoland, Warwick Castle and glasses at Vision Express!

One big benefit is money off various attractions in the Merlin Entertainments Group which includes several venues across the UK, including Alton Towers, Madame Tussauds, Blackpool Tower, Thorpe Park and Chessington World of Adventures.

These benefits really are superb so we wanted to highlight them in the Membership column this month. Here's a rundown of just some of the offers and discounts available:

- Save up to 58% on your next cinema visit
- Claim a £40 voucher for Naked Wines
- Discounts on various gym memberships
- Holiday savings through Superbreak and other operators
- Great value Life Insurance through LifeSearch
- Great savings on a wide range of Apple products

To follow other members in taking advantage of these superb offers, and if you have any questions, please don't hesitate to call our dedicated line on 0845 0716394.

* Terms and conditions apply to all benefits. Offers and prices subject to change without notice. All insurance is subject to underwriting



BIGGA BENEVOLENT FUND

Don't forget that green wristbands supporting the BIGGA Greenkeepers Benevolent Fund are available from BIGGA House, all the RAs and at Section Events. The minimum donation is £2. Look out for more information on the Benevolent Fund coming soon!



Contact Details

Tracey Maddison
traceymaddison@bigga.co.uk

Elaine Jones
elaine@bigga.co.uk

Tel: 01347 833800
(option 1 for Membership)

twitter

You can follow BIGGA on Twitter @BIGGALtd

BIGGA Regional Offices

Scotland & Northern Ireland

John Young
Mobile: 07776 242120
johnyoung@bigga.co.uk

Northern & Midland

Sandra Raper
Mobile: 07866 366966
sandra@bigga.co.uk
@sandra48077948

South East

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

South West & Wales

Tracey Harvey
Mobile: 07841 948110
tracey.harvey@bigga.co.uk



John Young Sandra Raper



Clive Osgood Tracey Harvey

OTHER USEFUL NUMBERS

(Full Members only)

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L&D News

The latest from the Learning and Development department at BIGGA



Individual Contributors: Steven Tierney MG, Chris Lomas MG, Andrew Campbell MG CGCS, W J Rogers, Sam Langrick, Espen Bergmann, Nick Gray, Steve Dixon, Richard McGlynn, Douglas Duguid, Jaey Goodchild, Graham Wiley, Michael Beaton, David Barker



GREATER RECOGNITION FOR BIGGA'S COMMERCIAL PARTNERS

BIGGA has created a series of new packages aimed to improve the recognition given to the Association's invaluable supporters. For many years the Gold and Silver Key sponsorships have been the only vehicle for recognising the huge support given to BIGGA's Learning & Development activity by our many commercial partners. Over time this support has developed and now includes far more than donations to the Learning & Development Fund.

We have introduced the title of BIGGA Partner for those organisations who actively engage with BIGGA's education programme through scholarships and other initiatives as well as contributing important funding. Many of the former Gold Key sponsors fall into this category.

Additionally we have created BIGGA Education Supporters to give recognition to those companies previously known as Silver Key Sponsors. These companies financially support the Learning & Development Fund on an annual basis.

BIGGA CEO Jim Croxton said: "The original Gold and Silver Key packages needed updating to ensure all our loyal supporters receive appropriate recognition and value for their support of the Fund, and our wider educational activity such as Student of the Year, Continue to Learn and Scholarships. These new categories better recognise this outstanding support.

"The Learning & Development Fund has been instrumental in aiding BIGGA members to develop their skills and

knowledge. Our many supporting sponsors have, through the Gold and Silver Key programme, provided hundreds of thousands of pounds to be used specifically for greenkeeper education.

"The Fund is utilised at all levels; individual refunds of fees, Section/Regional subsidies and National initiatives as well as to fund the production of learning materials and building our impressive lending library."

BIGGA are hugely grateful to all Partners and Education Supporters - and the many Individual Contributors - as the funding they provide goes a long way to underpinning our Continuing Professional Development programme and all educational activity.



We Need YOU

Interested in presenting an education event at BTME 2015?

- Submit your 'Proposal to Present' through the link on the BIGGA website
- The BIGGA Membership will vote on all of the viable proposals
- The most voted for proposals will be included as a "Members Choice" event in the Continue to Learn at BTME 2015 programme
- Closing date for all 'Proposal to Present' applications is 25 April 2014

HUNDREDS LOG ON TO NEW CPD

Our new CPD system really seems to be catching your imagination as new figures show how members have made nearly three thousand claims since the improved scheme was launched last year.

Stuart Green, BIGGA's L&D Executive (Technical), explained: "Since turning the system on in November, 773 members have made 2,729 claims, which averages out at approximately 4 claims per member. Of these claims, a total of 15,303 credits have been claimed since 1 July 2013.

"The reason for the difference in the dates is a member can claim back to when we launched the new programme on 1 July. So that's nearly 3,000 claims in four and a half months!

"The new system makes it easier for members to claim credits and more opportunities to claim credits."

Members can't fail to have noticed BIGGA's increased focus on CPD with articles in



Greenkeeper International, input at the Regional Conferences and many other initiatives.

This is just the start, we will keep increasing CPD visibility and ensuring the message gets across that it's absolutely vital for your professional and personal development.

Stuart explained exactly how to claim credits in February's Greenkeeper International (BTME 2014 review edition).

Anyone with any questions about CPD can also contact any member of the L&D team – contact details are shown right.

BARONNESS

SCHOLARSHIP FUNDING

Thanks to generous support from Baroness, Scholarships for BIGGA members undertaking their Level 3 qualification in Sportsturf are available.

Designed to help greenkeeper members of BIGGA gain their technical and supervisory qualification, the scholarships may be awarded to those studying for the following:

- Level 3 Work-based diploma in Amenity Horticulture (Greenkeeper).
- SVQ Level 3 Sports Turf Management.

For more details and to apply, visit bigga.org.uk/education/funding-opportunities.



Contact Details

Sami Strutt, L&D Manager
sami@bigga.co.uk



Rachael Duffy, L&D Executive
rachael@bigga.co.uk



Stuart Green, L&D Executive
stuart@bigga.co.uk

01347 833800 (option 3),
www.bigga.org.uk



CONTROL THE WEATHER

BTME 2014 was a roaring success and everyone left Harrogate with a spring in their step anticipating the new season with relish. Alas, the weather has been playing its part again in spoiling thoughts we had of an early start to the season. Here Alan Abel from Complete Weed Control gives his views.

“There is nothing but sadness for all those flooded out of their homes recently. As far as our industry is concerned, all involved in turf husbandry are struggling either to make surfaces playable, or get anything done whatsoever. The ground has been like a sodden sponge, where just walking on it has a marking effect.

“We need two or three weeks with a dry easterly wind to help with the drying process and enable much needed fertiliser programmes to start.

“These recent conditions have led to swards that are hungry so now is a good time to get soil samples done and analysed. With the correct programmes put in place when the ‘big dry out’ does eventually happen, turf should recover quickly.

“On a happier note, temperatures are remaining quite reasonable, but this is leading to a lot of early growth of weeds. The temptation is for an early spray, but as previously said; it’s economically advantageous to wait till the real season starts.

“The other problem is moss and the weather has only exaggerated the problem we all have with this invasive nuisance. Talking of invasives; because of all the flooding, courses near water should be vigilant for the germination of Himalayan Balsam. This pink flowered weed looks very delicate just now and for a few weeks to come, before becoming a real issue on river banks, whilst being capable of spreading very quickly.

“Another invasive that may be taking advantage of the lousy weather is Japanese Knotweed, as this also spreads through flood ravaged areas. Remember, a piece weighing 0.062 grammes can be viable and grow into a mature plant.

“The chafer grub population this year is also high along with the leatherjacket count. Additionally worms are causing unsightly casts and providing weeds with a ready-made seed bed. I’m not trying to sound like a harbinger of doom, with pestilence around every corner, just bringing these problems that may be lurking into focus.

“Complete Weed Control has over 40 Amenity Assured Standard franchisees in the field, ready to help all turf managers’ deal with any of the problems outlined above. Please call for a survey of nuisance plants, a soil sample service, and a price on worm, leatherjacket or chafer control.”



NEW DEALER FOR CHARTERHOUSE

Charterhouse Turf Machinery has taken on GGM (Gibson’s Garden Machinery) as their dealer for West & South Yorkshire. GGM Groundscare is a specialist supplier of tractors and high quality professional land-based equipment together with after-sales support.

Probably best known for its iconic Verti-Drain® aerator, Redexim products have constantly evolved and expanded to not only offer aerators, but also top dressers, overseeders and scarifiers for natural turf as well as a growing range of machines for Synthetic surfaces.

Andy Melville, GGM Commercial Director, said: “For over 30 years Charterhouse Turf Machinery has been providing turf managers with professional maintenance machinery. The addition of their range of products will strengthen the expanding range of groundcare products that we at GGM already have to offer.”

CAMPEY TAKE DEMO TO HART



Hart Common Golf Club was the venue for the first UK demonstration of the VHR Top Changer - a tractor mounted injection process that can inject fluid and small particle materials, in this case 7" into the playing surface leaving very little playing surface disruption afterwards.

Combining aeration and sanding in one action, the VGR Top Changer introduced by Campey Turf Care is designed to encourage rapid, healthy grass growth. Over time the process can completely change the top surface without any interference to play.

The VGR has a working width of 1.6m and produces a closely spaced row of holes that are immediately filled with sand to allow a path of air and water to penetrate the top layer of the soil and be absorbed by the root zone. Nutrients, wetting agents, liquids and soil improvers can also be placed directly at the roots.



HOW TO IDENTIFY THE WIEDENMANN AERATOR FOR YOU

Wiedenmann's Terra Spike brand markets no fewer than ten machines so there is quite literally an aerator to suit everyone. But who buys what? According to the Wiedenmann UK sales team, the starting point generally depends on two things - what do you want to achieve and what size is the tractor? The filtering process then moves to factors like required depth, speed, size of site, versatility and budget concluding normally with a match of one or two Wiedenmann aerators that often can be demonstrated in situ.

Mostly purchasers have already identified they have issues with compaction or thatch or a combination of both.

Solid tining is the traditional route to resolve compaction. Usually clients volunteer where their specific problems lie, typically somewhere in the range of 100 mm to 300 mm below the surface. As Wiedenmann Terra Spikes operate down from a very competent 220 mm to a handsome 400 mm, most machines remain in the frame. If thatch is severe then perhaps the aerator's focus will be hollow coring. Depth here wouldn't be as big as a concern as thatch normally occurs in the top 50 mm of the soil layer but a faster machine could be favoured as it produces optimal hollow coring results.

Early recognition of the tractor employed is essential because obviously the larger the aerator the more hp is required. Tractors from approximately 25 hp to 60 hp can all accommodate one or more aerator. Importantly, the aerator's working width should be slightly wider than the tractor wheel span preventing issues with tyres tracking over newly tined ground. Wiedenmann's fleet goes from working widths of 1.35 m right the way up to 2.1 m so contractors or those with considerable territory to cover, like estate managers, might start by looking at the widest machines first.

The name badges attached to the Terra Spike fleet give a clue to each area of machine speciality - the extra fast XF, the extra deep XD, the extra penetrative XP while the 'G' prefix on the GXi relates to its suitability to greens and fine turf areas.

All Terra Spike aerators have easy to operate controls for depth and heave settings that are tool free. Changing tines takes less than 15 minutes. By using a variety of tines in combination, soil decompaction and soil exchange can be done cost effectively using only one machine.

An excellent anti-vibration system significantly reduces any vibration through the tractor to the operator. Another advantage a Wiedenmann delivers is the consistently regular hole pattern and clean finish. Wiedenmann machines prove daily that aeration can be done quickly and effortlessly without leaving tell tale signs.

Versatility is the key with all the Terra Spikes, the XF, the XD and the XP models in particular, have "access all areas" status so can be seen widely on golf courses, municipal sites and club pitches.



DON'T RISK A 'WILL-FIT' THIS SPRING

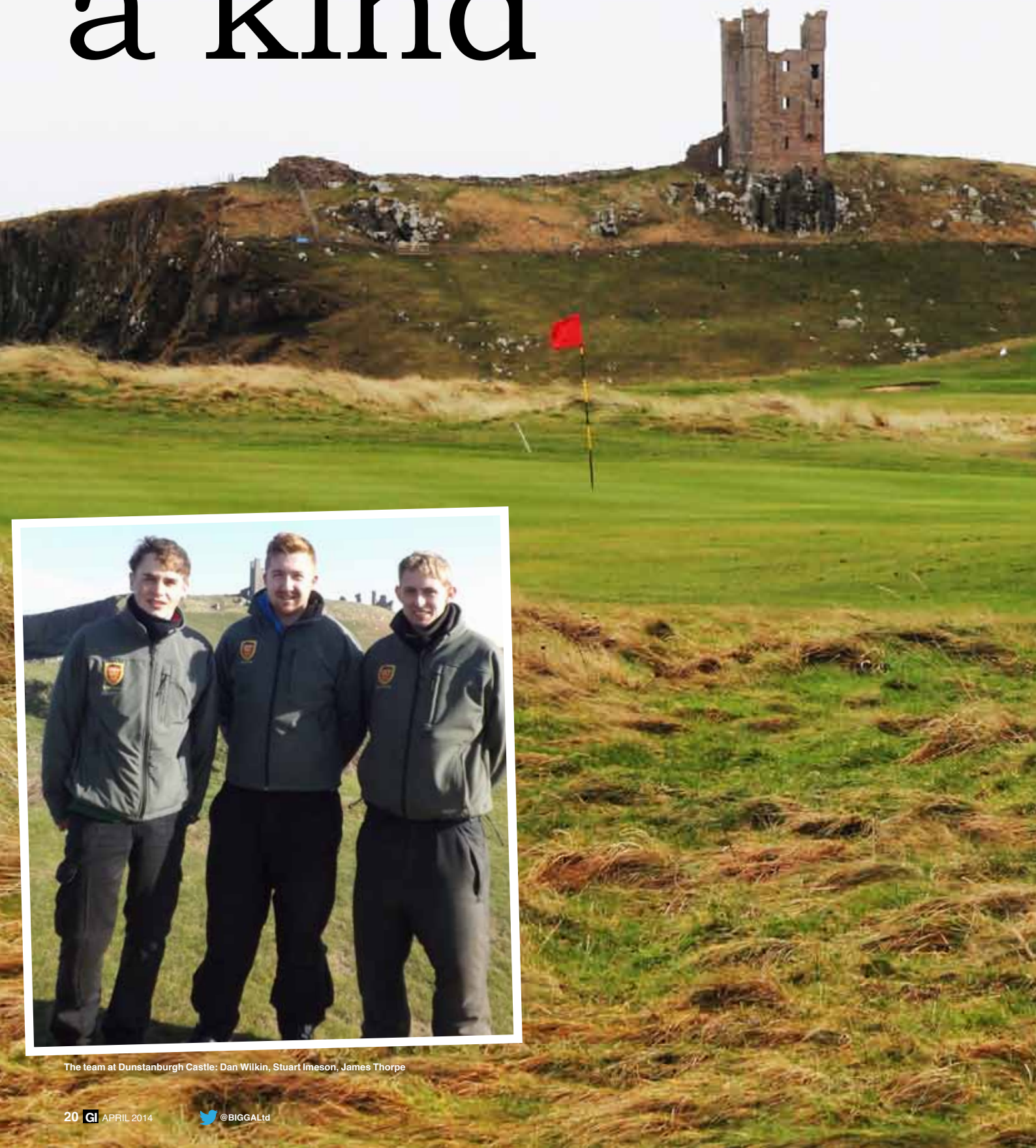
Spring is a key time of year to consider your turf equipment and its performance, but never more so than this year after the wettest winter on record. With the ground in better shape and spring course renovation underway, Lely says it's imperative users' Toro equipment is up to the job of looking after that all-important new grass.

Well-maintained bedknives are vital in producing a quality cut and genuine Toro bedknives are the best there are, outperforming 'will-fit' inferior quality parts.

Recent research at Toro headquarters in America proves this point. In tests focused on many physical characteristics, in particular the flatness of the knife and positioning of the chamfered mounting holes, results showed that competitor bedknives failed in over 50 percent of Toro quality specification standards.

Dull bedknives damage grass, affecting after-cut appearance and the long-term health of the turf.

Three of a kind



The team at Dunstanburgh Castle: Dan Wilkin, Stuart Imeson, James Thorpe

A three-man team with an average age of just 20 are in charge of one of the north-east's finest links courses. Steve Castle travelled to Northumberland to speak to them and discover how a young Head Greenkeeper deals with learning the trade as well as answering to a committee and members



If you combine the ages of the three greenkeepers at the proprietary Dunstanburgh Castle links, you still haven't reached the traditional retirement age. Stuart Imeson, 22, is Head Greenkeeper and warmly welcomed me as I arrived on a winter's morning with an icy wind sweeping across the course.

He explained that the land is owned by The National Trust and leased to London-based businessman Dr Peter Gilbert who fell in love with the area when on holiday at a young age.

We began with a tour of the James Braid designed course, which stretches alongside Embleton Bay. A true links, many of the holes offer views of the imposing castle, beaches and there are other quirks such as 'pillboxes' dotted around – small concrete guard posts constructed during the Second World War.

They have around 300 members, who continue to play very regularly throughout the winter as the course is dry thanks to its sand base. Various visiting parties and open days also bring in a hefty chunk of the club's revenue.

A public footpath to the beach slices through the 6th fairway, but this does mean a huge boost for clubhouse takings in the summer as holidaymakers flock to the stunning beaches. With the nearest pub around a mile away, Dunstanburgh's smart bar and restaurant does a roaring trade – and we headed there to discuss Stuart's career.

He was born in the small village of Embleton which sits on a hill overlooking the links, and as a golf-mad youngster became a member aged 12. He secured an assistant greenkeeper position aged 16 under the guidance of Simon Olver, who is now Course Manager at Percy Wood Golf & Country Retreat and BIGGA North East Section Secretary.

Stuart, a fanatical Newcastle United supporter, said: "I started out like most greenkeepers do, raking bunkers and doing a bit of strimming, and generally asking lots of questions and getting to know the course.

"When you're starting out you look at the Head Greenkeeper and think "why's he doing that?" or look in the maintenance facility and think "what does that machine do?" and you get hooked on learning more, it's amazing how much there is to it.

"I did that for two years, Simon was moving on to Percy Wood and

put my name forward to the owner for the Head Greenkeeper position when I was 18."

So what did his friends and family say when he told them he had been appointed Head Greenkeeper, despite being so youthful he had only been allowed to drink (legally!) for a matter of months?

"My parents reacted totally differently. My dad told me to go for it but my mam worried that I was too young. In the end I decided I would regret it if I didn't have a go.

"It was hard to get my head around it all when I first became Head Greenkeeper. When you're 18 you're in party mode. I found myself thinking that I shouldn't really be going out because I'm up early the next day!

"I bet Simon wishes he had a pound for every time I rang him to ask for his advice, and to make sure I was doing the right things. Most of the time I was, but I think when you're young you need that confidence boost – the last thing you want to do is damage the place. He would also pop in to see how I was getting on two or three times a month. I know a couple of other greenkeepers in the area and they helped too."

Stuart admits that meeting Dunstanburgh's committee in a formal situation for the first time as head man was daunting.

"No matter what you say to a committee and even when you know you're right, when they're hearing it from a teenager it can fall on deaf ears. If you're asked a question, you have to completely believe in your answer otherwise they just won't believe you. I wasn't the most confident when I started but I am now. That comes with time, and they start listening to you because when they play they can see you're making a good job of maintaining and improving the course. You then start to get mutual respect.

"Of course you're going to get people who maybe don't like the way you do things, but that's the same whether you're 18 years old or 65."

Man management is another skill which Stuart had to develop quickly. He's supported by his Deputy James Thorpe, who's also 22, and Assistant Greenkeeper Dan Wilkin who has just turned 18, but already has two years' experience at Dunstanburgh.

Stuart added: "We've got the right balance at the present time. The three of us go out together and play football together, but they both take on guidance and advice from me and it's working really well. When



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and Collector
Terra Spike XP
Multi-Core
Charterhouse Top
Dresser
Charterhouse Speed
Seeder





PROFILE

Name: Stuart Imeson
Role: Head
Greenkeeper
Born: Embleton, 14
June 1991
Handicap: 20
Hobbies: Playing and
watching football, golf,
going out
Favourite Sports Team:
Newcastle United



you have a small team you have to all be on the same wavelength or it just doesn't work."

Deputy James is also enjoying the youthful setup. Not only does Stuart benefit from being a Head Greenkeeper at a young age, James does too. James told me: "With us all being young and learning we are all in it together. We have a great passion for progressing Dunstanburgh even further which I feel we are."

Dan is a hugely enthusiastic character, and is even taking up golf for the first time as he's keen to see a golfer's view of the course.

Dan said: "I think it's really important to actually play the course and it will give me a whole new perspective as a greenkeeper."

Stuart studied his Level 2 at Elmwood College and his Level 3 at Newcastle College. During his Level 3 studies he was entered for the TORO Student of the Year Award in 2012.

"When I was put forward for the Award I was amazed, I'd read about it in the magazines but now I was in it, I couldn't wait to give it a shot." After a couple of interviews he managed to secure a place in the final six.

Stuart told me that the competition was a fantastic boost to his career. "I met people that I still keep in touch with to this day, I think greenkeeping is all about networking. I knew it was a massive achievement for me personally to make the final and it gave my

confidence a further boost.”

So, what challenges and responsibilities are posed by maintaining a course on National Trust land?

“Put simply, the National Trust want to see the course in a natural state, not like a field that’s been constantly mown and cut back. There are certain areas of rough that we’re just not allowed to cut.

“It’s difficult at times but it adds to the character of the course. Obviously golfers come up and ask you why you haven’t cut this or that but again, as long as you explain the reasoning behind what you’re doing, you gain their trust and respect.”

The greens are “generally” pure fescue. Stuart said: “Don’t get me wrong, over the last few wet summers a few things crept in. This might partly have been down to my inexperience and not nipping things in the bud early enough, but you learn from it.

“We’ve only recently got a vertid-rainer, and now we’ve started using that the greens cope with dry patch a lot better.

“We’ve also used the sarel roller a few times to combat the dry patch, pricking the surface to get the water through in places.

“Our tees took a hammering last summer because they were so dry so the next big project is to install an automatic watering system into the tees.”

Stuart is hopeful his career progression will be similar to that of Simon’s. His motto is “never be afraid to try things”, and this was proved by his decision to install three new bunkers on the 11th hole.

He explained: “I’ve been to the last four Opens as a fan along with James, and we really liked the look of three bunkers on one part of the course at Royal Lytham & St Annes.

“We thought something similar would work well here, and touch wood they have! We got permission from the National Trust and built new revetted bunkers, two fairway and one greenside. They were in place three months after I’d seen them at The Open.

“My ultimate goal is to keep improving and make this course the best in the area. We do get compared to nearby courses such as Alnmouth Golf Club and Goswick Links which are at a higher standard than ourselves, but their budgets and teams are bigger than ours. Eventually I’d like to be on par with them.

“We’ve got a good setup here and feedback on the course has been positive so I’m really enjoying my time here and learning so much.”



Simon Olver’s view

I also spoke to Simon during my north east visit. He was in an identical situation to Stuart at Dunstanburgh - becoming Head Greenkeeper aged 20 - and I was keen to hear his views on how an enthusiastic teenage assistant greenkeeper adapts to the responsibilities associated with being in charge.

“90% of the time when Stuart called me for advice, he was right but it’s just a case of building confidence. He’s never afraid to try - you’re better off trying and failing than not trying at all.

“You can tell a young greenkeeper everything but if they don’t have the confidence in their ability to actually try things out they won’t progress.

“He went with what he knew and built on it. I know exactly what he’s been through and the sort of questions he would be asking.

“I also think this type of club is better for a young greenkeeper. With less money and a smaller team, I feel it takes a little bit more effort and makes you a better greenkeeper.

“Stuart’s doing a great job and it’s really satisfying to see the effort that I’ve put into him and his career paying off so well.”



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The firing online

Joanne Moseley, Professional Support Lawyer from Irwin Mitchell solicitors, gives crucial legal advice on how you can avoid social media mistakes that can get you into hot water

The rise of Facebook, Twitter and LinkedIn has been little short of phenomenal – but there are many potential pitfalls and serious consequences for misuse. This is particularly relevant for greenkeepers who often use smartphones on their courses.

Smartphone technology makes it easy to post or respond to comments in hardly more time than it takes the user to formulate their thoughts.

There have been countless examples of individuals using social media to post embarrassing pictures (of themselves and others),

make inflammatory remarks, or to moan about their boss, job or customers. The problem of course is that unlike sounding off to your mates down the pub, posting comments via social media creates a permanent record and once something has been sent, the writer has no control over who else sees it.

Employees are entitled to a private life and to hold opinions that their employers may not agree with. However, that does not necessarily mean that you have an absolute right to say what you like and if you overstep the mark, you are likely to be disciplined and could even be sacked.

To make sure that one wrong tweet or Facebook posting does not cost you your job, follow these simple steps:

1 Find out whether your company has a social media policy

Now is the time to dig out the paperwork you received when you started your job - and read it. If your employer has a social media policy it might be incorporated into your employee handbook, or issued as a standalone policy, or referenced in the company's disciplinary policy. If you can't find these documents, ask your boss where to find them.

Images: ©iStock.com

If your employer has a policy which spells out what its staff can and cannot say about the business it can discipline, and in serious cases dismiss staff, for posting negative comments or images about its business.

It will often also restrict what you can say about its customers or clients, or about your colleagues in the organisation.

The policy will usually also contain a list of online behaviour considered to be so serious, any breach will constitute gross misconduct. It is important that you understand these, because if you commit gross misconduct, your employer will have the right to dismiss you without notice.

Even if your employer does not have a specific policy, it can still discipline you if what you have posted has caused damage to its reputation or brand. This might occur if a number of clients complain about what you have written.

2 Don't assume that what you post outside of work is ok

Clearly when you are at work, you are expected to concentrate on doing your job, not keeping up with your friends on Facebook or complaining online about your job. However, that does not mean that you are free to say whatever you want to in your own time, even if you are using your own phone or tablet.

Any restrictions contained in your employer's social media policy are likely to apply to what you say, not when you say it, or whose equipment you use to say it. For example, you are likely to be disciplined for circulating pictures of the dirty kitchen in your golf club or joking about how badly one of the members has behaved, even if you do this while you are out of the country on holiday.

If you want to be able to post or tweet frivolous comments with your friends, don't list your job or identify your employer in your public profile or reference it in any of your posts. Keep work and your social life and interests completely separate.

3 Assume that everything you say online will be made public

This is a good habit to get into. Before pressing 'send', ask yourself whether you would be happy for your parents, boss or partner to read your post. If the answer is no, or probably not, don't send it.

This applies even if you have locked down your privacy settings or are contributing to a closed forum. Social media providers

often redesign their sites and this can result in your profile becoming public by default. Plus, even if your settings are marked as private, there is little you can do to stop your comments being forwarded on and seen by others.

You may also want to think twice before inviting colleagues or your boss to become friends online as it is easy to forget that you have done so and post comments that they may find offensive or inappropriate.

Imagine the horror of the worker who posted "OMG I hate my job" and made reference to her boss being a pervert. She received a prompt online response from her boss, reminding her that she had added him as a friend and that she should not bother to come into work again.

Even if your manager is not included as a recipient to the post, they might still find out about it. Some policies actually require their staff to notify a manager if they see something that could pose a reputational risk to the business. You may therefore find that the colleague you trust has sent a screenshot or forwarded your message to your boss.

4 Don't stir up controversy or bad mouth your employer, its clients, or other members of staff

Everyone has bad days, but it is very unwise to vent online and post negative comments about your job. Even if your boss decides not to take disciplinary action against you, it

is the sort of information they are likely to remember when you apply for promotion or ask for a pay rise.

You will be expected to comply with your workplace diversity or equal opportunity policies which aim to protect workers from discrimination, harassment and bullying.

If you spread workplace gossip, or circulate discriminatory jokes amongst your colleagues, you may cause offence, even if that was not your intention.

Similarly, if you make personal remarks about a colleague you may also be accused of cyber bullying and/or discrimination.

Your employer has a duty to investigate these types of allegations and to take action to ensure that the behaviour stops - which may include demoting or moving you.

Plus, you may become personally liable for unlawful discrimination and may have to pay substantial compensation to the co-worker you have upset.

5 Don't use social media to raise workplace disputes

If you have a genuine grievance, raise it formally in accordance with your employer's policy otherwise you may find that you are disciplined for breaching company policy.

If you follow these simple guidelines and exercise good judgment, you should not go far wrong and can still enjoy all the many benefits of engaging with social networks.

about the author



Jo is a qualified solicitor and has worked as a senior dedicated employment professional support lawyer for several national and international law firms.

She provides guidance on complex areas of law, helps to deliver the team's national seminar programme and liaises with key client relationship partners to deliver client focused alerts, training and updates.





Greenkeeping by numbers

Joe Buckley, First Assistant Greenkeeper at Queenwood Golf Club, discusses GDD, phenology and how science can help turf managers even during record breaking wet winters

Years of research and the development of technology has resulted in modern day greenkeeping relying more and more on science and numbers. Some see this as a negative, suggesting that the true art of greenkeeping is being forgotten and that the modern day head man needs to be more of a scientist than a greenkeeper.

While this is true to a certain extent, I don't see it as a bad thing. The many facts and figures that can

be found help us in doing our jobs and achieving the expectations that seem to be raised year after year.

Specific targets should be established when planning maintenance and renovations with clear objectives put in place and communicated to golfers and committee members well in advance. Online research and developments in modern day techniques now provide us with various data and methods of testing which help in the planning of the aforementioned renovations.

I have always been a firm believer in the saying 'what gets measured, gets managed' and having statistics at hand not only gives a base to work from and track progress, it gives peace of mind that what you are doing is right. It also helps when confronted by the pro, greens chairman or a member having a bad round of golf because you have something tangible to present them with. Being able to add facts and statistics to a response when criticised about conditions makes for a more compelling and believ-



able argument than a descriptive analysis on the subject.

Various studies detail the desired levels of organic matter for different styles of greens and the drop off in water infiltration if thatch levels move outside of this sweet spot. Research shows that a sand/soil based green has an infiltration rate of 90mm/hr when organic matter content at 0-40mm is around 5%.

When thatch levels increase to 8% at the same depth the infiltration rate drops off drastically to just 20mm/ha, highlighting the

importance of getting renovations right. Loss On Ignition (LOI) testing is now used to measure organic matter content accurately giving these percentages at various different depths down the profile.

This is a far more accurate way to measure thatch content rather than using a ruler which can vary greatly depending on whether the sample is wet or dry.

It is recommended that a green currently in the target zone of 5-7% organic matter should aim to impact 15-20% total surface



A sand injection system

area every year through thatch removal processes. Research into various thatch removal practices now provides us with a guide as to which affect different percentages of surface area.

An increasingly popular technique in recent years involves carrying out two processes during the same maintenance window.

The rationale here is that the greens are already being disturbed, machinery is already out of the shed and, while the recovery time isn't drastically increased, the amount

of thatch which can be removed at one time is.

Choosing the right topdressing cannot be achieved accurately without first knowing the properties of your soil profile. Soil sample testing will detail particle size distribution and it is vital that anything incorporated into the existing profile is of a similar composition. Again the importance of selecting the correct topdressing is essential as the effects of not doing so can lead to irreversible problems.

Once a suitable topdressing has been selected, a desired volume for the year should be established dependent on individual course specifics and objectives.

This number can then be targeted and individual applications can be scheduled and communicated. Light frequent applications of as little as 0.5kg/m² are preferable where possible to encourage quicker incorporation into the profile and reduce disruption.

Another key aspect of spring renovations is the feed that usually follows the aerification and topdressing process.

There are various factors involved in deciding the total amount of N-P-K required for a certain area of the golf course, but soil and tissue testing can help greatly, highlighting any potential shortfalls that could inhibit successful growth and giving a base number to work from.

These tests can be pivotal when planning a successful nutritional programme and, while these tests do cost money, their value can far exceed the initial outlay and in most cases save money and a lot of headaches in the long run.

A further area which can be used to help plan and predict various aspects of greenkeeping is phenology.

Phenology is the study of periodic biological happenings in relation to three main climatic conditions: sunlight, temperature and precipitation, from which both plants and animals take their cue.

An aspect of phenology is the Growing Degree Day (GDD) model which has been developed and is now something that is becoming more and more prevalent in predicting and planning various different aspects of greenkeeping. GDD are a measure of heat accumulation used to predict plant and animal development rates such as the date that an insect will hatch or a plant will bloom.

GDD are calculated by adding the daily maximum and daily minimum temperatures, dividing



by 2 and then subtracting a base temperature (usually 10 °C). As an equation: **GDD = ((max temp + min temp) / 2) - base temp.**

For example, if the max temperature was 25C and the minimum 9C, the equation would be:

GDD = ((25 + 9) / 2) - 10. GDD = 7

The GDD units are a running accumulation throughout the year and can be used to accurately measure what stage of the growing

season it is rather than relying on the increasingly varied calendar days.

This can be extremely helpful in planning timely pesticide applications or determining spray intervals for foliar applications ensuring the best possible results. Whilst there is some research into this model, GDD can vary from site to site so field testing is advised to get the best results.

With the abnormally wet winter we've had, where high winds and rainfall have been record breaking, not everything can be done by the book.

Whilst science should play a major role in the planning and decision process, it is also important not to get lost in numbers. The old saying 'you can't teach experience' is particularly true and skills such as good judgement and a well-trained eye are equally as important as any figures and come from years of practicing the art.

Contact Joe Buckley via email: joe.buckley@queenwood.co.uk





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It's that time of year again

It's time to ensure that the irrigation system is ready for the next six months, and to take into account all associated aspects of its operation. Here Kneale Diamond, Golf District Manager at Rain Bird, offers some key tips

Water Source/Supply

The source/supply of water can be from either mains water supply, winter storage reservoir, summer borehole supply or emergency top up (borehole), grey water, or treated sewage effluent.

Whatever the source, the end user must ensure that the supply is adequate and provides enough water for the areas in question. Is it licensed and legal?

Is it regularly tested for pH, N, P, K and trace elements?

Is it tested for associated disease risks such as Weils disease or Legionella?

Pumping Stations

The pump station is the heart of the system – too low a flow and the sprinklers are ineffective, too low a pressure and the sprinklers are ineffective, too high a pressure (without pressure regulation in place) and the sprinklers are ineffective.

If it's incorrectly configured or maintained it's could be extremely dangerous.

What else does the greenkeeper use that operates usually at 8.0 bar pressure (80 metres), and relies on high voltage power to work correctly?

Water, electricity, and pressure – a potentially lethal combination.

The pump station must be adequately signed, the pressure vessel safe to use and certified, a risk assessment be in place, and adequate segregation be in place (8.0 bar pressure will blow a valve stem 240 feet into the air before coming down!).

Therefore leaking pumps, slippery floors, poorly earthed pumps and inadequately signed pump-houses all need to be addressed before we even look into the pump duty.



Underground Mainline

This is usually made up from UPVC with joints every six metres, or possibly a more modern system which should have Medium Density or High Performance polyethylene as the mainline piping materials.

UPVC is prone to age deterioration, typically a system over approximately 20-25 years in age (some a lot less than this) will suffer from leakage which reduces pressure and reduces sprinkler performance, as well as wasting water and reducing efficiency of usage.

Underground pipelines must be 'sized' to take into account required water flows and pressures at the sprinkler; too small a pipeline size creates a higher velocity, more friction loss, more water hammer, more joint damage, and less water pressure at the sprinkler.

Solenoid Valve Assemblies and Solenoid Valves

Solenoid valves should be installed within assemblies and chambers that allow easy access, are clean and free of debris and allow manual operation of the system if required.

Many valve assemblies within ageing irrigation systems are incorrectly installed, within poorly installed chambers, with products that are prone to failure as they age, harden and corrode.

Solenoid valves should be pressure regulating in operation, allowing the correct downstream pressure into the sprinklers preventing over-pressurisation of the droplet and subsequent wind drift.

Poorly installed chambers, cracked lids, leaking or corroded valve assemblies all create a risk to health and safety to both the operator and golfer, and should be repaired or replaced as soon as possible.

Sprinklers

All sprinklers on the course should be regularly inspected for correct operation i.e.

pop up action, nozzle performance and pressure, action in operation, radius of throw, and correct retraction.

In order for sprinklers to achieve uniform application they must be evenly spaced, throw head to head and be set level within the turf.

Once this is achieved, accurate precipitation rates and run times can be calculated which will improve water use, efficiency, and provide a more consistent uniformity.

Sprinkler models and mode of operation will also play a huge part in uniformity and reliability.

For example, modern sprinklers have nozzles and gear drive units designed to higher tolerances, thus providing much higher uniformity across the area of coverage.

Older sprinklers lose efficiency, have non uniform rotation speeds, and worn nozzles.

Liken the sprinkler to an engine, the older it is, the more likely it is to be inefficient, be underpowered, and to lose reliability.

Control Systems

When I ask golf clubs how much water they apply to their course, how often do you think I get the reply "Six minutes most days and 10 minutes when it is really hot"? This is no use, we need to calculate in millimetres per m² per day, and it can be done (remember 1m³ of water is 220 gallons).

So, how much water do you want to apply to your golf course? Maybe 3mm per m²?

This is where you can use weather stations to give you accurate readings to help you make that decision based on fact rather than guesswork.

You can then apply exactly the amount required and you can prove your efficiency and conserve water!

All modern PC based control systems will allow you to do this if properly configured and used correctly, if you are unsure please check with your manufacturer.

Other elements associated with the control system operation apart from programming are usually cable jointing and reliability and this is one of the most crucial parts within an irrigation system.

This can be maintained prior to the season starting when the ground is wet and when time is a little less urgent.

So, if you have prepared yourself for the summer ahead then well done, if not don't worry.

There are some very good independent consultants in the market who can help you put a plan in place to reach your end goal and set a blueprint within your golf club for years to come.



Example of a wet pump house floor

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Turf insect pest control on a knife-edge

Dr Terry Mabbett looks at how you can control chafer grubs and leatherjackets – the “economic pests” of UK turf

Fine turf doesn't offer much in the way of sustenance for insect pests above ground. The two insect pests causing widespread economic damage to managed UK turf are subterranean in habit and feed on the fibrous roots of grass plants.

UK golf courses largely escape the worst the world has to offer in arthropod pest damage to temperate turf. Arthropods are a large group invertebrate animals, mostly

small sometimes microscopic and in precise zoological terms have jointed legs. The group includes insects, arachnids and crustaceans.

Only two true insects, chafer grubs (larval stage of chafer beetles) and leatherjackets (larval stage of crane flies) are economic pests of UK turf. They cause significant direct damage in their own right and lure bigger beasts like foxes foraging for a hearty meal and tearing up turf in the process.

Chafer grubs and leatherjackets

Chafer grubs are the larvae of the garden chafer beetle (*Phyllopertha horticola*) and the Welsh chafer beetle (*Hoplia philanthus*) while the leatherjacket is the larval stage of the crane fly (*Tipula* sp) and commonly called 'daddy longlegs'. Both juvenile stages are soil-dwelling pests living under turf and feeding on grass roots.

That such a delicate adult insect as the cranefly should produce such a robust and damaging larva (the leatherjacket) never ceases to amaze
(Picture courtesy Syngenta)



Chafer grubs sport a brown head on a white, distinctly curved and fleshy-segmented body some 3cm long. Legs occur as three pairs on the front segments of the body in contrast to leatherjackets which are legless. Leatherjackets are 'greasy' earth-coloured segmented

grubs, 3 - 4 cm long and with a tough leathery look and feel, as the common name suggests. That such a delicate adult insect like the cranefly should produce such a robust and damaging larva never ceases to amaze.

The seemingly innocent appearance of craneflies in August is a prelude to something altogether more sinister for professional turf. Adults emerge from pupae in dew-

covered turf in the morning and immediately restart the life cycle by laying eggs in the grass sward.

Eggs hatch into larvae within two weeks and waste no time in starting to feed on the grass roots. Leatherjacket feeding occurs throughout winter, accelerating in spring as the larvae approach maturity and pupation. This is the time when leatherjacket damage first becomes apparent, showing up as slow growth of grass and yellow patches of dead and dying turf. Leatherjacket infestation is

encouraged by poorly drained turf and affected areas may become inundated with surface water.

Adult chafer beetles appear in May and June with a characteristically metallic or black head and thorax and reddish brown wing cases.

They are abundant at dusk having just emerged from the pupa case and dug their way out of the soil. The life cycle restarts there and then as they burrow back into the soil to lay eggs which hatch within weeks to produce new chafer grubs that start to feed almost immediately.

Damage to turf is slow at first but accelerates quickly through summer and into autumn (when symptoms become apparent) due to increased cutting and consumption of grass roots by the increasingly large and mature grubs. The larvae, now fully-grown and developed, burrow deeper to over-winter in the soil as hibernating grubs that will pupate in spring.

Damage caused is similar to that by leatherjackets with yellowing, drying and loosening of turf from excision of the roots by sharp biting and cutting mouthparts. Roots lose anchorage and are unable to absorb sufficient water and nutrients.

Growth effectively ceases and large areas of grass are killed off during drought. Turf damaged by chafer grubs lifts up with ease because the anchorage has gone.

Direct pest damage is accompanied by foraging mammals and birds tearing up already loosened turf to get at the grubs. Starlings and corvids are best known for their 'grubbing' activities on leatherjackets. Turf damage by foxes and badgers is more commonly associated with chafer grubs.

The watchful and canny greenkeeper can put these avian activities to good use. If birds and especially starlings and corvids (mainly rooks and crows but also magpies and jays) are showing a 'healthy' interest in your turf then you can bet your bottom dollar there is something 'unhealthy' burrowing beneath that and which requires control.

Damage caused by badgers and foxes is not so easy to utilise. Being nocturnal animals their activities are rarely seen. In the evening the greens are pristine but by morning they may be a mess. Turf damaged by chafer grubs and leatherjackets is more prone to invasion by weeds.

Turf pest control on a knife-edge

Just two insecticides are approved for use in managed turf on golf courses in the UK, imidacloprid for the control of chafer grubs and leatherjackets and chlorpyrifos for the latter only.

From 1999 when the organochlorine insecticide gamma HCH was withdrawn until imidacloprid approval in 2006, there was a gaping hole in the market for chafer grub control, matched only by the gaping holes in turf caused by badgers, foxes and birds foraging for chafer beetle grubs.

Chlorpyrifos would have almost certainly killed chafer grubs but because the insecticide remains in the top layer of soil it cannot access chafer grubs deeper down.

This minimises any potential for leachable contamination of groundwater but excludes its use for chafer grub control.

Insect pest control in UK turf



Chafer grubs are highly attractive to foraging foxes and badgers (Picture courtesy Syngenta)

White clover in full flower across the fairway in mid-summer



is in safe hands while these two insecticides are on the market but turf pesticides in general are largely at the mercy of what happens in the agricultural sector, where most pesticides approved for turf are additionally used in hugely greater amounts and for a wider range of applications.

If either of these insecticides currently used in turf ever falls foul of EU regulatory authorities and/or becomes commercially less palatable it will be because of what has been done (or not been done) in the agricultural arena.

Chlorpyrifos, an organophosphate insecticide, stands accused of contaminating water resources from spray drift during broad-acre arable crop spraying including for orange wheat blossom midge control.

Clearly fearing for future approved uses of chlorpyrifos the agricultural industry has mounted a robust defence via product stewardship including a 'Say NO to DRIFT' campaign.

Imidacloprid is a neonicotinoid insecticide that has recently been accused of having an alleged impact on populations of pollinating bees, and which subsequently led to a two-year trial ban imposed by the EU for application to crops that attracts bees.

Managed turf is a different kettle of fish because short-interval low cut mowing inhibits the flowering of turf grasses and any broad leaf weeds. I often hear the word 'never' used to describe the incidence of flowering in managed turf but 'never say never' as that well-worn phrase goes.

By its very nature turf is composed of prostrate plants with low-positioned growing points that miss the mower's blades and turf grass plants inherently so.

Broadleaf weed plants naturally suited to turf include dandelion, common daisy and white clover, but short-interval low cut mowing can actually assist these weeds by selecting out biotypes with the lowest positioned growing points. It is not unusual to see dandelions which are capable of flowering on golf tees despite short-interval low cut mowing.

Large patches of white clover flower across fairways despite mowing especially during drought conditions.

The single biggest danger to any pesticide used in turf is becoming a casualty of legislation aimed at the much bigger and wider-ranging uses of the same active ingredient in the agricultural arena. Imidacloprid



TOP: Extensive damage caused by badgers foraging for chafer grubs on an East Anglian golf course in the years before the approval of imidacloprid for chafer grub control (Picture courtesy Bayer Environmental Sciences)

MIDDLE: Damage on a South Downs golf course caused by rooks and crows 'grubbing' for chafer grubs (Picture courtesy Chris Humphrey)

LEFT: Damage on a South Downs golf course caused by rooks and crows 'grubbing' for chafer grubs (Picture courtesy Chris Humphrey)

is in a stronger position because the one and only commercial product used by UK greenkeepers is a dedicated turf insecticide formulated as a granule.

Chlorpyrifos products tend to be formulated as sprayable emulsifiable concentrates with label approval in managed turf alongside a large number of agricultural crops.

Dual chemical control of chafer grubs and leatherjackets currently depends on the long-term availability of imidacloprid. Right or wrong imidacloprid is under scrutiny in the wider agricultural and horticultural arenas. Clearly there is need to develop additional actives for control of chafer grubs and leatherjackets in professional turf.

Most of the so-called new pesticide actives coming onto the UK sports turf market will have already done the rounds in agriculture for years beforehand.

Approval for the use of imidacloprid as a turf insecticide in the UK was gained in 2006.

In 1992 I was writing about an exciting brand new insecticide used for the control of insect pests on paddy rice. Its name was imidacloprid.

North American sports turf suffers sustained attack by 'white grubs' the generic name for larvae of a range of beetles including chafer beetles (chafer grubs).

Imidacloprid is just one of a number of modern insecticides approved for use against these soil borne pests in North America.



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Iain Harrison, Golf Course Superintendent, Bangor Golf Club, Northern Ireland, pictured (centre) with Everris Country Manager Colman Warde and distributor John Lindsay.



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Stepping up



BIGGA's Open Support Team in action - just one of the many development opportunities the Association offers



Last month GI discovered how Andy Pullen has made the transition from Deputy to Course Manager at North Wilts Golf Club. This month we hear how Rob Sandilands has adjusted to making the same move in Cumbria and how the many opportunities BIGGA offer can help

Three years ago I stepped up to my first Head Greenkeeper's post at Grange-over-Sands Golf Club, an 18-hole parkland course close to Ulverston in the Lake District.

I had all the skills needed as I'd completed a string of qualifications and I had a good amount of greenkeeping and supervisory experience – it would be a breeze surely? I couldn't have been more wrong!

Although my qualifications covered all sorts of technical greenkeeping topics from woodland and environment studies to health and safety and spraying, there turned out to be gaps in my knowledge I really needed to be a successful Head Greenkeeper. The role of a manager, which is what I had had become, required the majority of my skills to be based on people skills and communication – topics barely mentioned in greenkeeping qualifications and textbooks during my studies.

Meetings were a brand new experience, as was dealing with the personalities on committees and issues with members of staff. Then came the paperwork; course policy documents, risk assessments, budgets, meeting agendas – the list went on!

In short, I'd started a new job I'd worked towards for years and I felt as though I was starting from scratch when it came to these new skills that were essential to my role.

Fortunately for me, greenkeeping is an industry that is full of people who are unbelievably generous with their time despite the demands of their job, and I was never short of support and advice when I really needed it. Since then, the learning curve has been steep and I have made mistakes, but most importantly, I have learned a huge amount and have developed the all-important skills I need to succeed as a manager.

I was invited to present a seminar on this topic during Continue to Learn at BTME. The chance to pass on my experiences and viewpoint to the next generation of Head Greenkeepers and Course Managers was a great opportunity and something I got great feedback on. Here are some of the main pointers...

Preparing for your first head role

• Volunteer

• Apply to be part of BIGGA's Open Support Team or volunteer at the BMW PGA Championships. Arrange short visits to



other courses to help with projects

• BIGGA Delegation/Future Turf Managers Initiative/CPD Scheme

• Free schemes and experiences that 'fast forward' many essential elements by condensing them into a short space of time and can be recorded on your CPD

• Preparation topics (not to be left until you are in the job!)

- Budget: get a template and build your own
- Agronomy: ask to walk the course when the agronomist visits
- Meetings: attend greens meetings to get a feel for their structure. You will meet dynamic, individual characters and encounter conflicts of interests
- CPD: get accredited for all the effort!
- Health & Safety: learn what the documents are, how to construct them and how they tie in together
- Regional section: establish a local support network and keep your finger on the pulse for those job opportunities
- Mentorships: would you benefit from a mentor to help you?

• Interviews

• Interviews are a two-way process; is the opportunity suitable for you? You need to consider your family and personal circumstances. Then you need to think about your potential new club's resources – how many staff and what equipment they have. Try and find this out in advance

• Either walk or play the course and make a plan with all the information you have acquired

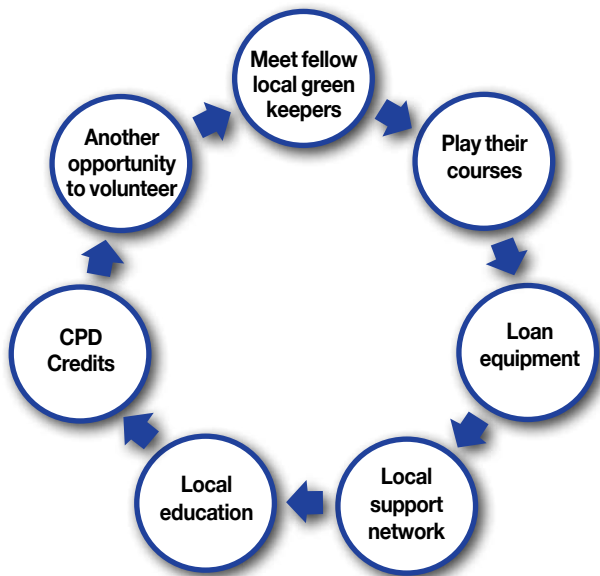
You've got the job! Now what?

- You will make mistakes – this means you're learning
- People will question you, it's human nature
- Check your plan is still on track and make changes if necessary – communicate at all times
- Take lots of early pictures to refer back to – continue doing this with work and projects

• Planning

- Thinking in detail about all your tasks in advance – what could go right or wrong and planning for both outcomes!
- Always have a plan B
- Use lists and whiteboards

BIGGA Regional Section Benefits



• Politics

- Communication is key
- You are the course custodian and need to ensure it is properly looked after
- Learn other people's language. Different people have different agendas, e.g. finance v greenkeeping. You must spell out the savings in time/money that will be made if you purchase a certain piece of equipment
- Remain professional

• Greens Chair

- A role of support and liaison to you
- A link role not a management role
- Should not interfere daily with work on the course
- Issues should be addressed and not allowed to develop

• Meetings and Committees

- The course is maintained on behalf of the committee and you are their expert
- Natural allies and adversaries will exist – again communication is key
- The best outcome for the club is the key to any meeting
- Set agendas and research your topics
- Remain professional – be diplomatic but assertive and stand your ground where necessary

• People Management

- You are a buffer between management and the greenkeeping team
- You won't have picked any of your team - remember you may not like or have anything in common

with them. They might not like you either – you represent change.

- You have the potential to influence their career, for better or worse
- Set down YOUR basic rules at the outset and stick to them – be consistent
- Your conduct and work ethic should be their benchmark
- Tell people what you want them to do clearly in black and white then let them get on with it – never assume
- Be decisive
- Rotate tasks – the key for developing a skilled and flexible team
- Praise people personally and to others
- Have and show trust in your team
- Respect takes years to earn but seconds to destroy
- Everyone is different and has their own strengths
- Let people have an input - they may know a lot more than you on a subject
- Swallow your pride if necessary!

Communication

- Very important
- Lots of great greenkeepers are poor communicators
- Give reasons how and why you are doing things
- Be consistent
- Communication is listening as well as talking

Golfers Comments

- Greenkeepers can be defensive, but golfers are your customer. Try and show willing to respond to constructive comments and suggestions
- Do not let staff become victims of offensive comments, they are a soft target for certain types of people
- You cannot please everybody!

Blogs & Social Media

- Free means of communication

- Enhance a professional image if done correctly

The benefits of your BIGGA regional section

Sales Reps

- There are no miracle products
- Ask for independent data, local testimonies and a free sample

Your Style

- Everyone is different and everyone's course is different
- What works for one may not work for another
- Don't let it get to you
- Ask people's advice, maybe get a mentor?
- Don't worry about the things you can't control, such as the great British weather!
- Mistakes are frustrating, but they mean you are learning
- Avoid stress wherever possible as it clouds judgment and affects your health and wellbeing
- Go home on time whenever you can!

Conclusion

Being a Head Greenkeeper/ Course Manager is about creating a balance between all the elements in this article.

The balance between these will differ from person to person and club to club depending on resources and expectations and this is where your expertise comes in.

The balance is always changing and should always be kept in mind as it has so many factors affecting it.

Yet again, this is proof (if it were needed) of what a varied yet underestimated career golf course management can be, but also what a rewarding and interesting job it can and will be for the next generation of managers waiting in the wings.

about the author

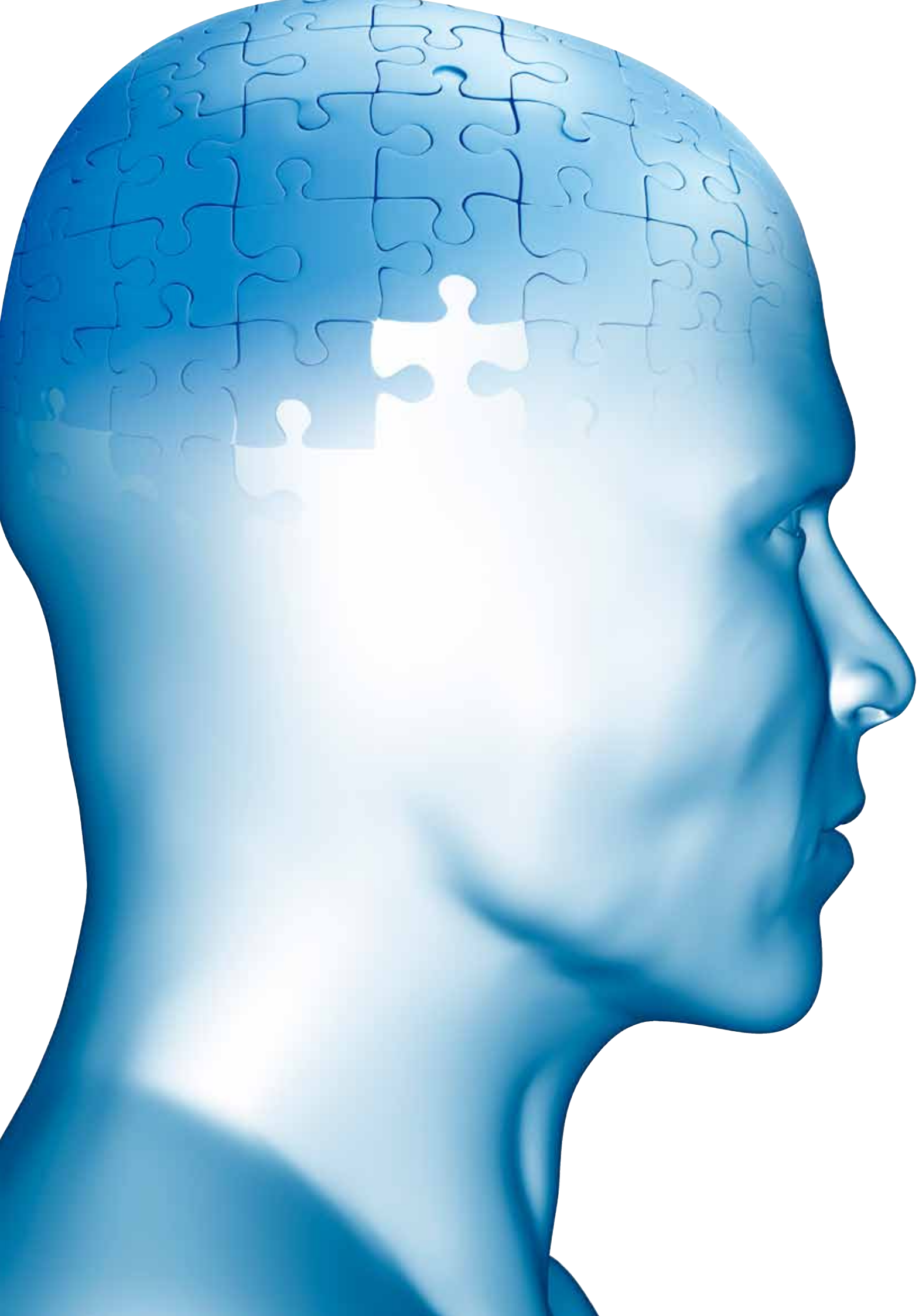


Rob presented a seminar based on his experiences as Head Greenkeeper during Continue to Learn at BTME 2014. You can read his regularly updated greenkeeping blog at www.gosgogreenkeeping.blogspot.co.uk and follow him on Twitter @RobSandilands

He has a National Diploma, Woodland & Environmental Studies, a B.Sc. (Hons) in Rural Resource Management, and NVQ Level 2 and 3 in Sportsturf. He also has PA1, PA2, PA6 Spraying Certificates, Chainsaw qualifications up to medium size trees, strimmers and brushcutters training plus Health & Safety, first aid and manual handling training.

robert.sandilands
@btinternet.com
07779258118





All in the mind

Attention! After a successful Turf Managers' Conference presentation at BTME, performance coach Karl Morris returns with advice on how to focus clearly on the important things in work, golf...and in life

It was a great pleasure to be asked to be a keynote speaker at BTME. I was tremendously impressed by the organisation of the event, the wide range of educational opportunities and above all the willingness to learn and the curiosity of the attendees.

When I first received the invitation to speak I wondered how much my work as a coach would be relevant to the audience and the challenges they currently face on a daily basis.

Yet the more I thought about it, the clearer the parallel became. Greenkeeping and sport are so similar in that they constantly throw challenges and setbacks at us and most of the time we are under pressure to perform and produce results.

Over the years I have been very fortunate to work with some of the world's best golfers and time after time I have seen how the very best are prepared to respond well to setback and disappointment. They have a mental toughness and tenacity to keep going when results are less than ideal.

There is no doubt we are living in challenging times at the moment - much of which is beyond our control - but our future success or failure will be determined by our RESPONSE to those challenging times, just as our response to a dropped shot or missed putt will define our ability to score well at golf. It is our mindset that is often the key between success and failure, not just the situation we find ourselves in.

I remember once hearing somebody say "the quality of your life will be determined by the quality of

your questions" and, from initially not understanding the gravity and importance of this statement, I am now convinced this single statement is possibly the most important concept you will ever hear. I don't believe in positive thinking in the form the media currently peddles it and various mind gurus, but I do passionately believe in the power of quality questions.

Quality questions focus one of your most precious commodities, your attention. Your success or failure in your work, your golf and your life, will depend, to a very large

degree, where you focus your attention.

In very simple terms, your attention will either be on something useful or useless. I am assuming as your eyes fall across these words, you are hoping your attention is currently on what you are reading. If it is, then you will more than likely gain something. However, your attention could be on what you need to do later, what you're going to have for tea or even what other people in the room are thinking about you as you sit reading Greenkeeper International. After





reading the last statement, you may have found how your attention has wandered. Sorry about that, but it does just highlight how fragile and temporary our attention can be.

So a major part of being successful is to understand and apply the principle of focused attention - and how quality questions can be one of your greatest assets in bringing your attention to the place you not only want it to be, but to a place which is useful and productive.

When you have the capability to direct your attention, you begin to take control of your world as opposed to the world controlling you. In the modern world, it would seem we constantly face a combination of factors and situations that are trying to steal our attention. This is shown in the incredible way people become addicted to social media, and in the constant stream of sound bites and calls to action which inhibit and restrict our capability to just be in the here and now with our attention. Is it any wonder that golfers can struggle to play a game which positively insists on them being attentive to what is going on, right here and now, in this moment, playing a unique shot they will never be confronted with ever again? It is exactly the same with our work. Either our attention is on it or it's not, and good ques-

tions can help us focus our attention in the most productive way to the challenges presented.

Often people ask dreadful questions focusing attention in a totally unproductive way. Think of a recent challenge you have had and ask yourself these three questions:

"Who is to blame?"

"How could I prove I'm right?"

"Why have I failed?"

Now if you have just run those questions through your mind, I don't need to be a psychic to know your current state is probably less than ideal to deal with the situation. The questions have directed your precious attention in to areas that are frankly useless. However if you had the same challenge and you asked yourself questions like this:

"What are my choices?"

"What is possible?"

"What is the best thing to do now?"

Run those questions through your mind in response to the same scenario and I guarantee that you will be in a different and more productive state because your attention is in a useful place. Most people ask habitually poor and unproductive questions, blissfully unaware how detrimental those questions are to their attention.

With many of the golfers I work with, I ensure they have sets of

questions that serve them well both on and off the golf course.

"What does a good shot look like here?" is a great question to ask when you are out on the course because it forces your brain to produce an image of the shot you want, as opposed to a shot you may fear.

"What did you enjoy today?" and "What did you learn today?" are two questions I suggest may be useful to parents when their child, who is learning the game, comes off the course. It sends the young mind's attention in the direction of learning and enjoyment, two priceless commodities if you are looking for future success.

Asking good questions is not about trying to be positive, it is about taking charge of how you use your brain in the most effective way and not falling into the trap of sending your attention habitually into areas that do not serve you well.

So, notice over the next few days the questions that you ask of yourself and of others and gain some insight as to whether they are serving you or not. Are your questions getting the best out of your colleagues? Are your questions effective in terms of persuading others? Above all, are your questions effective for yourself and what you want to achieve now and in the future?

about the author



Karl is recognised as one of Europe's leading performance coaches and created 'The Mind Factor' to help clients consistently produce outstanding results at all levels of sport and business. His new book is called 'Attention! The secret to you playing great golf'. For more information on Karl and The Mind Factor courses and products go to www.themindfactor.com

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A breath of fresh air

Effective aeration improves drainage, reduces turf compaction, thatch build up and boosts the health of golf course greens and fairways. Toby Clarke, Sales Manager for Dennis and SISIS, explains the basics of aeration, its advantages and which machinery you should look at

Q What is aeration?

Put simply, aeration is a mechanical operation that creates more air space within the soil. This increases oxygen levels allowing for better percolation of water and nutrients thus promoting a healthier plant.

Q When should I use different methods of aeration?

All greenkeepers will have or should have an aeration programme in place. These will differ from club to club depending on soil structure, budgets, staffing levels, amount of traffic, climate etc. An example of a greens programme is shown inset right.

Varying the depths at which you aerate is important to avoid 'panning' – which is when a compacted layer forms below where aeration has been carried out at the same depth for a number of years.

The top 100mm is the most

An example of a greens programme

- Spring/late summer and early autumn - deep tine to 350/400mm
- Hollow tine late summer and early autumn to 100mm
- March to October, solid tine every 3-4 weeks up to 100mm
- Slit tine when weather allows during autumn & winter months to 100mm-200mm

ABOVE: The Javelin Aer-Aid 1500 is a tractor mounted aerator that not only aerates with a vertical action, but also injects air into the root zone

important. Hollow tine aerating used for the removal of thatch and soil exchange purposes is generally undertaken from late summer through early autumn when recovery will be greater. However, using a small diameter hollow or solid tine to a depth of 50mm throughout the growing season will cause little disruption to play and will increase airflow and water/nutrient ingress during the drier months.

Q What type of machines should I look at?

There are many different types of aerator currently available and all are viable - if budgets allow of course! (see box on right page.)

In these tougher economic times we have seen a noticeable upturn in clubs returning to our Multitiner tractor mounted aerator. The SISIS Multitiner is available in 1.2m and 1.8m widths and is a drum-type aerator, which is ideally suited to a

range of applications. It has three drums with independent rotation and interchangeable tines (hollow/solid and chisel) with a maximum depth of 100mm. It's not only cost effective but also simple to use and maintain and is extremely reliable.

Pedestrian slitters such as our Autoslit are also proving popular when poor drainage becomes problematic and compaction issues prevent the use of tractor-mounted equipment. They can be used throughout the winter months with little or no disruption.

Q Why is aeration important and what are the benefits to the greenkeeper?

Low cut heights particularly on greens mean that regular aeration is vital. With cut heights as low as 3mm the plant needs a good well established root structure to supply the oxygen and nutrients needed to survive. Regular aeration will allow the plant to flourish. Obviously, a

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golf course that is well aerated and has a proven aeration programme will be a delight to manage. Golfers should be appreciative and more will want to play. This will increase revenue within the club which is beneficial to all.

Q What are the advantages of mechanical aerating and air combined?

Using compressed air at relatively low pressures has two main benefits - the first being the fracturing of the soil causing many fissures within the soil structure. The second is a large increase in oxygen levels over conventional aerating. This has the obvious effect of allowing a better flow of water and nutrients throughout so a green with traditionally poor drainage will improve with immediate effect. Surface disruption is kept to a minimum as the action is gentle allowing play to proceed without delay.

One such machine which is proving very popular in the UK and also our export markets is our Javelin Aer-Aid 1500. This machine is a tractor-mounted aerator that not only aerates with a vertical action, but also injects air into the root zone at a fast working rate, creating thousands

of fissures. The cam trigger mechanism ensures that the air is always expelled at the bottom of the tine penetration, enabling treatment to be targeted precisely and consistently.

The overall result is reduced compaction, healthier growth and a reduction in the need for fertilisers and pesticides. The 10mm diameter 'tipped' tines are spaced at 75mm (3ins) with depth of penetration infinitely variable to a maximum of 127mm (5ins). These air injection tines are specially designed to use the maximum air available from the compressor and produce clean, fresh air at a constant rate of 88 litres or 3cu ft. per minute. Surface disturbance is kept to the minimum after operation.

Q Why is minimal surface disruption important in selecting the right equipment?

Minimal surface disruption is vitally important when selecting the right equipment. Getting your greens, tees and fairways back into play ASAP should be one of the first considerations on any greenkeeper's mind. Timing is paramount as is choice and size of tine for example.

Hollow tining in late August will

recover far quicker than hollow tining in late October. The golfers may complain more but they will have superior greens in the longer term. The simple rule is the larger the tine, the more disruption.

When aerating, ask yourself is the machine fitted with a light pressure roller? This will not only help maintain levels but you are doing two jobs in one pass.

Q What depth should I aerate to?

Varying the depth is important to avoid panning. Aeration is possible anywhere from 10mm to 400mm if conditions allow. For example, a large slitter, such as the SISIS Megaslit, used on a fairway would have a maximum depth of 300mm or when hollow tine aerating a green maximum depth would, in normal circumstances, be no more than 125mm.

Q In your opinion, what are the 4 most important topics/aspects of aeration?

1. Maintaining or improving the circulation of oxygen within the soil structure.
2. Remove or controlling thatch build-up.
3. Relieve compaction.
4. Improve drainage.

Types of aerators

- Hollow/solid/chisel aerator, pedestrian or tractor mounted
- Slitters, pedestrian or tractor mounted
- Combination of air and solid tine aerator, tractor mounted
- Deep tining aerators, tractor mounted
- Linear action aerators, tractor mounted
- Water injection aerator pedestrian

For more news, reviews and insightful views, you can follow SISIS on Twitter @SISISMachinery and like the company's Facebook page – www.facebook.com/SISISMachinery. You can also view the latest SISIS videos by visiting www.youtube.com/SISISMachinery

For further information or a no obligation demonstration, please contact SISIS on 01332 824 777 or visit www.sisis.com

What about buying pre-owned machinery?

Bob Buckingham, Director of Operations at Global Turf Equipment, explores the option of buying pre-owned machinery

Most golf clubs continue to face financial challenges in a bid to balance the books. And, like all capital expenditure, funding the replacement of course maintenance equipment presents its own set of pressures on financial committees as well as turf care professionals.

For the majority of greenkeepers the key objective when looking to replace ground care machinery is to secure the best possible deal on the right machine for the job. More often than not, this means exploring all options available, including used equipment as well as new machinery. While buying a new machine may seem the obvious choice, it's just not a practical reality for many golf clubs. Used equipment, on the other hand, can present a much more affordable



Global Turf UK

www.globalturfequipment.co.uk

alternative, often saving customers over half the price of new models.

With the life expectancy of modern mowing equipment exceeding 6,000 hours, it is now possible to obtain late-model machinery that is less than halfway through its working life – saving as much as 60% against the cost of new and slashing the impact of depreciation experienced when buying new. Furthermore, a specialist used equipment dealer can often find just the right machine, supplied to 'almost new' standard, and available for immediate delivery.

One such specialist dealer is Global Turf Equipment UK Ltd which is the UK and European arm of Global Turf Equipment (USA), the world's largest supplier of used turf equipment. Global Turf UK specialises in the supply of pre-owned golf course maintenance and turf

management equipment. The firm offers carefully selected, late-model machines, from leading brands such as Toro and John Deere, at a fraction of the high capital investment costs associated with the purchase of new machinery.

Bob explained: "Global Turf UK was established to provide a local source of equipment for UK and European golf courses and sports turf facilities. Key to our success is our ability to source and supply good quality, low-hour machines. Most machines come to us from our partners in the USA, and are generally short-term lease return machines, typically around three years old.

"In the USA, Global Turf Equipment has well-established direct relationships with leasing and finance companies, allowing access to only the very best equipment



available. Global Turf Equipment has been exporting equipment worldwide for over 10 years and, with a 35,000 sq. ft. storage facility in Florida, carries a stock of over 650 machines at any one time.

“We pride ourselves on selecting only the highest quality machines which come with verified hour meters, complete service history, and are fully CE marked and certified for sale and use in all EU countries. Most importantly, all machines are supported by a first class network of service dealers.

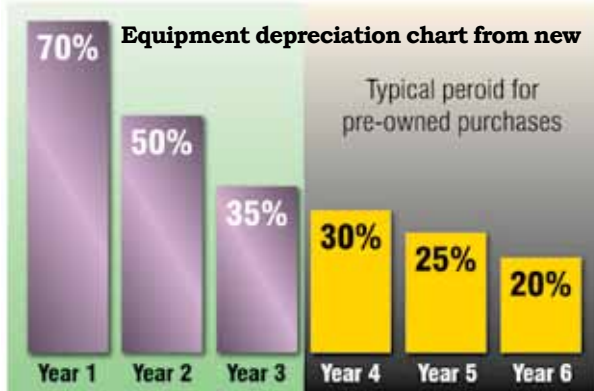
“Typically, the machines we supply will only have been operated for between 1,000 and 2,000 hours, and are available at less than half the original cost. All equipment we stock has been hand picked by our own field representatives who perform on-site inspection of equipment at the original user’s facility. This means that we gain valuable insight into their maintenance practices, as well as a thorough evaluation of each machine’s condition. It also helps us determine whether or not the previous user had the necessary workshop capability and expertise to maintain the machine in accordance with the manufacturer’s recommendations.”

Based in Yorkshire, Global Turf UK’s importation centre takes delivery of all machines which firstly receive a detailed inspection; general operation, engine, belts, electrical system, hydraulics system, cutting units and body work. Machines are then fully serviced, using OEM filters and EU specification fluids and lubricants, fitted with new rotary blades or bedknives and screws, and reels backlapped and set. On delivery, equipment is ready to perform and operate like new and, for peace of mind, all major parts are covered by a 90 day warranty. Ongoing equipment servicing and maintenance is supported by a well-established, nationwide sales and service network, providing ‘local’ back up for Global’s customer base.



ABOVE: Pre-owned Toro Groundsmaster 4700-D working on the fairways at West Byfleet Golf Club, Surrey.

BELOW: Chart shows typical depreciation of equipment from new with much of the value of the machine being written down or lost during the first three years of its life. Buying equipment three or four years old allows a Golf Club to more effectively manage the ‘cost of ownership’ of its equipment.



Section Notes

Please email your notes to
steve.castle@bigga.co.uk
by the 10th
of the month

All the latest news from your Section,
in your new-look notes pages...



Around the green

Scotland

Contact your Section correspondent with news,
events or anything else for Around the green...



CENTRAL
Gordon Moir
Gordon.moir@standrews.org.uk

AYRSHIRE
Jim Paton
jimp54@btinternet.com

EAST
Scott Corrigan
scottcorrigan4@aol.com

NORTH
Dale Robertson &
Robert Patterson
daleturnberry@btinternet.com /
grassman351@aol.com

WEST
Stuart Taylor
stuart.taylor@glasgowgolfclub.com

Events Coming Up

Central

Entries for the Spring outing need to be in by 25 April at the latest complete with payment. We will be charged for times we don't use and for all meals ordered therefore you must pay in advance. Entry forms are available at www.biggacentralsection.org.uk

Our next educational seminar will be the Bernhards workshop on reel maintenance and grinding on 14 May. Numbers are limited, please book in advance through Gordon McKie.

East

Our spring outing will be at Goswick GC on 22 April, sorry for the spelling mistake last month. We still have spaces, currently we have a field of over 20 greenkeepers.

Bernhards are hosting a Seminar on May 6 at Turnhouse GC from 4pm-6pm on the benefits of sharp mowers and setting cutting units, CPD credits available. To book your space contact Phil Butler on phil180.butler@virgin.

North

Our Spring outing will be at Moray GC on Thursday 1 May and we are fortunate to be playing at one of the best links courses in the North of Scotland.

The Section Committee have successfully organised a grinder training course through Bernhards, at Royal Aberdeen GC on 5 May at 4pm.

News

Central

21 teams entered the Pairs competition this year. Results on the website at the beginning of each month.

East

The section would like to wish Mark Campbell all the best with his new position as Course Manager at Deer Park GC. Mark has made the move from Niddry Castle.

North

Congratulations to Stewart Brown from Royal Aberdeen who has been picked to attend the FTMI 2014.

The 200 club tickets will be available soon, anyone looking for extra tickets can contact Paul Sharp at Peterculter GC. Let's hope we get a good response as it is our main source of income in the section. We are increasing the cost of an outing to £25 as we've been running outings at a loss for the past few years. Please remember to send back your 200 club money ASAP and also your entry money for Moray, it saves Paul and myself taking money on the day.

Joanne O'Neill from Newmachar GC has left our industry to work at Aberdeen Airport so best wishes on her future career, and Dougie Elrick also from Newmachar has moved to Murcar Links.

Richard Pirie from Newmachar has been unwell for a few months but has returned to work and looking forward to another busy year on the driving range.

John Geddes from McDonald GC has been in hospital having a new hip fitted so he is now on the road to recovery, keep an eye out for him as he walks round Ellon.

Thanks to Sponsors

Central

Thanks to all the trade companies and individuals who have paid to advertise on our website for the past few years. Normally we would have been asking for money from you by now. But, due to the fact the website will likely be changing and become a part of the Scottish Region website at some point in 2014, we will continue to run everyone's details and links to each company's own website for the remainder of the time the Section website exists. On behalf of the Committee and the members of the Central Section, a huge thank you to everyone who has supported us in this way.

Welcome New Members

Marc Elrick, Affiliate Member, Filpumps Ltd, Craig Barr, Deputy Head Greenkeeper, Machrihanish Dunes Golf Club, David Miller, Greenkeeper, David Drummond, Greenkeeper, Michael Dyer, Greenkeeper, Richard Riddell, Mechanic, Murray Lorimer, Assistant Greenkeeper, all Muirfield – The Hon Company of Edinburgh Golfers, Andrew Mooney, Student, SRUC (Elmwood), Mark Irvine, Student, SRUC (Elmwood), Josh Mahoney, Student, SRUC (Elmwood), Lewis Gunn, Assistant Greenkeeper, Royal Dornoch Golf Club, Colin Mowatt, Assistant Greenkeeper, Gifford Golf Club, Derick Henderson, Assistant Greenkeeper, Royal Dornoch Golf Club.

Northern

Contact your Section correspondent with news, events or anything else for Around the green...



NORTH EAST
Glen Baxter
glen.baxter@
rigbytaylor.com

NORTHERN
Eddie Ainsworth
e.ainsworth@
ymail.com

CLEVELAND
Anthony
McGeough
amcgeough@
aol.com

NORTHERN
Andy Slingsby
andy.slingsby98@
googlemail.com

SHEFFIELD
Neil Peters
neilpeters66@
gmail.com

NORTH WALES
Pete Maybury
petemayb66@
aol.com

Events Coming Up

Cleveland

The spring tournament will be at Saltburn Golf Club on Wednesday 30 April, sponsored by Lloyds. Thanks to Alistair Whitby and Phil Walshaw! Usual format, bacon sandwich on arrival, two course meal after golf. Loads of great prizes, cost £16. Payment up front please, contact Pembo on 07791 659768 or ianpemberton60@yahoo.co.uk

North Wales

The spring tournament will be at Rhuddlan Golf Club on Wednesday 30 April. The North Wales/South Wales match will be at Royal St Davids Golf Club on 14 May, please apply to Rhys Butler if you are interested. Soon we will be needing players for the North Wales/North West match and for the cricket match at Ashley Cricket Club.

North West

The Spring Tournament will be at Stand Golf Club on Wednesday 16 April, contact David Weir on 07774 999230 to book your place.

Summer Tournament, Hurlston Hall Golf Club Tuesday 8 July.

The North West v North Wales cricket match is on Tuesday 24 July Venue TBC.

Autumn Tournament, Ringway Golf Club, Thursday 18 September.

AGM and Bert Cross Trophy, Wilmslow Golf Club, Tuesday 11 November.

Lancashire Turf Club - Monday 7 April at 7.30pm at Garstang Golf Club. David Snowdon from Agronomic Services presents 'The importance of aeration and understanding nutrition.' All welcome.

North East

22 April Scotland East Golf Day at Goswick £20.

30 April Cleveland Section Golf Day at Saltburn GC.

North east members are welcome to attend these events, contact the section secretary to book your place. We also need 10 names for the North East v Cleveland match in June at Whitley Bay GC, names to Simon.

News

Cleveland

Some exciting work has been carried out at Bishop Auckland Golf Club. If you're on with a project you want to share it let me know.

We brought in Peter Robinson from Northern Tree Trans planters to move some of our established trees from various copses on the course using his 13.5 ton spade. Over a three day period we managed to relocate 73 trees in total. However, after day two some Spruce trees had been

blown over by gale force winds. The high winds continued for weeks and we discovered more tree stakes being ripped out of the ground and more Spruce being blown over. But, three months on only three of 73 have been lost. This has defined some fairways and has improved the course. Thank you Phil Graham for sharing this with us.

Finally Happy centenary to Eaglescliffe Golf Club. If you have any news please contact me on amcgeough@aol.com

North Wales

Steve Roberts has moved from Northop Country Park and is joining Simon and Dan to work for HiTec turf, Adrian Kinsey is moving from Plassey Oaks to Northop to fill the position. Karl Parry has left Denbigh Golf Club to work with Everiss, filling his position within the club is John Ellis.

Paul Roberts has moved from Baron Hill Golf Club to St. Deiniol Golf Club. Andrew Gwilliam has celebrated 25 years as greenkeeper and Deputy Course Manager at Vale of Llangollen Golf Club. Thank to all who made our spring seminar such a great success. I apologise for my lack of output over recent months. Both my phone and computer gave up the ghost, normal service has been resumed.

Northern

Here's to Phil Rowbottom, Course Manager at Woolley Park Golf Club in his 'Tractor Aid' mission. Fantastic gesture.

Congratulations to Darrell Crawley in taking on the top job at Bradford Moor Golf Club. Martin Pottage also celebrates 25 years service there, well done big man!

North West

We welcome Ben Allen to the section. Ben was appointed Head Greenkeeper of Poulton Park Golf Club in February.

February saw two great meetings taking place. First was at Garstang Golf Club with the lads from the Flyde Coast section. The other was held at Dunham Forest Golf Club with the North West committee. Both meetings were very encouraging. Chris Sheehan would like to thank all that attended and to both Sandra Raper and Jim Croxton for their enthusiasm, motivation and expertise.

We've launched the BIGGA North West section Facebook page, spread the word and like our page, find out about upcoming events and daily goings on at golf clubs all around the North West. If you wish to share news please contact me or any member of the North West section committee. My details: e.ainsworth@ymail.com, edward.ainsworth.9@facebook.com, or 07925 037632

Results

North East

Spring comp at South Shields Golf Club, many thanks to Phil Hargraves and his team as the course was in superb condition. Lowest Gross - Jack Friar 74. Stableford Winners: 1 Ben Potter 39pts, 2 Russell Black 36, 3 on c/b Richard Hood 35, 4 on c/b Paul Walton 35, 5 James Richardson 34.

Thanks to Sponsors

Northern

We are superbly well looked after every year by these guys and are truly grateful: Everiss, Rigby Taylor, FMW Distinct Bolton, Abby Mowers, Bob Wild Grass Machinery and Mel Guy & Bathgate Sands.

Welcome New Members

Garry Worrall, Affiliate Member, PitchWorks, Will Hibbs, Greenkeeper, St Annes Old Links Golf Club, Joe Gibson, Assistant Greenkeeper, Consett & District Golf Club.

Midland

Contact your Section correspondent with news, events or anything else for Around the green...



BB&O - The Stick
bboscribe@gmail.com or Matt Nutter
bbosecretary@gmail.com



MID ANGLIA
Darren Mugford
d.mugford@rigbytaylor.com



MIDLAND
Sean McDade
sean.mcdade@homecall.co.uk



EAST OF ENGLAND
Steve Beverly
steveimingham@aol.com



EAST MIDLAND
Greg Skinner
greg.skinner92@btinternet.com

Events Coming Up

Midland

Via email all will have received an entry form for the postponed 2013 "TORO BIGGA Midland Regional Team Challenge", to be played at Trentham GC on 7 May. Entries to Sandra Raper on 07866 366966.

The Spring golf event is to be held at Olton Golf Club 14 May with a start time of 12.30, closing date 6 May. Please ring Rhys on 07774 164173, or go to our new website to download an entry form: www.biggamidlandsection.co.uk. Also don't forget that the very successful long running Everris Doubles competition draw will also be held at Olton, please use either of the prior channels mentioned to register.

Wish I could tell you a story, but I've been banned, please let me know what you think, good or bad: sean.mcdade@homecall.co.uk

BB&O

Comps: 14 May - The Oxford Golf Club - www.oxfordgolfclub.net

23 July - Sonning Golf Club - www.sonning-golf-club.co.uk

11 Sept - Harewood Downs - www.hdgc.co.uk

3 Dec - Frilford Heath GC - www.frilfordheath.co.uk

We are also going to run a Order Of Merit this year over the first 3 events.

Rigby Taylor Pairs Competition is running again. For an entry form contact Gareth Acteson g.acteson@rigbytaylor.com

Mid Anglia

We are still finalising golf day venues for 2014 so will get the information out as soon as all are confirmed.

News

BB&O

Course Manager Alec MacIndoe has moved from Newbury and Crookham to West Surrey G.C. Keep up to date with what's happening at www.bbogreenkeepers.co.uk

Thanks to Sponsors

Midland

What a fool I've been (nothing new there then I here you cry). By the time I got round to compiling March's notes it would have been far too late for publication. My apologies to last month's calendar sponsor "Redteck" (Toro) as headed by Graham Hall. For your service needs contact Graham on 07702 154987, and for parts Kevin Blake on 01676

523287. Their service is professional, friendly, and they can be relied upon to go the extra mile when needs must.

This month's kind sponsor of our calendar is "Sherriff Amenity" as represented by our old friend, and long term supporter of our section, Nigel Tyler. Please consider them for your pesticide, fertiliser, wetting agent etc needs. Tel 07989 548058, or office 01638 721 888. Website: www.sherriffamenity.com

Mid Anglia

A massive thanks goes to our Sponsors of the section for 2014. They are: Tuckwells Machinery, Vassgro Amenity, ALS, Headland Amenity, Avoncrop Amenity, Farmura, Amtech Amenity, Rigby Taylor Ltd.

We thank you for your continued support with funds towards the Mid Anglia Section. Banks Amenity also sponsor our Golfer of the Year Trophy again this year so once again your support means a lot and please consider these suppliers for your requirements the coming months and beyond into 2014.

If you're interested in sponsoring Mid Anglia Section in 2014 please contact a committee member for details.

Welcome New Members

Luke Hall, Greenkeeper, Ashridge Golf Club, Liam Irons, Greenkeeper, Mid Herts Golf Club, James Evans, Head Greenkeeper, Little Lakes Golf Club, Ashton Hall, Assistant Greenkeeper, Redditch Golf Club, Simon Harding, Assistant Greenkeeper, Calcot Park Golf Club, Joseph Burgoyne, Assistant Greenkeeper, Calcot Park Golf Club, Warren Teszner Assistant Greenkeeper, Trentham Golf Ltd.

Recruitment

Overseas opportunities in the Netherlands

April - October

An exciting opportunity has arisen for green keepers to work in our experienced and successful team. Applicants must be able to undertake all basic green keeping tasks and be qualified to NVQ Level 2 or similar.

Minimum 3 years experience

Experience on all mowers hand held or ride on is essential for this position.

The Club is maintained to a high standard and works on the course cover a wide range of duties so this position requires an individual who can apply their skills to all aspects of course maintenance. You must be a good team worker, highly motivated, be able to make decisions and able to operate a full range of equipment associated with the post.

Accommodation is found and paid for assistance with travel is available.

A full UK Driving License is required and own transport for these positions.

UK permanent address and National Insurance number

Must have a willingness to work away from home

Contact Denise Haines on 01612331564 or 07980816024 email denise.haines@roevin.co.uk

South East

Contact your Section correspondent with news, events or anything else for Around the green...



SURREY
Mark Day
mark.day@
tacitgolf.co.uk



KENT
Rob Holland
premiergolf
2012@hotmail.
co.uk



SUSSEX
Chris
Humphrey
chris@collier-
turf-care.co.uk



EAST ANGLIA
Mick Lathrope
m.lathrope@
ntlworld.com



ESSEX
Arnold
Phipps-Jones
essexbigga@
talktalk.net



LONDON
John Wells
j.wells1@sky
.com

Events coming up

Surrey

- 1 May - Texas Scramble Epsom Downs GC.
- 6 June - Spring Tournament The Drift GC Qualifier for National Tournament held at Liphook GC 6-7 October.
- 27 June - Cresta Cup West Surrey GC.
- 17 September - Hankley Common GC Section v Trade.
- 30 September - Surrey Bowl Final at Foxhills G&CC.
- 4 November - England v Scotland Hankley Common GC.
- 19 November - Match v Secretaries at The Berkshire GC.
- 19 December - Guildford GC Turkey Trot.

BIGGA ties as part of the dress code will be introduced this year, failure to wear the association colours will result in a £2 fine that will be donated to the BIGGA Greenkeepers Benevolent Fund.

A social evening has been organised at The Cricketers Pub with teams of 6 competing in a quiz night at a cost of £5 including food.

A visit to Mercedes World has also been organised, check the web for dates and details.

London

The Spring Tournament and National qualifier is on Monday 12 May at Northwood so apply to Lee Cox l.cox15@btinternet.com or text 07931 927346 to enter.

Also check the up to date London section website for course walks etc.

News

Surrey

Clive Osgood has made an excellent recovery from his hip operation, wishing him the very best. Ron Christie will assume the role of handicap secretary and all bandits will be shot.

Congratulations to Neil Davey, Worplesdon GC and Tony Bartram Richmond GC, chosen to represent the Surrey section on the BIGGA Open Support Team.

Also congratulations to Graeme Roberts Tandridge GC, Peter Moore and Derrick Johnstone from Wentworth and Kevin Glazier from Royal Mid Surrey GC who have been selected to be delegates on the FTMI. Finally, congrats to Michael Sawicki from Dulwich & Sydenham Hill GC who is one of the mentors on the FTMI.

Kent

Thanks to Matt Corbould and Amenity Technology for organising a really good seminar hosted by Redlibbits Golf Club.

David Snowden, who is a very accomplished and knowledgeable speaker, gave a very interesting insight into the world of microbiology and the world beneath the turf. Many thanks to all for a most informative day.

A fantastic day was had by pretty much the whole of the South East greenkeeping crop at the magnificent heathland setting of Walton Heath.

Great weather, great golf and even better company ensured this annual event remains a must-do fixture in the calendar.

Kent section were extremely privileged and honoured to be given the amazing opportunity to play the best course in the south of England bar none.

We gratefully accepted the offer made by Royal St. George's to grace their links on a day where I think we were all struck by just being in such auspicious surroundings that just oozed class, tradition and perfection.

The absolute cream of our golfing fraternity were fortunate to have a dry day where the north wind blew a fair chill across the beautifully presented course.

The sense of occasion was lost on no-one and we were all eager to take on the challenge of Paul Larsen's incredible course.

We cannot thank Paul, Adam and the rest of the greenkeeping team and, indeed, the secretary and clubhouse staff enough for their very hospitable welcome.

It really was the most memorable day in my greenkeeping career.

Well done to so many who scored well too. Royal St. Georges have offered us the opportunity to bring some of our teams along for a look round the sheds and a course walk later in the year to give us an insight into what goes into making this fine venue such an incredible place.

I shall keep you informed. Results in the Results section.

London

A big thank you all that took part in organising the education day at Oaklands [over 170 delegates were there] and to those speakers that made it a great day.

Also thank you for the afternoon seminars from Simon Banks and Henry Bechelet.

Results

Surrey

Mike Buck from Rushmere GC posted a 73 gross to lift the trophy at the SE Annual Golf Day at Walton Heath GC.

Kent

Event at Royal St George's
1 Darren Burton, 2 Lee Austin. Trade Prize - Neil Pullen

Welcome New Members

Paul Doran, Deputy Head Greenkeeper, Grims Dyke Golf Club, Zoe Chisnall, Greenkeeper, Felixstowe Ferry Golf Club, Eric Oliver, Greenkeeper, Betchworth Park Golf Club, David Whitlock, Greenkeeper, Crowborough Beacon Golf Club, Tom Masson-Smyth, Greenkeeper, Sundridge Park Golf Club, Oliver Jones, Greenkeeper, Stowmarket Golf Club, Craig Steed, Assistant Greenkeeper, Colne Valley Golf Club, Matthew Kent, Assistant Greenkeeper, Puttenham Golf Club.

South West & South Wales

Contact your Section correspondent with news, events or anything else for Around the Green...



SOUTH WEST –
Jaey Goodchild
j.goodchild@
bowood.org



SOUTH COAST –
Alan Magee
al.magee77@
googlemail.com



**DEVON &
CORNWALL**
Cameron Mcmorrin
cjmcmorrin@gmail.
com



SOUTH WALES
Andrew Hatcher
andrewhatcher1@
msn.com

Events Coming Up

South Wales

Two team event coming up v the north at Royal St David's. Date and time TBC. Please contact the match captain Big D if interested.

Match at Chippenham GC on 29 May, ten man team start time TBC.

South Coast

On Tuesday 15 April we have our spring competition at Highcliffe Castle. £20 entry and this includes bacon roll on arrival and an evening meal, please contact Kevan Glass for more details.

South West

This year's event calendar is coming together nicely with most venues and dates confirmed. Here are the early events so that everyone can get the dates into their diaries:

24 April: Am/Am at Enmore Park Golf Club

29 May: Inter-Section Match at Chippenham Golf Club (South West, South Wales & Secretaries)

19 June: Summer Tournament at Farrington Golf Club

News

South Wales

Congratulations to Ceri Richards on joining Indigrow UK as technical sales manager after nine years at Avoncrop Amenity. His shoes have been filled by Hugh Morgan, good luck to you both.

Whitchurch Golf Club are celebrating their centenary, hope Mike Stokes and his team have a great year, also Royal Porthcawl are hosting the Seniors Open Championship between 24-27 July.

Welcome to Iain Grant from Brynhill Hill GC who has joined the committee. This year we have a good line up of golf events; a roadshow, course walks if you are not interested in playing golf plus a stadium visit please attend as many as possible.

South Coast

Tony Gadd and Phil Wentworth are both stepping down from their roles as chairman and vice chairman but are staying on the committee. We would like to take this

opportunity to thank both Tony and Phil for their years of hard work and service to the south coast section. Robert Hogarth is stepping in as chairman until the AGM in the autumn. Jaime Acton is taking over the role as vice chairman until the AGM also.

The seminar that was held at Milton Abbey School was a very enjoyable day for all, we would like to thank the School for their hospitality and Joe Cooper for helping organising the day.

We would also like to thank all the speakers for making the day so enjoyable. If anyone has any news they want to be included in the magazine then please email me at the following address al.magee77@googlemail.com

South West

Main news - the sun came out! Fixture cards for the season's upcoming events have been finalised and will be with all section members shortly.

Please keep an eye out for these. If anyone on your team is not receiving Section emails please ask them to contact me to supply their addresses (j.goodchild@bowood.org).

Devon & Cornwall

Wednesday 12 February the Toro Cup was played, seven golfers braved the strong winds and sleet at St Austell Golf Club. Thank you to everyone who supported the section which goes from strength to strength even in such bad weather. The next section meeting will be held at Wrangaton Golf Club which will include the section championship. Results in Results section.

Results

Devon & Cornwall

Toro Cup, stableford format. 3rd Jim Sheehan, 2nd Andrew Prouse and first place went to Gordon Tambllyn who is a previous winner of the Toro Cup.

Thanks to Sponsors

South Coast

Thanks to Banks Amenity, Huxley Golf and Farmura for sponsoring the seminar at Milton Abbey.

South West

Many thanks to our South West Section 2014 Patrons: Greensman, Irritech, Headland Amenity, Countrywide, Farmura, Ecosolve, T H White and Sportsmark for their invaluable support.

Welcome New Members

Nicholas Rawlings, Affiliate, Complete Weed Control (South Wales) Ltd, Peter Endacott, Affiliate, Mason Kings, Daniel Mackenzie, Greenkeeper, Oake Manor Golf Club, Lewis Watts, Greenkeeper, Padbrook Park Golf Club, Kelvin Brown, Greenkeeper, Crowborough Beacon Golf Club, Daniel Moore, Assistant Greenkeeper Naunton Downs Golf Club.

Welcome New Members (N.Ireland)

N Ireland: Mark Crean, Kieron Delaney, Colm Daly, Owen Fleming, Niall Kelleher, Sean Lordan - all Students at Colaiste Stiofain Naofa.

Welcome New Members (Rep. of Ireland)

Rep of Ireland: Aaron Abernethy, Paddy Breen, Sean Breen, Aiden Brennan, John Catterson, Paul Duncan, Gerald Dowd, Lorcan McMenamin, Paul McGuire, Patrick McKenna, Brian O'Donovan, Gerald O'Gorman, Andrew Power, Gabriele Pische, Jeremy Ryan, Cathal Sexton - all Students at Colaiste Stiofain Naofa.

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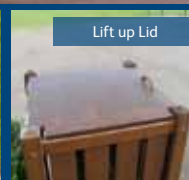


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Greenkeepers Training Committee

The GTC has invited representatives from its Quality Assured Centres and Training Providers to discuss their particular specialism within the sports turf sector

SAFE WORKER ONLINE LEARNING

Tony Abbott, MD of mylearnadfriend.com, explains their Health & Safety online learning programme

The Safe Worker online learning programmes for operatives, supervisors and managers (throughout ALL of the golf club departments) can certainly be complimentary to practical training.

Health and Safety training is not just a legal obligation but also a moral obligation. However, with significant changes in the way we work within the industry today, there is a need to have a benchmark to work to and a mechanism to demonstrate that the industry is adopting good practice. The HSE provides guidance on the requirements for basic training which includes the principles of health and safety.

The Safe Worker suite of accredited courses have been designed to comply with the HSE requirements and supports operatives, volunteers, supervisors, managers, officers, executives, owners, and directors and are suitable for all staff within a golf club.

The Safe Director aims to provide those with overall responsibility for a company with an understanding of their legal duties and the fiscal and moral case for adopting a positive safety culture. It is designed for use by directors, governors, trustees, officers and their equivalents in the private, public and third sectors. It applies to organisations of all sizes.

The course aims to help them recognise the need to protect the health and safety of employees, volunteers or members of the public who may be affected by their organisation's activities and that risk management must be led from the top.

The Safe Worker on the other



Tony Abbott with David Golding

hand aims to ensure that workers, whether voluntary, paid, full or part-time, can demonstrate an awareness of significant health and safety risks in the working environment and are aware of how to identify and deal with them appropriately.

Once they are registered, delegates can work through the course at their own pace and employers can track their progress from registration through to certification. All training records are retained for evidence of compliance. We believe that Certification is extremely important to motivate staff and so when developing the online learning programme we decided to ensure that this was automatically downloaded on successful completion by the learner.

With the ever increasing financial pressures being placed on many industries it was important to find cost effective solutions to meet their training needs. Making effective use of staff down time, reducing their need to leave the workplace, providing training on demand and when it is convenient for the employers all helps reduce the costs of training.

Online learning can provide consistency and accreditation to what is being delivered and understood by the learner. Available 24/7 on



The GTC is funded by:



Contact Details

David F. Golding
GTC Education Director
and Standards Director,
Greenkeeper Training

01347 838640
david@the-gtc.co.uk

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Aldwark Manor
Near Alne
York
YO61 1UF

www.the-gtc.co.uk
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demand and providing bite size learning means that employees can learn when it's convenient. While online learning will never remove the need for face to face training it can go a long way to help reduce training costs.

One must remember, it is not just the cost of the course the employer pays for, they also have to take that employee away from their work so pay, travel and expenses costs must also be considered. By working together we can tailor online courses to provide a cost effective solution. LANTRA estimates that for every £1 invested in our employees development we can generate £8 in improved turnover. Someone once said to me "but what if I train my staff to be competent and then they leave to go to another job?". My response was "but what if you don't train them and they stay?".

For more information or to purchase programmes contact mylearnadfriend on: Tel: 0203 3974349
tony@mylearnadfriend.co.uk
Visit www.mylearnadfriend.com





THE GTC AT NUMBER TEN

Donald Steel reports on a greenkeeping visit to Downing Street

A penny off a pint of beer was not the only good news emanating from Downing Street recently. The week before the Chancellor issued his budget, greenkeeping history was made with an invitation to the GTC from the house next door.

As part of the government's new Apprenticeship trailblazer scheme, Ryan Bezzant, a current registered apprentice from Ealing GC, accompanied by David Croxton, proprietor of Cold Ashby GC, crossed the threshold of Number 10 for a ground-breaking cup of tea and cosy chat in company with other trailblazer companies or organisations committed to ensuring the Apprenticeship for their sector.

It was the notable culmination of twenty years of pioneering work spearheaded by David Golding in setting, improving and preserving the training of young greenkeepers from which everyone playing the game in Britain has benefited beyond measure.

The initiative is employer-led, the relevance being that the average golfer forms the band that pays the piper. Their education is largely funded by the private

or proprietary Clubs, funding to which golfers contribute by way of a subscription to their county and national Union. Other valued contributors include the European Tour and the PGA whose members are equal beneficiaries of the important training.

What is more, the success of the scheme is that employers have the confidence to leave the experts to do the work. The fact that they like what they see is proof of the giant strides that the entire industry has taken over the last twenty years.

Condition and presentation of courses is a credit to all but it is a team exercise in which BIGGA, in particular, are crucial players. It is one thing for recruits or apprentices to receive a theoretical grounding from the Colleges and training providers with online learning becoming an increasingly popular option.

However, the really crucial cog in the wheel is turning theory into practice through the hands of their skilled elders, many of whom started their careers as apprentices themselves. The glittering array of machinery on display at BTME 2014 was just one example of the responsibility they bear.

It is all a reflection of the dramatic change of attitude from the days when head greenkeepers could be grudging in imparting their secrets. Nowadays, the greenkeeping fraternity trades on friendliness and co-operation, a process of better communication and understanding. Apprenticeship trailblazing is recognition of how the world of greenkeeping has come to terms with modern needs but it doesn't stop there. The message has to filter through to the playing ranks which are also keen to learn the whys and wherefores. Their willingness not to interfere shows they are increasingly trusting and appreciative of what is being done on their behalf but they will be even more receptive if they are kept better informed. That is not the least of the current challenges in order that the promise of greater stature and authoritative freedom for greenkeepers is to be achieved.

By way of a footnote, work is now underway, through the GTC, to ensure the new Greenkeeping Apprenticeship Standard will suit both employers and apprentices alike. Ending where I began, I commend it to the House!

Donald Steel

BUYERS' GUIDE

A day at the races for Polaris



The climax of the Jump racing season is the Cheltenham Gold Cup in mid-March and for many it is seen as the best day's racing of the year. Over two hundred thousand racegoers flocked to the Cotswold venue this year to enjoy the four terrific days of action. The concentration of such a crowd in one place over those days is a logistics challenge to the people responsible for ensuring the fastest response to emergencies, on and around the course.

Cheltenham has four Polaris ATVs/UTVs to provide the swiftest reaction to any emergency. A Sportsman 400 is used as a general purpose vehicle by grounds care staff and as a back-up vehicle. Tony Twiggs is the Race Course Medical Co-ordinator and he predominantly uses a Sportsman 550, as well as the 400.

"The Sportsman is such a versatile tool, very manoeuvrable and ideal when you're dealing with crowds," says Tony. "It's also small and compact to move around freely in all conditions. While the acceleration is quick, it's easy to drive slowly as well and comfortable for working the hours we do."

Race Horse Ambulance Ltd. is one of the organisations working with Cheltenham and director Sebastian Garner uses the course's Ranger 400 as a rapid response vehicle to treat horses on the course. "We have horse ambulances parked up in readiness but initially we use the Polaris as the fastest means of reaching a horse that may be injured or in distress."

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Recruitment



Ganton Golf Club Qualified Assistant Greenkeeper



(Full-time 40 hours per week plus weekend overtime)

Ganton Golf Club is ranked 56 in the world & has greenkeeping standards that reflect this.

The successful candidate will be able to meet the following key criteria:

- NVQ level 2 as a minimum
- A minimum of three years full-time experience at Assistant Greenkeeper level with references available from employers recognised for their high quality standards
- Proven history of: high working output, producing work of the highest quality standard with attention to detail, being a positive member of a professional maintenance team, flexible attitude and possessing a strong desire to be the best
- PA1, PA2 and PA6a chemical application licenses & chainsaw qualifications desirable

CVs with a covering letter detailing how you meet the key criteria should be sent to the Secretary, Ganton Golf Club, Station Road, Ganton, Scarborough, North Yorkshire, YO12 4PA or by email to richard@gantongolfclub.com.
Closing date: Friday 25th April 13.



Selsdon Park Hotel & Golf Club

We are currently looking for two ambitious and motivated individuals to join an already experienced team.

Full Time Greenkeeper (annualized hours, 39hr average per week over the year)

- Have a minimum of 3 years experience
- Hold a NVQ Level 2 in Sports Turf
- Have a flexible and positive attitude to work
- NPTC Chainsaw certificate - preferred but not essential
- Current first aid certificate - preferred but not essential
- PA 1, 2, 6a Spray Certificates - preferred but not essential

Casual Greenkeepers (Full time, April - Sep) 40 hours per week, Mon-Thu, Sat-Sun (Part time, Oct -Mar) 20 hours per week, Mon, Tue, Fri.

Previous experience is not essential but is an advantage.

Applications for both positions should be made to steven.allchorne@principal-hayley.com
Please send a covering letter along with your CV.



Kingsdown
Golf Club

Greenkeeper

Closing: 10th April 2014

Location: Kingsdown Golf Club, Wiltshire

Salary: Subject to experience and qualifications

Contract: 3 Months Fixed Term, Full time. Depending on the needs of the business, there is potential to extend this contract or make it permanent in due course.

As a Greenkeeper you will be required to assist the greenkeepers to maintain the golf courses by carrying out gardening and performing general duties such as machinery operation, general grass mowing, bunker raking and maintenance, divoting tees and fairways, moving of tee markers, tournament preparation and general golf course set up. You will also be exposed to cleaning and lawn maintenance chemicals and all weather conditions. Previous experience in this area would be preferred but not essential as full training is provided. Green keeping NVQ level 2 and spraying certificates would be an advantage. Due to Health and Safety requirements applicants must be aged 18 or over. The successful candidate must have a good positive work ethic, producing work to the highest standard and be able to work as part of our team as well as under his or her own initiative. The role comes with an attractive rate of pay which is negotiable and based on experience.

Shift details: March: 7.30am – 3.30am. April onwards: 6.00am to 2:00pm and alternate weekends 5:00am to 8:00am. (Some flexibility regarding hours will be required during busy times).

Start date: March/April

End date: approx June 2014

If you have these qualities and wish to join our team please apply in writing or email including a full CV to: **Neil Newman, Manager, Kingsdown Golf Club Limited, Kingsdown, Corsham, Wiltshire, SN13 8BS**

Tel: 01225 743472

Email: secretary@kingsdowngolfclub.co.uk

Website: www.kingsdowngolfclub.co.uk



Malden Golf Club

Malden Golf Club is a friendly private member's club in Surrey with an outstanding traditional 18-hole parkland course designed and laid out in 1926. The course condition has been greatly improved over recent years thanks to the expertise of the Head Greenkeeper and his team, together with considerable investment from the club. We are now recruiting for this position due to our current HGK moving to another club. We are seeking an ambitious, highly motivated and experienced individual to manage the golf course and build on the improvements to the course in line with the club's long term development programme, which includes all playing surfaces and in-house bunker refurbishment.

This position is ideally suited to an experienced Head Greenkeeper who wishes to establish a reputation for creativity and excellence. We are, therefore, offering a very competitive salary and benefits package which is negotiable dependent on the experience, qualifications and circumstances of the right candidate.

Malden Golf Club seeks someone who can offer the following skills and experience:

- A hands on Manager who can motivate their team
- Five years golf course management with at least two years at senior level
 - Qualified to NVQ 3 or equivalent
 - Spraying certificates PA1, 2 & 6
- Detailed knowledge of health and safety regulations
 - Understanding of ecological management
 - Computer literate
 - Excellent communication skills
- Ability to supervise and motivate a team and plan work schedules effectively
 - Experience in managing costs within agreed budgets
- A keen eye for detail with a desire to exceed members expectations.

Interested applicants please apply including a CV to: manager@maldengolfclub.com
Or write to: Mr N. Coulson-Bence, Malden Golf Club, Traps Lane, New Malden, Surrey, KT3 4RS Tel. 0208 942 0654



St. Mellion International Deputy Course Manager

St. Mellion International is renowned as one of the finest 36-hole golf venues, being a regular in the Top 100 and having hosted 12 European Tour events. Recently voted 'Best in the West' for second year running and rated in the top 4 of Today's Golfer resort list.

The successful candidate will be responsible for the day-to-day operation of the greenkeeping team. The successful applicant will need to be experienced, hard working, reliable and highly motivated.

They will need to demonstrate a professional and modern approach to green keeping, the ability to communicate, lead & develop a large team.

Applicants will, as a minimum, be expected to demonstrate a proven track record of the following:

- NVQ Level 3 in Green keeping or higher in Sports Turf Management.
- A minimum of 3 years supervisory experience with a proven ability to plan, organise and implement work programs.
- Proven ability to motivate, lead, develop and mentor others.
- Computer literate.
- To be able to prepare and implement budgets
- PA1, 2 and 6a spraying certificates
- Equipped both technically and practically to undertake green keeping duties to the highest standard required at a Championship venue
- Knowledge of Health & Safety legislation.

It would be an advantage but not essential to have:

- Irrigation experience including repair and maintenance
- NPTC Chainsaw license
- Good working knowledge and maintenance of fine turf machinery
- Construction experience
- Current First Aid Certificate

Salary will depend on experience and qualifications

Due to the expected high level of applicants, only those successful for interview will be contacted.

Please send a full CV with a detailed covering letter to;

Mike Bush MG

St. Mellion International, St. Mellion, Saltash, Cornwall, PL12 6SD

Email; stmellion-greens@crown-golf.co.uk





Technical Sales Managers - 3 Positions

- South West England • East Midlands
- Northern England (Leeds/Manchester)

Headland Amenity is a market leader in the supply of turf fertilisers and associated products to golf and sports clubs, as well as schools, local authorities and lawncare. We are seeking to appoint professional technical salespeople to help continue our success in the U.K. turf and amenity market.

The successful applicant will be able to support and develop sales of our products to both existing and new customers, contribute to new product development and work closely with other industry professionals.

They will have experience in the turf or amenity sectors and be highly motivated with exceptional communication skills.

Applications are invited from people who wish to be part of a dynamic, innovative and rapidly growing business, and can contribute to our existing close team of Technical Area Managers as well as acting on their own initiative.

Salary will be commensurate with qualifications and experience. The position offers a quality company car and other benefits after a successful qualifying period. Applications by post or email should include a full C.V and be sent to;

Paul Vipond, Headland Amenity Ltd,
1010 Cambourne Bus. Pk., Cambourne, Cambs CB23 6DP
Email: info@headlandamenity.com
Telephone: 01223 597834
Closing date: 23rd April 2014

Check out www.bigga.org.uk/careers
for more detailed information



COURSE MANAGER ROYAL PORTRUSH GOLF CLUB

Royal Portrush Golf Club is a traditional Private Members' Club located on the magnificent North Antrim coast in Portrush, Northern Ireland. The Club complex comprises two Championship courses, the world renowned Dunluce Links and the Valley Links, plus a nine hole Par 3 Course. The Dunluce Links has played host to The Open Championship, The Irish Open, The Senior British Open and The Amateur Championship and is consistently voted as one of the Top 20 Courses in the World. Due to the forthcoming retirement of our Head Greenkeeper, the Club wishes to recruit a dynamic individual to fill what will be the newly-created position of Course Manager. The remit of the new position will be to develop new standards of excellence in the management and presentation of the Royal Portrush Golf Club courses.

Applicants will, as a minimum, be expected to demonstrate a proven track record of the following:

- High standards of greenkeeping, course management and course presentation;
- Excellent management and organisational skills;
- Excellent communication skills;
- Project and budgetary control;
- Up to date knowledge of greenkeeping techniques including, but not limited to, environmental, horticultural and safety requirements.

The successful applicant will be responsible for a staff of twenty, a modern greenkeeping complex and associated machinery.

Previous experience as a Head Greenkeeper/Course Manager is desirable, but not essential, and it would be advantageous to have experience of links courses.

Applicants should apply in writing, enclosing a full CV, no later than **Friday, 25th April, 2014** to: The Secretary/Manager, Royal Portrush Golf Club, Dunluce Road, Portrush, BT56 8JQ, Co. Antrim

Selby Golf Club

Selby Golf Club is a private members club situated in North Yorkshire. Founded in 1907 the Club enjoys a beautiful par 71 course built on sand and is looking to the replace the Head Green Keeper who has moved abroad.

We are looking to recruit a dynamic individual who has the drive and passion to reach new standards of excellence in the management and presentation of our golf course. The successful candidate will be able to demonstrate high levels of management skills, communication and leadership within the role and will hold relevant greenkeeping and / or agronomy qualifications. Previous experience as a Head Greenkeeper is desirable but not essential.

Interested applicants should apply in writing enclosing a full CV and covering letter no later than Monday 21st April 2014 to the Secretary / Manager, Selby Golf Club, Mill Lane, Brayton, Selby, North Yorkshire, YO8 9LD.

For more information about the club please call 01757 228622 or visit www.selbygolfclub.co.uk



Retail Sales and Key Account Manager Grounds Maintenance Sector

The Scope

Lely (UK) Limited is the exclusive distributor for the UK and Ireland for the world leading range of Toro professional turf maintenance equipment and irrigation systems as well as the TYM brand of tractors

Our blend of product offering is well suited to a diverse range of customers in the fine turf sports and grounds maintenance sectors including landscape contractors and local authorities.

The Role

The Turf division is looking to recruit a Retail Sales Manager, ideally East Midlands, Nottinghamshire or Lincolnshire based to support the sales team in promoting and selling our turf maintenance equipment brands specifically to end user customers within the local authority, landscape contractor and other sports and amenity grounds maintenance providers.

Reporting to the Regional Sales Manager, the successful candidate will have a proven track record in negotiating

skills and selling to end user customers within the grounds maintenance sector.

Experience is required in negotiating with key account customers and buying groups

Candidates will be highly motivated professionals with a pro- active approach and enjoy working as part of a team.

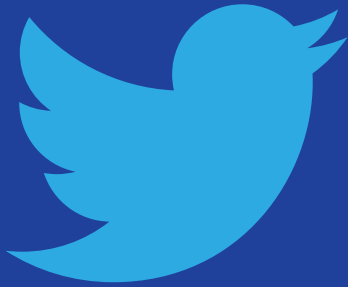
You will need to display good oral and written communication skills and be able to create and maintain strong working relationships at all levels including good time management, presentation and reporting skills.

Please apply in writing or email providing a full CV including current earnings to;

**Jayne Ambler, HR Manager, Lely (UK) Ltd, 1 Station Road, St Neots, Cambridgeshire, PE19 1QH
Jambler@lely.com**

Closing date for applications is 30th April 2014





@BIGGALtd

A new page featuring the best Tweets from the industry – don't forget to tag @BIGGALtd to give yourself a chance of being featured!

@BIGGALtd

Our favourite tweets this month...

@sportsmetals

@BIGGALtd just booked hotel for Harrogate 2015 #btme2015

@Hillside_GC

Our majestic & beautiful 17th from the Tee #Golf

@HartCommonGC

Soil profile from top changer demo. @BIGGALtd@the_iog members in attendance. @CampeyTurfCare@SherriffAmenity

@bobbymcd81

Yours truly @BIGGALtd scottish education conference @indigrowuk

@BenjaminDollery

Like what @BIGGALtd have done to this months issue with favourite tweets at the back of greenkeeper international

@modwyerWGC

Great seminar today thanks to @BIGGALtd and @MerristWood #knowledgeispower

@DPSGOLF

@BIGGALtd Just to say a big thank you to all the BIGGA members and BIGGA team who attended the seminars, the feedback has been fantastic.

@WestSuffolkGC

Calling all golfers! Please get this right, makes a BIG difference to your greens. Sure @BIGGALtd will agree?

@top100golf

It's spring-time at Wentworth...view from the 1st tee on the West this morning



@bobbymcd81

@Tracey_Maddison

Just saved £30 off some specs at Vision Express using @BIGGALtd Xtra Benefits and downloaded a voucher. Check it out BIGGA Members!

@Sammy3334

Fantastically busy week this week. @BIGGALtd FTMI '14 Tues - Thur. Followed by @ChippyNews Chipping Norton Sports Awards Thurs eve. #excited

@westsuffolkgc

Pitch Mark Repair Process

Help to maintain the condition of the greens by repairing your own and at least one other pitch mark per green.

There is a right and wrong way to repair pitch marks



Pulling up with the repair tool will bring sand and moss to the surface, thus damaging the root structure and causing the mark to heal very slowly.

Correct

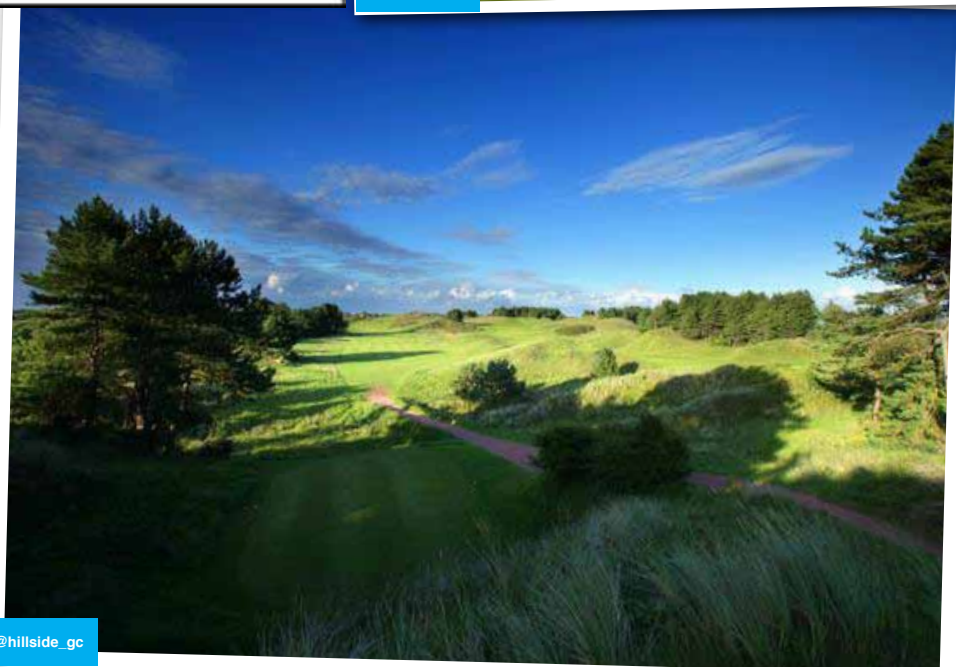


Push the sides of the pitch mark toward the centre and then flatten gently by tapping it down with your putter. This will close the hole and not cause damage to the root structure, helping the pitch mark to heal quickly.

A pitch mark repaired within 10 minutes of being made will fully recover in 3 days. A poorly repaired pitch mark or one left for a day before being repaired will take over a week to heal!



@top100golf



@hillside_gc

BARONESS

Quality on Demand

More than 100 years of experience goes into the making of Baroness products, giving unrivalled cutting quality and the very lowest running costs.

For more than 20 years Baroness has been building the LM315 with our very own "hybrid" drive system which minimises the amount of hydraulic lines by using cable drive to the cutting units.

Now available with a 21hp 3-cylinder diesel engine and offering industry leading light weight combined with outstanding traction, the Baroness LM315 is now available to view on your golf course.

Many UK Golf Clubs are already benefitting from the matchless Baroness quality of cut from all our other models in the Baroness golf course reel-mower range.

Baroness also produces the GM2800, a semi-rough 5-unit rotary mower which is class-leading in cutting quality and traction ability.

NEW for 2014!

Introducing the Baroness LM2400, a truly light-weight fairway mower that doesn't disappoint on cutting quality or performance!

Baroness.....truly quality on demand!



 Kyoisha UK Ltd. a subsidiary of
Kyoisha Co. Ltd. of Japan



Tel: 01256 461591



LM315 Greensmower



LM2700 Fairway mower



GM2800 semi-rough mower



LM2400 Fairway mower

www.baronessuk.com





Toro® Reelmaster® 3550-D

Lightweight champion

**The Reelmaster 3550-D,
the lightest fairway mower on the market.**



THE REELMASTER 3550-D
FAIRWAY MOWER

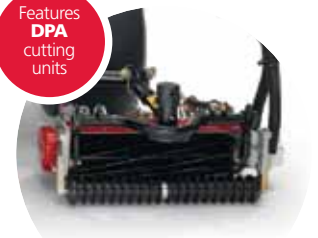
Weighing in at just 900kgs, our Reelmaster 3550-D is the fairway champion of the world.

So, while it makes a big impression – it won't leave one. Because it floats like a butterfly over contours. What's more, it has a productive 2.1m (82ins) cutting width and 7mph (11kmph) mowing speed. With its turf-friendly tyres, the superior traction of a Series/Parallel 3-wheel-drive system, and a powerful 25hp (18.5kW) diesel engine, the RM3550-D is just simply a knockout.

Full product details at www.toro.com

Experience the RM3550-D for yourself, with a free onsite demonstration. Call Lely on 01480 226800

Features
DPA
cutting
units



REELMASTER 3100-D



REELMASTER 3550-D



REELMASTER 5510-D



REELMASTER 7000-D



Lely. Your partners in turfcare. Call 01480 226800.

Lely not only brings you Toro. Talk to us, too, about TYM compact tractors and Otterbine water management systems.



partners in turfcare

