



# GREENKEEPER INTERNATIONAL

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*How Hexham's greenkeeping team brought a historic monument back from the dead*

FEATURED INSIDE



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# WELCOME



Chief Executive Jim Croxton

**The end of the year looms, and it has been a mixed one for greenkeepers. There have been many success stories, and in the face of a challenging year climatically many of our members have worked wonders with limited resources, ensuring the nation's golfers enjoy the sport they love.**

It has not all been plain sailing though, as the combination of difficult weather and a golf industry still reeling from the effects of the economic downturn has placed unprecedented pressure on golf clubs and their dedicated staff. Sadly there have been casualties, some unavoidable as clubs close or shrink, some very definitely avoidable where intolerable pressure has been placed on greenkeepers, leading to stress, absence and in some cases a departure from the role.

Added to these difficulties is a further tightening of regulations that are reducing the tools available to us to control pests on the golf course. This is an issue

that doesn't affect all and I fully accept there is a section of our membership that is very supportive of the removal of chemical controls. However it is a very real challenge for members who rely on chemical treatments as part of their management approach.

Our chairman and I were delighted to attend the R&A Forum in St Andrews, when all the organisations involved in the administration of golf in the UK and Ireland gathered to discuss the sport. It was pleasing to see the issues we highlighted, including the impact of our varying climate and reduction of pesticides on the stress levels of greenkeepers and the economic health of clubs, were acknowledged, and there is broad support for our efforts to educate golfers, facilities and regulators.

An important step on this road was the launch of the Diploma in Golf Club Management, a joint initiative between BIGGA, the GCMA and the PGA to introduce a high quality golf club management qualification into the industry. Our side of the industry has long known education is the key to success and it is brilliant to see a similar commitment from the management sector. I know a number of greenkeepers are pursuing the diploma as they look to broaden their knowledge and widen their career options. I have long believed effective course managers have the ability to be very good club managers. Clearly there are some areas of knowledge to be gained, but the general management requirements are very similar - manage and motivate people, plan strategically, communicate effectively and do it to budget.

On the subject of education the bookings for the Continue to Learn programme at BTME are going fantastically well. The programme is comprehensive and offers something for all greenkeepers at all stages of their careers. Places are filling up fast so don't delay in booking the workshops or seminars you want to attend. I hope to see very many of you in Harrogate next month.

May I wish all our members and friends a merry Christmas and a very prosperous New Year.



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# FROM THE EDITOR



## Introducing the next generation

**Is it just me who thinks that Christmas pudding looks a little bit too much like my head?**

As Christmas approaches and the year draws to a close, I'm reminded of a promise I made to you when I first joined BIGGA. I pledged that the magazine would represent all members of the association - from the largest championship course, to the smallest municipal. This month we've taken another huge step towards that goal by introducing a page devoted to the Young Greenkeepers' Committee.

Each month, representatives of the YGC are going to tell us about what's going on in their lives, and they'll talk about how they are working to represent the needs of the next generation of BIGGA members.

Young greenkeepers are often on the lower rung of the hierarchy at clubs, so I think this is a great way for us to make sure their voices are heard by the wider association.

The YGC is open to BIGGA members with less than eight years' experience in greenkeeping, and if you're interested in joining the group, contact your regional administrator.

This month I had a fantastic time getting out and about and meeting members - from Peter Ormiston and his team in Uphall, near Edinburgh, all the way down to the annual conferences held by our southern regions in Somerset and Surrey.

Peter's got an interesting story to tell about a new approach to winter management, introduced by a colleague whose experience was outside the golfing



An overview of this month's edition of Greenkeeper International, with your editor, Karl Hansell

industry, and it's a great example of how we can take inspiration from other sectors to help improve our courses.

On the way up to Scotland, I stopped off at Hexham in Northumberland. The team there was given the challenge of transforming a historic walled garden into a state-of-the-art practice facility. It was a lot of hard work, but Malcolm Lathan and his guys have done an incredible job. Now the question arises as to whether the team will be given the manpower they require to keep the facility, and the rest of the course, in top condition - it would be a shame to see such dedication go to waste.

Elsewhere, I can honestly say if you haven't been able to attend a regional conference this year, you've missed out. The South West & South Wales conference was held at Somerset County Cricket Club and featured some really great presentations from industry experts and BIGGA members, such as Simon Olver from Whitley Bay and James Bledge, from Royal Cinque Ports.

The following day, and the South East Region held its annual conference at Surrey Downs. As in Somerset, the conference was extremely well attended, with industry experts such as Dr Andy Owen of ICL and Professor Alan Gange of Royal Holloway University on hand to discuss some of the latest scientific innovations with regards to turf management. Congratulations to all of our regional administrators for hosting such successful conferences this year, and I hope more members take advantage of the fantastic education opportunities available to you - starting with BTME and Continue to Learn next month!

# IN THIS ISSUE

## OUR CONTRIBUTORS

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Four years ago and Peter was struggling to meet the demands of his members in the face of budget limitations and staff shortages. Working closely with his committee, he enacted an interesting new approach to winter management, and the club's fortunes have seemingly improved.



### 30 Paul Miller

In the second part of his trilogy focussing upon sustainable course management, Paul heads to Scandinavia to learn how courses there are coping despite extensive chemical bans. Paul is an experienced lecturer in course management and is a regular contributor to the Continue to Learn programme.



### 34 Malcolm Lathan

A former professional golfer who played alongside the likes of Seve Ballesteros, Malcolm made the switch to greenkeeping and has spent the last 25 years at Hexham in Northumberland. In transforming the club's walled garden into an elite practice facility, he faced his biggest challenge yet.



### 44 Gregg Patterson

Gregg became the general manager of The Beach Club in Los Angeles in 1982. A dynamic, larger than life personality, we thought he would be the ideal person to address the rather humdrum topic of employee appraisals. What we didn't expect was for him to introduce Greenkeeper International to the word 'spank'.



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This team was tasked with transforming a historic walled garden into a practice facility

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Two centuries on and Chris Barnard is ensuring the club is getting better than ever

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Your chance to join the support team for next year's BMW PGA Championship



# ACROSS THE BOARD



## Iain Macleod President

I can't believe it's December already, and my time is almost done - stop cheering please.

It seems only a few weeks ago that Jim Croxton was ringing me to say the national board would like me to become the president of the association. I must thank my club, Tain, led by captain Ewan Forrest, for backing me and allowing me to do this. It's very much appreciated and I trust they feel it's been worthwhile for them.

In my last column, I talked about my forthcoming day at Tain, to celebrate my 40 years at the club. It was a great day with nearly 30 teams playing. A wonderful surprise on the previous evening was my brothers unexpectedly turning up to play in the event. My golf wasn't great, but I certainly ended up the winner! I received an inscribed crystal bowl, malt whisky, a booked signed by our honorary member Peter Alliss, among a number of other gifts.

A massive thank you to all the competitors, especially the greenkeepers from other clubs and to the members and committee of Tain, but especially

to the two office staff, Magi and Dorothy, for organising everything.

September saw me attending my section's autumn outing at the lovely Boat of Garten course, and the National Board meetings at BIGGA House, along with the Young Greenkeepers' Committee and the finals of the Toro Student Greenkeeper of the Year awards. Seeing these two groups of young greenkeepers makes me believe the future of our industry is in great hands.

In October I was at Bowood for the BIGGA National Championship. It was a great event on a great course, and congratulations go to the winners.

November was really full on for me. It started with the IOG Show, Saltex, at the NEC, then a week at work was followed by trips to the South West & South Wales and the South East regions' conferences. These were both excellent, well done to the organisers.

The following week and I was off to Dublin for the GCSAI conference, then an evening with the Parliamentary Golf Group for their annual dinner.

It's great that we are now involved in these sort of events.

Finally, the last week of November was spent at Wentworth, attending the final board meeting of the year, and my last full one too. Just as well December is quiet and I can concentrate on work at Tain GC.

It has been an honour and a privilege to represent you over the last 12 months, and thanks to the National Board for nominating me. Thanks to you, the members, for accepting me so graciously in the position. I have to thank Jim Croxton and his amazing staff for helping me out over the last 12 months, keeping me on the right track many times!

If any of you guys out there get a similar offer, please go for it, as it really is an honour to take up such an important position for our association.

Next year will see Sid Arrowsmith from Frilford Heath take over from me. I wish Sid all the best and am sure he will be a great ambassador for BIGGA moving forward.

Onwards and upwards folks!



Iain Macleod will be handing the presidency over to Sid Arrowsmith MG at BTME

# Funding your future

The funding and assistance provided by BIGGA Partners and BIGGA Education Supporters underpins the association's considerable investment in Continuing Professional Development and all our educational activity. They are investing in the future of BIGGA members, we are hugely grateful and urge you to show them your support



Individual Contributors: Steven Tierney MG ■ Chris Lomas MG ■ Andrew Campbell MG CGCS  
Steve Dixon ■ Richard McGlynn ■ Jaey Goodchild ■ Michael Beaton ■ Frank Newberry ■ Greg Evans MG



# Golf Management Trophy



The Torquay team of Jason Brooks (second from right), Keith Thompson, Tim Aggett and Tony Brinsley

## Torquay took the top prize as the team from England's Riviera won the BIGGA Golf Management Trophy at John O'Gaunt.

Regional Administrator Roger Butler said: "After a foggy start to the day, the weather cleared and the course looked absolutely beautiful in its autumnal splendour."

The team from Torquay beat 11 other teams from across the UK to win the BIGGA Golf Management Trophy sponsored by ICL.

The trophy sees clubs enter a team comprising the course manager, head greenkeeper or member of green staff and secretary or manager, chairman of green or member of the green committee and club captain or vice captain.

Torquay scored 84 points and the team was made up of BIGGA member Jason Brooks, Tim Aggett, Keith Thompson and Tony Brinkley.

In second place was Bingley St Ives with 81 points. The team was comprised of Alan Baxter, Stewart Lobley, Martin Haywood and Adrian Weaver.

Third place with 79 points was the team from Williamwood, comprising Les Conn, Crawford Burns, Brian Ronnie and Gerry Bruen.

Nearest the pin was Declan Healy from Rushmore, while longest drive was Tim Aggett, from Torquay.



Williamwood's Les Conn, Crawford Burns, Brian Ronnie and Gerry Bruen receive their prize



The Market Harborough team of Chris Weir, Ken Bonser, Paul Daffern and Glenn Ward



**Name:** Alba (with Simba) **Course:** The Belfry  
**Owner:** Angus Macleod **Breed:** Alsatian

**Favourite treat:** Gets a sausage every Saturday morning from the Brabazon starter, Roger the Dodge

**Favourite spot on the course:** Back of my buggy or behind 1st tee on Brabazon

**Naughtiest moment:** First week on the job. He chased a horse on the lane next to the PGA course. The rider was not pleased and I had a lot of grovelling to do.

**My dog is happiest when...** he's at work. He never sleeps in and has had no sick days in over four years.

*If you know a dog we should feature, email [karl@bigga.co.uk](mailto:karl@bigga.co.uk)*

## England deaf golf team

### A Kent greenkeeper was among those honoured at the Deaf Sports Personality of the Year awards.

The England Deaf Golf team was voted Team of the Year, sponsored by Remark! at the awards night, which was hosted at the Emirates Stadium in London.

Among the winning golfers was Michael Roberts, greenkeeper at Knole Park.

The award is presented to the UK team which has achieved

the most notable performance in deaf or mainstream sports during 2015-16.

The team won and retained the trophy at the European Deaf Golf Open Championships 2015 in Norway.

Remarkably, they managed this without a qualified coach or background staff.



Michael Roberts, second left, with the England Deaf Golf Team

## Ranfurly Castle graduate Continue to Learn

### Ranfurly Castle's head greenkeeper is celebrating after achieving a HNC in Golf Course Management.

James Parker, 29, has been head greenkeeper at the Renfrewshire club for three years and studied towards his HNC alongside his day job.

A former deputy at Close House in Newcastle, James said he was delighted to achieve the qualification after four years of hard work, and said he believes such qualifications will become increasingly important for ambitious greenkeepers.

"The industry has become very Americanised in the sense that professional qualifications are more important to the industry than ever before," he said. "As golf in the UK is taking a little bit of a downturn, the competition for jobs is more fierce than ever, and so you need to keep your education going, to give yourself the best prospects for the future."

James studied towards his HNC via distance learning through SRUC Elmwood and he now intends to progress onto his HND.



James Park and family

### Spaces are filling up fast as record numbers of BIGGA members book their place at Continue to Learn.

The world's top experts on topics ranging from turf management to career development will descend upon Harrogate next month.

Among the speakers will be world-renowned career expert Lorna D Sheldon, who will offer advice on how to deliver messages with impact and influence, across a two-day workshop.

Other seminars to be held at Continue to Learn, taking place the week of BTME in Harrogate, have already sold out, so if you are thinking of booking a place, you can't afford to hesitate any longer!

With more than 240 hours of education taking place, you're sure to find something of interest. For more information visit [www.btme.org.uk](http://www.btme.org.uk)



Lorna D Sheldon



**@mortonhallgolf**  
Our 10th hole,  
Mortonhall  
greenkeepers  
remember



**@Lancastergc**  
Great day of  
education today  
@CarlisleGC  
@BIGGANorthReg  
@BIGGALtd



**@CaddingtonGolfC**  
The @HeadGC\_CGC  
and our irrigation  
technician John  
Kukla doing the  
#draindown today.



**@joey\_sussex**  
Great day at the  
@BIGGALtd South  
East Regional  
Conference



**@KgcGreenkeepers**  
Congratulations to  
the gaffer 'Brett'  
for completing his  
CPD milestone of  
180 points and also  
serving 20 years  
@KirtlingtonGolf 🙌👏



**@coventrygc**  
What a thankless  
task all greenkeepers  
undertake this time  
of year to keep on  
top of the leaves! We  
salute you!



**@adam\_williams85**  
Got a little (not so  
little) helper on the  
course set up today



Steve Cook

**Steve Cook CGCS MG  
Director of Agronomy  
Oakland Hills,  
Michigan, USA**

**What is the most unusual  
or interesting thing you  
would tell other BIGGA  
members about America?**

That our constitution is really  
the Magna Carta on Steroids.

**How would you describe  
the style of course you  
manage?**

It was an inland links  
originally, overplanted with  
trees that are slowly being  
removed. The most defining  
features are our green  
contours and natural  
landforms. The routing is  
spectacular.

**How does greenkeeping in the USA vary  
from the UK?**

We spend more money, usually on things that  
have little impact on the game. We have more  
products to choose from and our labour laws  
are less restrictive.

**What is the best part of living in  
America?**

Choices.

**What is their worst?**

Public servants that only have their own interests  
in mind and there is too much money in politics.  
And of course a media with an agenda.

**What type of wildlife do you get on  
the course?**

To a large degree, it is the same wildlife as in  
the UK.

**What is your club management  
structure like?**

We have a general manager, head professional  
and a superintendent who all respond to an  
elected member board of directors.

**What is the public perception of golf  
in America?**

It is perceived as a game mostly for the  
privileged and that it takes too long to play, is  
too difficult and too expensive.

**Why do you choose to be a  
BIGGA member?**

I was the head greenkeeper at Golf de Joyenval  
in France and was familiar with the association.  
I like the fact it is smaller by comparison and  
fraternal. The focus is on greenkeeping and not  
other ancillary issues.

**What tip would you give British  
greenkeepers that you have learnt  
in America?**

Not everyone carries a gun.



Oakland Hills Trophies



# YOUNG GREENKEEPERS' COMMITTEE

Representing the youth of the sports turf management industry

## Volunteering in Portugal

Being a member of BIGGA opens up a huge number of opportunities for career development, both in the UK and abroad.

The network of almost 6,000 members spans 31 countries, making it easy for anyone who wants to experience greenkeeping in another country.

Wickham Park Head Greenkeeper Tom Smith and Stefan Carter, greenkeeper at The Wentworth Club, both travelled to the Oceanico Golf Resort in Portugal this summer to help the resident team prepare the Victoria course for its European Tour event, The Portugal Masters.

Stefan has enjoyed a successful summer "filled with tournaments", while for Tom this was his first opportunity to get away since volunteering at The Open in 2015.

Rui Grave is head greenkeeper at Victoria and he welcomed the BIGGA members to the course, with Stefan arriving for his first shift on the Monday before the tournament started.

"One of the other volunteers and myself would be mowing the championship tees before play each morning," said Stefan. "With it not getting light until around 7.15am, and the golfers teeing off at 8am, it meant most of the shift would be in the dark.

"We spent the next two days getting our route for the tees perfected, as well as helping the team with other finishing touches to the course, and taking advantage of being allowed inside the ropes to get some great pictures of the sunsets from the TV towers."

Tom arrived in Portugal on Wednesday and on the first day of play was tasked with supporting players Robert Karlsson and Paul Peterson.

He said: "The other volunteers were great fun and the players were friendly and appreciative of our hard work. This was a brilliant opportunity as the contrast between the way courses are set for a European tournament and an English tournament is remarkable."

While out on the course, Stefan spent some time with



one of the agronomists from the European Tour, who taught him about the POGO moisture meter and how it measures soil moisture, salinity and soil temperature. The tour can then use these readings to tweak the daily practices to the greens to give the best conditions for the players.

Following a slight rain delay, the tournament continued with Irishman Padraig Harrington claiming victory.

Then for the greenkeepers, it was away to the airport and back home to their courses, where they hoped to put some of the things they had learned into practice.

# GI Ecology

By James Hutchinson  
BIGGA's  
Sustainability  
Executive



**The golf course ecology presentation season is well underway, with many greenkeepers and golf course managers turning up to hear about sustainable ways in which to maintain their courses.**

Take the recent talks at Surrey Downs, where the South East region conference took place. We heard from a seasoned course manager and an 'up and coming' young man who's passion to succeed in their chosen careers was remarkable.

We also had the pleasure of a well-renowned professor of microbial ecology and a PhD who specialises in soil and agronomy. Both of these excellent speakers gave the audience brilliant insights into how we can become more holistic with our turf.

BIGGA runs these events on a regular basis, and they're an incredible education opportunity for members - so try and get along to the next one in your region, if you can.

Likewise, if you would like an ecology 'walk and talk' on your course with yours truly, let me know and I'll do my best to make it happen.

Wait until you see what's been going on lately!

Richard Sheldon got an opportunist snap of a large buzzard at the Marriott Forest of Arden. This bird was probably a female as they are bigger than the males.

The Old Course boys had a helper during a bunker refurb, when a robin showed up. Unfortunately it didn't help out with revetting.

One or two ridiculously rare birds have shown up here in the UK this past month, including a Forster's Tern in Mistley, Essex. However, Scotland has been leading the way with a couple of mega sightings, such as a ring-necked duck at Pitlochry in Perth and Kinross and a Siberian Accentor in Avoch on the Moray Firth coast.

I was recently made aware of the smashing work going on at Cumberwell Park. Head greenkeeper Matt James sent me a little info on their work alongside the Wiltshire Raptor Monitoring Team.

It turns out that the team there has installed a selection of owl and kestrel boxes in the woodlands, which have returned great success in the shape of numerous chicks.

Why is it so successful at Cumberwell Park? John Keepen explained it is "the diverse mosaic of habitats, which are home to voles and are a prime source of food for the birds that are found on the course." Amen to that, John. Cumberwell appear to have it nailed where these dwindling birds are concerned - great work guys!

Why is it so successful at Cumberwell Park? John Keepen explained it is "the diverse mosaic of habitats, which are home to voles and are a prime source of food for the birds that are found on the course." Amen to that, John. Cumberwell appear to have it nailed where these dwindling birds are concerned - great work guys!

Richard Sheldon's odd-one-out



Fergal's robin and Richard Sheldon's buzzard



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### BIGGA AGM 2017

The BIGGA AGM will take place at 1.15pm on Tuesday 17 January 2017 in the Queens Suite of the Harrogate International Centre. The dress code is smart casual, not jacket and tie as in previous years.

# MEMBERSHIP

Latest news and information from the BIGGA membership team

## Regions benefit from expert lectures



Whitley Bay's Simon Olver speaking at the South West & South Wales conference

Members from across the south of England and Wales converged during November for their region's annual conferences.

Both the South West & South Wales and South East regions turned out in great numbers for the conferences, organised to great effect by their respective Regional Administrators.

The SW&SW conference was held at Somerset County Cricket Ground in Taunton and was attended by more than 150 delegates from clubs around the region.

Regional Administrator Tracey Walker said: "I was over the moon with the amount of support we had for our regional conference this year – in fact our numbers have increased year on year.

"I would like to give a special thank you to our speakers who gave up their time to be there, and I think everyone will agree it was a very informative and interesting day.

"None of this would be possible without the support of our patrons and, of course, all the members who came on the day - thank you."

Held on 16 November, the conference featured lectures from Mark Hunt, technical director at Headland Amenity and Keith Kent, head groundsman at Twickenham.

Providing members with an insight into course management in other areas of the country, there was also a fascinating insight into course management 'up north' by Simon Olver, of Whitley Bay.

Royal Cinque Ports course manager James Bledge and BIGGA's sustainability executive James Hutchinson both delivered talks, and then made the journey across the south to Surrey Downs Golf Club for the South East region's conference the following day.

Hosted by regional administrators Clive Osgood and Kerry Phillips, the day featured a talk from Professor Alan Gange, from Royal Holloway University, on the importance of fungi within the soil. There were also talks from Dr Andy Owen, international technical manager at ICL, Camberley Heath's Graeme Roberts, and BIGGA Head of Member Learning Stuart Green.



South East conference

# SeaMax

"SeaMax is playing an important part in my fertilizer programme. You get such a natural green up."

**Steve Wilson**  
(Trump International Aberdeen)

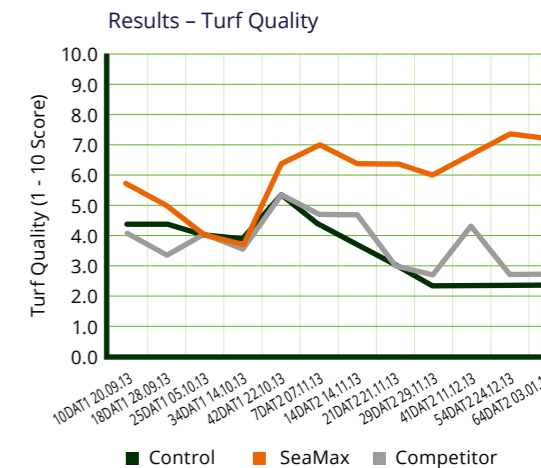
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# L&D NEWS

Latest news from the BIGGA Learning and Development team



## BIGGA in attendance at Irish greenkeepers conference



Gaelic Football coach Jim Gavin, left, spoke about effective management techniques

In 2015, GCSAI brought the professional associations and the governing body of golf in Ireland together to hold a joint education event at Croke Park in Dublin.

In 2016, this relationship has grown into the Golf Education Partnership, with an education programme extended over two days.

The main day of the education programme began with a keynote speech from Jim Gavin, the manager of Dublin's Gaelic Football team. Jim has presided over several years of success for the team, winning the All Ireland title three times in the last four years and aiming for an unprecedented three-in-a-row next year. All while holding down his regular employment as a safety officer for the Irish Air Authority.

BIGGA's Head of Member Learning Stuart Green said: "For the manager of a top sports team, Jim has a very

practical and calm way of managing his players. His philosophy is to get the players to be the best they can be. As a coach, Jim instills his players with a confidence – he believes in them, so they believe in themselves. This is something that he feels can be applied by all managers, in all walks of life." After the presentation by Jim, the room separated into the respective associations. The conference had four strands of education delivered by each association and all delegates could choose which ones they wanted to attend.

The Confederation of Golf in Ireland offered a presentation on Compliance in Golf, whereas the GCSAI offered a chance to learn Key Skills for Effective Communication.

The GCSAI had lined up an excellent roster of speakers, beginning with Michael Astrop. He delivered the Effective Communications session, followed by Steve Isaac on the impact of course presentation on pace of play. After lunch this was followed by Damian Coleman, superintendent at Galway Bay Golf Resort, who discussed his role as a volunteer on the golf course at the Rio Olympics.

The conference was rounded off with Kevin Munt discussing strategies for managing Poa annua greens and how to get the best from them.



Congratulations to the following members who achieved CPD Approved status this month:

Stuart Imeson, Dunstanburgh Castle; Alan Pierce MG, Godfreys; Harry Carter, Collier Turf Care; Nicholas Roberts, Hendon; Gwynn Davies, The Mere; Michael Hughes, Gleneagles; Joe Button, Meltham; Charlie Cripps, Wentworth; Tony Bartram, Richmond; Lee Strutt MG, The RAC; Bill Whybrow, Garon Park; Simon Ashford, Upton by Chester; Scott Lea, Wentworth; Graeme Davidson, Murrayfield; Jeremy Hughes, Symbio; John Reid, The Duke's St Andrews; Andrew Steele, Carmarthen; Richard Johnstone, Nairn Dunbar; David Byron, Thorndon Park.

The following members also achieved their milestone this month: Joe Button, Meltham; Brett Moggridge, Kirtlington; Asa English, Rothley Park.

## 'Higher' education scholars

Two more BIGGA Members have benefitted from the association's partnership with Ransomes Jacobsen.

Tom Coulson and James Kelledy have been awarded Higher Education Scholarships, sponsored by Ransomes Jacobsen, which will assist the students as they train towards their qualifications.

Tom Coulson is deputy course manager at Hunley Hotel in Cleveland. He will be studying HNC in Golf Course Management at SRUC Elmwood.

Tom said: "The scholarship grant has helped me pursue my educational requirements, and will be a massive help with my career.

"Thanks to Ransomes Jacobsen and to BIGGA for giving me this support."

James Kelledy is also a greenkeeper who makes his home in the north east. James is a greenkeeper at Rudding Park in Harrogate and will be studying FdSc Sportsturf at Myerscough.

James explained how he will use the scholarship funds for books, as the reading list for his degree is long.

"It's one of the drawbacks of the online degree," he said. "I don't have a library at hand,

and although the BIGGA library is really good, the popular books go fast."

As part of his education, James is hoping to visit other golf courses which are chemical free, such as those in Sweden, to see how they go about this. He said: "I think the knowledge would be invaluable, as I see the turf management industry in the UK eventually going in this direction too."

Since 2002, BIGGA has been able to award Higher Education Scholarships thanks to generous support from Ransomes Jacobsen.

James added: "I would like to thank BIGGA and Ransomes Jacobsen for your support. The funding will help the course go much smoother, and that will help my education hugely."

Designed to help full members of BIGGA move into higher education, a one-off scholarship of up to £1,000 may be awarded to those studying for the following qualifications: N/SVQ Level 4; Higher National Certificate; Foundation Degree/HND; BSc Turf Management.

To download an application form, visit the Member Resources section of the BIGGA website.



James Kelledy at work



### INDIVIDUAL CONTRIBUTORS

Steven Tierney MG, Chris Lomas MG, Andrew Campbell MG CGCS, Steve Dixon; Richard McGlynn, Jaey Goodchild, Michael Beaton, Frank Newberry, Greg Evans MG

## Finalists announced for Golf Environment Awards

**Twelve of the UK's most ecologically-conscious courses are being honoured at the Sports Turf Research Institute's annual awards.**

Taking place during BTME at Harrogate in January, there are three categories in the STRI Golf Environment Awards.

These are: Environmental Golf Course of the Year; Conservation Greenkeeper of the Year; and Outstanding Environmental Project of the Year.

Sophie Vukelic, STRI ecology and environment consultant, said: "This year's awards saw an influx of applications from all over the UK, from Montrose in the north, La Moye in the south, Abergele in the west and Aldeburgh in the east.

"The rise in social media and the results of last year's awards most certainly spurred others on to apply and try their luck."

The STRI team spent two months scouring Britain's eco-conscious

clubs, with each category rated using a standard scoring system.

The finalists in the Environmental Golf Course of the Year category are: Whitley Bay; The Carrick at Loch Lomond; Carnoustie; Greetham Valley.

The finalists for the Conservation Greenkeeper of the Year award are: Eddie Ainsworth of Avro; Phil Stain of Notts; Steve Thompson of John O'Gaunt; Neil Sherman of Ipswich.

The finalists of the Outstanding Environmental Project of the Year award are: Mid-Herts, heather restoration and juniper conservation; Irvine, bee bank creation; Frilford Heath, fen restoration; Stoneham, heather restoration.

Sophie added: "A massive thank you to those clubs who didn't make the final but showed real passion and enthusiasm during the judge's visits – you are the future of environmentally-friendly golf."



The team at Whitley Bay has been nominated

## Download the app and win

**BIGGA members who download the BTME 2017 smartphone app will be in with a chance of winning their share of £75 in vouchers.**

BIGGA has teamed up with Love2Shop to offer a £25 shopping voucher to one lucky winner on all three days of BTME, from 17-19 January 2017.

To be in with a chance of winning, download the BTME 2017 app, which is available on Apple and Android devices.

The app is the perfect guide to BTME, with details of events, a calendar and information about exhibitors and sponsors. There are also details of discounts and offers available to HIC visitors.

Once you have downloaded the app, you don't need wi-fi to use the main features. If you are unable to attend BTME this year, you can also use the app to keep up to date with what's going on in.

A new feature of the app for 2017 is the introduction of a map of exhibition halls and tailored alerts, ensuring you don't miss out on any of the major events or sessions.

The app will also allow delegates to plan their own schedule and keep BTME attendees up to date with information about Continue to Learn sessions, accommodation and where to eat.



## Wiedenmann's seasonal kit

**Rough management and aeration will be Wiedenmann UK's focus at BTME.**

Wiedenmann UK claims its versatile Super 500 is a "turf sweeping, flail mowing, grass collecting phenomenon".

The machinery cuts through dense grasses, collecting tightly and tidily as it goes.

A spokesperson for Wiedenmann UK said: "Paired with a 1.7m or

2.3m Terra Rake, whose aggressive spring tines can rip out unwanted matter, these two units are the ultimate rough managers, favoured by greenkeepers and contractors."

Wiedenmann's Terra Spike range of aerators has 11 machines, from 210mm to 400mm. The latest and lightest is the Terra Spike SL and is intended for fine turf weighing less than 470kg.

Wiedenmann UK will occupy stand C58 at BTME.



Terra Spike SL6

## Sprayer award nominations

**The Amenity Sprayer Operator of the Year 2017 award has been launched, with a chance for the top operators to win a trip to a world leading US turf or amenity show.**

The awards, run by the Amenity Forum and sponsored by ICL and Syngenta, aim to reward top sprayer operators across the amenity industry, and to share their best practice to enhance standards for all.

This year sprayer operators can be nominated to take part in the awards by employers, customers, agronomists or other members of their team.

Daniel Lightfoot, Syngenta UK business manager, said: "I think these awards are extremely important to help the industry protect the chemistry that is currently available, and ensure new products being launched are retained for the future.

"We know there are a great number of really good operators out there, who possibly don't feel confident enough to put themselves forward for the award. I would urge them to get involved for the experience and knowledge they could share, and the real opportunity to win an incredible trip to the US.

For more information visit [www.amenityforum.co.uk](http://www.amenityforum.co.uk)



The 2016 award winners and sponsors

## John Deere launch

**John Deere has announced the latest addition to the company's award-winning A Model family of mowers will be launched at BTME in January.**

The 8900A PrecisionCut is the widest John Deere fairway mower yet and the company said it combines higher capacity mowing with premium cut quality and after-cut appearance.

The mower will make its European debut at BTME 2017 in Harrogate in January.

The mower offers a choice of 26 or 30in wide cutting units, both 7in in diameter, which provide an overall cutting width of 114 or 130in, together with improved contour following. Both units offer an optional verticut attachment for increased versatility and convenience.

The 26in cutting units are available in five, eight or 10 blade versions, with optional fairway tender conditioners and rear roller power brushes to further enhance cutting performance.

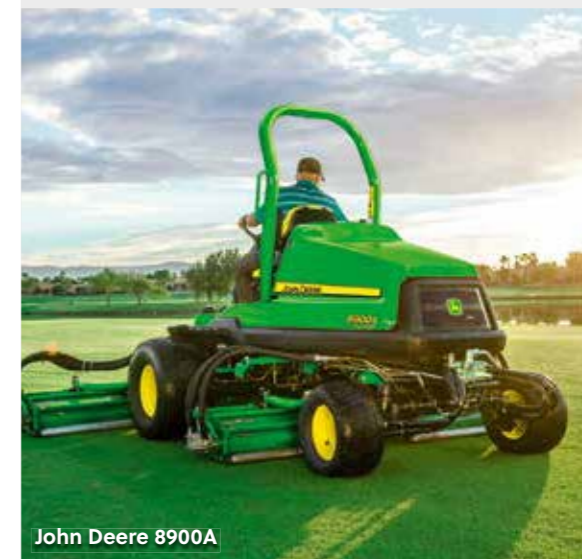
The larger 30in cutting units have five or eight blades and allow higher capacity mowing. Precision adjustment of both these units is a simple task thanks to the ingenious SpeedLink system, which is proven on John Deere's existing fairway mower range.

Rated at a maximum 48.3hp, the direct injection four-cylinder diesel engine features LoadMatch transmission settings to provide consistent cut quality and excellent climbing performance.

The 8900A also incorporates the proven TechControl system, which allows simple but effective management for features such as operating controls, maintenance and diagnostics.

Using screens on the password controlled TechControl display, users can electronically set the mowing and transport speeds.

In addition, turning speed can be slowed down to a set percentage of the mowing speed when the cutting units are lifted after a pass, which reduces scuffing.



John Deere 8900A

## Appointments made at Indigrow UK

**Indigrow (UK) has announced the appointment of Rob Hogarth and Neil Baker as technical sales managers, helping to expand the company's areas of operation within the UK.**

Rob Hogarth worked as a greenkeeper for over 30 years, and was appointed a head greenkeeper at the age of just 19.

He has been a course manager at a number of prestigious courses and managed grow-ins for MacDonald Cardrona and at his more recent course, Remedy Oak.

A long-serving member of BIGGA and former regional chairman, Rob brings a wealth of experience and connections to his role with Indigrow (UK).

Neil Baker spent 25 years as a greenkeeper, 11 of those as course manager, before joining Indigrow (UK). He was worked on a range of courses, from links to parkland, up to PGA standard, and undertaken a wide range of tournament preparation work at Little Aston Golf Club.

Neil has also presented on the subject of turf science across most of Europe. He holds a variety of turf qualifications, ensuring he is a valuable asset to the team.

Indigrow (UK)'s Bradley Foster said: "Rob and Neil's knowledge and expertise from the world of agronomy are priceless to us and invaluable to our customers."

Rob will be responsible for Scotland, while Neil will be operating across South Wales and the South West.

To contact Rob, call 07484060323 or email rhogarth@indigrow.co.uk and to contact Neil, call 07484060363 or email nbaker@indigrow.co.uk



Rob Hogarth



Neil Baker



Germinal will be offering fertiliser appraisals at BTME

## BTME fertiliser appraisals

**Grass seed and turf care specialists Germinal are challenging greenkeepers to scrutinise the nitrogen efficiency of their existing sward nutrient programmes with a free fertiliser appraisal.**

The company will also be showcasing its latest perennial ryegrass cultivar, which has topped the Turfgrass Seed booklet's 2017 Series L list with a fineness of leaf score of 8.8.

Richard Brown, Germinal amenity sales manager, said: "The key remit for any golf or amenity nutrient plan is to ensure the fertilisers used provide a consistent and long lasting supply of readily available nutrients to the rootzone with the minimum of losses. While an increasing number of turf professionals have moved away from conventional quick release fertilisers in favour of more technologically advanced slow

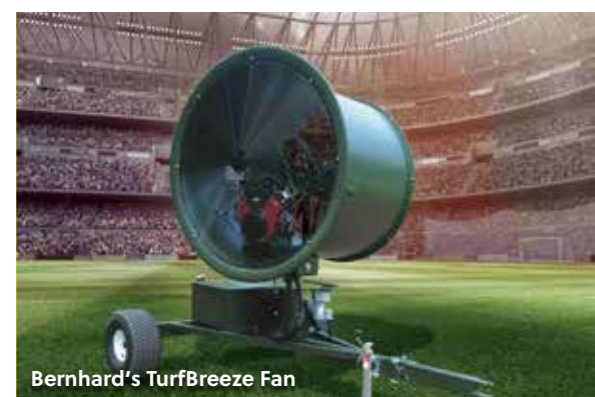
release products, it would be wrong to assume all slow release fertilisers are equal."

Richard warned the slow release fraction in methylene urea fertilisers only contains around two thirds of 'true' slow release N, while many contain less than half. He added: "Put simply, that means the remaining nitrogen is either quick release, and of no more value than standard fertiliser, or so insoluble it may take years to be released.

"In contrast, fertilisers which provide nitrogen in the form of isobutylidene diurea have an 'Activity Index' or efficiency rating of around 96%, meaning almost all of the N supplied will be slowly and steadily released into a form which can be taken up by the sward for a period of around 12 weeks."

To take part in the free appraisals, take a copy of your fertiliser specification to the Germinal stand at BTME.

## Bernhard to showcase TurfBreeze Fans at BTME



Bernhard's TurfBreeze Fan

**Bernhard and Company is giving turf professionals the opportunity to learn more about the benefits of TurfBreeze fans and SubAir aeration and moisture removal systems at BTME 2017, stand B44.**

Kevin Crowe, senior vice president of SubAir USA, will be on hand to answer questions about these products, invented at Augusta National and installed at

Wentworth's PGA Championship course and Wembley Stadium.

SubAir resolves turf issues by focusing on the subsoil environment, providing balanced aeration, moisture and temperature conditions - essential factors in promoting long-term healthy growth. TurfBreeze focuses on surface aeration and cooling, generating airflow to keep greens healthy.

# GI Machinery releases Innovation

## Jacobsen ECLIPSE 322

**The ECLIPSE 322 is the latest innovation from Jacobsen.** Featuring a hybrid or electric power system, ergonomic design, and the Jacobsen Classic XP reels, the ECLIPSE 322 can save time and money and improve quality of cut

**JACOBSEN**

A Textron Company

**Programming**  
Programmable frequency of clip can be tailored to achieve consistent playing conditions and healthy turf conditions.

**Monitoring**  
Full on-board diagnostics and monitoring are displayed through an LCD screen and on LED readouts. No additional diagnostic tools or attachments required.

**Control**  
Individual reel control is exclusive to the Eclipse 322. Select and engage only the reels you want, minimising the wear pattern known as triplex ring.

**Steering**  
Steer-by-wire system eliminates hydraulics and cables, allowing for quick turns and assuring a straight line.

**Management**  
Greens Management System includes Jacobsen Classic XP Reels and multiple optional attachments (see below).

**Cockpit**  
Ergonomically designed cockpit has swing out armrest controls and LED headlight.

**Parking Break**  
Automatic parking brake is self-actuating, maintenance-free and applies automatically when the pedal accelerator is released.

**Servicing**  
Optional 3-wheel drive model offers superior climbing ability on tees, approaches and fairways. A 3-wheel drive upgrade kit is available for existing 2-wheel drive models.



Verticutters



Quick Roll



Turf Groomers



Spiker

# NOW FOR SOMETHING A LITTLE DIFFERENT...

BY KARL HANSELL, BIGGA

**BREAKING NEWS: A modest but ambitious Scottish parkland course has experienced significant improvements to the quality of its play surfaces, and membership and revenue have increased as a result.**

**Their secret? Do nothing.**

I visited Uphall on the outskirts of Edinburgh to hear about how head greenkeeper Peter Ormiston and his small team have transformed the fortunes of the club by shunning the usual parkland practices for winter golf.

Uphall used to be a course like any other. Tees would be moved forward in winter, and shots that hit the fairway would either be played off mats or picked up and placed in the rough.

But all of a sudden the club began to ask itself... why?

Why use mats? Why use winter tees? Why close greens at the first sign of frost?

At Uphall they took a leap of faith, in contradiction to perceived golf course wisdom, and they haven't looked back.

"We don't want to start saying we have the answer, but BIGGA is all about sharing different practices and we think we've hit upon something here," said Peter, 60.

In 2010 Uphall was just another struggling parkland course. They had lost 30% of their membership and things were looking bleak.

Peter, a veteran of 45 years' greenkeeping, had lost his confidence and was getting a hard time from members.

Then greens convenor Jim Saunders, who previously worked in the amenity sector within council parks, stepped in.


And Peter credits him with pushing the 'all year round' idea forwards.

"I have been a greenkeeper for 45 years and I have always been of the opinion that if you play off frost, you damage turf," said Peter. "But we have played on frost over the past four years and I can honestly say I have not seen a single detrimental mark on the greens or any other part of the course."

"It's all about getting the grass to toughen up and really the only thing that stops people playing on these greens is torrential rain that stops them leaving their homes or four inches of snow."

So how do they manage the course in winter at Uphall?

Grass cutting is, of course, reduced, but tees are kept in the same

 Top left: Brox Burn runs through the course

Top right: A frost-covered green remains in play

Bottom left: Uphall's clubhouse

Bottom right: Peter Ormiston

location and fairways can be used as normal.

As for roping off certain areas of the course – it simply doesn't happen. The greenkeepers at Uphall have discovered that golfers left to use their own initiative are largely able to realise they should avoid muddy and damaged areas.

"In the winter the ball doesn't go as far and doesn't roll as much, so we find golfers are not playing in the same areas of the course," said Peter. "Obviously the par 3 tees can take a bit of a battering, but they are looking as good as ever and recover very quickly in spring following scarification, coring, fertiliser and top dressing application."

"I can't emphasise enough that these fairways have been played on almost all year, yet there have been no negative effects."

But what about the greens and that frost damage? Grass is 90% water, and when frozen, the damage caused underfoot by golfers can cause the plant to die, right? So how has Uphall managed to keep their greens alive and in

top condition all year round? The story begins in the winter of 2010 to 2011 – a record year in terms of rainfall for Scotland. Uphall's greens are soil-based and suffered from high organic matter content, with little or no piped drainage system. Thatch was so thick that water wouldn't move through the rootzone and so flooding was rife.

After suffering for another year, the club decided to embark on a one-year pilot project, beginning in October 2012. Jim said: "We reported back in spring 2013 that there was no or very little evidence of unacceptable wear as a consequence of our new winter maintenance and playing regimes."

"The same regime was implemented for late autumn in 2014 and we reported back the same message. So by the time we got to 2015, we got approval to stop the pilot scheme and continue with these new methods going forward, so long as we continuously monitored for any medium or longer term deterioration linked to our change in policy."

'I have been a greenkeeper for 45 years and I have always been of the opinion that if you play off frost, you damage turf,' said Peter.

'But we have done just that over the past four years and I can honestly say I have not seen a single detrimental mark on the greens or any other part of the course.'

Continued over



Top left: The rebuilt 14th tee  
 Bottom right: The 18th green in January 2013 and, top right, the same green in January 2014  
 Bottom left: A swale protects the 14th green from water run-off

“As Albert Einstein once said, if you always do what you have always done, you will always get what you always got.”

A former BIGGA East Section chairman, Peter got into greenkeeping after spending three weeks working in an engineering workshop.

“I absolutely hated it,” he said. “Three weeks in, and I quit. My mother wasn’t upset, instead she suggested greenkeeping, so I got a job at Lothianburn and I have never looked back.

“My favourite bit of the job is seeing the course finished in the morning for a competition. If I’m out there at 5am on a medal day and the deer run across the fairway 20 yards away, it’s just peace and tranquility.”

Joining the course 28 years ago, Peter has overseen the planting of 2,500 trees, some of which were purchased from Waverley Market in Edinburgh. “When I first started, you could stand on the 9th tee and hit a golf ball anywhere on the course,” he said.

Uphall is an 80-acre site split into two sides by the A899 road. The older holes are located in a narrow

glacial valley, with enormous boulders below the surface. The opposite side is flat, former agricultural land.

The 14th hole has seen a number of recent improvements. Stroke index one, the hole is long and straight, but made more difficult by a swale constructed across the front of the green. Rather than streaming across the putting surface, water is now caught by the swale.

“You either love it or hate it,” said Peter, who has oftentimes had to use such innovative ideas to solve problems at a low cost.

Another example was when major flooding caused three bridges to be washed downstream. They were reconstructed using recycled electricity pylons.

For the first time, 2016 will see open tournaments running at the club throughout the winter – made possible by the club’s new approach to winter maintenance.

And with so many courses in the Lothian region, all competing for the attention of golfers, Uphall’s new approach is putting the club on the map.

Last year, they only closed the course for two days in winter.

Compare this to 2011, when there were 26 days on temporary greens and 14 days when the course was closed completely.

There has been a 34% increase in winter tee bookings and a measurable improvement in customer satisfaction.

It might not be for everyone, but at Uphall, they’re clearly doing something right. ■



As part of the project, an aggressive thatch removal programme was instigated.

Pipe drainage was installed on all the greens within a two-year winter programme. The work was completed in house with the assistance of a club member who owned a plant hire company.

Double scarification also takes place during a maintenance week in October.

Topdressing usually takes place in March and April, with a switch from 80/20 to pure sand over the past four years. 180 tonnes of sand have been spread on the greens over that period.

“Our partners, Greentech Sportsturf, supply our sand and fertilisers and have given us excellent guidance and support over the past five years,” said Peter, who is supported by two full time greenkeepers and one seasonal member of staff.

“This is not a large course where you are doing it with machines. It’s all done by hand, so it’s a lot of manual labour.”

In previous years the course would revert to winter tees, with the ball played from the rough as soon as the closing day medal had passed. But, like elsewhere, members pay a subscription for 12 months, and so the intention is for the club to offer the best possible experience throughout the year.

The project received the backing of the club professional, club manager and committee, but for a head greenkeeper with 28 years’ experience at Uphall, Peter admitted he was at first a little sceptical that it would be a success.

He said: “Obviously I was nervous, but it’s only different from the point of view of what we have always done.

Below: Peter Ormiston and Jim Saunders

‘As Albert Einstein once said, if you always do what you have always done, you will always get what you always got.’



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# HOCKLEY: A VERY ROMANO-BRITISH AFFAIR

BY JAMES HUTCHINSON,  
BIGGA SUSTAINABILITY EXECUTIVE



HOCKLEY

HOCKLEY



Hockley

Glen and a sheep looking nostalgic

**T**here's a tug-of-war going on at Hockley, you know. Ecologists, archaeologists, historians and farmers all have a say in how the land is run. There are protected grasslands, rare wildflowers, scarce butterflies and livestock to contend with – and all this is before you even start managing the golfing side of things.

A brief explanation of Hockley in Hampshire is that it is an 18-hole golf course laid out on chalk downland. You could maybe add that it has a few trees too. However, when you start to delve into the mechanics of how this large golf course is run, that's when it starts to become complicated. I shall try and do the unbelievable amount of work the greenkeeping team undertake justice, but the truth is we would need to write a book to include all the intricate details, which also involve many outside bodies and a range of legislation.

The course is managed by six greenkeepers and one mechanic, under the leadership of Glenn Kirby. He has a great knowledge about the agronomic side of things and is an expert on the flora found around the course.

In terms of archaeological issues, there are Romano-British settlements and enclosures, medieval and post medieval sub-parallel hollow ways, ancient field systems and Iron Age or Romano-British strip lynchets.

These ancient features are banks of earth that build up on the downslopes of fields that have been ploughed over a long period of time.

We don't have to know the 'ins and outs' of the aforementioned, but Glenn and his team cannot simply dig into the underlying chalk soils without permission from somebody in an office somewhere. This makes it a nightmare to get anything done during winter renovations.

Following the Roman conquest of AD 43, a new culture arose in Britain. Indigenous British tribes, seduced by the riches of Rome, began to incorporate aspects of that culture into their everyday lives. An example of this is preserved in the form of a settlement beneath the 7th, 8th and 9th holes.

According to Debbie Miller, who developed Hockley's archaeology plan, the settlement was probably a farmstead and villa. The central focus of this would have been the villa, built around a courtyard and with a series of outlying buildings.

These buildings would have housed farm animals, crops and

equipment, living quarters for estate workers, wells, storage pits, corn-drying ovens and granary stores. Glenn told me "playing a round at Hockley is like taking a walk back through history", and I can't argue with him.

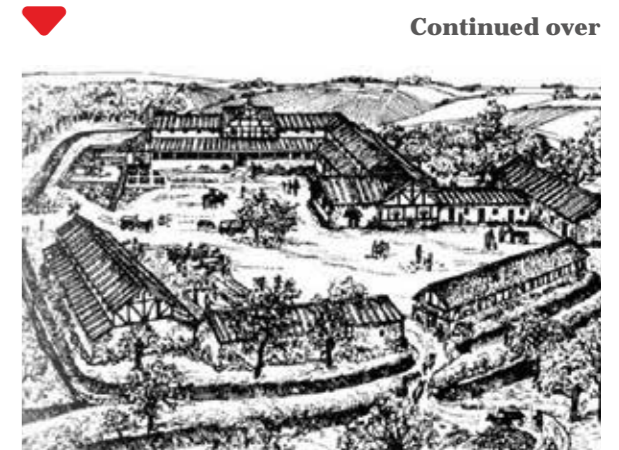
Other archaeological hidden gems at Hockley are the strip lynchets, a group of well-preserved substantial land movements. Dating to the late Iron Age or early Romano-British period, they are located in a prominent position on the closing holes. It is likely that this field system was closely associated with the Romano-British settlement, and so no invasive management can be carried out here.

The lynchets stand 2-3.5m high and divide the slope into a series of comparatively level strip fields or platforms, about 50m wide. These particular lynchets are designated as Scheduled Ancient Monuments and are a prominent feature of Hockley.

Switching to wildlife, and species of birds in residence at Hockley include bullfinch, yellowhammer, linnet, skylark, meadow pipit and wheatear – one of the latter birds took a fancy to us at one point and gave us some great photo opportunities. The large amount of managed scrub is an excellent habitat for the ever-decreasing turtle dove, that has declined in numbers by a whopping 93% since the early seventies. This is sad, but courses like Hockley are doing their bit to save such rarities from extinction.

Continued over

Typical Roman Farmstead Villa





"Look at them, just waiting to dig up my golf course," he said, in reference to the large collection of these birds which loomed in the adjacent farmer's field.

Since the ban on chlorpyrifos usage in the UK, greenkeepers cannot use this chemical on their golf courses anymore. The question remains as to what to do with all the chafer and leather jacket grubs?

Starlings are perfect for turf managers as they have sharp beaks capable of penetrating turf to grub out any unwanted pests, but these passerines are difficult to attract to golf courses. Not only that, but they are in such a decline that the RSPB have decided that they should now be on the Red List of Endangered Species. Oystercatchers, pheasants and other grub eating birds will do a good job, but the hard part is creating an environment for these birds to not only feed there, but to raise young for subsequent years.

We did however, disturb a shy bird during one of our rummages. A nightjar leapt out of the scrub about 20 metres in front of us, but disappeared into the goat willows as quickly as it appeared. It was an excellent find and one I shall never forget, but I was just too slow with my camera.

Many forward thinking companies are researching other biological methods of reducing the amount of root munching pests, with nematodes taking centre stage. This is largely in its infancy but should be applauded.

There aren't any ancient trees at Hockley, although there is a yew located on the pathway down to the maintenance facility which is possibly 300 years old. However, this is a juvenile in terms of yew tree longevity as these splendours can reach 5,000 years old in the correct environment.

Top Left: The inquisitive wheatear at Hockley.  
Top right: Natural grass cutting which in turn encourages wildflowers (left).



All greenkeepers can do something to help flora and fauna on their courses by simple methods such as leaving small areas to nature or simply stacking wood in an out-of-play area.

The flora onsite is spectacular, with well over 100 different types showing. Why are there so many? Well, the team have hired a collection of woolly grass cutters to help them with the grasses on the 250-acre site. Part of Hockley's agreement with the Higher Level Stewardship – a contract with Natural England to manage the environment holistically – is to keep scrub and tree invasion at bay. By doing this, the wildflowers have flourished. Many greenkeepers have adopted a similar practice by cutting, removing and scarifying their wildflower meadows, which mimics grazing by sheep and cows.

But the team here has reverted back to the original method and sheep now graze the estate - long may this continue.

Rarer flora such as dropwort, squiancywort, fairy flax and common milkwort are present, with greater knapweed being of particular interest to botanists for its ability to attract a variety of insects to its striking flowers.

All these beautiful wildflowers have caught the attention of hungry caterpillars and their subsequent butterflies. Many types of butterfly can be seen on the wing, including members of the skipper family, meadow browns and speckled woods. Slightly rarer sorts, such as marbled white and chalkhill blue, can be found on occasion.

Not all the wildlife onsite is welcome, with Glenn being a little perturbed by the amount of rooks, crows and magpies.



Hockley Grass Cutter

Toadflax



While I'm on the subject of trees, the majority onsite are of the native type, with only a few causes for concern. But, as you might have guessed, Glenn and the team are in the process of managing the woodlands so that grasslands and trees are in the correct balance – too many trees and you lose the fine grasses and wildflowers.

The team's aim is to create a matrix of trees and scrub of varied age and to prioritise the work given the amount of resources open to them. A good amount of the larger leaved non-natives have been removed, with more earmarked for removal this winter.

It wouldn't surprise me if the team at Hockley has forgotten how naturally beautiful the golf course is. Given the amount of work they put in, they don't have time to take in the breathtaking views on offer.

The first hole drifts through a small chalkland gorge, while the second sits high above the previous green, and then onto more scenery. The higher parts of the course allow views of the surrounding countryside and further – a Twitcher's dream location.

Farmlands adjoin most parts of the golf course, with few houses or brick buildings showing. This contributes to the amount of wildlife on the course. Many places I visit are land locked by housing, heavy industry or highway traffic. This means wildlife that doesn't fly cannot make it to the course and as a result the area becomes a green desert – attractive but no wildlife to be seen.

As I travel across the UK, I come across golf courses which have problems such as disease pressures, awkward committees, vandalism or even disappearing coastlines. However, Glenn and the team are faced with hurdles which would frustrate even the most laid back amongst us.

To maintain a golf course to a high standard such as theirs when faced with all this history, antiquity, legislation and regulation is astonishing. Then to see all the wildlife which is content to live at Hockley makes this sustainability executive a very happy man. ■

Stephen Ferreira, Peter Kirby, Steve Ecclestone, Richard Marchmont, Conrad Cavill, Ryan Moore and Glenn Kirby

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# IS LOWER QUALITY TURF INEVITABLE?

BY PAUL MILLER

**I**n the previous article of this series I used Askernish Golf Club on the remote Scottish island of South Uist as an example of how the pillars of sustainability can be applied to course management.

Askernish is a superb example as it delivers playing turf in a financially challenging environment, in a manner whereby other land users are not compromised in their activities, be that for work or for leisure. And it does all of that in harmony with the natural heritage and with respect to the biodiversity of its extraordinary landscape.

'Sustainable' simply means being able to maintain a certain standard or level. In an unchanging world, to sustain something we could simply continue to do what we had always done, and continue to get what we had always got. But we don't live in an unchanging world and therefore need to adapt and do things differently, just to preserve what we have always had.

In this respect golf course management is no different to any other activity, but it is my view that if we are to move into the future doing the right things, we need to have some idea of what the future looks like. Of course, predictions rarely play out in full, but that shouldn't stop us trying.

In October 2015 I attended the 'Low Input Turf Management' seminar in Copenhagen, run by the Scandinavian Turf and Environment Research Foundation.

In this second feature I intend to discuss the work of STERF with reference to ideas of sustainability.

STERF comprises the golf federations and greenkeeper associations of the Nordic countries – Finland, Sweden, Denmark, Norway and Iceland – and exists to provide a forum and to research issues relating to golf course management in northern latitudes. I find it interesting the organisation places golf within its broader context of sustainability and recognises our sport as having an impact in relation to the use of natural resources, functional ecosystems, and economic and environmental gains.

Thinking about that unpredictable future, STERF believes pressures on course management will come from climate change, legislative restrictions – including essentially chemical-free course management – natural resource use, competition for land and weak support for golf from the authorities and the general public.

STERF frames its research and recommendations within that context, supporting projects around Integrated Plant Management, water use and winter stress, as well as trying to forward a case for courses to be multi-use spaces for outdoor recreation and ecologically-valuable spaces around urban areas.

In thinking about the challenges facing Nordic course management, STERF and other turf management professionals have asked

themselves a basic yet profound question. They took as a starting point not, "what grass do we want?" but rather "what grass is most likely to do a job for us in the world we now find ourselves?"

The world in which Scandinavia finds itself hasn't changed physically, but the group identified sustainability challenges such as reduced resource use, restrictions on water, nutrient and chemical use, and, interestingly, a desire from golfers to play a more traditional 'running game'.

The grass they felt would be most likely to do a job in those circumstances is red fescue. This is a widespread native grass in the temperate zone, it resists drought and can produce surfaces even under low inputs of fertilisers and water. Red fescue is tolerant of a wide range of soils and, if conditions are created where fescue can be competitive, it is highly likely to produce firm and fast surfaces.

The STERF seminar included a visit to Elisefarm Golf near Malmo, which is the first course locally to attempt to reintroduce fescue into 20-year-old sand-based greens in this parkland environment. First impressions were that they have been successful in improving the sward composition, thereby addressing pressures of disease, nutrient and water use.

**Continued over**

In the previous article I suggested that in a changing golf course management world, and in order to remain sustainable, some compromises might have to be reached. We may need to shift our expectations of turf quality, leading to slower greens or a tolerance of some disease scarring.

That is the case at Elisefarm, where one of the main challenges is some small patches of moss on greens.

The greenkeeping team is developing cultural methods to control that and prevent its further ingress and despite some limitations, the results are encouraging and the greens were firm and eminently playable.

From a sustainability point of view they are certainly fit for purpose in this particular setting.

Our second site visit was to the 100-year-old Royal Copenhagen, situated in a deer park that was previously the hunting ground of the Danish Royal family. The course manager, Martin Nilsson, faces some unusual challenges in that a herd of 2,000 deer roams freely in the park, including over his greens and tees and frequently taking shelter in bunkers. Damage from deer hoof prints is a consideration, so to mitigate against significant loss of smoothness, Martin needs to manage the greens as firm as he can get them.

Those familiar with the Clegg hammer and moisture meter will know that the key to firmness is moisture content via control of organic matter in the surface layers of the soil profile. Martin's management is based on low-stress management of fescue, with cutting heights no lower than 4.5mm, monthly verticut and topdressing, and annual N inputs of 50kg/ha. Management of the soil environment is an integral part of a healthy plant and soil system, so careful water management through timely irrigation and use of wetting agents, coupled with use of seaweed liquids, is Martin's approach. I said earlier that red fescue is the STERF grass of choice within a low-input system because of its capacity to produce good quality turf under minimal inputs, and one measure of the success of Martin's management at Royal Copenhagen would be that no fungicide has been required since 2011.



 Elisefarm Golf, Malmö

As at Elisefarm, and indeed at other courses where low-input turf management is the only viable option, some limitations remain for Martin.

Examples include clover and plantains, and these have to be dealt with through attempting to scorch the clover out through the fertiliser use, and removing the plantains by hand. Despite these minor limitations the surfaces are fit for purpose and during our visit we saw many players enjoying the golf at Royal Copenhagen.

While the site visits were very valuable and interesting, they were only a part of the event. Further contributions included Conor Nolan of the STRI, who spoke about objective measurement of turf playing performance.

This is a fascinating area and Conor presented a great deal of data which tells us that what is right for fine grasses agronomically is also right in terms of playing performance.

Dave Colley, representing the Irish Links Initiative, presented on

the work taking place at Rosslare in Ireland to increase the percentage of fescue in the sward. Again the theme was the control of organic content and improvement in sward composition.

Dave proudly demonstrated how they had returned the true links character to Rosslare following a long period of decline.

Showing the international dimension to the concept of 'low input' and emphasising the universal concern about what the future may well hold, Stephane Rouen, course manager at Golf Club de Granville in Normandy, France, explained how he was meeting turf quality, environmental and social objectives through management which encouraged red fescue to predominate in the sward.

Golf Club de Granville is a links course in the north of France which had been allowed to decline, due in a large extent to a lack of awareness of how the links experience should be.


The course had also come under intense political and environmental pressure as it was located close to sites of extraction for the city's drinking water supply.

Over-use of N, leading to fungal disease and therefore chemical use had been the order of the day, and was causing the political concern. It led Stephane to go through a very painful transition back to traditional dry and firm fine turf.

We visited the University of Copenhagen to learn about the results of the formal research undertaken by STERF scientists into the performance of fescue against a range of variables. These included nutrient levels, height and frequency of mowing and rolling, soil moisture content and top dressing.

These discussions are all available through the STERF website at [www.sterf.golf.se](http://www.sterf.golf.se), along with the Red Fescue Handbook, prepared after the event to pull all of the information together.



 Top: Soil profile at Elisefarm  
Bottom left: Silver moss at Elisefarm  
Bottom right: Martin Nilsson describing his management practices at Royal Copenhagen

In short, advice for the successful management of red fescue can be very briefly summarised as follows:

- ▶ Routine mowing no lower than 4.5mm; 4mm for one-offs
- ▶ Roll regularly – minimum of weekly
- ▶ 'Little and often' topdressing
- ▶ Maintain moisture content at 40–60% of field capacity, translating as 8–12% moisture content
- ▶ Nitrogen inputs of 40–100kg/ha/year

I started this piece by saying I intended to describe the work of STERF as they prepare for changes to come – climatic, legislative, social – and how they plan to manage courses in the future, and I hope that to some extent I have managed that.

In one way I feel the current situation in Denmark and Sweden represents our 5–10 year future.

We are lagging behind these countries in terms of legislative constraints, but there is no doubt they are coming to the UK, along with climate change and, in all likelihood, continued pressure on budgets in a golf market that is struggling to recruit and retain its participants.

While we can't know what is around the corner, we can at least give it some thought and try to prepare accordingly.

To sit on our hands and pretend nothing is going to change isn't an option and from my experience of the STERF seminar it is my view that we could do a lot worse than pay attention to the thoughtful and methodical approach the Scandinavians have taken to prepare for their future. ■

# AN EYESORE NO MORE

## HEXHAM'S WALLED GARDEN

BY KARL HANSELL, BIGGA

THE SECRET GARDEN

**I**t was once a walled garden, where exotic fruits and rare flowers from across the globe grew for the enjoyment of the residents of the stately home.

But in the century since, the glass of the greenhouses shattered, the timber structure became unsafe and was removed, and slowly the area became nothing more than a dumping ground at the centre of a well-manicured golf estate.

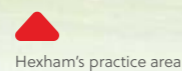
For the golfers at Hexham in Northumberland, the restoration of their derelict walled garden into a state-of-the-art practice area, complete with USGA greens, was a cause for celebration.

But for head greenkeeper Malcolm Lathan, it meant stretching the resources of his team beyond what he believed possible.

"Developing the short game facility within the confines of the aging Victorian walls certainly presented us with a unique challenge," said Malcolm. "But we shifted hundreds of tonnes of soil and rubble before embarking on the landscaping, and then the re-planting process last year.

"We knew the rebuild could be done, but our problem now is we can't look after it the way it could be maintained."

Malcolm explained how the team are desperate to keep the practice area in the condition it deserves, but staffing levels mean the course must come first.



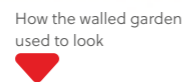
Hexham's practice area

He added: "It's every greenkeepers dream to have spare machines and cutting units ready to go, but constantly changing heights and units to suit the raised cut in the walled garden area applies even more pressure on everyone's time."

Getting early growth on the site wasn't easy due to the high walls limiting access to sunlight, but by nurturing the grass and bunker sites, the practice area has slowly grown in.

"It was a good project to for the team to work on," said Malcolm. "We would like to keep on top of it, and this could be our legacy for the club."

With the club celebrating its 125th anniversary during 2017, that legacy is weighing upon the mind of Malcolm. He celebrated 25 years at Hexham this year, of which 23 have been as head greenkeeper.



How the walled garden used to look



It has been a settled life for a man who once dreamed of a career on tour, and played in events with the likes of Seve Ballesteros and Greg Norman. A talented young golfer, Malcolm was on the same England boys team as Nick Faldo and Sandy Lyle. Under the watchful eye of course cat Bowie, Malcolm and his team have undertaken a major programme of turf management that means almost no chemicals are used on the course, which has been at its present site since 1908.

"We are just trying to clean everything up," said Malcolm. "And I honestly believe we will end up with the best grasses anywhere."

The greens team has embraced an organic approach to course management and try not to spray chemicals anywhere on the course, choosing instead to use natural compost.

They haven't hollowcored for 13 years, yet thatch is almost non-existent. The main aeration events take place in March and September, when they alternate between which greens are verti-drained. Then from mid-October until April, the slitter is used whenever weather and ground conditions permit. However, no rollers are used on the course, as the team attempt to preserve the soil ecosystem, rather than "squash the life out of it".

Malcolm said he also uses liquid air with his compost teas, adding: "The whole thing just evolved. We were trying to get cleaner and cleaner with our act. Working with Symbio, the whole programme started to come together as we try to bring sustainability to the place.

"A lot of our programme is about working towards better soil life. We had a 10-year plan and the whole thing just seemed to snowball."

Using compost isn't easier, and it isn't even cheaper for a course where budgets are stretched. But Malcolm is determined that this is how his course will be maintained.

He said: "I don't see any reason in this day and age for trying to go down the chemicals route again."

Situated on the site of an old medieval hospice, the elegant clubhouse and large estate belies a club that is modest in its means.

The estate encompasses 147 acres of ancient parkland, 115 of which are managed by the five-strong greenkeeping team.

Such limited resources across a large area require a hands-on approach from Malcolm, who has seen Hexham win the Britain in Bloom Northumberland sports section three years in a row. He said: "The rough and semis are four days work for one man.

'We would like to keep on top of it, and this could be our legacy for the course.'

Below: The artificial green, tee box and chipping area

Bottom: The greens team of Malcolm Lathan, David Thompson, Ashley Marshall, Tom Snewin, Jamie Smith



Continued over

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With high walls, the availability of natural sunlight has caused issues with the grown-in of the grass, with the greens aprons suffering more than most.

The removal of the foliage also caused the loss of a large amount of wildlife habitat. To compensate, the team put 15 birdboxes up in the mature woodland on site to cater for the resident population of tawny owls, nuthatch and other birds.

Across the other side of the site, three active badger setts are found.

A grand opening took place in July, and the practice area was hailed a huge success. But with just five greenkeeping staff, resources will be stretched and the course will always take precedent over the practice area. For this reason, a wildflower area at the entrance to the facility has been put on hold.

But, despite the extra workload, the practice area has brought the hard work of the greens team into sharp focus. With club members chipping in to help with the restoration, it has brought to light just how hard Malcolm and his team works.

"People are finally realising how technical the job has become," he said. "Their perceptions have changed. Thankfully the days have long gone where some members looked upon you as a grass cutter with a tractor."

For this small Northumbrian greenkeeping team, the restoration of a Victorian walled garden has provided a lot of hard work and heartache, but has proven worthwhile in the end, if only as it has provided a greater appreciation of the hard work and expertise this small team is capable of. ■



Bowie the course cat



Mal stood within Hexham's Leper Oak

To think we are doing bunkers one week, strimming the next, and you never seem to get ahead."

One notable feature on the course dates back to the 1500s and is a hoary old tree, known as the Leper Oak. Medieval residents of Hexham would bring alms to the leper colony that lived at the hospice of St Giles, leaving the food under the tree, so as not to become infected themselves through direct contact with the social outcasts.

Another part of Hexham's history is the former walled garden, Grade I listed by Historic England and dating back to the 19th Century. This makes it the same age and considered as historically important as Spital House, used as the clubhouse since its renovation in 1954.

Over the years the greenhouses within the walled garden have been removed and the walls began to crumble as nature crept into cracks within the brickwork.

Thirty-foot high ash trees and brambles buried the area beneath a layer of thick vegetation, but thanks to a £50,000 grant from Sport England, supplemented by £10,500 from Northumberland County Council and donations from club members, the greens team have transformed the area into a state-of-the-art practice facility.

One of the practice greens has been constructed to USGA specifications, reflecting the ambitions of the club, while another uses artificial turf sourced from European Golf to ensure it remains open throughout the year.

The build was the brainchild of former club captain Vivian Younger and took almost two years to come to fruition.

"We wanted to preserve the heritage of the garden," said Malcolm. "Originally they were going to take it down, but then we discovered it was protected by Historic England and it was our responsibility to restore it."

After the foliage clearance, the walls were stabilised, with contractors brought in to handle the coping around the top.

The greens team had asked for an entrance way to be cut into one end of the garden, allowing a mower to be brought on to the site, but were refused on the grounds this would require the destruction of a part of the wall. An existing gap where the wall had already collapsed, was made accessible for mowers via a soil and gravel ramp, to fix this.

The playing area was sewn with Germinal superfine, while an irrigation system was installed. This caused disaster one night, as Malcolm explained: "We installed a sprinkler system, but one night the two heads on the far side didn't shut down. They were on full power and drained the whole system. It washed all the rootzone away and set us back a long time."

With this overcome, the area was rotavated and sanded, and the team felt the pressure as members pushed hard to get the area open.

Four bunkers were constructed and artificial and grass tees installed, creating a wide variety of practice scenarios.

# BTME 2017 PREVIEW



**T**here's only one place to be in the turf industry during January – and that's the **BIGGA Turf Management Exhibition**, returning once again to Harrogate's International Centre. More than 140 exhibitors will be on hand to showcase their latest products and innovations – here's a quick look at some of the highlights.



## Demonstrating 'next level' grass species

**Barenbrug, the UK's largest grass seed producer, will be showcasing its market-leading ryegrass cultivar at BTME 2017.**

Barolympic is available in four mixtures, each designed to enable greenkeepers and groundsmen to achieve their best surface yet, even in the most extreme environments.

Dr Dave Greenshields, amenity business manager at Barenbrug, said: "We're looking forward to talking to turf professionals about Barolympic, and what it can offer them in terms of close-mowing tolerance, pale colour, wear tolerance and playability. Our technical sales team – now up to five with the recruitment of Phil Dick for North England & Ireland and Luke Hunt for the South East – will be on hand to answer questions and provide spot-on advice on grass related topics."

The four Barolympic mixtures available are Bar Extreme, Bar Medal, Bar Platinum and Bar Salt & Drought. Barenbrug will also be showcasing Bar Fescue, the number one fescue mix on the market for close mowing applications, featuring the slender creeping red fescue Viktoria and the Chewings red fescue Barlineus.

Visitors to the Barenbrug stand will also get the chance to learn about Barenbrug's exclusive grass seed RPR. The seed is available in three mixtures: Extreme RPR for summer sports; RPR Stadium for winter sports; and Bar Sprint for racecourses. For more info visit [www.barenbrug.co.uk](http://www.barenbrug.co.uk)



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| <b>Greenkeepers</b>              | <b>Jac. Uittenbogaard &amp;</b> | Toro Irrigation on                 |
| <b>Association</b>               | <b>Zonen BV</b>                 | Reesink Turfcare stand             |
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| <b>Durabunker Ltd</b>            | <b>Otterbine on Reesink</b>     |                                    |
| Eagle                            | <b>Turfcare stand</b>           |                                    |
| <b>Ecobunker Ltd</b>             | Perennial                       |                                    |
| Ecosol Turfcare                  | <b>Perrot</b>                   |                                    |
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| <b>Laboratories</b>              | <b>Profusion</b>                |                                    |
| Farmura Ltd                      | <b>Environmental</b>            |                                    |
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# ClearWater recycling system returns to BTME



**Highspeed Group is focusing on its number one product ClearWater and sees BTME 2017 as the ideal platform to build on the success it has enjoyed over the last 12 months.**

Since 2003, ClearWater washdown recycling systems have helped greenkeepers around the country bring their facilities up to date and comply with changing legislation.

David Mears, joint managing director of Highspeed Group, said: "BTME is always an excellent show for us and 2016 exceeded expectations with us taking a record number of ClearWater enquiries."

"For BTME 2017 we have made ClearWater even better with some specification changes, free upgrades and an exceptionally attractive price. The time to buy and comply could not be better, particularly for those that have been fortunate enough to receive VAT refunds!"

Highspeed's stand will feature a mini ClearWater display unit to demonstrate some of the new features. There will be an exclusive show offer and a prize draw taking place.

David added: "If you are interested in bringing your washpad up to legal requirements, do make sure you visit the stand. It may not be as expensive as you thought and you could walk away a winner."

Highspeed Group's show offers also cover diesel refuelling tanks and waste management package, WasteAway.



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# Innovations from Charterhouse

**At BTME 2017, visitors to stand B48 can familiarise themselves with products available from Charterhouse Turf Machinery.**

Particular highlights will include an innovative development from the Graden portfolio, as well as firm favourites from Redexim, such as the Rink Disc Top Dresser.

On show in the UK for the first time will be an innovation in the Turf Iron market from Graden. Where traditional rollers are commonly hitched up to a utility vehicle during transportation, the machine from Graden is 'self-contained', eliminating any health and safety issues caused by the hitching, lifting and positioning of a traditional roller.

The machine features four wheels, which are raised when the roller is in use, then lowered to allow for quick and easy movement between greens. Fitted with a 23hp v-twin engine and tapered rollers to minimise creasing, Charterhouse will welcome visitors to look at the prototype at BTME, and are welcoming comments and feedback.

From the Graden range of verticutters will be the Contour Sand Injector unit. Often considered the flagship Graden product, this scarifier and aerator has the ability to scarify to any depth between 1mm-40mm, while simultaneously backfilling the grooves with either sand or a combination of sand and seed.

The redexim Rink DS800 top dresser, which compliments the company's range of Verti-Drains, will also be on show. The Rink DS800 can be either trailed behind a 30hp compact tractor with the benefit of four wheels on an articulating axle, or fitted to a John Deere Pro Gator or Toro Workman truck for a light footprint. It has a variable spread pattern up to 12m and gives a very good finish due to the dual spinners which can apply precise amounts of material, even if the material is wet. A cross conveyor can be specified for both versions, for bunker filling and other material handling tasks.



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# Brexit Bonanza for Waste2Water

Record numbers of golf courses are installing Waste2Water's recycling wash-off systems, according to managing director, Tim Earley, and the company will be on hand at BTME to explain why.

The Waste2Water Recycling Wash-Off System ensures full compliance with environmental legislation and can reduce water usage by around 90%.

"We've never been busier, with record numbers of golf clubs installing our recycling wash-off systems in 2016," said Waste2Water managing director Tim Earley. "If you've not already done so, upgrading your wash facility should now be an urgent priority to ensure compliance with environmental legislation."

Tim explained how the Government's confirmation they will enshrine environmental legislation in any Brexit legislation has removed any hesitation in installing a system.

Tim added: "The above ground system allows easy maintenance and the innovative design enables and the

innovative design enables the system to be installed outside and used all year round without the risk of freezing."

The wash-off system does not need to be installed in a building or container, while there are no underground tanks to empty and maintain. Tim added: "Installation could not be easier, often retro-fitting into an existing area to minimise the budget.

If you are planning to upgrade your washfacility, we will be delighted to invite you to stand B46 to view our system on show."

The Waste2Water Recycling Wash-Off System is approved on the Water Technology List, which allows a 100% first year enhanced capital allowance to be claimed.



# Surprise debut in store from Headland Amenity

Making their debut at BTME 2017 will be four new products from Headland Amenity.

The company has revealed it will introduce a brand new product at BTME and, despite keeping the name of the product a secret, has said the "exciting and innovative" product is designed to maximise the effect of applied liquid treatments, bringing consistency to plant responses, whatever the conditions.

Also on display to the public for the first time will be TeMag Elite, a three-in-one, water-soluble product, containing a full range of chelated micronutrients, Headland's Elevate Fe, complexed iron, and the plant elicitor Harpin.

The inclusion of Elevate Fe, is significant as its chemical structure prevents the iron from oxidising after application, so it is non-staining and comes with no risk of wheel marking when applied at the manufacturer's suggested rates. This also means TeMag Elite is tank-mixable with liquid fertilisers, biostimulants and pesticides, including fungicides. Harpic Protein contained in TeMag Elite is a plant elicitor that works by stimulating the plant to grow better while under the

effects of stress, disease or nematode damage.

Harpin binds to receptors on the plant leaf and triggers physiological processes within the plant itself. These processes constitute the natural defence mechanism of the plant, referred to as 'systemic acquired resistance' and provide proven protection against plant pathogenic fungi and nematodes.



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# DELIVERING THE 'BIG SPANK'

BY GREGG PATTERSON, PRESIDENT OF TRIBAL MAGIC!

**Managers and supervisors hate doing employee appraisals. They are time consuming, awkward and can be dull as a rock. But Gregg Patterson, general manager at The Beach Club in Los Angeles, believes this doesn't have to be the case. He tells us how to conduct productive appraisals, in his own unique style.**

Appraisals are twitch-inducing stressors for both the giver and the taker. They're a demon, a "must do" nobody wants to do. And they generate Appraisal Angst.

**Too bad, because it needn't be so.**

## Why spank the angst?

Appraisals are a BUZZ for those who believe in The Why of appraisals and have mastered The How of doing appraisals RIGHT! 'Those Who Believe' know appraisals are an opportunity to build relationships, strengthen the team, improve the operation, stimulate the brain and contribute Big Bucks to the bottom line. Believers know Appraisal Angst deserves The Big Spank!

Those who have drunk the appraisal Kool-Aid will tell you daily, monthly and annual appraisals are a must do because appraisals:

1. Force the appraiser to look closely and think deeply about the operation as a whole.
2. Create, strengthen and enlarge supervisor-staff relationships.
3. Improve staff morale by letting staffers know how they're doing and why their role is important.
4. Are an opportunity for supervisors to transfer The Buzz (enthusiasm), The Love (caring) and The Glow (laughter) to employees and by doing so, bind individuals to the team with emotional rope.
5. Are an opportunity to preach philosophy about the operation and the values embedded within it.
6. Are an opportunity to coach and improve performance.
7. Are an opportunity to mentor and provide advice and insight when employees come to make a personal or professional decision.
8. Outline a pathway to progress to motivate employees.
9. Are an opportunity to establish goals and clarify the metrics that will monitor performance.
10. Are an opportunity to purge the 'losers' who suck the energy out of the day-to-day and stimulate the nay sayers.

Gregg Patterson will be speaking at the Turf Managers' Conference on Monday 16 January 2017 at BTME. In 'Forging the Greenkeeping Team' he will discuss how the first responsibility of every leader is to create, develop and lead a high performance team.

11. Enlarge and enrich both the personal and the professional journey for the assessor and the assessed.

**Done right, appraisals are a HUGE 'bottom line plus' for the operation. So, the angst needs to get spanked!**

## Tools of Spank

Appraisers need tools to do appraisals right.

### Acceptance

Accept appraisals are important and productive, necessary and fun. Accept appraisals are interactive and an opportunity to connect and reflect. Accept appraisals help establish YOU as leader. Accept appraisals are an unending, seamless process – continuous, incremental and forever.

### Frequency

Appraisals should be done often because frequency makes them easier to do and more effective.

## The SMART template

### SMART metrics –

- S** pecific
- M** easurable
- A** chievable
- R** ealistic and
- T** ime related

A SMART template is needed which documents:

The **PRINCIPLES** valued by the operation

The **PRACTICES** needed to achieve those values

### The Yak

Appraisers need to be facilitators of conversation. They need to ask questions, listen intently, expand on the comments made and then ask more detailed 'thin sliced' questions. Appraisers need to keep the conversation flowing.

### The Story

Successful appraisals are built on stories well told. Every comment, suggestion or insight needs a story to back it up and 'make it real'.

### The Time and The Place

The appraiser needs a 'no distractions allowed' place and time to allow focus and open discussion.

### The Scribble

The appraiser and the appraised need a notepad and pen to jot down issues and ideas to address and act on in the future.

### Documentation

The appraiser needs a way of recording insights and observations so that they can be referred to as benchmarks for discussion in the future.

Once these tools are assembled, the reviewing can begin.

## The Daily Operational Appraisals

Appraisers who do appraisals right are doing operational, task oriented appraisals three times a day. These daily 'while you're doing the job' coaching appraisals are deep operational, with the appraiser observing, commenting, affirming, correcting and explaining.

## The Big Three:

### The Start of Shift Appraisal

The appraiser/supervisor gathers the troops, explains what's happening that day, outlines expectations and comments on the strengths and weaknesses of the team as they prepare for battle. And the appraisal gets done painlessly.

### The Walk and Talk Coaching Appraisal

The most powerful tool for operational appraisals is nothing more complicated than walking the course, observing behaviour, speaking to the employee and showing them how to correct and improve. Give praise where it's deserved and explain why they're doing a task. The Walk and Talk is in the trenches coaching. Feedback is personal, direct and immediate and the appraisal is done painlessly.

### The End of Shift Appraisal

At the end of each shift the team should gather and reflect on the day's effort. The supervisor leads the discussion by asking "What did we do right today and what could we have done better?" People talk, the supervisor comments, things get critiqued. And the appraisal gets done painlessly.

These are then combined with longer-term appraisals

### The Monthly "Alone-Time-with-Papa" Appraisal

Every employee wants personal time with The Big Cheese to talk off-the-cuff about whatever it is that concerns them that month. This required once-a-month supervisor-employee appraisal is nothing more than a 30 minute sit-down with each employee to talk about anything and everything. This is undirected, unfocused, 'get to know you and your issues better' time. And the appraisal gets done painlessly.

### The Annual "Values Alignment" Appraisal

This is unlike traditional end-of-year 'checklist appraisals' that cover operational issues, which should be covered daily, and MONEY issues, which should be covered at a separate meeting.

The review template changes each year. This can perhaps be a personal SWOT analysis one year, a "Stay-Or-Be-Gone Interview" the next, a "How Do I Want to be Judged as a Professional" in another.

These reviews are NOT spontaneous – the template is designed and the appraiser and the employee both write them up in advance. Then the two come together, compare their answers and discuss 're-alignment' as necessary to ensure both are driven in the same direction.

Money shouldn't be discussed at the annual appraisal because raises are contingent on lots of factors other than the employee's performance. Besides, if money's discussed, nothing else will be heard or absorbed!

## Spank the Angst

Appraisal Angst is a demon that needs to get Spanked.

If managers and supervisors understand and believe in why appraisals are important, if they assemble the tools needed to do appraisals right, and if they do daily, monthly and annual appraisals consistently, then the angst will get spanked!

And once the spanking's been done, start appraising and enjoy the journey!

Scan the QR code below for BIGGA's 'How to...' guides on a range of topics, including appraisals





# SCOTSCRAIG: IMPROVING ON HISTORY

BY LAURENCE PITHIE MG

**Next year Scotsraig will celebrate its bi-centenary and GI was keen to find out more about the changes taking place at this historic club and the challenges faced by Course Manager Chris Barnard.**

Scotsraig is the 13th oldest club in the world, formed in 1817 by members of the St Andrews Society of Golfers. A six-hole course was laid out within the existing racecourse at Tayport, a small town on the southern edge of the Tay estuary between St Andrews and Carnoustie.

The club closed when the land was ploughed up in 1835 but re-opened in 1888 as a nine-hole course, before being extended to 18 holes. The course was re-designed by James Braid in 1923 and since then the layout has remained largely unchanged. Various golfing events are being planned for next year to celebrate the 200th anniversary, with the hope of staging a team

event comprising members from the 18 oldest clubs in the world.

Tasked with preparing the layout for the anniversary celebrations is 36-year-old course manager Chris Barnard, who was appointed to this position early in 2015.

Chris is very familiar with this area of Scotland, having gained his turfgrass qualifications at Elmwood College and then spending 11 years working at Kingsbarns. After a brief spell working in New Zealand as a deputy course manager, Chris returned to the UK in 2012 to take over the reins at Royal Cinque Ports, before heading north to Scotsraig.

The course is a mix of links and heathland, with three holes on the back nine being parkland in nature where the soil is clay-based.

Those holes apart, the soil is mostly of a sandy loam, giving good and natural drainage. Sheep's and other fescues, along with bents, dominate most grassland areas, while meadow-grasses are present in smaller amounts throughout.

The native vegetation consists of pine, birch, gorse and broom, while some heather remains within areas of rough.

Chris said: "In order to bring the course up to the standard required by the membership, the overall quality and playability had to be improved.

Chris Barnard



"This required focusing on turf quality, while changes to bunkers, some tees and the management of gorse were also fundamental requirements."

The other main objective was the rebuilding and enlargement of the 4th green, which was a raised plateau of less than 200m<sup>2</sup>. For these challenges to be met, a significant investment in equipment and staff training was necessary.

Course reports are produced monthly, while greens meetings are held every two months. During spring and autumn, Chris provides short presentations for the club on various subjects such as winter project work and general course updates. A blog is also produced for the membership, which is a great tool for effective communication.

Chris explained how all course work programs are planned by his six-strong team and then submitted to the board for consideration and approval. Physical changes to the course, such as bunkers, tees and large scale gorse removal are agreed in advance and communicated to the membership before work commences.

"I have a relatively young and inexperienced team, most of whom have only worked at Scotsraig," said Chris. "However they share the same passion and commitment as me and it is my responsibility to provide sufficient in-house training to further increase their skill set, as well as for succession planning.

"Fortunately we now have a good level of modern equipment, backed up by our local John Deere dealer in Cupar. All equipment is serviced and maintained by ourselves, including reel sharpening, with only major repairs such as on primary hydraulics being sourced externally.

This procedure works well and allows us to spend maximum time on the course."

At Scotsraig, one of the greatest challenges faced by the team has been overcoming the issue of wear around the greens and tees. Previously, grass cover was weak and patchy on compacted ground, but intensive aerifying, frequent over-seeding and good traffic control has helped to re-establish turf cover.

Greens have also been intensively aerified using a mix of 10mm tines in summer and 19mm solid tines in winter at 250mm depth and then 'closed-up' using 10mm tines. Scarifying and coring work is rarely carried out as the team find it detrimental to the establishment of bent and fescue. Chris said: "We oversee both at varied times in the year using both dimple and slit-seeding methods – again using what works best for us."

Around 90 tons of sand dressing is applied each year, while the nutrient input is low and comparable to other links. Weaker front approach areas, such as the 1st and 16th, are slit-seeded in two directions at least twice per year. Fairways are only over-seeded on areas where turf density remains weak. These are also deep tined in winter and fed with a low nitrogen granule in spring. On tees and various walkways a rye fescue mix gives greater wear tolerance, as fescue alone will not survive.

## Construction and renovation

Over the past year a number of course changes have taken place, the most obvious of which is the bunkers. Last winter all 21 greenside bunkers were revetted in-house in traditional links style. Plans are in place to tackle most of the remaining 31 bunkers this coming winter, although some may be moved or filled in. A final decision has yet to be made on these, but they are generally less of an issue than those by the greens and so require much less work.

On the tees, two have been re-levelled, while another has been extended as part of an ongoing plan of improvement. Members want suitably sized playing surfaces, particularly on the four short holes,

Continued over

'I have a relatively young and inexperienced team, most of whom have only worked at Scotsraig,' said Chris. 'However they share the same passion and commitment as me and it is my responsibility to provide sufficient in-house training to further increase their skill set'

Fairway brushed and Sarel rolled early season

and as the tees are relatively small at present, artificial platforms are used throughout winter to help alleviate wear. Project work also included the re-modelling of the 12th and 17th surrounds, along with a new walkway by the short 13th where golfer access was restricted.

However, the largest project to date was the rebuilding of the plateau shaped 4th green. This involved lowering the height by 2 to 3 feet and increasing the size to around 450m<sup>2</sup> – more than double the original size. Surrounds and a deep green-side bunker were also altered with the entire area re-turfed by the end of the year.

A major irrigation failure during a dry spring put the club on the back foot for several weeks, with limited but frequent hand watering being a necessity.

More favourable growing conditions allowed them to bring the green back into play in May, although minor renovation work was required for later in the year.

“All in all it was a successful project and made the hole fairer but still challenging.” said Chris.

Golfers putting on the 5th green



#### Environmental work

“Dealing with dense gorse over two metres in height has been another significant challenge and one that was impacting negatively on play,” said Chris.

The club has removed around 5,000m<sup>2</sup> of dense gorse on holes 5, 7 and 9. This was all done by hand, when conditions were less favourable for other course work. Chris said: “Our aim is to cut all

existing gorse down to ground level, burning the cuttings on site in large bonfires. We hope the gorse will regenerate and allow the establishment of finer grasses and, eventually, bands of heather.

“This will ultimately be tackled on a rotational basis and to date this technique is proving effective. Members are now able to find errant drives and play recovery shots without paying the penalty of a lost ball.”

#### Thoughts and feedback

There is little doubt the work achieved by Chris and his team in 18 months is astounding, especially when all has been completed using existing staff and a few items of hired machinery.

The key to this success is having a clear vision of what is expected, gaining full support from the club and remaining focused on achieving these targets.

Chris said: “Member feedback to date has been positive, especially on the trueness and consistency of the playing surfaces.

“Changes made to the course have been well communicated and this aspect will continue. It is important to learn as much as you can before embarking on projects of this size, making sure you not to bite off too much at once.

“We always want the best for our members and it is important to remain focused on what is realistic to achieve.”

Scotsraig will celebrate its 200th anniversary in 2017, but thanks to the work of Chris and his team, the course has a bright future ahead. ■

Top left: A revetted bunker on the 5th



Top Right: Slit seeding a collar



Bottom: Harebells in the rough on the 4th hole



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# FROM THE COURSE TO THE BOARD ROOM

The clothing worn by greens teams is more important than ever. For the modern greenkeeper, workwear ranges from Personal Protective Equipment, worn to keep you safe, or a smart suit and tie, projecting a professional image when you come face to face with members in meetings. Our handy guide gives you some tips on how to dress at work in both situations. You're a highly-trained professional, so this is a chance to sell your most important asset – yourself.

## Collared Polo Shirt

Keep it clean, keep your collar down and look professional. To apply for a tax rebate if you wash your own uniform head to [www.bigga.org.uk/membership/tax-relief-forms/](http://www.bigga.org.uk/membership/tax-relief-forms/)



## Head and Ear Protection

In 2012/13 there were 636 'life changing' incidents and 19 fatalities relating to head injuries. Make sure you always wear the necessary head protection



## Tie

A tie instantly gives a formal look to your outfit. Wear a tie with your club's badge on it and it will remind members you are all on the same team



## Jacket

Blazers might seem old-fashioned, but remember: you can almost never over-dress. Wear a smart shirt underneath, and tuck it in!

## Outer Clothing

Outerwear should be waterproof and non-sag, and should also be well-fitted, to prevent entanglement around machines



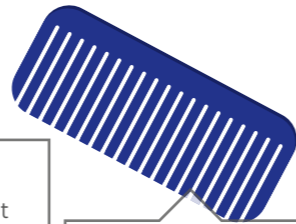
## Eye Protection

Consider the need for eye and face protection from flying debris, soil or branches or chemical splashes. On a sunny day it is also vital to protect your eyes against the sun



## Shave/comb hair

Very few business leaders or politicians have facial hair. When job hunting, clean-shaven men are on average more successful



## Don't chew gum

When a habit can appear obnoxious, rude or just plain annoying, why risk it?



## Gloves

Wear suitable gloves for the task. Consider the need for protection from cuts, thorny material and cold or wet conditions



## Skin

Throughout summer greenkeepers are exposed to dangerous amounts of UV radiation and sunscreen should be worn on a daily basis



## Leg & Groin Protection

If using a chainsaw, wear trousers that protect your legs from cuts Type C leg protection is recommended.

## Notebook and pens

Make a note of concerns raised by members. Then, when you've fixed the issue, you can let them know



## Boots

Steel toe-cap safety boots with good grips. Foot protection is an important

## Polished shoes

Members expect you to keep the course in top condition and they're more likely to believe you can do this if your own appearance is top notch

## Helly Hansen chosen by the Masters' 'Boys in Blue'

The British Masters, held this year at The Grove, is one of the most prestigious golf events on the European Tour calendar. To ensure the appropriate attention and detail went into this year's tournament, Course Manager Phillip Chiverton assembled a team of 77 greenkeepers to manage the course throughout the tournament. With the late autumnal conditions, Phill approached David Whitaker of Amenity Land Solutions (ALS) to ensure the team were kitted out in presentable modern, warm and waterproof Helly Hansen workwear.

The permanent Greenkeeping team at The Grove use Helly Hansen workwear, so Phill had an understanding of Helly Hansen's workwear range and its patented HellyTech® technology. It was vital the team were comfortable and dry, no matter what weather conditions they faced.

Helly Tech® is a waterproof and breathable outer layer with a membrane that stops water molecules going in, but lets moisture molecules escape. This meant when high rainfall struck on the Sunday morning, the team could continue preparing for the final day. Phill described the Waterloo jackets and trouser sets as "perfect and fit for purpose" in helping to keep the team warm, dry and focussed on the important tasks in hand. With the distinguishable 'Waterloo racing blue' printed designs, the greenkeeping team were referred to by Sky Sports presenters as 'The Boys in Blue'.

ALS are an appointed distributor of Helly Hansen workwear to the golf and sports turf sector. For more information, to visit a Helly Hansen showroom, or to arrange a product demonstration, call 01952 641 949 or email [sales@amenity.co.uk](mailto:sales@amenity.co.uk).



ALS Helly Hansen Waterloo Jackets, Waterloo Trousers and Chelsea Boots in action at the British Masters



## FMW Distinct partnership offers greenkeepers latest workwear technology

FMW Distinct has launched a partnership with performance garment specialists Fristads Kansas Workwear, putting together a range of clothing aimed specifically at Greenkeepers and Groundsmen.

Following 23 years in business and many discussions within the greenkeeping community regarding their work clothing requirements, the leading supplier of course equipment and workwear believes Fristads Kansas Workwear is the right product range for the job.

The Ripstop Jacket and Trousers shown here are waterproof to 10,000mm with taped seams and are constructed from a fully breathable polyester fabric. The ripstop design avoids any tear running up if caught up - ideal for those working on machinery. The modern design has a sporty fit for maximum freedom of movement and the shell trousers have an adjustable waist,

the base of the legs have openings with zips and velcro fasteners aimed at using with safety footwear.

This premium suit is offered with a free basecamp fleece worth £30 thrown in, to encourage the use of layering when working outdoors. There are two colour choices of jacket and four of the fleeces.

To receive a free copy of the 2017 brochure, showing the full range of course equipment, greenkeeping tools and specialist workwear, email [sales@fmwdistinct.com](mailto:sales@fmwdistinct.com). Alternatively, visit [www.fmwdistinct.com](http://www.fmwdistinct.com) or call 01282 453335.



# JOIN THE 2017 WENTWORTH SUPPORT TEAM

WENTWORTH APPLICATION



**BIGGA will once again be sending a volunteer Support Team to the BMW PGA Championship at Wentworth, and we're inviting every Full BIGGA member to apply for a spot.**

Taking place at the European Tour's headquarters in Virginia Water, Surrey, during May 2017, the BIGGA Support Team will assist Director of Courses and Grounds Kenny Mackay and the team as they prepare the iconic West Course for the event following its extensive refurbishment.

The Championship will be the first in the brand new Rolex Series and the increased prizefund of \$7m is sure to attract a stellar field of players.

Greenkeepers will be required from Tuesday 23 to Sunday 28 May 2017, so please indicate clearly on the form opposite which dates you are available to join the team. Match raking will begin on Thursday 25 May.

Similar to The Open, a place on the BMW PGA Championship Support Team is a fantastic opportunity for Full BIGGA members to gain experience working at a world class championship and to get up close to some of the biggest names in golf.

Rob Boyce, of Links (Newmarket), is a support team veteran and said:

"I keep going back out of my love for golf. How many tournaments can you get inside the ropes?"

"I learn something everyday and that's what's so great about this job. The biggest learning curve is talking to your peers. You are sat in the cabin, having a chat, and that's when you learn the most."

To apply, carefully complete the application form, right, and return by post to Rachael Duffy, BIGGA House, Aldwark, Alne, York, YO61 1UF by the closing date of Friday 3 February 2017. For more information, contact Rachael on rachael@bigga.co.uk.

THIS AREA IS FOR OFFICE USE ONLY

## THE BIGGA WENTWORTH SUPPORT TEAM APPLICATION FORM

PERSONAL DETAILS		
Name:	BIGGA Membership No:	Age:
Golf Club:	Position:	
Home Address:		
Postcode:		
Email:	Contact Telephone:	

EARLY MORNING PREP TEAM AVAILABILITY:	Yes	No	SKILLS & EXPERIENCE:	Yes	No
Are you available for the Early Morning Prep Team? This will be from Tuesday 23 from 4pm until Sunday 28 May 2017			I have been a BIGGA member for more than three years		
BUNKER RAKING AVAILABILITY:			I serve, or have served in the last three years on a Section/Region Committee		
Preference given to members who can do all four days.	Thurs - Sun	Fri - Sun	Sat - Sun	Sun Only	
I am available					
			I am CPD active		

PLEASE GIVE DETAILS OF ANY OTHER PREVIOUS VOLUNTEER SUPPORT TEAM WORK:		
Date:	Tournament:	Duties carried out:

What do you hope to achieve by being part of the support team?

.....

.....

.....

.....

.....

.....

UNIFORM SIZES (IF SELECTED)						
Polo shirt Measurements (tick):	S	M	L	XL	XXL	XXXL

OTHER INFORMATION		
	Yes	No
Passport photograph attached? (tick)		

**Medical Conditions:** Please note a medical form will be sent out to successful applicants.

**Note:** A place on the team is open to all full BIGGA members but priority is given to the more active members. We welcome applications from members from all Regions, but priority will be given to members from the South East. No accommodation is provided. **Please ensure that you have spoken to your golf club or Course Manager / Head Greenkeeper prior to applying and you are definitely available.**

To apply, please fill in the application form, enclose a passport photograph and send to: Rachael Duffy, BIGGA House, Aldwark, Alne, York YO61 1UF. **Closing date is 3 February 2017.** You will be notified by the end of February if you have been successful.

WENTWORTH APPLICATION



## BIGGA SCOTTISH REGION

**John Young**  
07776 242120  
johnyoung@bigga.co.uk



Contact your section correspondent with news, events or any other information of interest for Around the Green...

**CENTRAL**  
Craig Boath  
cboath@carnoustiegolflinks.co.uk



**SW SCOTLAND**  
Amanda Dorans  
amanda.dorans@lochlomond.com



**EAST**  
Alan Campbell  
greenkeeper@alancampbell.demon.co.uk



**NORTH**  
Neil Sadler  
gkneil@sky.com



**WEST**  
Brian Hillen  
bria1706@hotmail.co.uk



@BIGGALtd  
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## Section News

Please email your news to [karl@bigga.co.uk](mailto:karl@bigga.co.uk) by the 16th of the month

# AROUND THE GREEN SCOTLAND & N IRELAND



Course designer Howard Swan delivering a talk at Stirling

## Central

It's that time of year again. I hope you are getting on with winter programmes, and the weather is not disrupting you too much.

On the educational front, we hosted a couple of events which were very well attended. First up was a seminar and course walk at Stirling. Howard Swan, golf course designer, Course Manager James Lindsay and the construction team from Greentech took time out to show the section all the design changes and the reasons behind all the changes.

The next event up was the section AGM and seminar. Thanks to all the speakers: David Cole of Loch Lomond; John Handley, Amenity Land Solutions; Richard Jenkinson, gWest (at the time); Craig Berry, St Andrews; and Mike Clark, Elmwood SRUC. Additional thanks to Elmwood for the catering and facilities.

Talking of the AGM, Charlie McDonald, Crieff, has stepped down after a good few years on the committee, and Paul Armour has also stepped down due to his change in location. Thanks Charlie and Paul for all your contributions through the years.

New faces on the committee are James Lindsay, Sterling, and David Gray, Ladybank. Welcome aboard guys.

On the move is Stewart Brown, who has left his role as course manager at The Golf House Club, Elie, to take up the same position at Glasgow Gailes Links. Richard Jenkinson left his position as deputy course manager at gWest to take over the course manager's position at The Golf House Club, Elie. Best wishes from everyone at the section.

Congratulations go to Duncan Cairnie, Carnoustie, on his marriage to fiancée Stacie.

The winners of the 2016 Pairs Competition were Sandy Reid from Carnoustie and his father-in-law Jim Grainger, who recently retired, beating Phil Hind and Euan Kay of St Andrews 4&3 in the final at Kingsbarns.

### Sponsor thanks

Thanks to all the patrons who help sponsor our section.

On behalf of the Central section committee, I wish you all a merry Christmas and a happy New Year. I hope to catch up with some of you at Harrogate.

Remember, it's your association, so please let us know the subjects you would like us to try and cover.



David Cole speaking at the Central Section AGM

## East

Congratulations go to East section member Graeme Davidson, of Murrayfield, on being granted an R&A Scholarship. Graeme is studying HNC Golf Course Management through the SRUC Elmwood Campus. He will receive a financial contribution to his fees, as well as the opportunity to volunteer at the Open and various European Tour events, from Dundonald to Singapore. Well done Graeme and good luck.

The East section held its AGM at Carrickvale, along with the playing of the prestigious Jimmy Neilson trophy. For the first time in a long time, Jimmy wasn't able to present the trophy as he was on a well deserved holiday with family and friends. Retiring section chairman, now secretary treasurer, James Martin, filled Jimmy's role and presented the trophy to our chairman, Phil Butler.

A small presentation was made to retiring committee member Stuart Ferguson, after filling most of the section's committee roles over the years. It was a case of out of the frying pan into the fire as Stuart moves over to being Scottish region chairman – good luck and thanks. Many thanks also go to Scott Corrigan who also stood down from the committee.

Updates on committee roles will be available after the first meeting in the New Year.

Many thanks go to Carrickvale for allowing us to use their clubhouse for our AGM and to Edinburgh Leisure for the courtesy of the course for the playing of the Jimmy Neilson trophy.

Seasons greetings to everyone and I hope to see many of you soon.

## North

The first real snow of the winter has fallen, with several inches in some of our area. Hopefully this is just a short sharp spell and we get some decent weather soon.

On 27 October we held our AGM at Kippie Lodge. Many thanks go to all at Kippie, and there was 21 of us the day. We had 18 holes on their course, which was fantastic and well worth a game if you have not played there before. The winner was Brian Hunter with a 38 points. Our outgoing chairman Robert Patterson was second.

At the AGM Robert announced he was stepping down after serving 10 years on the committee, five of those as chairman. So a massive thanks to Robert for all his hard work and commitment to the section. He handed over the reigns to George Mitchell, we wish you all the best George.

Also stepping down from the committee is Paul Sharp. He has served five years on the committee and lately he has been the secretary for the section. Paul has streamlined the way the section is run and has left it in very a good



Phil Butler is presented with the Jimmy Neilson Trophy

position. So thank you Paul for all your hard work.

One of the main points to come from the AGM was the dress code at outings. It has been shirt and tie after the golf and it was suggested that we should relax that to golfing attire. This was voted through unanimously.

As Robert and Paul are stepping down we had to replace them. Neil McLoughlin and Billy Craig are the men to fill their shoes. Welcome aboard gentlemen. On that note there is always room for more bodies on the committee, if you are interested or know of anyone who would be, please let me know. This can be done by emailing me on [gkneil@sky.com](mailto:gkneil@sky.com)

The 200 club was also drawn, the winners are: £30 Eion Riddle, £50 Callum Arthur, £30 Mark McLaren and £120 Peter Boyd.

On Monday 31 October John Young held a lunch meeting at Ellon. This was attended by 12 head greenkeepers and course managers. The purpose of the meeting was for us to express our opinions on how BIGGA is being run and how we think it could be improved. I feel this was a very good meeting with several key points put across to John. The main topic that was up for discussion was the state of the education that young greenkeepers get when they attend college.

John is going to hold several more of these meetings across Scotland and he will then report his findings back to the board.

On Wednesday 9 November Indigrow held a seminar at Newmarch. This was a very informative and useful seminar with several CPD points on offer. As Indigrow are a relatively new company to our area it was good to hear about and see the products they have on offer.

Finally I would like to wish all our members in the north a very merry Christmas and a happy New Year, and hopefully we will see more of you at the education days and golf outings next year.

## West

The autumn outing was played at a very sunny Strathaven. The course was in fantastic condition thanks to Stephen Hunter and

his team.

The prize winners were: Scratch: Gerry Bruen, Williamwood. 1st Class: Kevin Brunton, Greentech; Runner-up, Alistair Taylor of Rigby Taylor. 2nd Class: Brian Hillen, Drumpellier; Runner-up, Ronnie Myles, Buchanan Castle. 3rd Class: Alan Jack, Fairways GM; Runner-up, Colin Shanks, Strathaven. Long drive: John Dale, Renfrew. Nearest the pin: Gerry Bruen, Williamwood.

Thank you to Strathaven for the courtesy of their excellent golf course and for being excellent hosts.

The section AGM took place on 26 October at Glasgow GC. We were honoured to have Jim Croxton in attendance, who addressed the members and very kindly answered some questions from the floor. Thank you to Jim for taking the time to attend.

The main points to report was the retiring from the committee of two longstanding members. Fraser Ross retires as section secretary and treasurer, with Brian Hillen elected into the role. Education officer Gerry Bruen also steps down, with David McBride elected to this position. Chairman Ronnie Myles then proposed Scott Davidson as vice chairman, which was accepted unanimously.

On behalf of the section, we thank Gerry and Fraser for all the work they have carried out over many years.

Following the AGM, we were given a talk by Wendy Cole of the R&A on scholarship benefits, and also a guided tour of Glasgow's historic clubhouse and a talk on the history of the club by Course Manager Stuart Taylor.

We would like to thank Wendy Cole, Stuart Taylor and Glasgow for their contribution to what was an excellent day.

### Upcoming events

By the time you read this we will have enjoyed our annual social gathering at Mr Singh's Indian restaurant, followed by some networking at a number of bars in Glasgow City Centre.

On behalf of chairman Ronnie Myles and the West section committee, may we wish you a very merry Christmas and a prosperous New Year.



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BiggaNorthEast

# AROUND THE GREEN NORTHERN

## Section News

Please email your news to [karl@bigga.co.uk](mailto:karl@bigga.co.uk) by the 16th of the month

### North East

Jack Hetherington of Alnwick has been selected to join the John Deere TPC Sawgrass Support Team 2017. Well done, Jack.

Several North East members have successfully achieved the interview stage of the Bernhard Delegation to the Golf Industry Show in Orlando 2017, so good luck to you all.

#### Upcoming events

Our winter 'bring a bottle' and AGM will be held at Dunstanburgh on 7 December.

### Cleveland

Leaf blowers at the ready! This month has been spent chasing leaves around the course. It's such a nightmare time of the year for all us parkland guys, and it's times like this when I get a little jealous of the links boys, although Ian Pemberton had to shut down when he discovered a leaf on a green at Cleveland. Ian, I feel your pain.

However, there was some light relief from leaf collection when the snow landed, and it did land with a thud. No more leaves - brilliant! Well, at least for a couple of days, and then back to chasing the colourful autumn presents around the course again. Groundhog day springs to mind.

The autumn tournament was held at Wynyard. Results: 1st, Paul Legg, 35pts; 2nd, Sam Walters, 35pts; 3rd, Graham Border, 34pts; 4th, Connor Taylor, 34pts; 5th, Phil Hargrave, 33pts; 6th, Iain Leversuch, 30pts; nearest the pin, Sam Walters; longest drive, Graham Border.



Freddie the dog enjoying the snow in Cleveland



Autumn winner Paul Legg (centre) receives his prize

Thank you to the day's main sponsor, Rigby Taylor, and thanks to East Riding Horticulture for the prize donation.

Again I would like to congratulate Derek Thompson and his staff for the condition of the course. It was fantastic to say we were playing at the beginning of November. Well done, lads.

All change at Lloyd Ltd, Bishop Auckland. Alistair Whitby has been promoted to Dealer Principal and Marc Kerr will be taking over from me as Groundcare representative.

#### Upcoming events

Tuesday 13 December. Cleveland section Christmas bring a bottle golf day. Contact Ian Pemberton to book on 07791695768.

### Northern

As I sit writing these notes I can't believe that today I was clearing snow. The recent weather up to press has been fairly good, with temperatures still fairly high, the grass still growing and those of us who have the pleasure of collecting leaves have been enjoying good dry conditions.

Cleckheaton was the venue for the 2016 Presidents Day, with a good turnout of about 22. Bacon butties and coffee on arrival, 18 holes of golf, followed by a beautiful meal. Thanks to Cleckheaton, the greens staff and the steward for an enjoyable day.

The winners on the day were: Div 1: D Collins, N Coultash, R Illsley; Div 2: F Stewart, B Jackson, D Hales; Trade: G Potter; Nearest pin: 5th, T Smith; 17th A Slingsby.

Hope everyone has a good Christmas and New Year. I hope to see many of you at Harrogate for BTME.

#### Sponsor thanks

Thanks again to Rigby Taylor and Cheshire Turf Machinery, Balmers GM and Greensman, ICL.

Thank you again to any sponsors who have supported the Northern Section.

### Sheffield

Our section committee would like to wish everybody a happy Christmas and very happy New Year. We look forward to seeing you at our events through 2017. Any ideas, please put them forward.

#### Upcoming events

I will be organising a night at the greyhounds in Sheffield for late January. Details in next month's column, with results of our Christmas competition.

#### Sponsor thanks

In 2016 we had continued support from all our sponsors. Hopefully this will continue going forward. We thank you all and wish you a merry Christmas.

# AROUND THE GREEN SOUTHWEST & S WALES

### South Coast

It's that time of year when we look back and reflect on the year passed and look forward to the year ahead. If any of our members would like to get involved in the coming year and offer their facility for a future Turf Club or golf event then please make contact via the section email or contact one of our committee members. We are always on the lookout for somewhere to visit, particularly if you have a story to tell about any work happening at your course or substantial changes being made.

The South Coast Section Committee would like to wish you all a merry Christmas and a happy New Year and thank all those members who have attended events throughout the year. We truly value your support and would welcome any feedback you may have about our events.

#### Upcoming events

At our Section AGM in November we publicised our upcoming events for 2017. For those who were unable to attend, here is our schedule for next year:  
15 February - South Coast Section Conference - Venue TBC  
6 April - Spring tournament - Parkstone  
24 May - Greenkeepers vs. General Managers - Stoneham  
25 July - Summer tournament - Ferndown GC  
October - South Coast section AGM  
November - South West Regional Conference  
6 December - Christmas Turkey Trot - South Winchester

#### Sponsor thanks

Without the financial support of these companies we would not be able to offer our educational and golf events. This year, our thanks go to: Farmura Ltd; M.J Abbott Ltd; Banks Amenity Products Ltd; Roffey Bros. Ltd; New Forest Farm Machinery Ltd; T. H White Ltd; Indigrow Ltd; First Call Corporation Ltd; Countrywide Turf and Amenity Ltd

### Devon & Cornwall

Our first meeting of the season was held at Exeter, where 65 people attended. John Parr led a very informative course walk, discussing the changes that were recently undertaken due to the housing developments surrounding the course. The golfers played an immaculately presented course, with the winner on the day being Shaun Warren from Staddon Heights.

After the golf, the section AGM took place, with the following voted into positions: section chairman, Jason Brooks; vice-chairman, Anthony Jackson; president, Billy Mitchell; treasurer, Justin Manester; education officer, Graeme Gallimore; board members, Simon Johnson, Keith Kellow, Gary Tuckett; trade members, Neil Rogers, Dave Timms, Andrew Bowey.

Colin Webber was thanked for his many years' service on the committee, with a presentation made by chairman Jason Brooks.

Our second meeting was held at Launceston on 9 November with a new format starting the day at 8.30am. The very popular Mark Hunt from Headland Amenity gave two presentations on GDD and GP and how to use the data for evidence and planning practices on the course. There was a short interval where Head Greenkeeper Graeme Gallimore took everyone on a short walk and Mark gave some practical advice on managing surfaces. Any feedback on the new format would be appreciated.

BTME is fast approaching. There were only two nominations for the section and regional sponsored places, so the committee decision was straightforward in choosing Max Stockwell and Rob Cook, both from Bowood. As a section we provide a free minibus to BTME, so anybody wanting to reserve a place, contact Anthony Jackson on 07890991658 or jackos1@virgin.net.

Graeme Gallimore is looking to put on some chainsaw and spraying courses over the winter. If you're interested, contact Graeme on 07827816076. or [graeme.gallimore@btinternet.com](mailto:graeme.gallimore@btinternet.com)

### South Wales

Avoncrop Amenity, in conjunction with ICL, invited greenkeepers from South Wales to a seminar on Tuesday 18 October at Pennard. This was followed by a course walk with Huw Morgan in the afternoon. A very informative day was had by all who attended. Thanks to Rhys Norville, and the presentation from Henry Bechelet and Nick Martin.

There was a fantastic line up of speakers again at the year's regional conference. This was a great venue, with excellent education value and networking. Congratulations to Tracey for organising a good day.

Hopefully, most of us have finished collecting or blowing leaves and are cracking on with winter projects. Please try and make a date for our Christmas competition at Pyle & Kenfig on Thursday 15 December. There will be coffee and bacon rolls on arrival, with the first match out at 10.28am. Afterwards there will be a two-course Christmas dinner with prize giving. Feel free to bring along your chairman of greens, captain or any non-member so they can enjoy the day. Cost for the day, £20 for all.

BTME is around the corner, so if you are interested in attending, contact Steve Lloyd or Tracey Walker regarding accommodation or sponsored places.

Next month we will publish our fixture list for next year. Please get in contact with me regarding any news you would like to share. This month you will be hearing lots of Christmas carols, one of my favorites is Jingle Bells which leads me onto wishing a merry Christmas and a happy New Year to all of our members and also our patrons for their support.



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## Section News

Please email your news to [karl@bigga.co.uk](mailto:karl@bigga.co.uk) by the 16th of the month

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# AROUND THE GREEN MIDLAND

## Section News

Please email your news to karl@bigga.co.uk by the 16th of the month



Footgolf 'donkeys' Mal Mitchel and Pete Small

## Midland

We start our notes for December with the fabulous news that Emma Kilby of ICL has given birth to a lovely baby daughter. Mother and baby are doing well, congratulations from all at BIGGA Midland.

In October we had our first ever Footgolf competition. It was great fun and a giggle was had by all. The event was sponsored by Countrywide and played at Gaudet Luce. Thanks to them for putting up with our wayward boots. The results were: 1st, Peter Holmstrum, Countrywide; 2nd, Luke Hine; Gaudet Luce; 3rd, Chris Allen, Gaudet Luce. Donkey of the day was shared by Mal Mitchel and Pete Small. Please watch out for future events.

Stress in the workplace is once again a big talking point and we implore anyone suffering, especially with winter and Christmas nearly upon us, please don't suffer alone. Contact any one of us or RA Roger Butler.

Nick Thorley, assistant greenkeeper at Walsall, has won a trip to Scottsdale TPC in Arizona

to work on the golf course during the PGA Tour event in January.

Walmely has a new course manager in Jamie Brooks, joining from The Belfry. Congratulations Jamie and good luck.

Also may I say how proud we were to see so many clubs respecting Remembrance Day and the Battle of the Somme with commemorative flags. It was lovely to see, well done guys.

Andy Laing has worked hard to come up with some education and our very successful autumn section seminar was held at Henley. Thanks to all that attended, so here's to many more in the future. If you have any training requirements we could help with, get in contact and we can look into your needs. Many things are being planned for 2017, so keep an eye on the section notes, Facebook and Twitter.

Talking of education, Harrogate and BTME are just around the corner. Watch out on social media as we may organise an evening meet up if anyone is interested. A minibus may be available for transport.

If you're interested please contact Kim Blake on 07730131037.

### Upcoming events

After two very successful events this year, come along to the Christmas event at Redditch on 14 December. Start 10am, cost £27. The day will be kindly sponsored by Banks Amenity. It's a pairs comp and these will be drawn on the day. Contact Karl Williams on 07584196172 or at coursemanager@redditchgolfclub.com to book your place.



Remembrance Day commemorative flag

Next year we have confirmed the spring competition will take place at Broadway, and the autumn competition will be at South Staffs. Winter competition still to be confirmed.

The Christmas tournament is booked for 13 December 2016 at Trentham, cost £28.

### Sponsor thanks

Thanks to our December sponsor, Waste2Water. Contact them on 01782373878.

Thanks also to all our sponsors for a fabulous 2016. Here's to a great 2017.

May I say, have a great Christmas and a happy New Year and we will see you all in Harrogate.

Finally an apology – the report on last month's apprentice said Reece worked at Hollywood when it was in fact Trentham.

## East of England

I would like to take this opportunity to wish everyone in the section a merry Christmas and a happy and prosperous New Year. Enjoy the festive season, and especially the time off.

### Upcoming events

Texas Scramble four-man golf event on Friday 16 December at Seacroft, Skegness. Tee time is 10am. Teams to consist of a minimum of two greenkeepers and up to two club officials. There is still time to book your place in what has become the most popular golf event in the calendar and is usually a very enjoyable day. Contact Bruce Hicks to book your place by calling 07931714922 or bthicks@gmail.com.

### Sponsor thanks

Pre-Christmas thanks to Mansfield Sands and Rigby Taylor for their continued Christmas golf sponsorship and support.



Midland footgolf champion Peter Holstrum is presented with his trophy

## New Members

### Scotland & Northern Ireland

Glenn Cameron	DH GK - Fairmont St Andrews
Andrew Kirk	FA - Gleneagles
Benn McLeod	GK - Gullane
Colin Ainslie	GK - Luffness New
Ian Ross	GK - Malone
James Matthews	GK - Kilmacalm
John Law	GK - Elmwood
Gary Urquhart	HGK - Alness

### Northern

Robin Bailey	GK - The Wynyard
Roger Douglas	GK - The Wynyard
Samuel Walters	GK - The Wynyard
Connor Taylor	AGK - The Wynyard
Conor Burchall	AGK - Wallasey
Andrew Hill	AGK - Lincoln
Chloe Seville	AGK - Upton-by-Chester
Paul Fearon	AGK - Upton-by-Chester
Richard Buzzard	AGK - Dinsdale Spa

### Midland

Luke Hunt	Education Supporter - Barenbrug
David Taylor	FA - Hale
David Kinchella	GK - Collingtree
Garry Matthews	GK - Oswestry
Garry Poole	GK - South Kyme
Alexander Rendell	AGK - Witney Lakes
Andrew Morton	AGK - Mid Herts
Matt Landers	AGK - Kingsthorpe
Max Armstrong	AGK - Kingsthorpe
Michael Smith	AGK - Sedgley

### South West and South Wales

Emma Robinson	Affiliate - Berkshire College of Agriculture
---------------	--

### South East

Daniel Baillie	DH GK - Ham Manor
Roger Mills	DH GK - Reigate
Tom Jasper	FA - East Sussex National
Andrew Dadge	GK - Golf Links Ltd
Anthony Duffield	GK - Ham Manor
Nathan Woodward	GK - Ham Manor
Simon Woodward	GK - Ham Manor
Mark Boundy	Head Groundsman - Old Parkonians CC
Christopher Clark	AGK - Royal Cinque Ports
Antony Hadaway	AGK - Beaverbrook
Gilmar Fallorina	AGK - Beaverbrook
Harry Edge	AGK - Beaverbrook
Lukasz Jurkowski	AGK - Beaverbrook

### International

Casper Paulussen	Affiliate - NiB ScanPro
Martin Selck	The Scandinavian

### Key

CM - Course Manager; DCM - Deputy Course Manager; HGK - Head Greenkeeper; DHGK - Deputy Head Greenkeeper; FA - First Assistant; GK - Greenkeeper; AGK - Assistant Greenkeeper



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# AROUND THE GREEN SOUTH EAST



The line-up for the Reps vs Surrey Greenkeepers competition

## Surrey

We had lots of competitions this month, and unfortunately I seemed to be on the losing side too often. Firstly, we had the Reps vs Surrey Greenkeepers match, held this year at Worplesdon at the beginning of the month. The weather was brilliant and the course was certainly at its best. The greenkeepers were better on the day, but only just!

Our second competition of the month was the England vs. Scotland match, this time held at Chipstead. The weather was not as nice as the beginning of the month, but the course held up very well considering the weather we had.

We decided as a team, as it was Scotland's best chance of winning on this weekend (since they had no chance in the football), that we would let them have the victory for a change. Danny Murray was very polite in his winner's speech.

Our final game this year was the Greenkeepers vs Secretaries, held at The Berkshire. I was not present at this event, so I can not be held to blame for the loss that occurred. By all accounts, the course was in fantastic shape, as it always is. In our team I believe Ash, Roger, Moggy and Lewis are the only confirmed players next year, and all the other spots are up for grabs.

Finally, I would like to say a special mention to a couple of stalwarts of the Surrey section. Roger Glazier, who has played in these events for many years and had his 65th birthday the day after our Reps match, and also to Doug Fernie, who we all wish a speedy recovery to.

Thank you to all the greenkeepers who held a competition this month in the conditions we have had. It has not been easy and every course was extremely well-presented.

## Upcoming events

The Surrey Section Turkey Trot this year will be held at Guildford on 9 December. Places are going very fast, so please make sure you get your team in. This year we have some prizes for the best dressed team. Chrimbo jumpers are a must!



Danny Murray accepting the trophy on behalf of Scotland at Chipstead





# GREENKEEPERS TRAINING COMMITTEE

## BB&O PRESIDENT ELECT APPOINTED CHAIRMAN OF THE GTC

The president elect of the Berkshire, Buckinghamshire & Oxford Golf Union and a member of the All Party Parliamentary Group for Golf has been appointed independent chairman of The GTC.

Alistair Booth has filled the role vacated by Donald Steel on 19 October.

Alistair said: "Donald Steel is a legend in the industry and has a reputation that is second to none, so it is somewhat daunting to be following in his footsteps. But what a great legacy he leaves and a strong platform from which GTC can grow and develop to be a more effective contributor to the golf industry.

"I hope I will not be the David Moyes of The GTC, following in Sir Alex Ferguson's footsteps."

Having been in consumer and business electronics for a large part of his working life, Alistair sold his business in 2008 and became heavily involved in the golf industry. He initially became a shareholder of Frilford Heath Golf Club Ltd in Oxfordshire in 2009 before being appointed executive director in 2010 and then chairman of the company in March 2016.

"I had always enjoyed sport, in particular football and cricket," said Alistair. "But I caught the golf bug at the age of 30, when all those above me in the corporate organisation played golf at customer days while yours truly did the 'administration'. So I took up the game and was immediately hooked. Although I considered myself a decent sportsman, golf was the hardest sport I had played. But like a lot who take up golf, prizes come your way as your handicap comes down.

Today I am an erratic six-handicap golfer."

Alistair was elected on to the BB&O Golf Union executive in 2013. He followed this up by being appointed president elect of BB&O in March 2015 and is due to become president in March 2017.

Alistair is working on the incorporation of the BB&O Golf Union and is expected to become chairman of BB&O Golf when that association is formed.

He became chair of the BB&O Golf Partnership Steering Committee in 2014.

Alistair said: "We have some incredibly dedicated volunteers on the BB&O executive, including Iain Maccaskill, who has just been awarded a lifetime achievement by England Golf.

"However, it was apparent to me that BB&O was structured in a way that was relevant 10 to 20 years ago, but not for 2017 and onwards. In other words, we were an unincorporated organisation, which in the eyes of the law does not exist. I do not need to spell out the potential dangers that could entail from that situation.

"Therefore, as I am due to take over as president at the end of March 2017 I wanted the organisation to be incorporated.

"I was delighted the executive saw the sense in this development and with the help of Rod Findlay of England Golf, we will be in a position to have this new organisation up and running in April 2017."

Alistair sits on the board of the United Kingdom Golf Course Owners Association and is an associate member of the All Party Parliamentary Group for Golf. He said: "Previously, I had not been completely aware of the work of the GTC. However, I am going through a very steep learning curve and appreciate more each day about what the GTC does and how important it is, not only to the golf industry, but commerce in general.

"We are a service orientated business and so it is imperative we provide a quality product for our golfing customers. To enable us to do that, our greenkeepers need to be trained in all aspects of the skills that enable them to deliver the highest possible quality on their courses."



Alistair Booth



The GTC is funded by:



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### GTC

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# BUYERS' GUIDE

## The evolution of the winter tee



**Artificial turf specialists Verde have been installing golf surfaces since December 1988. They gave us a quick history of the evolution of the winter tee.**

That first Verde Winter Tee Kit in 1988 was supplied ready for self-installation, and included every component, right down to the last galvanised nail. The kit incorporated an insert for both left and right handed players and each section of the kit was individually replaceable, meaning many kits are still in use three decades later.

The Verde Golf Driving Mat was launched in 1990 to cater for the building boom of new driving ranges. The Three Star Mat was designed with a triple layer construction incorporating a soft foam backing. This provided excellent give on the hard floors of the practice bays and extended the mat's life far in excess of what had been anticipated. It wasn't long before this mat also became a popular choice for both the golf course practice bays and their winter tee areas, being lightweight and easily portable.

The Three Star Golf Mat being supplied to courses as a portable alternative for the winter tee. However, the ideal spot for positioning this temporary tee was often on uneven or sloping ground. So the Verde Tee Frame was born - a raised steel platform which not only incorporated the Three Star Golf Mat but had fully adjustable legs, providing a solution to this problem. The construction quality wasn't dissimilar to that of a JCB - it was strong, robust and would take any weight. The box section legs were overly substantial and the

mat was held in place with a steel picture frame lid and six bolts.

A portable tee was created which had excellent playing characteristics, was fully adjustable in height, was extremely substantial and due to its weight, offered a reduced risk of theft.

By 1996 Verde had extended their range of mats to offer a heavier rubber backed version, the Two Star Mat. Initially this was introduced via trade distributors who incorporated it into various portable winter tee frames, both as stance mats and driving inserts. However, its robust construction has made it just as popular as a full sized mat, out on the course. All the Verde Golf driving mats are made in house, so individual sizes and shapes can easily be accommodated.

Soon after the turn of the century, there became a requirement for an artificial tee that would take a tee peg from any position, without the need to incorporate rubber tees or slots. Verde took this challenge on board. A number of designs were put to the test and in 2004 the Verde TeeTurf was launched. This unique tee came as a self-install product, which allowed the club to build a tee three times the size of an average driving mat, but at the same cost. It also had the added benefit of either taking a standard tee peg from any position or allowing you to drive through the artificial grass, if preferred.

The surface was comfortable under foot, could be used year-round and was natural in appearance.

The Verde TeeTurf construction has a thatched base that prevents the sand and rubber infill from compacting and a hard wearing monofilament straight yarn that is more robust than any of its competitor's versions.

The Verde TeeTurf had a number of sales in England, Ireland, Scotland and Wales, as well as a further eight countries, including New Zealand.

Following the success of the Verde TeeTurf, it became apparent the concept of putting a tee peg anywhere was very popular, but an option that required less maintenance was the way forward. The Super Verde TeeTurf was launched in January 2012 - a very dense nylon construction with no infill. This more costly product soon became a popular choice on many golf courses and driving ranges.

Verde never stand still. New products are always being designed and tested behind the scenes. They are in their 29th year in business and are proud to say that all products are manufactured in the UK, and where possible, using British raw materials.

Super Verde TeeTurf at Salisbury & South Wiltshire Golf Club



Portable winter tee in use



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Photo courtesy of Riddling Park  
Riddling Park Golf Club, "Signature Island Green"

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**SEASONAL ASSISTANT GREENKEEPER**

Tyrifjord Golf Klubb is situated approx.35km west of Oslo, Our 18 hole private members club was constructed in 1994 and the course is located on a beautiful Island on Lake Tyrifjord

We are seeking a suitably qualified to maintain a high standard of presentation, proficient with the use of modern maintenance equipment and with the ability to work alone and with a team.

**Desired experience/Skills**

- NVQ level 2 or relevant greenkeeping experience (minimum 3 years)
- Industry approved chainsaw certificate or PA1,PA2,PA6 Spraying certificates
- Experience in machinery maintenance
- Experience in automated irrigation systems
- Flexible working hours

Employment to commence April/May 2017. Accommodation can be discussed. An attractive package will be offered to the successful applicant. Please apply via e mail to ian@tyrifjord-golfklubb.no by 13th Dec 2016 attaching your CV & covering letter.

**QUALIFIED GREENKEEPER**

John O'Gaunt golf club is looking for a qualified Greenkeeper to join our professional team. We are a private members club and have two 18 hole courses, which are maintained to a high standard.

- Minimum 2 years experience
- NVQ Qualifications preferred
- Spraying qualifications preferred
- Full clean driving license
- 40 hours per week plus weekend rota
- Some overtime in busy periods
- Self motivated
- Must be able to work as a team member and as an individual
- Good communication skills

Please apply in writing or email with CV, to Nigel Broadwith, course manager, John o' gaunt golf club, Sutton park, sandy, Bedfordshire, SG19 2LY or email nigel@johnogauntgolfclub.co.uk  
Closing date 17 December 2016

**SEASONAL GREENKEEPER**

Wylifhof Golf Club is situated in Solothurn, central Switzerland and is a 27 hole Championship Course with training academy.

Highly motivated and talented seasonal greenkeepers required.

- |  |   |
|--|---|
| <b>Essential:</b>  | <b>Desirable:</b>   |
| <ul style="list-style-type: none"> <li>• Qualified with 2 years Greenkeeping and equipment experience</li> <li>• Hold spraying certificates</li> <li>• Able to work alone and as part of a team</li> <li>• Have a keen eye for detail</li> </ul> | <ul style="list-style-type: none"> <li>• Experienced in construction projects</li> <li>• Knowledge of German</li> </ul> |

From early March until late November 2017. Experience work in another country and learn German. Shared accommodation offered to successful candidates. Please reply with your CV and covering letter via email to holden@golfclub.ch or in writing to RYUN HOLDEN, Course Manager, Golf Club Wylifhof, 4542 Luterbach, Switzerland by 16 December 2016. Interviews held at BTME in Harrogate between 15th-19th January 2017 or via video messaging service.

**LOCH LOMOND GOLF CLUB**

We are recruiting seasonal staff for the 2017 golfing season. Reporting directly to The Golf Course Management Team, seasonal staff assist with all aspects of golf course management, maintenance and presentation. Under supervision, seasonal staff assist with the following:

- Provide world class playing conditions daily
  - Learn how to deal with highly challenging conditions and Member expectations
  - Collection and interpretation of turf-grass trials and data
  - Scout and identify potential turf problems and provide input for corrective solutions
  - Calibrate, apply and record fertilizer, pesticide and seed applications
  - Operation and maintenance of an extensive fleet of equipment
  - Tournament preparation. Have the chance to work for the week of the Scottish Open and Ladies Scottish Open at our sister club Dundonald Links in July 2017
- To apply for a position please email/post a covering letter and CV along with 2 references to Mary Danielsen.**  
Email mary.danielsen@lochlomond.com  
Loch Lomond Golf Club, Rossdhu House, Luss by Alexandria, Dunbartonshire, G83 8NT

**HEAD GREENKEEPER AT SURBITON GOLF CLUB**

Following the imminent retirement of the incumbent Head Greenkeeper, Surbiton Golf Club, a premier Surrey parkland golf club seeks applications for the position of Head Greenkeeper to lead a team of 7 enthusiastic greens staff.

The ideal candidate will be able to demonstrate a number of years' experience in a similar role and as a working member of the team provide valuable leadership, support and experience to colleagues. An enthusiasm to develop new skills and a willingness to keep up to date with the latest greenkeeping practices and legislation are essential.

**Qualifications and experience should include:**

- NVQ Level 3 or equivalent in Sports Turf Maintenance
- PA1, PA2 and PA6 spraying certificates required
- CS30 and CS31 chainsaw certificates
- Knowledge of the use and maintenance of modern greenkeeping machinery
- Knowledge of automated irrigation systems
- Knowledge of all health and safety legislation relating to greenkeeping equipment and also chemical and waste handling.
- Personnel management skills including performance, training and development of staff and the ability to maintain and keep all necessary records up to date and fully compliant with legislation. Reporting to the Club Secretary, this is a full time position based on 40 hours per week, although some flexibility will be required during the summer months.

**Remuneration:**

Reporting to the Club Secretary, this is a full time position based on 40 hours per week, although some flexibility will be required during the summer months. Offered will be a competitive salary + benefits package commensurate with the experience & skills of the applicant. This is a live-out position and therefore no Club accommodation is offered.

**Application Process:**

Candidates should apply in writing, detailing your motivation for seeking the role and relevant experience, together with an up-to-date CV, details of your current remuneration and referees to The Club Secretary, Surbiton Golf Club, Woodstock Lane, Chessington, Surrey, KT9 1UG or via email to clubsecretary@surbitongolfclub.com

Closing dates for applications is Monday 19th December 2016

**ASSISTANT GREENKEEPERS**

Wentworth Club, home to the BMW PGA Championship, is one of the world's finest private members' golf and country clubs and currently under-going a multi-million pound refurbishment programme. We are currently searching for Assistant Greenkeepers to join our dedicated team during this exciting time to help maintain the highest presentation standards of one of our three outstanding championship 18-hole golf courses. This is a fantastic opportunity to gain valuable European Tour Championship experience as well as receive an excellent benefits package.

**What we are searching for:**

- Minimum 2 – 5 years' Greenkeeping experience required
- NVQ Level 2 Sports Turf Management is essential, NVQ Level 3 is desirable
- Spraying and Chainsaw Qualifications desirable
- A passion to learn and exceed Member expectations
- A Flexible, Can-Do Attitude
- Full valid Driving Licence required

If you are interested in our Assistant Greenkeeper position, please send your CV and covering letter via e-mail to: personnel@wentworthclub.com

**HEAD GREENKEEPER**

Richmond Park Golf Course Location: SE London Salary: £30-35k per annum dependant on qualifications and experience

Glendale Golf is recruiting a full-time Head Greenkeeper for its flagship venue Richmond Park Golf Course. Reporting to the General Manager, the Head Greenkeeper will oversee a team that is responsible for the maintenance and presentation of one of the UK's busiest golf venues.

For further details – please see the careers section of the BIGGA website.

This is a permanent position at 40 hours per week.

Please apply by email with a covering letter and CV to jon.dummett@glendalegolf.co.uk. Closing date for applications is 31st December 2016. Glendale Golf is an Equal Opportunities Employer. www.glendale-services.co.uk



**Turf & Landscape Technical Area Sales Manager South East England**

**About you**

We are looking for a high-calibre individual to join our turf and landscape team in this exciting role covering the South of England, primarily Essex, London, Kent, Sussex, (however specific counties are flexible and can be agreed depending on the candidates experience and location).

With proven technical and sales skills including a good all round knowledge of our product range applications including fine turf, landscape and aquatic or a turf professional with a detailed knowledge of turf management, the ideal candidate will have a proven background within our industry and relish the opportunity to deliver first-class technical and sales support to end-users and distributors.

You will be highly-motivated, developing the customer base in your area and driving new initiatives. You will also be IT literate and have excellent interpersonal skills, engaging confidently and professionally with people in a range of environments.

An industry-recognised qualification, such as BASIS/ FACTS and/or a HND/BSc in a relevant discipline, is preferable, as is a comprehensive understanding of the marketplace in your designated area. There will be a requirement for flexible working and spending time away from home on occasion.

**About us**

ICL is part of the ICL Group that employs more than 12,000 people globally. We are world-leaders in the turf & landscape, ornamental horticulture and specialty agricultural sectors. Our market-leading brands – including Sierrablen, Greenmaster, SierraformGT and Sportsmaster are used and trusted by turf professionals around the world.

**If you're the person we're looking for:**

We offer a substantial benefits package including:

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- Excellent development and career opportunities that come with being part of a global business

To apply, please send a résumé and application letter to: Andrew Bates, ICL Europe, Boulby Mine, Loftus, Saltburn, Cleveland, TS13 4UZ or email the same to andrew.bates@icl-group.com

Closing date: 21st December 2016



**Seasonal Greenkeeping Positions in Sweden, 2017**  
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Our client manages some of Sweden's most attractive golf courses at several locations across the country. And as they continue to expand their course management division, they're looking to fill various positions with keen sports turf professionals.

Whether you're an experienced greenkeeper or just starting out in your career, we want to hear from you! Flexibility and a positive attitude are a must and you'll need to be able to work in a dynamic environment.

Formal qualifications in turf management are a benefit and applicants able to assist with the maintenance of machinery or irrigation are particularly desirable.

We offer competitive rates of pay, clothing is included and accommodation is available if required. English is spoken at all locations, in most cases as the main language.

Contracts are for 6 months and start in April 2017.

Send your CV to [info@interactive-management.co.uk](mailto:info@interactive-management.co.uk)

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[www.interactive-management.co.uk](http://www.interactive-management.co.uk)



**QUEENWOOD GOLF CLUB**

Queenwood Golf Club is interested in hearing from highly motivated individuals with a passion and commitment for excellence. Nestled in the heart of the Surrey Heathland belt, Queenwood is an exclusive private members club, embracing the style of revered golf clubs around the world.

**REQUIREMENTS**

- Minimum of 2 years golf course experience
- Educated to or working towards NVQ level 2
- Good work ethic to provide the highest standard of presentation

**BENEFITS**

- Tournament and Project experience
- Frequent job rotation

- Uniform and PPE
- Opportunity to work on one of Europe's finest golf courses

**Timing of Appointment**  
April – October 2017

**HOW TO APPLY**

To apply send your cv along with a cover letter by email to [steve.richardson@queenwood.co.uk](mailto:steve.richardson@queenwood.co.uk)

**COURSE MANAGER**

**THE LEATHERHEAD GOLF CLUB**

An exciting opportunity has arisen for a Course Manager to manage and lead a team of enthusiastic greens staff at Leatherhead Golf Club. The successful candidate will have a good knowledge of modern green keeping and be able to demonstrating the following:-

- Excellent management, motivation and communication skills
- Working within planned financial budgets
- NVQ Level 3 or equivalent
- PA1, 2 and 6 Spraying certificates
- Knowledge of automatic irrigation systems
- CS30 and 31 chainsaw certificates
- Knowledge of modern green keeping machinery
- keeping including machinery, chemical and waste handling

Application should be emailed to Richard Woolley [richard.woolley@playgolfworld.com](mailto:richard.woolley@playgolfworld.com) Closing dates for applications is Wednesday 21st December 2016

# G

# & FINALLY...

## LAKESIDE LIVING AT SOUTHWICK PARK

& FINALLY

### Head Greenkeeper Jim Fancy gives us a quick tour around his course, Southwick Park, near Portsmouth.

Southwick Park is a parkland course located in the South Hampshire countryside, offering great views of the surrounding Portsdown Hill. The course winds itself around the picturesque 400m Southwick Lake, which offers excellent habitats and breeding grounds for a range of aquatic birds and wildlife.

There are resident great crested grebes, kingfishers, heron, coots, moorhens and mandarin ducks that breed here each year. Regular other visitors include Canada geese, cormorants, swans and a pair of greylag geese.

Dragonflies, frogs, water boatmen, damsel flies and large carp can be spotted in and around the lake on a daily basis, along with a large bat population at dawn and dusk.

The course also has several historically-sensitive areas, with the remains of the 15th Century Southwick Priory, adjacent to the 16th tee and an ancient garden formation, which shape the 14th and 16th fairways.

I have a team of four greenstaff, including myself and, although we have a heavy workload, we have worked hard and found time

to promote ecology wherever possible. I believe we go the extra yard to do all we can because of the environment we work in, surrounded by the lake with its stunning views and all the wildlife.

We have worked on several key areas, including increasing the number of bug houses and bird boxes, with the addition of an anchored duck house on the smaller lily pond, which has seen a pair of moorhens nesting.

We have stopped strimming the river banks as this provides great nesting grounds, protection and corridors for aquatic birds and insects.

The reeds and rushes are pretty thick and well-established. Although there has been some opposition from golfers, we have managed to leave it all untouched, providing key habitats with a natural appearance.

We have also embarked on a tree planting programme. We asked the membership to donate money towards the programme, if they so wished. It proved very successful, with 10 trees being paid for by the members. These were planted in February 2016 and included a mix of silver maple, oak, silver birch and hornbeam. Several members have already paid for some other trees, which will be planted this coming winter.

Southwick Lake



Riverbanks are left unstrimmed to provide habitat for wildlife



A tree planting programme is underway



The Southwick Park greenkeeping team

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The quality of cut that the Eclipse<sup>2</sup> walking greens mower provides is incomparable to anything I have seen during my 30 year career in the turf industry. I am yet to discover a machine that even comes close.

**Chris Haspell,**  
Course Manager, Castle Stuart Golf Links  
*Scottish Open 2016*



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