



GREENKEEPER INTERNATIONAL

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Featured Inside

Toro students shine brightest

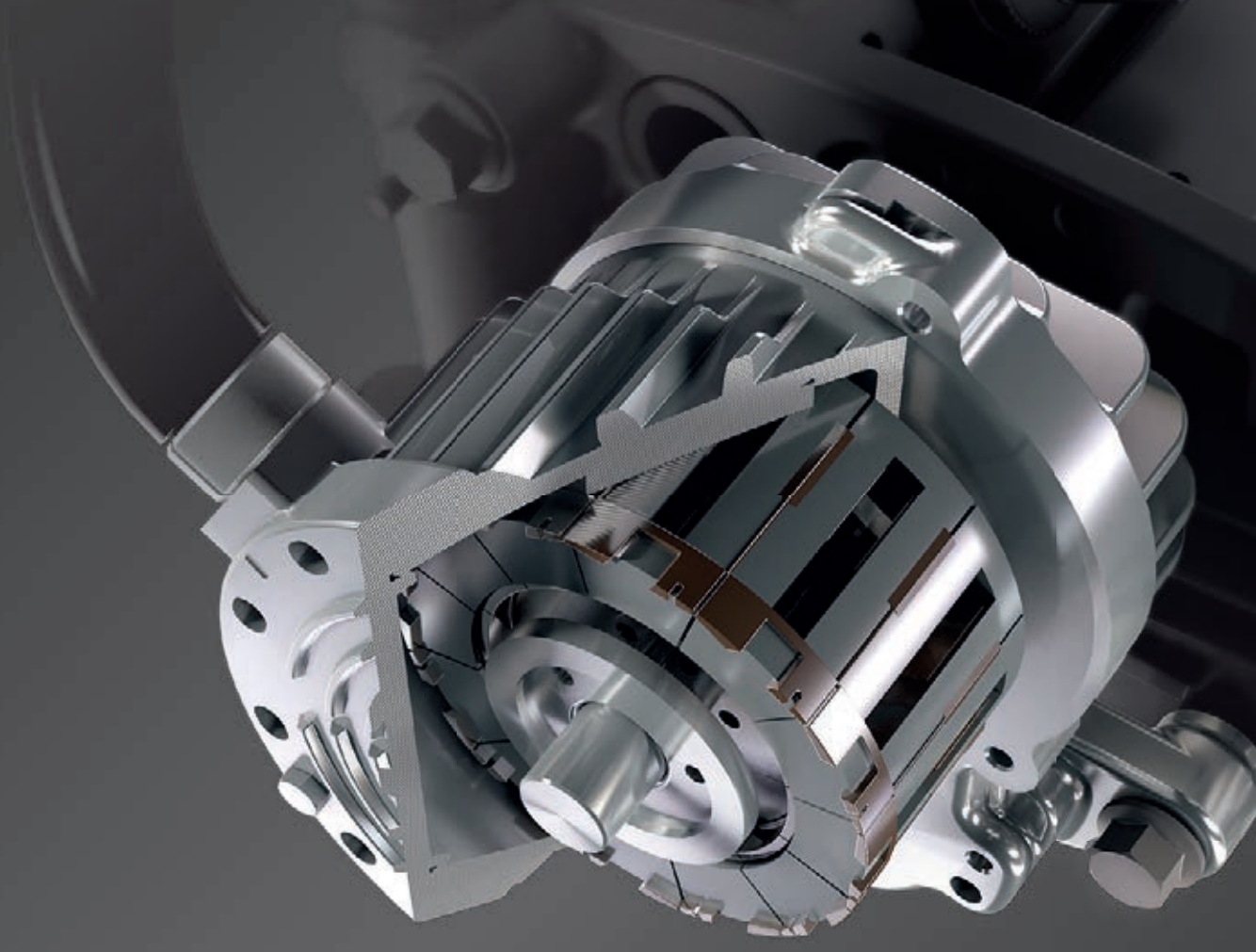
Toro Student Greenkeeper of the Year Awards 2017

The career development issue
CV Tips | Belvoir Park | Maths | Drainage



With your
guest editor,
Stuart Green!





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Welcome



The final of the Toro Student Greenkeeper of the Year Awards took place at BIGGA House



Chief Executive Jim Croxton

Welcome to this month's edition of Greenkeeper International, where we're taking a close look at career development, and asking how BIGGA can help you achieve the next step in your career.

There is a world of opportunity made available to every BIGGA member, from student greenkeepers just starting out, to industry veterans looking to overcome their own challenges.

Here at BIGGA House we were privileged to again host the finals of the Toro Student Greenkeeper of the Year awards. I never fail to be inspired by the passion of the next generation of greenkeepers and congratulations must go to Nick Machin and Angus Roberts, the leading lights in what was a fantastic competition.

We have opened up the nominations process for the awards to allow employers and colleagues to put forward candidates. We feel it is important that the mentors

who know the students best, those who work with them on a day-to-day basis, should be able to nominate talented greenkeepers.

Like raising a child, the development of a successful greenkeeper is never down to the efforts of just one individual, so it is great that James Bledge and Ross Ovens have also been recognised and rewarded for their hard work in helping Nick and Angus, and many other trainee greenkeepers, progress in their careers.

Concerns caused by the loss of pesticides and the damage and disruption caused by casting earthworms, chafer grubs and leatherjackets are growing. In a magazine that seeks to aid education, it's worth noting that the learning process is a two-way street. Greenkeepers are more educated than ever before, we just need golfers to catch up now.

We all have a part to play in this, BIGGA is working hard with the governing bodies of the game and with the media. We hope to have some significant news on this front in the near future. We are also putting together promotional material for you to use in your own communications.

It is vital that we all show a united front in this challenging situation but it seems a united position is becoming harder and harder to achieve these days. I know social media can be an extreme place but I am often dismayed at how quick people are to criticise others and how polarised our industry has become in a relatively short time.

One of the beauties of greenkeeping is that no two courses are the same and, in old fashioned terms, there is always 'more than one way to skin a cat'. We have to celebrate the innovation and different approaches to the craft that our broad membership adopts.

It is only when we begin to respect differing views that the wider golfing world will begin to respect us all.



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From the Guest Editor

Morning
all...



A look at this month's
Greenkeeper
International with Head
of Member Learning
Stuart Green

Head this way for career development

It's fast approaching that time of year when in amongst leaf collection, bunker renovation and trying to herd the golfers around the golf course, it's time to start planning yours and your team's education and CPD activities for the coming year.

This month sees the launch of Continue to Learn 2018 and planning for BTME starts to move up a gear! It's funny how it coincides with Strictly and the X Factor, which also means we are getting close to Christmas... More expense for the Green household with a new little one this year!

In my life, education and lifelong learning has played a significant role. I really didn't get school. I managed to scrape four O-levels and an A-Level in Photography before discovering greenkeeping and that is when the light went on for me. I had found something that inspired me and I realised that education is a personal thing. Learning becomes easy when you find what you love.

What education really gave me was the knowledge that I will never know everything and that for me to grow as an individual, I must continue to reflect on what I learn to help me plan my next steps. This is neatly summed up by Albert Einstein, who said "education is not the learning of facts, but the training of the mind to think".

There are some great articles this month, ranging from how to create a better CV, to the amazing work Aaron Small has achieved in a short space of time in his role at Belvoir

Park. Chairman Les also shows us how important maths is to greenkeepers and how we can apply some of that knowledge we were bombarded with at school!

This career development edition also sees us celebrate the winners of the Toro Student Greenkeeper and Young Student Greenkeeper of the Year Awards. Congratulations to both Nick Machin and Angus Roberts on winning, and to all the other finalists. This event has been running for 29 years and I have been involved in the last six finals. It never ceases to astound me how much the students gain confidence from their experiences.

Presently, greenkeeper education is about to undergo a seismic shift. With the introduction of the new Apprenticeship Standards, there has been a greater emphasis placed on improving the theory side. Being someone old enough to have completed City & Guilds Phase 1 and 2, I felt the NVQ and Work-Based Diplomas never really contained enough underpinning knowledge for greenkeepers. Along with the GTC, we have aimed to rectify this with the new Level 2 Certificate in Golf Greenkeeping. If you wish to know more please contact myself or the GTC.

As part of this process, the GTC is updating its Level 2 learning materials and Steve Prinn, of Askham Bryan College, has written this month's feature discussing drainage. We have included it this month to show the work that is being undertaken.

In this Issue

Our contributors

26 Aaron Small

Northern Ireland's links courses are world-renowned, with the likes of Portstewart and Royal Portrush falling under the spotlight recently. But what is life like on a parkland course just outside of Belfast? We were given a tour of Belvoir Park by Aaron Small, who became course manager this spring.



32 Tony Martin

Tony has over a decade's worth of experience in recruitment, global mobilisation, and international and expatriate payroll solutions within the golf and engineering sector. Before the initiation of Golf Recruit, Tony became a PGA qualified professional and had over seven years' experience in golf club management.



54 Andy Campbell

With extensive experience across all areas of golf and landscape operations, including course management, Andy has overseen the construction and grow-in of four resort courses in the UK. This month he takes a closer look at the love/hate relationship enjoyed by greenkeepers and their bunkers.



82 Stuart Hudson

All too often our attention focusses upon championship courses, but it is on the country's more modest facilities that many of us first pick up a golf club. These courses are staffed by greens teams no less dedicated or talented than those at larger courses, and our new regular feature takes a look at these '9-hole heroes', starting with Stuart Hudson.



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First impressions are vital, so make sure your CV is spot on

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Why maths could be the most important skill in a greenkeeper's arsenal

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Golf Management Trophy

Excitement is building for the Golf Management Trophy 2017, and Greenkeeper International can exclusively reveal the line-up for this year's grand final, taking place at Frilford Heath on 23 October.

The Golf Management Trophy is a national competition that brings together the entire management structure from a golf club, and pits them against representatives from all over the country.

Teams comprise of the course manager, head greenkeeper or member of green staff and the secretary or manager, chairman of the greens or member of the greens committee and the club captain or vice captain.

In addition to the trophy, the winning team will receive an education bundle for Continue to Learn and entry to the GolfBIC convention at BTME 2018.

Scotland

The Scottish leg of the Golf Management Trophy qualification series was won by the team from St Michaels Golf Club.

The St Andrews club won the event with a score of 92 points.



Central England

BIGGA President Sid Arrowsmith MG guided Frilford Heath to victory in the Central England GMT Qualifier at Market Harborough with 89 points.



Northern

The BIGGA Northern Region qualifier of the Golf Management Trophy took place at Bingley St Ives. The winner was Halifax West End with 85 points.



South West & South Wales

The Golf Management Trophy originated in the SW&SW Region, and this year three qualifying events took place.

The winners were: Tiverton Golf Club (left); Highcliffe Castle (bottom right); and The Kendleshire (top right).

Regional Administrator Tracey Walker said: "We have played at some great venues this year and thanks must go to the host clubs and their greens teams."

Hero greenkeeper



A heroic York greenkeeper has been credited with saving the life of a golfer who collapsed on his course.

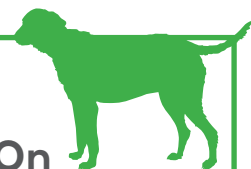
Mark Hirst, head greenkeeper at Heworth rushed to the aid of Steven Garrard, who suffered a heart attack as he played the seventh hole at the club.

The York Press reported how Mark rushed to the 57-year-old pub landlord's aid and started CPR while emergency services were called.

"It looked like he had taken his last gasp," said Mark, 37. "I didn't want to see a fellow human die in front of me so I started doing chest compressions. Within a minute or so of doing that I saw him gasp for breath."



Dogs On Course



Name: Indie — short for American Independence Day as he was born on 4th July, just like me.

Age: 2

Owner: Robert Davies

Course: Didsbury

Breed: Border terrier

Favourite treat: Simon's coffee biscuits

Favourite spot on the course: Along the 8th fairway railway line

Naughtiest moment: Eating the lads' stuff in the brew room, such as protective glasses, pot noodles or packets of crisps

My dog is happiest when... He's getting fussed over on somebody's knee or being treated by members on the course who seem to be taken by his cute little face.



If you know a dog we should feature, email
karl@bigga.co.uk

ICL Scholars announced

BIGGA and ICL have revealed the five successful recipients of the second ICL Continue to Learn scholarship.

The successful BIGGA members are:

Daniel Ashelby, assistant greenkeeper at Wilmslow;

Michael Barnard, junior assistant greenkeeper at The Royal Automobile Club;

Philip Billingham, assistant greenkeeper at Woburn;

Michael Hughes, deputy course manager at Scotsraig;

Simon Pyett, greenkeeper at Halesworth.

The ICL Continue to Learn 2018 scholars will receive three nights' hotel accommodation and 15 hours of education, supported by BIGGA Partner ICL.

Sami Strutt, BIGGA's head of member development, said: "After the success of the scholarship at Continue to Learn earlier this year, we had a great response when we relaunched it for 2018.

"I'm confident that the five selected scholars will all greatly benefit from the education and networking opportunities available at BTME 2018.

"Our thanks go to ICL for supporting this great initiative for BIGGA members."

The Turf Rewards loyalty scheme from ICL and Syngenta enables BIGGA members to claim Continue to Learn education vouchers with reward points for buying products that you use on your golf course. For further information visit www.turfrewards.com.

Continue to Learn at BTME will take place at Harrogate Convention Centre and The Majestic Hotel from Sunday 21 - Wednesday 24 January 2018. The extensive education programme will run alongside BTME, the largest indoor exhibition in Europe for the sports turf industry.

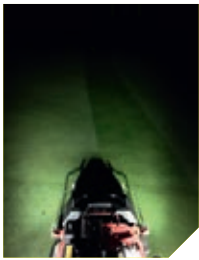
For further information on BTME and Continue to Learn 2018 visit www.btme.org.uk



ICL Scholars at BTME 2017



This month @BIGGALtd



@AnthonySunney

Love it! 😊
#Greenkeeping
@BIGGALtd



@JoeGerminal

Creeping bentgrass, self-regenerating in an area totally wiped out by pythium attack. This area was bare.

@macca1867

Great day out
@gandsgc. Thanks to
@BIGGALtd bb&o
course was 🙌 and
won nearest the pin
in two on the 18th 🙌
Thanks for all
the hospitality



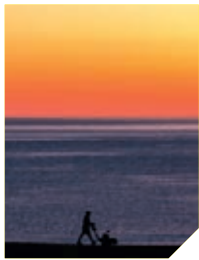
@MM_Seed

@andrewmlaing
@Gaudet_Luce
@PershoreCollege
great afternoon
spent with level 2
greenkeepers talking
seed and grass



@jonwood1978

No better job
#handmowing
#Flex2120
@TheToroCompany
with views like this
#CastleCourse
@TheHomeofGolf we
walk plenty of #miles



@JamegaTour

Superb greens here
@HamptworthGolf
Invitational
@BIGGALtd All
thanks to head
greenkeeper Tim
Facer and his team.
They deserve it. 😊



@matt6lewis

Great informative day
@StonehamGC with
@plestee
@GlennKirby
@BIGGALtd I really
enjoyed it & what a
gorgeous course 🙌



Chris 'Mussels' to championship

Chris Lamb from the North Section stormed to victory at the 2017 Scottish Golf Championship with a 4-under par score of 67 for his second 'major' win.

Monktonhall Golf Course at The Musselburgh Golf Club hosted the championship and was in excellent condition, as you would expect from Tom Shepherd and his team.

BIGGA Scottish Regional Chairman Stuart Ferguson MG said: "There was no doubt that the course was set-up worthy of BIGGA Scotland's major golf event with the players commenting on the tough last few holes and praising the course conditions.

"Congratulations to Chris on becoming a worthy Scottish Golf Champion 2017."

Chris' closest challengers were from the East Section, with Benn McLeod posting 69

and Musselburgh greenkeeper Davie Murray shooting a 1-over score of 72.

Stephen Lawlor from the Central Section is worthy of a mention after carding a net score of 67 playing off a 12 handicap and 40 stableford points. Tom Shepherd won the SIGGA Trophy for best veteran (over 55) on his home course with a stableford score of 32 points.

Chris accepted the Challenge Cup and confirmed he had never played the course before but thought it was excellent, having obviously enjoyed his round. He was very appreciative of the greenkeeping team at Musselburgh, adding to the thoughts from the other players on the day.

Overall the day proved to be a great success and Stuart Ferguson MG, Scottish chairman, was on hand to thank all those that took part in the competition and again thanked the patrons for their continued support. Stuart paid thanks to Tom and the team at Musselburgh for all of their hard work and thanked captain Alex Chisholm for hosting the event, providing a donation on behalf of the association for the club.

The 2018 Scottish Championship will be held in the South West Section.



Stuart Ferguson MG, Ronnie Myles and Chris Lamb



Stuart Ferguson MG, Ronnie Myles and Tom Shepherd

Solheim Cup

BIGGA General Manager Tracey Maddison was raked into action at the Solheim Cup in Iowa.

Tracey was in the United States on vacation, but said when she arranged to visit Des Moines Country Club during the Solheim Cup, she didn't expect to become part of the team.

Tracey added: "The LPGA asked Rick Tegtmeier CGCS MG, who is director of grounds at Des Moines, to provide a bunker raker for each of the matches during the tournament. Rick wanted to involve as many ladies as possible, so

he invited me to be one of three ladies to be part of his team."

Tracey was assigned the final 4-ball on Friday, which saw Team USA's Stacy Lewis and Gerina Pillar defeat Georgia Hall and Charley Hull.

"The golf was fantastic and these exceptionally talented and skilful golfers only went into two bunkers," said Tracey. "I had plenty of time to take in the atmosphere, walk the course and chat to Henni Goya, who was reporting for Sky Sports. It was a fantastic experience in an amazing part of the United States."

Tracey was also invited to visit the maintenance facilities, where she met head greenkeepers Nate Tegtmeier and Tim Sims and their teams.

"Many superintendents in Iowa don't get much of an opportunity to prepare a golf course for an event as high profile as this," said Tracey. "They were excited to showcase their expertise and I'd like to congratulate the team on presenting a fantastic course for an amazing event."



Northern Ireland

A major event is being hosted on 24 October to promote BIGGA within Northern Ireland.

The event is taking place at the College of Agriculture, Farming and Rural Affairs' (CAFRE) Greenmount Campus in Antrim.

The event is open to both BIGGA members and non-members and is free to attend.

Presentations will discuss the association's strategic vision, membership benefits and learning and development opportunities.

For more information, contact Regional Administrator John Young on 07776242120 or email johnyoung@bigga.co.uk.



David nets Textron Golf scholarship

David Perdisatt, greenkeeper at Naas in Ireland, is celebrating after becoming the latest recipient of the Textron Golf Higher Education Scholarship.

David is studying for a HNC in Golf Course Management and the 36-year-old father of three said the scholarship will go a long way to supporting his studies.

He added: "The scholarship is massive for me. It allows me to fully concentrate on doing the course instead of having to worry about where the funds are coming from.

"For the likes of myself with a young family, money is hard to come by, so this scholarship will be a huge help."

David is also an R&A Scholar and in 2016 was runner-up in the Toro Student Greenkeeper

of the Year awards. He explained what makes him so motivated: "The drive for me is to get as far as I can in the industry. It's such a small industry over here in Ireland, but I want to be able to challenge for any vacancies that I feel will get me where I want to be. Education is a key part of that process.

"Going forward, it's always great to be associated with the scholarship and it shows your dedication and professionalism. It's fantastic that industry leaders such as Textron Golf are prepared to invest in the future."

David acts as a greenkeeper trainer, helping educate candidates who have been introduced to the industry after falling on hard times. The scheme sees 14 unemployed men and women secure a role at a golf club, and once a week they visit Naas for an education day.

"The satisfaction of seeing these guys, who have developed their skills and confidence over the year is very special," said David. "We have massive success of getting them into golf clubs and to see someone who a year ago had no experience, but who is now working on the likes of Pebble Beach or other top courses is just amazing."



TEXTRON GOLF





Across the Board

Les Howkins | The Richmond (London) | BIGGA Chairman

Having been involved in the greenkeeping industry for over 28 years there is often one thing that I hear from golfers.

It's not speed of greens or flat tees, it's not even the height or thickness of rough, it's attention to detail!

Greenkeeping education has improved so much in the last 30 years and the quality of turf surfaces is almost a given now at most golf clubs. As surfaces have improved the small things have become more important to golfers. I can hear it now, "why is the ballwasher dirty?" "the out of bounds posts are wonky". We all know the sort of thing. Time doesn't always allow for these small fiddly jobs, but we all know we need to do them.

This attention to detail shouldn't stop with the actual golf course. Budgeting and report writing need an amazing attention to detail, and if you get it wrong or make a little mistake, it can be the difference between approval or not from your clubs. Risk and CoSHH assessments also need attention to detail and without wanting to be dramatic, this could be a matter of life or death, so we need to take our time and make sure these things are done correctly.

Increasingly I am coming across massive failures in detail when people read documents, reports and articles. It seems all too often that people read what they want to see and not actually what is written. Things taken out of context because of a misread can be so damaging and time consuming.

At my club recently, an agronomic report stating there was 7-8%

organic matter in the top 50mm of the profile was misinterpreted by some members as there being 50mm of thatch! This caused a real issue which took at least eight working hours to fully deal with, time that could have been much better spent doing other things — maybe cleaning the ball washers or straightening OOB posts!

We all use attention to detail skills in our day-to-day lives. These are great life skills that we should use in all facets of our lives. So when we have to deal with golfers making silly comments that have no foundation in fact it can be so frustrating.

Last month's Across the Board column in this magazine caused much discussion, particularly on social media. My colleague, Jaime Acton, had mentioned hairstyles and body art in his piece. Some of the ensuing comments made all sorts of accusations about BIGGA and the industry and were predominantly made by people who had not even read the article, while others had not taken the article in the context it was written. As a board, we supported the article and were fully expecting a lively discussion. There were some thoughtful responses for and against but the abusive comments from those that hadn't read the article were very disappointing.

At BIGGA HQ detail is also high on the agenda as final preparations have been going in to BTME 2018 and the Continue to Learn programme. Having viewed a preview of the programme, I can say it's going to be another great conference and trade show. I would suggest booking early to make sure you get a place on the course you want.

Work on BIGGA's new website is well underway and we are hopeful it will be live in time for BTME. User acceptance testing will be starting in the next few weeks as the content begins to be added. Having had a first look at the new site, it is very exciting, will be a massive improvement and will give us an opportunity to do so much more, keeping us at the forefront of the industry.

A final word from me, and as we move in to autumn, casting earthworms will become an issue. We have been working on an information sheet to inform clubs and golfers about the changes in pesticide regulations and the effects it could have on our courses. We will be using our relationships with the home unions and other associations involved in the golf industry to get the message out there.

Here's hoping for a dry and successful autumn across the association.



The Richmond Golf Club, London

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BATHGATE
SILICA SAND



BERNHARD

RAIN BIRD



Germinal



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



Ecology Roundup

James Hutchinson | BIGGA Sustainability Executive

GI Ecology
sponsored by
Rigby Taylor



Ecology

Background:
Nick Machin's
Wasp Spider

Below left: Grass
snake at Wenvoe
Castle

Below right:
Coxmoor GC's
Hedgerow

Bottom left:
Newt at Gullane

Bottom right:
Bryn Hill's
Flycatcher

A mixed bag of wildlife sightings found their way to me of late, with some particularly interesting fizzers from 'down south' taking centre stage (well, south of Blackpool, where this columnist lives anyway).

Firstly however, it's hedgerow managing season! If you plan to carry out work on these valuable habitats then please make sure you are working within the law. Environmental regulations are confusing at the best of times but the GOV.UK website is there to help. BIGGA members can contact me if you require further assistance. Here's Coxmoor GC showing us how it should be done (note the planks to reduce tyre damage).

Not content with winning the Toro Student Greenkeeper of the Year Award, Nick Machin is a dab hand at wildlife photography too — take a look at this beautiful wasp spider at Royal Cinque Ports. Nick has found 33 of these this year already, while last year there were 42 — a healthy population at RCPGC. P.S. congrats on the award, Nick!

Spotted flycatchers are in decline, but it's not all bad news for this fabulous looking bird. Bryn Hill, South Wales, has the ideal habitat for them including long roughs, dense vegetation and decaying trees, so it's not surprising that one made an appearance on the course recently.

Elsewhere (actually the course next door), grass snakes are showing up in good numbers and feeding on all sorts of things. Wenvoe Castle sent us this snap of one, which recently ate a small mobile phone by the looks of it.

A little further north and newts are looking for a place to hibernate, including this chap at Gullane. It is imperative you leave a collection of decaying timber near any ponds you have onsite as they need all the help they can get at this time of year. Dead timber creates heat during the thermophilic stage of decomposition and is the perfect place for them to overwinter.

Send your sightings to @Ecology1BIGGA or james.hutchinson@bigga.co.uk





GOLF CLUB MANAGERS' ASSOCIATION

2017 CONFERENCE

12-14 November

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Around the Globe

Stephen Okula MG CGCS | Golf De Joyenval, France

What is the most interesting thing you would tell other BIGGA members about France?

I'm an American citizen but I've been living in France for 16 years. For me the long history of France and its pivotal role in the development of modern Western civilisation is the most interesting aspect. We are located in the suburbs of Paris, arguably the most beautiful and fascinating city in the world.

Below: Joyenval 6 Retz



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

Golf de Joyenval most closely resembles a parkland course, though it is a fairly open landscape. It was mainly pasture for breeding thoroughbred horses before the golf construction began in 1989. It is built on gently rolling terrain ideal for golf, and in the style of the architect Robert Trent Jones Sr it boasts 140 bunkers over the 36 holes, with large greens.

How does greenkeeping in France vary from the UK?

The climate in the north of France is similar to the south of England, but the big difference is the labour laws. France has a government mandated 35 hour work week, and we're not allowed to schedule overtime, only ask for people to do it in the most dire circumstances, and then it's limited to 150 hours per year in any case. Everyone gets five weeks of paid holiday, and 13 bank holidays. Labour is the most critical and limiting factor in providing everyday course conditions.

What is the best part of living in France?

The health care system and the wine are both the world's best. The French understand food as well. I say you can judge how civilised a country is by the level of its cuisine.

What is the worst?

Here in the north of France for me it's the climate. The winters from November to March are long, cold, wet and dark, though I expect most of the British would find that normal.

How does the weather affect your work?

We stay open year-round, but growth doesn't stop except for a couple of weeks in winter where we might be sub-zero or under snow. In the winter we turn to construction and renovation projects.

What types of wildlife do you get on the course, that you wouldn't in the UK?

We are surrounded by a national forest, so we get abundant wildlife. The worst by far are the wild boar, who find their way around our fence and can cause immense damage to the turf digging for earthworms. I was never a hunter, but I obtained a French permit only to try to control the boar, which make for excellent barbecues, by the way.

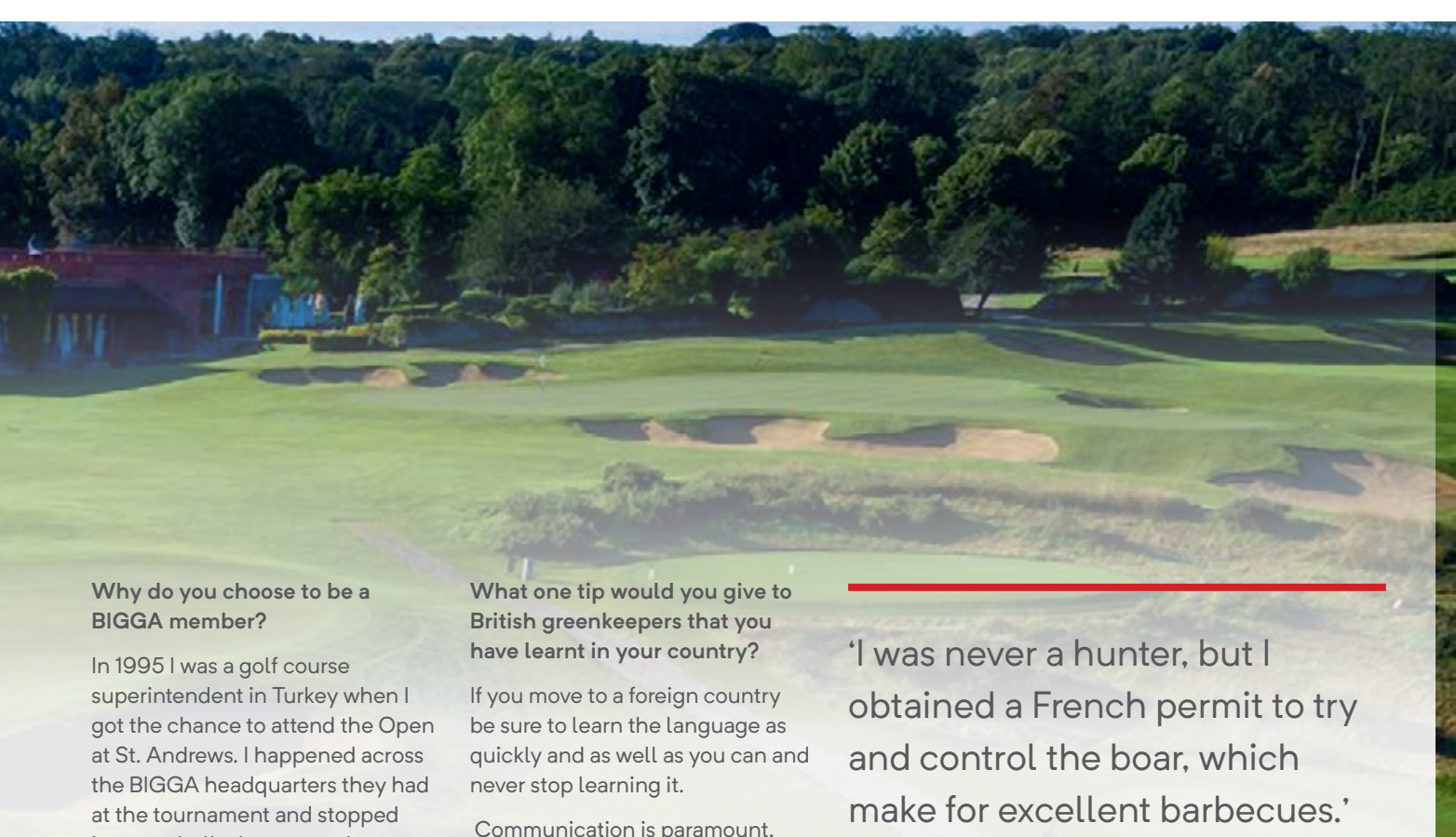
What is your club management structure like?

Joyenval is a members' equity club, you buy a share when you join. The members elect officers and committee members (all unpaid volunteers) in general elections, and those people communicate with the general manager and the department heads, of which I am one.

What is the public perception of golf in France?

Unfortunately golf is too often considered an elitist sport, only for the rich. There are about 500 golf facilities of all types in France, but the public courses where people of modest means can afford to play are usually busy, in my area, at least.





Why do you choose to be a BIGGA member?

In 1995 I was a golf course superintendent in Turkey when I got the chance to attend the Open at St. Andrews. I happened across the BIGGA headquarters they had at the tournament and stopped in to say hello. I was warmly received and offered a pint (as the headquarters at that time was basically a pub). I joined BIGGA that day and have been a member ever since.

What one tip would you give to British greenkeepers that you have learnt in your country?

If you move to a foreign country be sure to learn the language as quickly and as well as you can and never stop learning it.

Communication is paramount.

'I was never a hunter, but I obtained a French permit to try and control the boar, which make for excellent barbecues.'

Continue to Learn at BTME 2018

Over 240 hours of education all at one huge unmissable event. Check out your copy of this year's exciting programme.

Booking is now live, contact the Learning and Development team to reserve your space.



Charity golf day raises incredible support for Benevolent Fund

Patshull Park Charity Golf Day

A golf day held at Patshull Park near Wolverhampton has been hailed an incredible success after raising £7,000 for the BIGGA Greenkeepers Benevolent Fund.

Patshull Park Head Greenkeeper Malcolm Mitchell organised the event and said he was overwhelmed by the level of support he received.

"We have had a fantastic response so far. The industry itself has come forward in great numbers with four-ball vouchers and prizes for the day.

"I am so grateful to everyone for the support we have been given from all over the country. It has been overwhelming."

During a fun-filled day, Dave Collins acted as starter for the competition, and was suitably attired in suit, bow tie and appropriate footwear.

Patshull Park made for an incredible venue, with the parkland course offering a variety of holes and challenges, with steep inclines, elevated tees, and no shortage of veteran trees to distract BIGGA sustainability executive James Hutchinson, and simply get in the way of other golfers.



Head to the **BIGGA** website for more information about the BIGGA Greenkeepers Benevolent Fund.





Top: The winning ladies team with Mal Mitchell

Bottom left: Andy Doster, Mal Mitchell, Martin Farrell and Fred Lord

Bottom right: Nearest the line winner Pete Wells with Mal Mitchell

Top left: Chipping in at Patshull Park

Middle left: Starter Dave Collins and the BIGGA team of Chris Sheehan, Steve Wragg, James Hutchinson and Karl Hansell

Bottom: Dave Collins, Gary Watkins, Mal Mitchell, Chris Low and Jon Lewis

Twenty-eight teams of four competed in the event, with 29 greenkeepers among those and 14 representing the trade. The remainder was made up of Patshull Park members and visitors.

Although a team from Belgium took part in the event — comprised of Stuart Blyth, Nicholas Vevrangen, Thomas Van Thielen and Filip Marien — it was former BIGGA president Iain Macleod who travelled the furthest. He made an incredible 473-mile journey to take part in the event.

A huge number of prizes were donated for the event, and BIGGA Chief Executive Jim Croxton offered his thanks to everyone who supported the day: "I know that Mal put in six months of hard work to ensure this day went well, and I would like to congratulate him on making the charity day such a huge success. The benevolent fund is a fledgling charity and these

funds will go a huge way towards supporting greenkeepers who are in need. Thank you to Malcolm, Dave and to everyone who contributed towards the day's success."

Malcolm was previously involved in the charity walk from Sheffield to BIGGA House in York, which raised almost £2,000 for the benevolent fund in 2015.

He added: "The industry is at that point now where we have a lot of well-paid positions, but there are also many other greenkeepers who are struggling.

"Hopefully nobody will ever need to use the benevolent fund, but it's nice to know that it's there, should they need the back up."



Prize list

Nearest the pin on 2nd

Duncan Lampitt

Nearest the pin on 10th

Stuart Blyth

Longest drive

Dan Stevenson

Nearest the line

Peter Wells

Nearest the pin in 2 on the 16th

Chris Low

Putting competition

Kevin McNish

Best ladies team

Amrit O'Flaherty, Anna Turner, Mina Krzak, Anna Whitehouse

5th

Andy Doster, Martin Farrell, Fred Lord, Richard Dixon

4th

Duncan Lampitt, David Cooke, Jon Turner, David Westwood

3rd

Eldon Foster, Roger Dovey, Joe Edwards, Tom Turner

2nd

Russell Latham, Chris Breen, Geoff Fenn, Simon Banks

1st

Jon Lewis, Gary Watkins, Chris Low, Mark Smith

Best greenkeeping team

Steve Lloyd, Tom Howells, Clive Jones, Ken Threadgill, of The Worcestershire GC



YGC

Young Greenkeepers' Committee

Stuart Imeson | Course Manager | Dunstanburgh Castle

This year's Bunker Camp at Dunstanburgh is firmly on course to be the most successful yet.

With the event in its fourth year and growing once again, it's becoming a consistently popular event for members to look out for.

This year Bunker Camp has been extended, in an attempt to bring the event closer to more members.

In addition to Dunstanburgh, on the Northumberland coast, Craig Boath of Carnoustie Golf Links and James Bledge of Royal Cinque Ports have become event partners, running their very own camps on two of the most prestigious courses in the UK.

Stuart said: "I'm really pleased this idea is now in touching distance of a full nation of greenkeepers."

"Bunker camp is a fantastic way of networking and trading skills with some great greenkeepers. This year is an exciting one for sure."

Bunker Camp is designed to help all greenkeepers learn the art of revetting a bunker. Over the last three years at Dunstanburgh the event has proved to be a fantastic way of improving your practical skills while networking with likeminded professionals within the industry. Although all of this sounds very formal, this event is like no other and is done in a relaxed environment where all volunteers are encouraged to network whilst learning, while becoming a major part of the Bunker Camp team.

"It's a no brainer," added Stuart. "Many people have attended the

event at Dunstanburgh over the last few years and we've had some great comments of how the camp has changed the way they now think about their careers."

Experiences you can take away from these events;

- Course design and hole layout
- Revetting links style bunkers
- Plant machinery use
- Self confidence
- A new networking circle
- And the chance to work on three fantastic golf courses



Event information

Dunstanburgh Castle Bunker Camp and education day

13 — 24 November (education day on 23). Free accommodation and meals. Contact Stuart Imeson for more information on s.imeson.dunstanburgh@live.co.uk or call 07808 831172.

Carnoustie Golf Links Bunker Camp

30 November to 10 December. Free accommodation and meals. Contact Craig Boath on cboath@carnoustiegolflinks.co.uk or call 0780 938778

Royal Cinque Ports Bunker Camp

4 — 10 December. Free accommodation and meals. Contact James Bledge on james.bledge@royalcinqueports.com



Top Tip:
If you want to make a change, first you have to change yourself.
Get involved!





3

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SALTEX 2017

SALTEX returns to the NEC in Birmingham on 1-2 November.

The show will feature over 300 exhibitors, with many planning to launch products during the two-day event.

The exhibition attracts some of the sector's biggest names, ensuring visitors can expect to see an impressive line-up of world class innovation for use by managers of pitch, grounds landscaping, park and estates.

John Deere, Toro, Ransomes Jacobsen and Kubota have all confirmed they will be returning to the show for a third consecutive year to showcase their latest product innovations.

They will be joined by companies such as STIHL, ICL, Rigby Taylor, DLF Trifolium, Dennis & SISIS, Charterhouse Turf Machinery, Advanced Turf Technology, Fleet Line Markers, plus many more leading brands.

Now in its third year, SALTEX's free-to-attend education programme, Learning LIVE, will again be situated within four purpose-built seminar theatres on the show floor.

There will be a number of expert speakers from the UK and abroad, focusing on issues that surround the industry. Visitors can expect to hear from the likes of Steve Chappell, PGA Centenary Golf Course at the Gleneagles Hotel, Mark Pover, The Football Association, Allen Reed, FC Dallas and Roy Rigby, Manchester City FC.

As well as a wide range of innovative products on display within the three large halls, visitors to SALTEX will have the chance to see many of these in action through the outdoor demonstrations which will be taking place on a grass area directly outside the SALTEX halls 6, 7 and 8.

The SALTEX College Cup, sponsored by Ransomes, will put student turf managers on the big stage. The cup is a national sports turf challenge that will take place on the first day of SALTEX. It is an academic test of turf management knowledge for teams of students who are enrolled at colleges throughout the UK. Last year's winner was CAFRE College in Northern Ireland.

Jacobsen in Paris

Jacobsen has launched a video online to mark one year until the Ryder Cup at Le Golf National in Paris..

The machinery manufacturer is an official supplier off the 2018 Ryder Cup and the video shows how Jacobsen is working closely with Alejandro Reyes and his greenkeeping team to prepare for one of the highlights of the sporting calendar.

To view the video, scan this QR code or search for JacobsenTurf on YouTube.



Comprehensive guide to Microdochium

This October Bayer is launching a brand-new guide to aid greenkeepers in tackling the notorious disease that occurs on over 90% of UK golf courses — Microdochium Patch, that is more commonly known as Fusarium.

The comprehensive guide will cover all aspects of managing Microdochium Patch, from understanding the issue and identification, to preventing and curing the disease using a variety of methods.

Dr Colin Mumford, Bayer technical manager, has worked to inform the guide and he explains that it will detail how to use an integrated approach for the most successful disease management programme.

"For example, cultural and biological practices should be considered ahead of any pesticide application, when implementing an integrated approach," he says.

"It's important that greenkeepers select the appropriate fungicide for their disease outbreak. Whether you need a systemic or contact acting product, or want to know how to rotate fungicide groups, the guide will assist in your decision."

A digital copy of the essential guide will be sent to BIGGA members this October, hard copies can be ordered from the Bayer website and will be available to pick up on stand DO37 at SALTEX from 1 — 2 November.



Textron Golf

Machinery manufacturer Jacobsen has been incorporated into the Textron Golf brand as part of a restructuring of the company.

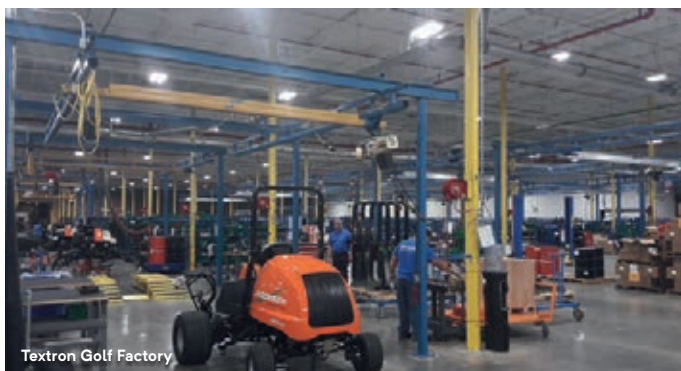
In autumn 2016 a decision was made to integrate Jacobsen and E-Z-GO into Textron Specialised Vehicles and the brands will now form a subdivision entitled Textron Golf, alongside Cushman Utility Vehicles.

A spokesperson for Textron said: "The Jacobsen, Cushman and E-Z-GO brands now sit under the umbrella of Textron Golf."

"This will provide customers with a one-stop shop for all golf club needs, such as golf carts, utility vehicles and turf maintenance equipment. Textron Golf's slogan is 'One partner. Three brands. Endless solutions'."

Jacobsen's manufacturing facility in Ipswich will remain in place and the company has pledged that there will be no changes made in the UK as a result of the rebranding.

TEXTRON GOLF



CPD priority at conference

With four BASIS CPD points available at this year's Amenity Forum annual conference and exhibition on 12 October, Professor John Moverley has reminded amenity operatives to keep their qualifications valid.

The independent chairman of the Amenity Forum, John said: "All amenity professionals must have a recognised qualification by law, but it's vital that it's kept updated by collecting BASIS CPD points, to ensure practices are in line with innovation and regulatory changes.

"We aim to promote continual professional development and this event is the perfect opportunity for those in the industry to find out about how to participate in BASIS schemes and courses."



Professor Moverley added that the Amenity Forum also encourages all organisations and individuals delivering control programmes to operate within the BASIS Amenity Assured standard, which helps maintain a high standard of practice.

The Amenity Forum annual conference takes place at The Pirelli Stadium in Burton-on-Trent.



Ask Dr Mumford

With Colin Mumford, Bayer Turf Solutions

Do you need advice with your turf problems?
Email info@bigga.co.uk

Question: I'm interested in getting into a technical role in the turf industry. Do you have any top tips?

There are a range of technical roles on offer within companies that are involved in the sports turf industry. More often than not, these roles are labelled 'technical manager', with specialisms ranging in engineering and irrigation, through to seeds, fertilisers, and pesticides, to name just a few.

It's important to make a clear choice right from the outset about which area you're most interested in pursuing a career in, because this will inform what qualifications and experience is required.

Nowadays most technical roles require you to have a Bachelor's degree as a minimum, or in some cases a Master's degree. But don't let that deter you because there are lots of ways you can achieve these qualifications.

There are full and part-time courses – both of which can be completed online if you are not able to attend a course in person. Based on my own experience I would say that if possible, don't give up your day job, and try to complete your qualifications while still in employment. It may take longer to complete your chosen course, but it's easier to find a job when you already have one.

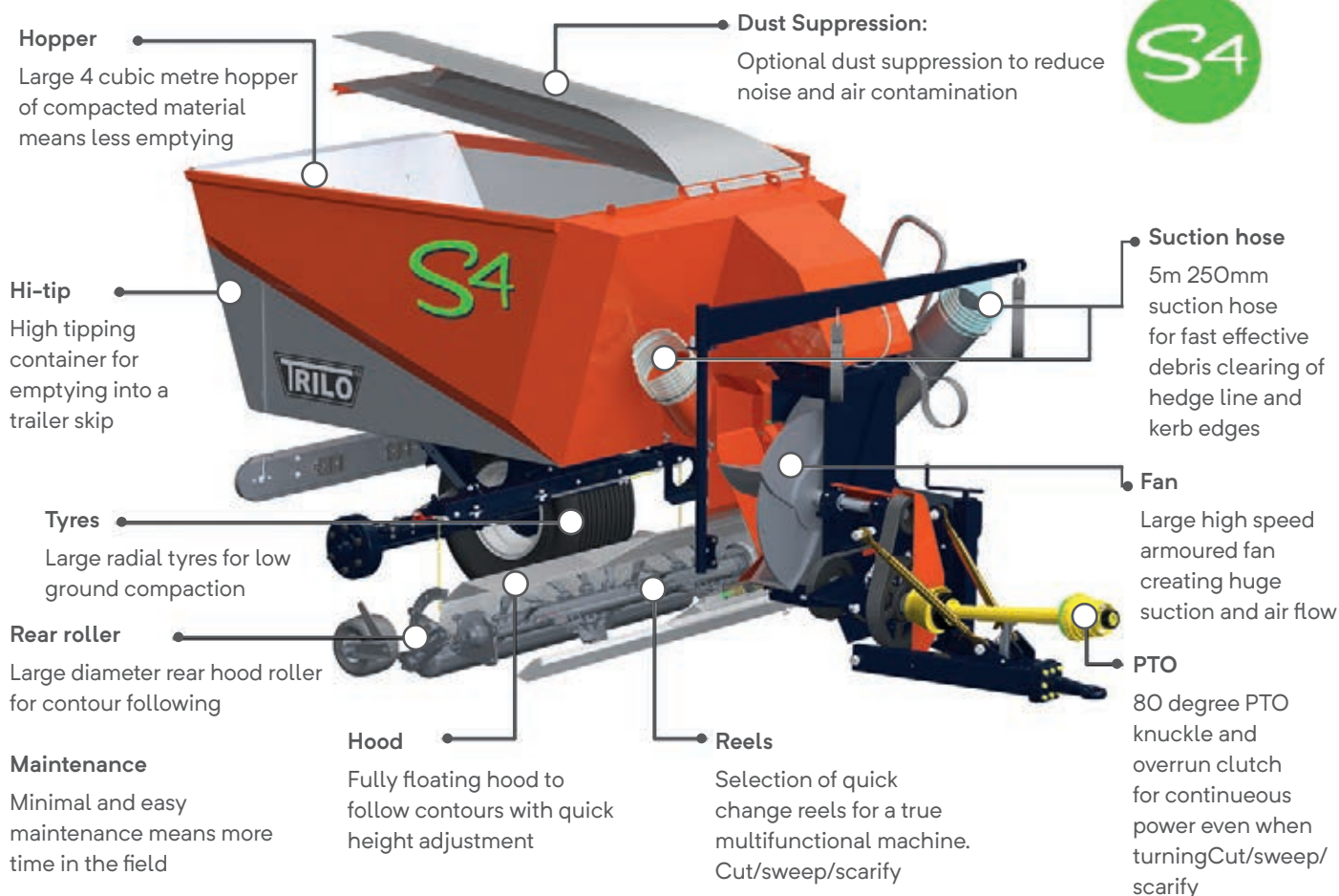
Once you're qualified and seeking out a new role, there are lots of places that you can look for inspiration, such as trade publications, company websites, industry events. Don't underestimate the power of word of mouth.

A technical role within the sports turf industry allows you to develop new skills, tackle new challenges, and provide solutions for your peers and the ever changing challenges they face, while taking your career in a new direction.

Tweet us your turf questions @BIGGALtd using #AskDrMumford for your chance to win a hamper!

TRILO S4 vacuum sweeper

Each month we invite a machinery manufacturer to showcase its latest innovations. Dutch vacuum sweeper manufacturers TRILO explained how the S4 is a compact economical vacuum sweeper with large, air filled tyres for low soil pressure. Every TRILO machine is bespoke to the needs of the customer, with various options selected at the ordering stage.



BBC golf correspondent to join GCMA conference

BBC golf correspondent Iain Carter will open the GCMA 2017 Conference, where golf club managers, volunteers and industry professionals from across the UK and Europe will get together in November.

Non-members of the association are welcome at the conference, which is taking place at Mercedes-Benz World in Weybridge and will include an

educational programme of keynote and breakout sessions.

The BBC's Iain Carter will discuss his views on the golf industry and tell some tales from the tours.

Throughout the conference a number of industry leaders will discuss their visions for the future, including R&A Chief Executive Martin Slumbers and BIGGA Chief Executive Jim Croxton.





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Membership

Photograph competition

There were an incredible 314 entries for this year's photographic competition, with BIGGA members sending in their snaps from as far away as Sweden, Switzerland and the United States.

With so many entries being sent in, narrowing the list down to our 20 favourites was a tricky task, and now we need your help to uncover the overall winners.

Greenkeeper International guest editor Stuart Green said: "Thank you to everyone who entered their images into this year's competition.

"Images of hot air balloons floating above golf courses, snow-covered fairways in St Andrews, and hole changing in the Swiss Alps, among so many other brilliant and beautiful images, have reaffirmed how lucky we are to work in an industry that provides such spectacular views on a daily basis.

"We had an unbelievable amount of entries for the competition this year, and we need your help to decide the winner."

There are only 12 spots up for grabs in next year's calendar and there can be only one winner, so we're handing the power over to you, the BIGGA members.

To check out the 20 finalists and to cast your vote, you can scan this QR code or head to the BIGGA website, where you'll find a link to the finalists.

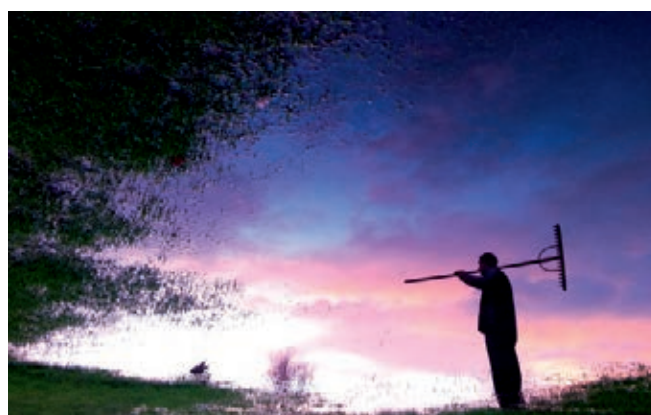
Member voting closes on 20 October 2017 and we will announce the winner in the December of the magazine, when you will receive your BIGGA desktop calendar 2018.

The overall winner of the competition will be presented with a framed print of their picture at the Welcome Celebration. They will also win a GoPro Hero action camera.

Here's a taster of the top 20 entries



To see the rest of our top 20 and vote for the winner visit www.bigga.org.uk or scan the QR code



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(22-2.2-9.1 + 1.2Mg + TE)



All Season

18-6-18 + 2MgO + TE
(18-2.6-14.9 + 1.2Mg + TE)



NK

19-0-19 + 2MgO + TE
(19-0-15.8 1.2Mg + TE)



Anti-Stress

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(15-0-21.5 + Fe)



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(6-0-22.4 + 1.2Mg + TE)



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Making an impression

Karl Hansell, BIGGA

Belvoir Park

Aaron Small was just two months into his employment at Belvoir Park, near Belfast, when he invited us over for a chat.

It's quite a leap from Donaghadee Golf Club to Belvoir Park, ranked behind only Nick Faldo's Lough Erne in terms of Northern Ireland's inland courses.

After taking such a big step, we were wondering how Aaron set about earning the respect of golfers and staff upon his arrival?

Belvoir Park, Belfast's parkland giant

With 1,300 members playing 150-200 rounds a day, and 250 at the weekend, Belvoir Park is one of the most popular golfing destinations in Northern Ireland.

"It's as big a footfall as you will get," said Aaron. "At Donaghadee we averaged 50 rounds a day, but here it is much busier, so my first job every morning at Belvoir Park is to look at the time sheet and see when we will be able to do things.

"This is the best job I will get without leaving Northern Ireland as the other top courses are links. I much prefer the definition that you get on a parkland course due to the trees that line the fairways. As a golfer it suits my eye and so I don't think I'd want to work on anything other than a parkland."

Aaron got into greenkeeping as a junior player at Clandeboye, where in exchange for divoting fairways he would receive £7 a day and a cheeseburger and chips.

"When a full time job came up the head greenkeeper, Terry Crawford, asked me would I become a greenkeeper?" explained Aaron. "But at that time they wouldn't let you be a member of the club and an employee, so I went to work at Carnalea down the road as an apprentice greenkeeper.

Continued over



Aaron Small

Top work Aaron,
knowing how to
communicate with the people
you need to influence is
vital as a manager



Winning over the committee

"At our first greens meeting I asked if it was possible to bring the whole council over to the machinery shed.

"We had the whole thing swept up and looking really tidy. We then had a competition saying 'guess the price of the chemical' and guesses ranged from £120 to £4,000. The point was, those guys are in charge of the golf course and the course is their biggest asset, but they don't understand what goes on out there.

"I really found that beneficial and they gave me a round of applause afterwards.

"I got that idea from when I worked at Clandeboyne. We got all the members in and had an open day where we walked them through the shed. For two years it took a lot of heat off the greenkeepers and the council because the members then understood a lot more about what is going on.

"All they wanted was for me to show them that their course was in safe hands, and we did that. There are people who have been members here for 40 years and they live for the course and they just wanted to know it was being cared for.

"I would truly encourage anyone to educate their committee more. They enjoyed it and everyone came away thinking it was absolutely brilliant, while they also realised that actually, they didn't know anything about the running of a golf course."



"After nine months I moved to The Blackwood, which was a new course that was being made from scratch. I was there a year and a half before the course opened and that was an unbelievable experience as a 17-year-old. You are just absorbing it all in and I learnt to do drainage, how to build bridges and paths and all the stuff you wouldn't get to do on a mature course. There were brand new sheds, machinery and irrigation, all of which was state-of-the-art in 1993."

Changes in policy allowed Aaron to return to Clandeboyne and within six months he was promoted to the assistant's role, in charge of 12 men on two courses across 320 acres.

"That was a big challenge," said Aaron. "Some of those guys had been there 25 years, but I always had the backing of Terry the head greenkeeper. I always knew that if I did the job right, Terry would back me.

"Aged 21, it doesn't faze you and you don't have the fear factor of someone that's been there 25 years."

After 10 years Aaron was appointed course manager at Donaghadee, a course with a dual personality. Part links, part parkland, it was tricky to maintain consistency across the 18 holes.



Above: Belvoir Park's maintenance facility

Above right: Belvoir Park's 18th green

Below right: clubhouse



Continued over

'All they wanted was for me to show them that their course was in safe hands, and we did that.'

Winning over the golfers

"One of the key things I have found that enable you to make a good impression is the ability to play golf to a decent standard. I am a category one golfer and the club like that I can relate to them.

"From a greenkeeping perspective it is also a big advantage. You can look at greens as a greenkeeper and think they are good, but you can play them later and think they are not as good as you thought.

"It's like a chef that doesn't taste his own food.

"I try and play once a month with the professional, the treasurer,

the captain and the general manager. Not only does it give you the opportunity to build a positive relationship, but they all have their own gripes that you can listen to, and you see a totally different view of the course as a greenkeeper.

"I also want the men to be highly visible, to show that we are turning things around and the staff are working better. Some of the members have asked whether I brought three staff with me from Donaghadee, and that's just because I've made them more visible."



Belvoir Park



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Below: Belvoir Park

Belvoir Park Golf Club

Greens staff

Aaron Small, course manager

Philip Reid, assistant
course manager

Lee Cartmill, spray technician

Billy Smith, greenkeeper

William Burns, greenkeeper

Philip Simpson, greenkeeper

Peter Roberts, greenkeeper

Craig McNamara, greenkeeper

Machinery

Greens: Utility vehicle

Toro 3250 3 Gators

Triflex 3400 2 pro Gators
1 with Dakota
top dresser
and 1 with HD

Toro 3250 200 sprayer

Fairways 3 ton mini
digger

Toro 6500
& 5610 2CX JCB

Semi-rough Jd Bunker rake

Toro
sidewinder
3100 4 Jd hand
mowers
2 speed rollers

Rough Wiedenman
verti drain
Pro core

Tractor Sisis flexi
brush

Kubota 6040 Sisis V mows

Jd 4066R 2 ton ultra
spreaders
top dresser

"But that was the stepping stone I needed to get to Belvoir Park," said Aaron. "If you were to ask me why I am here, I'd say it's because I took little bits from each of the places I have worked."

At Belvoir Park, Aaron's appointment has coincided with a significant revamp of the course. £220,000 has been spent on machinery, while another £150,000 has been spent on drainage, bunkers and tees.

"We're looking to really take the golf course by the scruff of the neck and put it on the map," explained Aaron. "A year ago, they were doing the bread and butter quite well, it was just the finer things that were missing, and that's what we're going to be working on."

"They want more golf in the winter, with more greens and holes open. At the same time, the club have put their hands in their pockets to make sure that's happening."

"You can be the best greenkeeper in the world, but if the club are not supporting you, it makes no difference."

"In greenkeeping you are only as good as your last day. I could have the course 10 out of 10 every day, but if for some reason I don't cut them, my greens could be six out of 10 the next day, and that's why greenkeepers need to be on the ball every single day. Members are very critical and if you are not on top of your game, you will be found out very quickly. That's why you need to have the passion."

Winning over the staff

"I got the staff a payrise, which was the first they had in five years. They are working really hard for me and it's showing on the course. It's turned the whole place around as the staff are working better and the club has recognised that. Yet all we have done is bring their wages in line with other neighbouring golf courses. This gave them a lot of confidence in me and it also let them know their hard work was appreciated, so they continue to work hard."

"I also changed the culture among the team. The staff start at 7am and would have to prepare their own machines, which was wasting time. Now what I do is come in at 6.10am

and by the time the team arrive at 7am I will have set up all the equipment for the day and have them at working temperature, so they can walk in, jump on a machine and be away."

"At Donaghadee I had really bad working conditions. I went to the committee and asked them for offices, showers and toilets and good working conditions. I asked anyone in the council to come and work with us for a week and if they were happy with the facilities we would keep working with them. They ordered £20,000 facilities. You are only as good as your staff and the better conditions you give your greenkeepers, the better work they will do."

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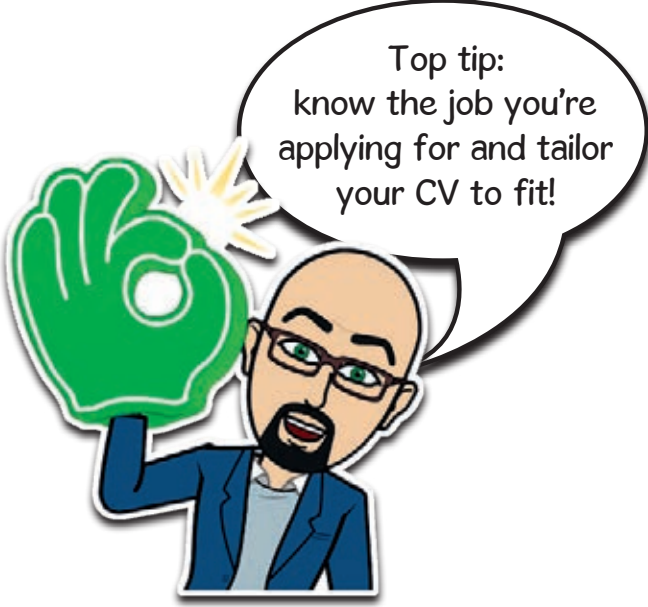
Clear, Clean and to the point CV Writing

Tony Martin, managing director of Golf Recruit,

With unprecedented levels of competition for the top vacancies within the golf industry, it has never been more important to make sure your CV is as good as it possibly can be.

This means you must pay careful attention to all elements of the document: its overall presentation and layout, grammar, spelling, and most importantly, content. Even if the content is top quality, many potential employers will disregard the application if any of the other elements are imperfect.

To help you in this challenging market, we have condensed our experience from viewing thousands of CVs into these simple guidelines.



Top tip:
know the job you're
applying for and tailor
your CV to fit!

Presentation and layout

Your CV must look clean and well laid out, with an abundance of white space to enhance readability.

It should be two pages long (three maximum) unless you are requested to detail specific projects you have undertaken.

Use a simple font like Arial, Calibri or Times New Roman and keep formatting like italics, bold, capitals and underlining to a minimum.

Bullet points are extremely useful in CVs as they allow you to highlight key points and keep the document looking neat and tidy.

Try starting each bullet point with an action verb if you can. Use 'created', 'managed', 'increased', 'improved' etc, rather than 'I'.

Spelling and punctuation must be perfect, so after you proofread and spell-check your CV, give it to a friend to check it over for any errors you may have missed. This is a common mistake as after creating the document and reading it over and over again you are less likely to be aware of errors!

Readability: again, ask your friend or colleague not to be kind but to assist as a "critical friend" who can give honest feedback of readability. Hirers of top positions can be inundated with many applications and may have implemented extremely strict criteria. If your CV looks cluttered or rambles on with irrelevant parts it will lose the interest of the hirer and you may get overlooked for the shortlist process

Want to
know more?
Tony will be presenting the
Career Clinics at BTME, check
out your programme for
more information

Top tips

Never lie or over exaggerate your qualifications or skill set — you will be found out and it could damage your reputation within the industry — it's just not worth it!

Make sure that your online profile is professional — employers will look at your social media profiles.

The CV structure, simple and in order

1

Name, address and contact details

Make sure to use the phone number and email address that you use most often.

You will not want to disappoint an employer by failing to respond to their interview invitation in a timely fashion.

Date of birth

No longer mandatory, although most future employers want to know how old you actually are and are able to work out an approximate age through your schooling, so why not include this from the outset.

2

Your nationality and working visa details

This is relevant if you are a non domicile of the place of application. Confirm if you have a granted working visa and the date of expiry, or if not yet granted, the status of your visa application. Employers will want to know in advance if they may need to make an application for a permit to work or need to make allowances for future working permits. If you are a non EU resident and applying for a UK post it may help if you state how long you will be intending to stay and emphasise you have the means to be self sufficient.

3

Personal summary

This is a great opportunity to showcase in a sentence or two what you hope to achieve in your next position and what you feel you can offer to your employer. In marketing terms, this is the place for your "USP", unique selling point, to stand out.

4

Skills summary

The reader of your CV may not have more than a few minutes to spend scanning the initial applications, so including a skills section can capture their attention by making it immediately clear what you can offer. Highlight a brief bulleted list of the skills and experience that you possess that are relevant to the role. Examples could be managerial experience, budgets and finance for senior roles, mechanical or maintenance projects you have worked on, are you the health and safety officer, are you the company first aider? All of these are an added value to your personal profile and application.

Wherever possible, use the same adjectives as those used in the advertisement. For instance, if the ad specifies someone who has 'managerial and excellent interpersonal skills', these should be addressed under your skills section.

5

Relevant & work experience

This is your work history and includes paid work and any relevant volunteer or work experience placements.

Clearly outline your club or course, job title, and dates, to and from, to the nearest month.

Always work backwards from your most recent job and don't leave any gaps; these could lead potential employers to suspect the worst. If you took a year out, carried out an interim assignment or travelled for six months, say so. It could be useful to treat these in the same way as a job, indicating what you accomplished and learned during this time.

Briefly outline your responsibilities and any accomplishments. For example if your club or course held a tournament, your involvement of the preparation in advance of the event with internal or external organisers, how you maintained standards while the event was staged and how you got the course back to standard for general play after the event.

6

7 Education and training

Use your common sense here. If you have an advanced degree, few people are going to be concerned about your GCSE grades. Make sure to also include any training courses and further accredited training schemes you have completed, especially those that are relevant to the job that you are applying for. This is the place to include whether you are BIGGA CPD Active or Approved and if you have achieved CPD Milestones. For further information on the BIGGA Continuing Professional Development (CPD) programme, visit www.bigga.org.uk/education/continuing-professional-development.

8 Interests

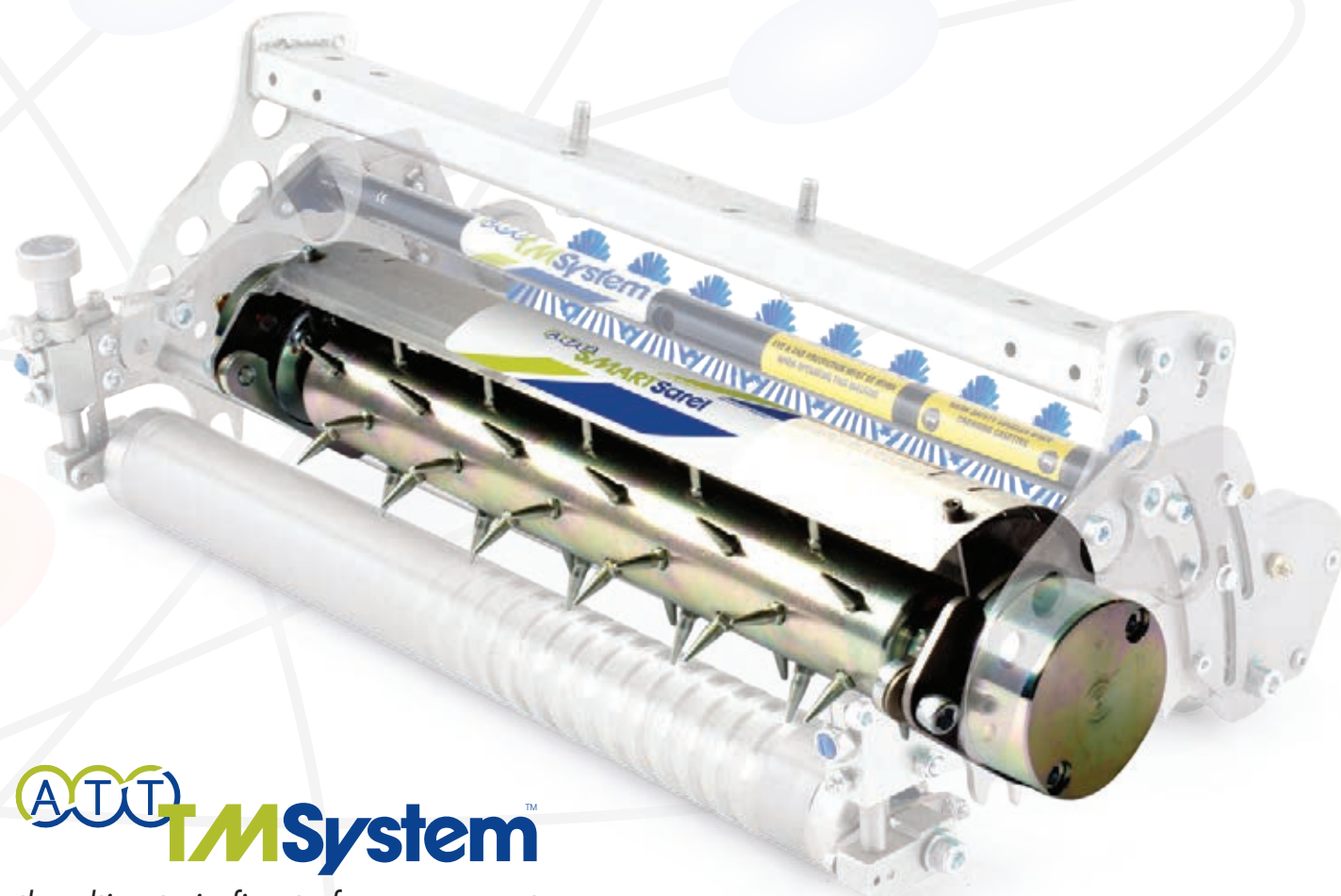
These are optional, but should you choose to include a section on hobbies and interests, keep it very brief. Avoid saying anything that could be contentious (e.g. political or religious affiliations), and wherever possible, use the space to show how you can fit in with the company's organisational culture. Be resourceful and do your homework on the company ethos. For instance, if they have a company 5-a-side football team, it might be useful to indicate that you enjoy playing football.

9 References

Actual references are rarely included on one's CVs. So, although it is fine to state 'References are available on request' should you be fortunate enough to have a high profile referee it may stand out to include his or her name at this point.

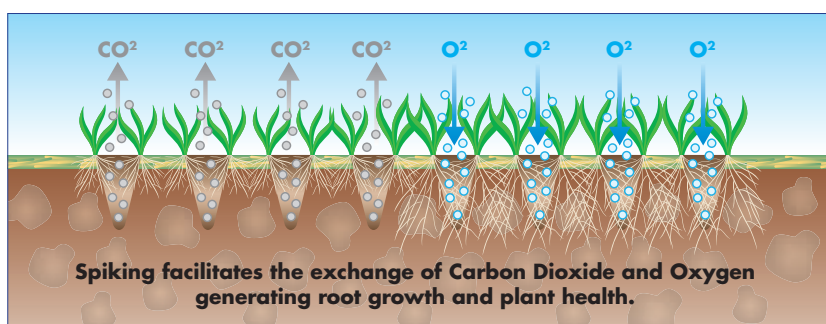
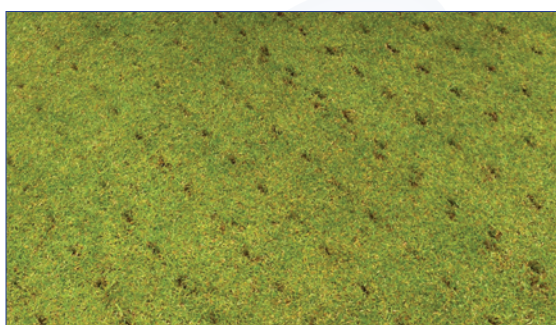


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More than maths

Les Howkins MG, course manager at The Richmond

At school I had a teacher called Mr Smith. He was a grumpy old fella but, as it turns out, a great maths teacher.

I would often challenge him with questions like "Sir, pies are for eating, so when am I ever going to need to work out the area of a circle?" or "Sir, when will I ever need to use algebra?" or my favourite, "Sir, BODMAS will never be important".

His responses were always the same: "Boy, you never know what life might throw at you. My job is to prepare you for life, so get it done."

Well, he was right. I use maths all the time and as it turns out BODMAS comes in handy every time someone poses a tricky maths question on Facebook.

Maths plays a massive part in my day-to-day working life and the one thing I really like about it is, there is no grey area. Maths cannot be open to interpretation, it is either right or wrong. Unlike so many other parts of our job, where opinions count for everything, your members cannot have an opinion that differs from numerical fact.

One thing that is very important is the correct use of units of measurement. $5\text{g}/\text{m}^2$ is massively different to 5m^3 , for example. Whenever carrying out any calculation it is imperative to state the units of measurement.

There are still people out there that think of us as grass cutters and bunker rakers.

Maybe some greenkeepers that haven't been in the industry for very long will be thinking, when does a greenkeeper need to use maths? Here are some examples of where and when we use maths in greenkeeping.

Sprayer calibration

When dealing with potentially £,000's of fungicide it is essential to get the sprayer calibration correct

Applying fertiliser

You will know the rate you want to apply and once calibrated you will need to know how much to order according to the size of the area. If you need 300kg, check the bag size as some companies sell in 25kg bags, not the common 20kg.

Nutrient requirements

Once you have applied your fertiliser you will want to keep a record of the amount of N P and K that has actually been applied. The usual measurement is kg per Ha.

Green speed

You will apply maths to work out the average ball roll using a stimpmeter. Using the Brede equation for greens with a slope employs a complex piece of maths.

Ordering materials

When ordering bulk material such as bunker sand or dressing, the bulk density of the material is important to convert from cubic meters (m^3) to metric tonnage.

Budget processes

This one almost goes without saying but maths is very important. If your club tells you your budget is increasing by 3% next year, what does that actually mean?

VAT

Almost everything we buy has VAT. Some prices come with it, some come without. Being able to work out the with or without VAT price is important.

Irrigation usage

As water becomes a more expensive commodity we need to be able to measure, with more detail, how much we use. We may apply in millimetres, but have to report litres or cubic metres.

Overtime/wages

Monitoring of overtime and wage usage is important. Do you pay time and half or double time?

Working out the size of an area

If you want to find out how big an undefined area is you will have to measure it and work out the area. With bunkers usually rounded, using pi (π) becomes a necessity.

"How fast are the greens today?"

The Brede equation will allow you to measure the speed of a slope.

Use a stimpmeter to find the uphill speed (A) and the downhill speed (D) and follow this equation

The Brede equation

$$\text{Slope speed} = (2 \times A \times D) \div (A + D)$$
 A = Ascending
 D = Descending

"How large are our greens?"

Pick a point in the middle of the green and make regular measurements from that point to the edge of the green. The more you do, the more accurate you will be.

The formula for measuring the area of a circle is:

$$\text{area} = \pi \times r^2$$

This is our starting point, and the measurements you gain around the green will form the r^2 element of the equation

Add the measurements up and then divide them by the number of measurements you have made. Multiply this number by itself and you get the r^2 element of the equation.

Then multiply r^2 by π (approximately 3.142) and you get the area of your green.

$$\text{Area} = \pi \times (\text{measurements added together} \div \text{number of measurements})^2$$

How much topdressing do you need in tonnes?"

You may need to convert this from square metres to metric tonne.

The conversion rate is: $1\text{m}^3 = 2.41\text{t}$

For example: $150\text{m}^3 \times 2.41 = 361.5\text{t}$

"How much did that machine cost?"

To work out the VAT, which is 20%, you can do the following:

Do you want to add the VAT to the cost of the machine? Take the cost and multiply it by 1.2

Do you have the cost including VAT and want to know how much the machine itself cost? Take the overall cost and divide it by 1.2

"Your budget is increasing by 3% next year"

How do you work out how much money this actually is?

Add the increase to 100, or minus it from 100 if you have a decrease. Divide this year's budget by 100 and then multiply it by the above number.

For example: £40,000 to increase by 3%.

$100 + 3 = 103$

$40,000 \div 100 \times 103 = 41,200$

Working out VAT (20%)

$$+\text{VAT} = \text{Cost} \times 1.2$$

$$-\text{VAT} = \text{cost} \div 1.2$$

Look out for the 'Maths for Greenkeepers' workshop at BTME



B

Brackets
(...)

This is the acronym that tells you in which order to undertake your calculations. These rules can make a huge difference when you're trying to do complex calculations.

O

Orders
 $\sqrt{\quad}$ \times \div

D

Division
 \div

When brackets are used they are given precedence over everything else. Then follows other orders such as square roots, squares or cubes. Division and multiplication are next, with addition then subtraction last.

M

Multiplication
 \times

A

Addition
 $+$

Here's an example maths sum: $2 + 3 \times 5$

What is the answer?

Incorrect working out: $2 + 3 = 5$. $5 \times 5 = 25$

Correct working out: $3 \times 5 = 15$. $2 + 15 = 17$

In this case 3×5 takes priority before you add 2. Using BODMAS, you discover the correct answer is 17.

S

Subtraction
 $-$

Continue to Learn at BTME

Offering even more to help you with your personal and professional development

Careers Clinic

In the Learning and Development area, located in the Queen's Suite of Harrogate Convention Centre, BIGGA will be offering a Careers Clinic for members.

If you are looking for advice about the next step in your career and how to achieve it, don't miss this opportunity.

Tony Martin, Managing Director of Golf Recruit, will be able to offer advice on:

- Writing or updating your CV – be sure to bring a copy!

- How to read and understand a job advert and tailor your CV to suit
- Write a cover letter that makes an impact
- Applying for jobs overseas
- Advice on Personal Development Planning

Want to plan your time at BTME? Book an appointment with Tony by visiting the Education section of the BTME website (www.btme.org.uk) or simply drop in.

Turf Rewards



Turf Rewards, available from ICL and Syngenta, offer a range of products and rewards including education vouchers for Continue to Learn at BTME 2018.

A great way to extend your training budget (or provide you with a training budget!) Turf Rewards gives something back for the products that you buy for your golf course.

Simply claim your Turf Rewards Continue to Learn vouchers and use them to pay for you and your colleagues to attend the largest education event for sports turf professionals outside the USA.

"Turf Rewards education vouchers help me to stretch my training budget. This means that I can maximise the amount of education that my team and me can attend at Continue to Learn at BTME."

Adam McColl, course manager at Gerrards Cross Golf Club

Scan the QR code to find out more and see if you are eligible for Turf Rewards



Mock Interviews

Are you getting the interview, but not getting the job?

At Continue to Learn at BTME 2018 we are offering BIGGA members the chance to practice their interview techniques by attending a 'mock' interview.

Take this opportunity to put yourself before an interview panel comprising a golf club manager, chair of green and course manager, to practice your skills and receive feedback on how you can improve your chances of success.

Three job specifications are available in the Education section of the BTME website (www.btme.org.uk). Select the position that you want to be interviewed for and make an appointment.

You will be expected to approach this 'mock' interview as you would approach a formal job interview.

Future Turf Managers Initiative 2018

TEXTRON GOLF

Launched in 2013, FTMI is aimed at up and coming greenkeepers who want to become course managers. Focusing on personal and professional development, rather than agronomy based subjects, the programme utilises the expertise of leading course managers, dynamic trainers and industry experts to mentor and educate the next generation of industry leaders.

The FTMI's success speaks for itself, with over 25% of graduates now in a course manager position.

FTMI 2018 will 2018 take place in March. The deadline for applications is 31 October 2017.



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Distributed by



Toro Student Greenkeeper Awards

Karl Hansell, BIGGA

From every corner of the country, BIGGA's brightest and best student greenkeepers gathered at the association's headquarters at Aldwark Manor near York for the finals of the Toro Student Greenkeeper of the Year Awards.

Beginning on Monday evening with a debate, hosted by BIGGA Chairman Les Howkins MG and discussing topics including bunker maintenance, insecticide withdrawals and the application of potassium, the candidates were immediately put under the spotlight.

The judging panel has seen it all over the years. Toro agronomic consultant Bruce Jamieson and BIGGA Head of Member Development Sami Strutt have both been involved in 24 Toro Student Greenkeeper awards.

Sami said: "The Toro awards are now in their 29th year and are among the highlights of the BIGGA calendar.

"At BIGGA we are dedicated to improving greenkeeper education, so to hear such highly-educated and ambitious students showcase their depth of knowledge is not just a vindication of our hard work, but also gives you a lot of confidence that the future of the industry is in good hands."

On Tuesday, the candidates took part in a multiple-choice examination and were set an essay question discussing the subject of education. They were also required to make a 10-minute presentation on themselves, prior to a 30-minute interview by the panel.

The candidates for the Toro Young Student Greenkeeper award undertook a course walk with



The Toro Student Greenkeeper of the Year Finalists:

Back row, left to right:

Joe Spadaccini, Callum Done, Craig Woodman, Angus Roberts, Matthew Bowles, and Chris Clark.

Front row, left to right:

Matthew Kitson, Michael Budd, Levi Pethick, Nick Machin, Chloe Gallagher and Graham Hastie.

BIGGA's Stuart Green and BIGGA vice president Chris Kennedy, followed by a grass and seed species identification challenge.

Stuart said: "The Toro Student Greenkeeper Awards are the culmination of a huge amount of hard work, not just for the regional judging panel who have travelled the length of the country meeting many talented applicants, but also for those finalists who have shown incredible dedication to get themselves to this stage.

"They should all be incredibly proud of their achievements, and through their efforts I am certain they will elevate the greenkeeping industry to new levels of professionalism."

This year's winner of the Toro Student Greenkeeper of the Year Award was Nick Machin, a greenkeeper at Royal Cinque Ports Golf Club in Kent.

The winner of the Toro Young Greenkeeper of the Year Award was Angus Roberts, a greenkeeper at The Roxburghe Hotel and Golf Course.





Congratulations
to all the
finalists!

‘This gives you a lot of confidence that the future of the industry is in good hands’

For the first time, both winners had been nominated for the awards by their course managers, following an extension to the entry criteria that enables more students and employers to get involved with the application and nomination process.

Three years ago, Nick was working night shifts in a water bottling factory, but now he has an eight-week scholarship at the University of Massachusetts to look forward to. As part of the scholarship he will also attend the GCSAA's Golf Industry Show in San Antonio and visit Toro's headquarters in Minneapolis.

Meanwhile, Angus won an all-expenses paid trip to BTME in Harrogate plus a two-week work placement at Vidauban Golf Club in France.

Each student's nominator also receives a prize, with James Bledge due to join Nick at the Golf Industry Show in San Antonio, and Ross Ovens set to join Angus at Vidauban in France for the final two days of the placement.

Runner-up in the Toro Student Greenkeeper of the Year Award was Levi Pethick of Stoneham Golf Club, while Craig Woodman of Bramshaw was runner up in the Toro Young Student Greenkeeper of the Year category.

Levi receives a trip to Continue to Learn at BTME, including four days of education, five nights' hotel accommodation, travel and £125 expenses, plus a Toro training voucher. Craig will also attend Continue to Learn, including two days of education, three nights' hotel accommodation, travel and £75 expenses, plus a Toro training voucher.



The judging panel

David Cole, managing director, Reesink Turfcare

Bruce Jamieson, consultant agronomist at Toro

Chris Sealey, course manager at Chippenham

Sami Strutt, head of member development at BIGGA

Sid Arrowsmith MG, BIGGA President and course manager at Frilford Heath

Young award judging panel

Chris Kennedy, BIGGA vice president

Stuart Green, head of member learning at BIGGA

Continued over

Nick Machin

The 29th Toro Student Greenkeeper of the Year

Three years ago, Nick Machin worked in a water bottling factory. The business was based in an old cow shed, there were no windows and Nick decided to make a change.

"I was on a night shift and I thought, 'what's going on with my life?'" said Nick, 31, who was this month crowned the 29th Toro Student Greenkeeper of the Year. "I have always been someone who worked hard and gave it a hundred per cent, which is something my parents instilled in me. I knew I had the potential to make something of myself, it was just a case of getting my foot in the door in a profession I genuinely loved."

Originally from Sandwich in Kent, Nick moved to Deal, where he works at Royal Cinque Ports with Course Manager James Bledge, who nominated him for this year's award.

For a 29-year-old who had just taken on a mortgage, quitting his full-time job to take up a seasonal role as a greenkeeper was a big risk.

"I didn't know if it was going to work," said Nick. "But I didn't hesitate because I knew it could lead to a career that I would love."

"The most important thing for me was to be involved in an industry that was a passion. I would give up a hundred-grand a year job to be a greenkeeper. Being outdoors is a massive plus, but so is being involved in a team that's hugely ambitious and is always trying to drive themselves forward, and that makes Royal Cinque Ports a pretty exciting place to be."

Nick credited James Bledge as a major influence on his success, explaining how his passion for education encourages the members of the team to continue their own professional development.

Nick's new career has led to some sacrifices, such as the amount of time he is able to spend with his girlfriend, despite living together.

"She is a primary school teacher," Nick explained. "And so, in our daily life I go to work really early and she comes back at 6pm and is then working until 9pm. But we are both very career-driven and passionate about what we do, which means we are always encouraging each other to succeed. She's over the moon for me."

The grand final

How did you prepare for the final?

"The build-up was the hardest bit actually. I was doing masses of work and putting a lot of pressure on myself. It's funny, it was Sunday night and I read a quote from Jimmy Heritage, who won last year. He said beforehand he had put pressure on himself, and he decided 'you know what, I'm just going to do my best'. Reading that was like a lightbulb going on in my head. Don't get me wrong though, I was ridiculously nervous."

The final begins with a debate on Monday evening. How did you feel that went?

"My mind went blank before we started, but as soon as the first question came up, it seemed to focus my mind."

"I knew I got off to a good start and I thought the debate went really well for me. You obviously got a few questions that you don't know the answer to, but preparing yourself well and trying to learn as much as you can before you get here gives you a good platform to work from."

Chairman Les Howkins encourages Nick Machin and Graham Hastie during the group debate



"The standard was really good and I honestly thought anyone could win and that they could represent BIGGA and Toro as well as I can, I was just lucky to get the nod.

How did you feel as Stuart Green prepared to announce the winner?

"My head felt like it was going to explode, there was so much anticipation. I knew I had a good chance, but at the end of the day you never know what the judges are thinking.

"When your name is read out it's almost a sense of 'oh my God, what have I just achieved?' The best way of describing it is to say I was proud of myself."

A chance to shine

Following Nick's success in the awards, an eight-week trip to America is on the horizon.

While it will mean two months away from his girlfriend and family, it's an unmissable opportunity.

"All I know about the trip is from the pictures in the magazine of what previous winners have done," said Nick. "It was interesting to read about how he found his experiences and how tough the winter school was.

"I'm fully aware that it's not going to be a holiday, but I'm prepared for that and I have a rough idea of what to expect. I suppose until it all comes at you, you don't know what to expect. I'm just ready for a great eight weeks.

"Before I left everyone at my club did a card for me, saying good luck.

"I was not expecting that in the slightest and it shows that people want you to succeed and help the club move forward."

The winners of this year's Toro Student Greenkeeper awards may allow themselves a little time to celebrate their success. However, their journey is just beginning and there is a lot of hard work ahead if they are to build on their successful start and forge great careers within the industry.

Nick added: "I'm definitely going to go on to my level three and crack on with that. I'm at a place where I still have a lot to learn. I've only been in the industry a couple of years, and that's nothing really. I work with a lot of people who are always willing to give up their knowledge.

"I wouldn't have got to this point without all the brilliant guys at Royal Cinque Ports. Every single one of them has added to my knowledge and to who I am as a greenkeeper.

"Huge thanks must go to James Bledge, as he's changed my life in more ways than you can imagine. He's really done a lot for me and I can't thank him enough.

"Thanks to Chris Clark too, who was a finalist in the Young Student Greenkeeper Award category. He has a really great future ahead of him. He helped keep me calm and made sure I was not getting ahead of myself.

"Obviously I am also thankful for the support from my family, friends and girlfriend. Without them I wouldn't be able to achieve what I have."

Continued over

Toro Student Greenkeeper of the Year

Runner up: Levi Pethick, Stoneham

"It's been a great experience. As young greenkeepers, going forward it will definitely help our careers. It gives you a good idea as to where you are in your career. It's also a great bit of exposure for the club.

"The enthusiasm and the keenness and the passion from all the judges, it's just incredible.

"I'm not really one to show off, but this has been a great achievement for me."



Angus Roberts



Toro Young Student Greenkeeper of the Year

With a European Tour qualifying event taking place at his course, Angus Roberts, 19, had little time to celebrate his Toro Young Student Greenkeeper Award success.

Leaving BIGGA House, he rushed back home to The Roxburghe, near Edinburgh, and jumped on a mower to get the course prepared for the next day's play.

Angus has been a full-time greenkeeper at The Roxburghe since last September, when he began an apprenticeship that he completed in June.

The son of poultry farmers, Angus is used to working outdoors and for long hours. Ever since he was old enough to ride a lawnmower he has tended the gardens at his family home, and the homes of other residents in the village.

"What I love about greenkeeping is the working outdoors and the opportunity to take ownership in your work," said Angus. "I know you are given jobs to do, but you can put your own ideas into these tasks and develop them. The jobs I love the most are the ones where you can see a big change as a result of what you've done."

Eager to get as much tournament experience as possible, and a keen golfer who received a scholarship to study in Edinburgh, Angus was a member of the BIGGA Volunteer Support Team that helped out at

the British Masters in 2016. He explained how a chance meeting there set him on the road to Toro Young Student Greenkeeper Award success.

"I had heard about the award and thought I would quite like to do it at some point," explained Angus. "Then last summer at the British Masters I shared a room with Dan Waring, who won the award last year. I spoke to him about it and he was so enthusiastic. He has been very supportive and has given me quite a few pointers.

Craig Woodman
identifying grass species



"He made me realise that the judges are not looking for the perfect greenkeeper who knows everything, but they are interested in learning about your attitude towards greenkeeping."

Inspired by his experience at the British Masters, Angus said he hopes to join the preparation teams at as many tournaments as he is able.

He added: "I try and do as many tournaments as I can. Waking up that time in a morning, you get a buzz knowing you are setting up a course to be the best it can be. You spend the week meeting amazing people and getting to know them all, while being part of a team.

"I love gaining knowledge from other greenkeepers and the whole industry about how to do things differently. You are learning something every day.



"During my apprenticeship my boss, Ross Ovens, always took the time to teach me new things around the course. I'm constantly chirping in his ear, asking what's this, what's that, and I absolutely loved it.

"Amanda Dorans at Dundonald Links is another who has been extremely supportive of me, as have many other people."

For someone so new to the industry, with just a year's full-time experience, in addition to three years working as seasonal staff, Angus impressed the judges with his confidence and the breadth of knowledge he had gained in a relatively short time.

Despite this, Angus said he was nervous about taking part in the final, having not had much opportunity to prepare. He added: "I had done very little work for it, I have been so busy with the European Tour qualifying tournament we are having at home at the moment.

"But I've always been quietly confident in my knowledge and I'm always testing myself throughout the year.

"The grass identification has always been such a weakness for me, but I got them all right and that felt like a bit of an achievement.

"What I really enjoyed was going out on the course walk with Chris Kennedy and Stuart Green," Angus said. BIGGA vice president Chris Kennedy is the former estates and courses manager at Wentworth and hosted a huge number of European Tour events.

"Chris has a lot of experience," added Angus. "And he told us so many stories. Knowing a guy like that and learning from their experiences is invaluable.

"Talking to the other students too is fantastic. You learn you are not the only one who loves the industry and it gives you the motivation to take back some ideas to your course.

"It's amazing how big this industry is and how far you can go with it. I plan to get my level three finished before I start travelling. I want to travel about and see other places, such as Australia and a couple of other European countries. There's so much out there and you never know who you are going to meet. I'm just taking it one step at a time and while I'm young and not tied down I'm trying to do as much as I can."



Toro Student Greenkeeper of the Year

Runner up: Craig Woodman, Bramshaw

"No one can ever take it away from us that we have been here. It has shown me that there are a lot of people out there, of the same age, and with the same enthusiasm, and you don't really see that day-to-day.

"To be in the top two in the country, it's nice to be recognised by your colleagues. Everyone reads Greenkeeper International, our pictures will be in there and that's brilliant.

"But the hard work starts now."



After the flood

Maintaining drainage systems

The following is taken from the latest Greenkeepers' Training Committee Level 2 learning materials, produced with the assistance of Steve Prinn of Askham Bryan College.

When turfgrass is used for any sport, the amount of moisture in the soil will have an effect on the way the surface reacts to the ball.

Enough water must be present to feed the plant, but at the same time too much can lead to poor playability and severely hamper the growth of the turfgrass.

Effects of poor drainage

- Greatly reduced aeration
- Reduced root development
- Less resistance to wear
- Less resistance to drought
- Inefficient use of plant nutrients
- Late and slow growth in spring
- Increased susceptibility to disease

You've decided to install drainage. Now what?

There are four main types available to you.

They are:

Mole drains

These work by pulling a bullet-shaped mole plough through the soil to form a tunnel. The mole is attached to a vertical blade which, as it is drawn through the soil, helps to create fissures. The effective life of the mole tunnel depends on the condition and type of the sub-soil, which must be uniform and clay-based.

Open ditches

Commonly found around golf courses, these are a useful way of moving large quantities of water. Ditches will lower the water table in the surrounding area, similar to piped drainage.

Catchment drainage

The course is shaped by the architect to direct heavy rainfall into gullies. Primarily used in America where dry soil makes the movement of water easier.

Did you know?

Water that is 0.75-1m deep in a ditch with a fall of 0.15-0.3m over 1km will have a velocity of approximately 1m/second. Any higher than this and you risk undercutting and erosion of the bank

Pipe drainage

Flexible perforated plastic pipe is the most commonly used drainage pipe installed in the UK. Water enters the pipe through small perforations along the length of the drain.

It's simple: water flows downhill. For that reason, all drainage pipes — whether in a lateral or a main drain — must fall for the water to move through them to the outfall.

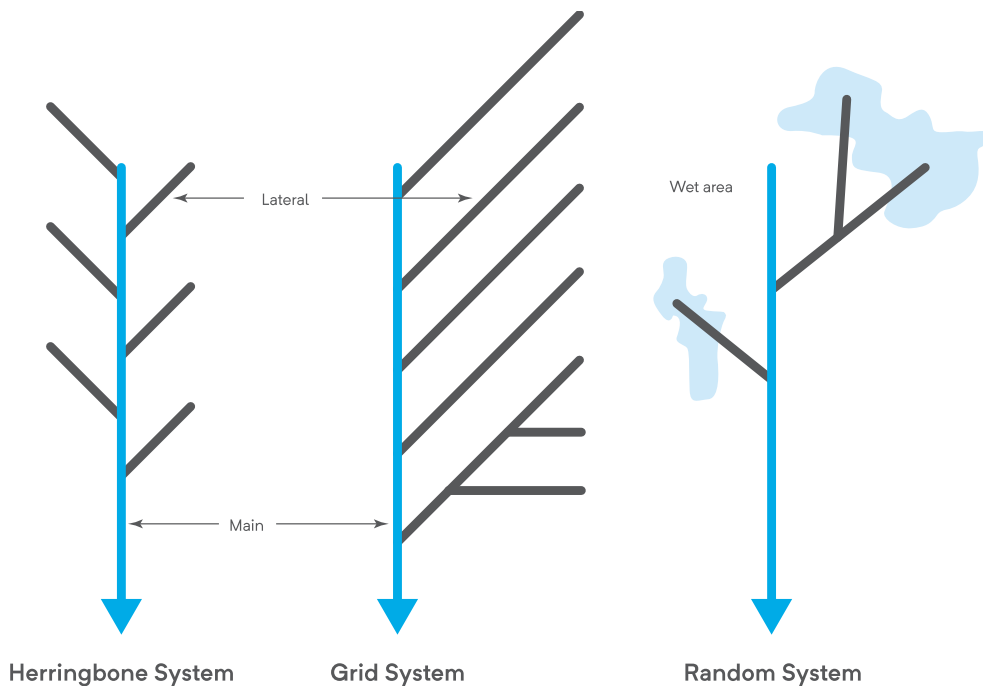
Typical falls — as this drop is known — for sportsturf range between 1:200 and 1:400. That equates to a drop of 1m over a distance of between 200-400m.

Below: Drainage outfall pipes should come out 150mm above the peak water level



1.5m solid sleeve

150mm above peak water level



Did you know?
 You can reverse the gradient calculation to discover the fall.
 The calculation is:

$$\text{Fall} = \text{Gradient} \times \text{Distance}.$$

How to calculate the gradient

The gradient of a pipe is defined as the fall divided by the distance. For example, if a 24m section of drainage pipe has a fall of 30m, the gradient can be calculated by dividing 0.30 by 24, giving an answer of 0.0125.

This can then be converted into a gradient written as a ratio of '1 in' a number. 1 divided by 0.0125 gives 80, so the gradient would be 1 in 80.

Drainage Pipe Patterns

Drainage pipe patterns fall into three categories. These are herringbone, grid and random.

Herringbone

The principal areas of use for this type of design are large and irregular shaped areas. If the soil does not have sufficient hydraulic conductivity and slit drains are to be incorporated into the drainage scheme, the herringbone pattern is not a practical solution.

If the ground slopes, the main pipe should be installed running down with that gradient, with the lateral piping placed across the slope.



Above: Diagram of drainage patterns

This pattern is often found in golf greens.

Herringbone schemes can be complicated to install and unless accurate plans are kept, may be difficult to locate later.

Grid

Grid patterns are often applied to areas which are relatively regular in shape.

If slit drainage is also being considered, the grid system allows for the slits to be installed at 90 degrees to the laterals, which can be difficult to achieve with a herringbone system.

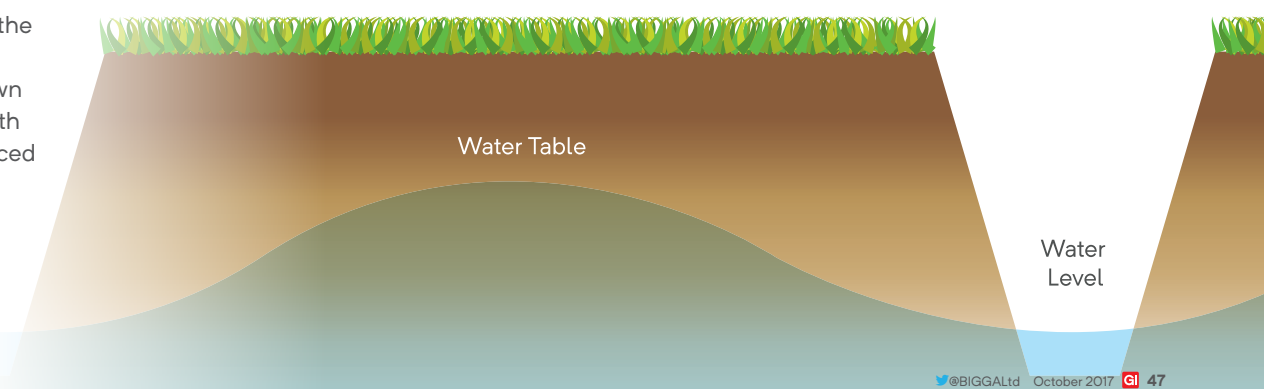
However this system can be prone to silting up and so laterals that enter the mains at 90 degrees should be avoided.

The use of long lateral lengths may also necessitate the use of deep main drain runs.

Continued over

After the flood

Right: Diagram of open drainage



Random

A random pattern can either be designed or derived over many years as an existing system is added to. A random system enables only those areas that require drainage to be drained.

A common example of this is a golf course fairway, especially those with undulations. Water will often collect in the low-lying areas, where water ponding occurs.

This type of system is cost-effective as the use of pipe and junctions is kept to a minimum. However, to ensure the system is effective, the site analysis needs to be very carefully carried out.

Cutting your drainage trench

Drainage spacing

Before drainage spacing can be calculated, you need to know:

Average rainfall figures

The design rate. How much water is the system designed to remove?

The hydraulic conductivity of the soil. What is the rate of moisture movement through a saturated soil?

Below: Drainage being installed

The depth of the pipe.

The potential for water flow through the soil increases with depth.

Drainage backfill material

As a rule of thumb, trenches for drainage should be cut approximately 50–100mm larger than the pipe diameter.

It is important that conditions for cutting the trenches are suitable. Too much damage to the soil on the sides of the trench, through smearing or damage to the structure, will hinder water flow into the trench.

A permeable backfill will need to be used over the pipe, to allow for the movement of water from the surface down to the pipe.

The pipe should also be placed upon a layer of approximately 25mm of material.

Want to know more?
Check out the Drainage: Designs and Installation workshop at BTME.



Causes of blockages in land drains

Tree roots

Prevention:

- Don't plant trees and shrubs close to drainage lines

Solution:

- Mechanically cut the tree roots
- High pressure hydro-jet
- Dig up and replace pipe

Vermin

Prevention:

- Fit vermin grills on pipe outfalls
- Fit hinged flaps to drainage outfalls
- Fit specialist flaps inside pipe

Solution:

- Use traps
- Poison bait if appropriate

Silting up

Prevention:

- Ensure adequate falls in the pipe, especially where junctions are
- Avoid 90-degree pipe joins
- Fit silt traps

Solution:

- High pressure water jet

Litter

Prevention:

- Fit grills on pipe outfalls

Solution:

- Ongoing maintenance
- Ongoing cleaning in these areas

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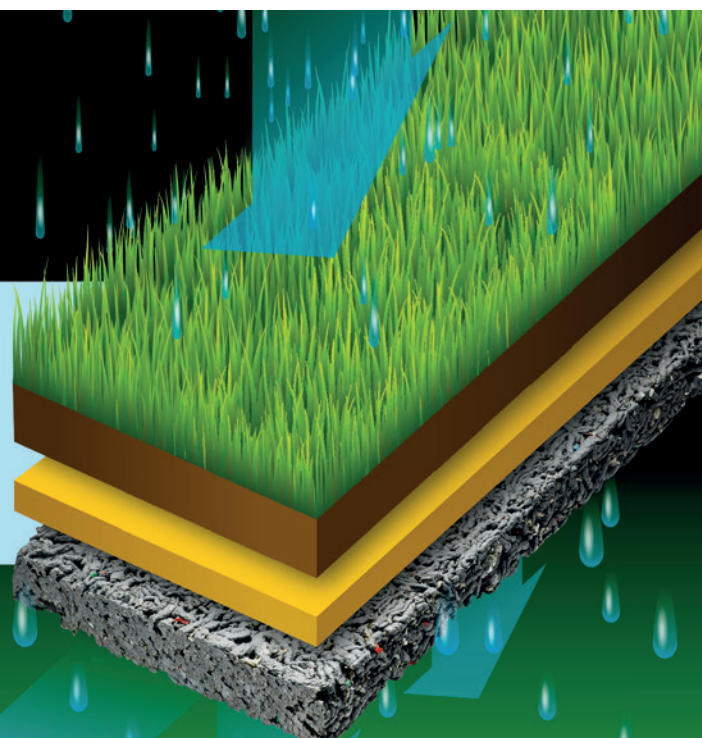
After the flood

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Aitkens are proud to reintroduce Aquadyne drainage systems into the UK market, with the environmentally friendly system offering a number of benefits against conventional drainage methods.

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The system itself is fast and effective, low impact and low cost, coming in up to 20% cheaper than an equivalent conventional system, and is much easier to install because the trenches required are dramatically shallower and narrower.

It also offers greater drainage capacity than gravel and has a percolation rate 10 times greater than sand, while the capillary properties also enable water to be held within it. Aquadyne also boasts an open pore surface area of 50% compared to perforated pipes which only have 5%.

It combats the major problems of a standard drainage system, with settlement, compaction and infiltration managed consistently and effectively.

The system retains essential water reserves thanks to the capillary properties, stopping it from drying out in the summer.

The system can be incorporated into a wide range of existing systems and applications, offering a simple and sustainable solution. It is ideal for bunkers, eradicating surface water from greens as well as many other situations where drainage is required.

For information on all of Aitkens products please visit the website www.aitkens.co.uk



After the flood



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Bunkers, Bunkers

An enduring love/hate relationship

Andy Campbell, Better Billy Bunker

Bunkers

“Bunkers are not places of pleasure—they are there for punishment and repentance”

Old Tom Morris



The origin of the word bunker is variously ascribed to the 16th Century Scots word ‘bonkar’. How apt considering Scotland is the very birthplace of golf itself.

Today more than at any other time in golf’s relatively short history, bunkers, traps or pits, depending on where you are in the world, create more controversy and maintenance cost than any other part of the course, with the exception of greens.

With non-stop coverage of golf tournaments from around the globe, expectation levels have risen dramatically to the point where the percentage of expenditure lavished on these hazards can be

as high as 40% of the total course maintenance budget. This would be a heavy burden if the effort and expense showed a continual improvement in the condition of the bunker. However, in most cases it simply results in a cycle of expenditure repeated at very regular intervals, such as after every major rain event.

At a time when golf faces competition for customers from other sports and pastimes, and clubs struggle to operate in a

financially sustainable way, this waste of money should not, and does not, have to continue.

While most courses will never achieve the standards of preparation seen at many Tour stops, they now have many options to ensure they can produce the most consistent conditions within bunkers, while dramatically reducing man hours and money spent trying to satisfy golfers’ perception of ‘perfect’.

Many in the game argue that ‘the ball should be played as it lies’ and accept they are in a hazard and should be appropriately penalised. As a traditionalist I have no argument with this point of view, however the reality is that the paying customer — in many cases also the employer — does not see it this way. Most experienced



Above: Recent trends have seen the return of Bunker design imitating the look of the 19th Century, such as The Dukes St Andrews. Image courtesy of Iain Macfarlane Lowe



Above: Rough-hewn sheep shelter opposite Carne Links



greenkeepers are well used to achieving the near impossible, but in these result-driven times failure to achieve perfection often results in visits to the Jobs Vacant section of the BIGGA website. A bit like being a football manager, without the rewards.

To quote the great CB Macdonald: "If I had my way there would be a troupe of cavalry horses running through every bunker on the course before each tournament."

The evolution of bunker design would appear to have done a full 360-degree journey in just over 150 years. From rough-hewn sheep shelters

like the one pictured, (not actually on a golf course but opposite the entrance into Carne Links in the West of Ireland), through the work of Old Tom Morris and others to contain and rationalise these areas with turf revetting and the use of railway sleepers.

During the Golden Age of Architecture, more inland courses were constructed that attempted to mimic what was found on the original linksland layouts.

After the Second World War a more austere and clinical design evolved with simple 'easy to maintain' shapes that afforded a greater degree of fairness and simplified any rules judgements required. Variations on themes evolved with more noses and bankings introduced in an attempt to simulate the old-style bunkers — all of which increased the maintenance burden: more edging, more flymowing and strimming, more clippings removal and so on.

How much are you paying for this?

Unfortunately, in many cases these 'grand designs' were constructed with inadequate drainage, so most clubs have spent an inordinate amount of money over the years on adding drainage, replenishing sand, and wasted labour costs for pumping water and other tasks.

The last 15 years or so have seen what many might describe as the 'Second Golden Age of Architecture'. Courses such as The Dukes and The Castle Course in St Andrews and Castle Stuart in The Highlands, to name just a few, have in many ways, and to slightly varying degrees, gone back to the original naturalised style from golf's beginnings.

It says a lot about most golfers' appreciation of the history of the game that when Tim Liddy redesigned The Dukes it caused a stir in St Andrews that 'American style' bunkers were being imposed on the Scottish landscape, in conflict with the natural revetted faced bunkers found on The Old Course!

Competition for fee paying golfers is as fierce now as it has ever been and I would contend that those courses that can delight the senses of the golfer, while providing optimum turf and sand conditions, will prove themselves as sustainable businesses. We can combine a very natural and appealing look with playing areas — in this case bunkers — that offer fairness, albeit with challenge, and are maintainable at reasonable cost with minimum inputs.

Continued over



Below: An unusual attempt to play from the Old Course's 'Hell Bunker'



These are some points to consider before you embark on a Bunker rebuild project:

Slopes, edges, faces, shapes & depth

Locations: strategy, aesthetics, shot value

Drainage around bunker: no surface water should enter the bunker

Internal **Drainage** inside bunker

External **Drainage**: get water out of the bunker

Sand selection: poor sand = poor bunkers

Bunker slopes: driven by selected sand and gravel

Construction methods

Maintenance



Liners

Over the last decade we have seen an increasing number of liner alternatives come to market. These liners have the ability, in varying degrees, to prevent sand contamination, washouts and water retention within the bunker.

They can be split into four main categories:

Sod/Turf lined,

Fabrics /Geotextiles,

Solid Impervious base,

Porous base.

Each has advantages and some have disadvantages. On site trials, cost analysis, performance analysis and life expectancy, together with warranty details, should be thoroughly evaluated. What may seem cheap initially could well turn out to be more expensive over the longer term.

The key factors when selecting a liner are:

Ease of installation

Lifespan

Measured ability to move water quickly through the sand profile to a viable drain

Cost

Correct bridging between sand and gravel or other substrate. Creating a perched water table is critical to avoiding an overly dry sand, leading to fried egg lies and exposure of the liner.

Regardless of which liner you choose, there are some key rules that need to be followed to ensure success regarding sand selection:

Choose a sand that has the correct shape and balance between angular and rounded particles

Ensure correct particle size distribution

Determine infiltration and percolation rates

All of the above should be assessed by a certified laboratory. Colour is very much a contentious issue but often becomes the only criteria by which golf clubs make their decision. Remember, it may look pretty, but if it doesn't perform it won't look pretty for very long!

The angle of repose (AOR) should also be considered and we recommend that no slope should exceed 80% of the AOR of your selected sand. If it does then be prepared to do plenty of shovel work!

No method will hold sand on a face if the AOR is exceeded!

Remember, gravity is not just a good idea- it's the law and is not subject to repeal!

At BTME in January, Jerry Lemons ASGCA and I will again be presenting a workshop looking at all the factors relevant to bunker design, construction and maintenance, which allows us to explore in far more detail than the space here allows.

To sum up, here are some key steps in ensuring that we have playable, consistent and maintainable bunkers that are relevant to the landscape and course design:

Consult a qualified course architect;

Ensure the bunkers can be maintained within the budget;

Check you have adequate drainage;

Carry out field and lab testing of quality sands with a long term availability;

Investigate liners appropriate to your situation;

Regularly check and restore sand levels and distribution;

Maintain the design integrity and shape of the Bunkers.

Below: Piedmont Club before and after maintenance was undertaken



Bunker Renovation: Try Before You Buy

What style of bunker? Which products work best? What companies can we trust?

Investment in a bunker renovation has to be carefully considered. We have helped numerous venues on four continents to get it right. Here's some of our advice:

Try before you buy: if you're unsure of what products to use, consider a trialling a few. Practice bunkers or one or two particularly problematic bunkers are an ideal testing ground. An example of this is liner products. Durabunker has recently become certified installers of Better Billy Bunker, however we impartially encourage clients to try a few different liners at the outset. This can even be done side by side in a single bunker. It's a great way of analysing which liner performs best, without breaking the bank.

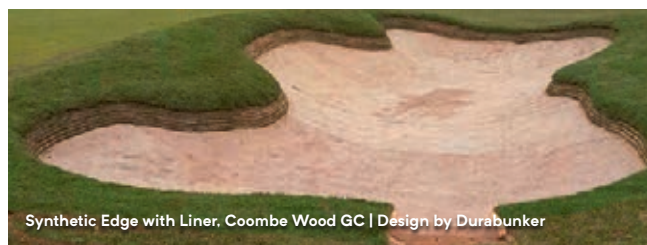
Don't rule anything out: our synthetic bunker edge product, Durabunker, has been installed at Ryder Cup, PGA and LPGA Tour venues. Architects such as Nicklaus Design and Greg Norman Design have commissioned our product, yet understandably, scepticism still exists among those who haven't seen it, or realised its benefits.

Make a masterplan: an overall strategy for renovation is key. Financing, timeframes, installation methods are all key considerations.

Understand the basics: waterflow management, entry and exit points, Angle of Repose (AOR) of your sand and most important of all, impact on maintenance.

We offer free initial consultations, complete bunker solutions, covering base and edge, all under one roof, adding exceptional value and long term guarantees that will significantly reduce maintenance burdens.

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"The maintenance and costs savings have been staggering. The product has transformed our bunkers and the design ideas presented by Durabunker helped ensure a successful outcome to our bunker renovation"

Kirk Richmond, Course Manager, Tiburón GC

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Research and development underpins EcoBunker's growth



EcoBunker owes its existence to a strong and sustained commitment to research and development.

For founder and CEO Richard Allen, the start of that journey is easy to pinpoint. It was over 10 years ago when a well-respected, established, popular golf club began converting its irregular shaped, high edged, sand faced bunkers into flat shallow dishes. Richard, a civil engineer and lifelong golfer, wanted to know why. It emerged that the club's greens committee had taken the firm view that the aesthetic value of these 'Colt' style bunkers was not worth the extra maintenance cost. Disappointed by the outcome, Richard emerged determined to find, and if necessary invent, construction methods that would make a range of bunker styles with affordable maintenance regimes available to all golf clubs.

Richard said: "My disappointment was the spur to undertake some serious research into golf construction methods. To my surprise, there was very little guidance on how to construct bunker edges, and while there were plenty of bunker liner products available, there wasn't anything on the market that seemed like a practical option for bunker edges. It wasn't until 18 months later that a viable solution, that of stacking layers of synthetic grass, presented itself to me."

In June 2014, Richard and the EcoBunker team agreed to pursue a long-term strategy, with research and development providing the cornerstone for growth. The company re-invests 8.5% of their revenue into R&D — the UK company average is just 1.7% — and this is delivering useful new options to the golf industry.

The most significant improvement has come with a more advanced and efficient method of synthetic wall construction. EcoBunker Advanced, also known as Permaedge in the USA, cuts transportation costs — a major factor with 1,000kg pallets — by 40% and delivers even higher stability and strength. Castletown Links on the Isle of Man, Tralee, St Anne's Links and The Greenbrier in West Virginia are just a few of many courses benefitting from this system.

Course Manager Simon Bell-Tye, of Skylark G&CC recognised the benefits of the trademark EcoBunker faces, but wanted to go a step further and eliminate tricky edge grass trimming completely. More R&D followed and the result is a patent pending artificial grass rim solution that met all Skylarks' requirements.

Perhaps the most technically challenging advancement has been the development of AquaEdge, which produces a neat and tidy solution for water margins, while retaining a natural aesthetic.

"The engineering challenges of working in this environment were much more complex than bunkers, but after a lot of head-scratching (and muddy clothes) we know we've got a winning idea that works," said Richard.

There's also an option to have bunker faces in any colour. These photos of Secession GC in South Carolina show how all 50 ecobunkers withstood hurricanes Matthew in 2016 and Irma in 2017 with no damage, and even their trademark brown painted faces retained their colour. If, in 2015, Secession had not invested in the Ecobunker construction method, it is expected that the double hurricane bunker repair bill would have been in the range \$300,000 to \$400,000.

But is EcoBunker worried that their innovations may be copied? Richard answered: "It happens. Where possible we seek intellectual property protection, but if this isn't feasible it won't prevent us from investigating and launching new products. We reinvest a high proportion of our income in a genuine effort to help the game that we are all so passionate about. That's important to all our clients."



Secession Golf Club, South Carolina during the hurricane



Secession Golf Club, South Carolina after the hurricane

History of the original “Billy Bunker”

It was during Billy Fuller’s tenure at Augusta National as golf course superintendent from 1981–1986 that he developed what has become affectionately known as “Billy Bunkers,” a specification for constructing sand bunkers. Originally known as the Enhanced Bunker Drainage Method, the primary purpose behind this spec was to minimise sand erosion and sand contamination from native soils during heavy rainstorms. Fuller left Augusta to join Cupp Design as design associate and senior agronomist. In 1994 he introduced the Billy Bunker spec to the golf construction industry. The primary features of this bunker spec are a two-inch gravel layer capped with a geo-textile liner.

Better Billy Bunker Method

In 2009 Billy Fuller was approached with a new concept for the Billy Bunker spec. The intent was to replace the liner with a manufactured binder to hold the gravel blanket in place, altogether eliminating the need for liners. Liners have always been the greatest challenge for Billy Bunkers, often being snagged by rakes and golf clubs, becoming exposed on edges and viewed aesthetically unpleasing. The binder allows water to pass through the stone at more than 1500 inches per hour. The Better Billy Bunker method is patented

and has been tested on hundreds of courses throughout the world. While these courses are located in varying climate conditions, one factor remains the same: excellent playing bunkers.

Campbell Golf Associates is a multi-disciplined golf consultancy business offering services to golfers and golf clubs that includes tour planning and project management along with facility consultancy. CGA is a Certified BBB Installer and represents the Better Billy Bunker business throughout UK, Ireland and Europe.



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The Anaconda

Revitalising one of Europe's longest bunkers

Martin Waine, Tarmac Topsport

Chart Hills in Kent, is an award-winning golf course designed by six-time major winner-turned golf course designer, Sir Nick Faldo.

Over the past three years, Tarmac Topsport has been helping the club to re-line its 98 bunkers, including the infamous 200-yard 'Anaconda' bunker.

First opened in 1993, Chart Hills has proven to be a highly popular course with members and guests alike, and has hosted a number of high profile professional events. Built in the classic US parkland style, the course immediately catches the eye due to the sheer number of bunkers dotted around its 18 holes, sprawled across the High Weald of Kent.

However, despite being one of the course's defining features, delivering consistent playability from each and every bunker has proven to be a major challenge for Chart Hills' course manager and team of greenkeepers.

"Given the sheer volume of bunkers we have here at Chart Hills, we're a very high maintenance course," said Neil Lowther, course manager. "As we're also situated on clay and have a tendency to suffer significant wash through heavy rain, ensuring our bunkers remain in the best possible playing condition can be a challenge."

In 2014 Neil and his team made the decision to trial a new form of bunker lining from Tarmac Topsport and haven't looked back.

Neil explained: "The Topsport bunker lining has gone a long way in enabling us to manage and maintain the bunkers to a very high

uniform standard across the course.

"We initially trialled the solution across five bunkers in 2014, and have subsequently upgraded every one of the course's 98 bunkers over the last three years, including the most recent project — the relining of our 200-yard 'Anaconda' bunker, which is one of the longest bunkers in Europe."

Consisting of a unique modified porous aggregate lining, over 300 tonnes of the Topsport Bunker Lining was delivered to Chart Hills in the summer of 2017 to line the Anaconda, and was stored on-site at the club's hotbox.

Having the hotbox on site increased the product's workability and ensured it remained in a malleable state for the duration of the installation. As such, the Chart Hills team, along with contractors from Fescue Landscapes, could make regular trips and transport manageable loads of the lining to the bunker safe in the knowledge it would remain fully workable upon arrival.

Crucially, it also facilitated regular breaks so as not to interfere with anyone playing the hole.

A pre-construction survey identified that the CBR of the bunker's subgrade was sufficient not to warrant a subbase layer, therefore once the original sand had been removed, the lining could be laid directly onto the Anaconda's pre-existing drainage network and subgrade.

Working in stages, the team was able to quickly cover the bunker's 2,500m² footprint in just five days. The product was raked to a depth of 40mm, before being lightly compacted using modified compaction plates.

Richard Goddings, technical sales manager for Tarmac Topsport, said: "The highly porous nature of the Topsport lining helps to eradicate the risk of ponding in the bunker, as well as reducing the potential for the ball to plug, as the water is able to freely drain throughout the lining and into the pre-installed drainage infrastructure. Given the increasing potential for extreme weather episodes around the calendar, it goes a long way to ensuring the Anaconda will remain fully playable all year round.

"We've been working with Neil and his team for three years now, so we were able to install the lining in well under a week. While the weather was exceptionally hot that week, one of the real benefits of the liner is it can be installed all year round and in most weather conditions. As such, it's actually ideal for winter repair work when courses are quieter and work can be undertaken with minimal disruption to play."

Neil added: "It was no easy feat relining a bunker of that size in sweltering conditions, but it's a testament to how straightforward the product is to install. The Anaconda is without a doubt one of the signature features of the course, and given how imposing it is, it can certainly have an impact on a golfer's thought process when they're lining up their tee shot.

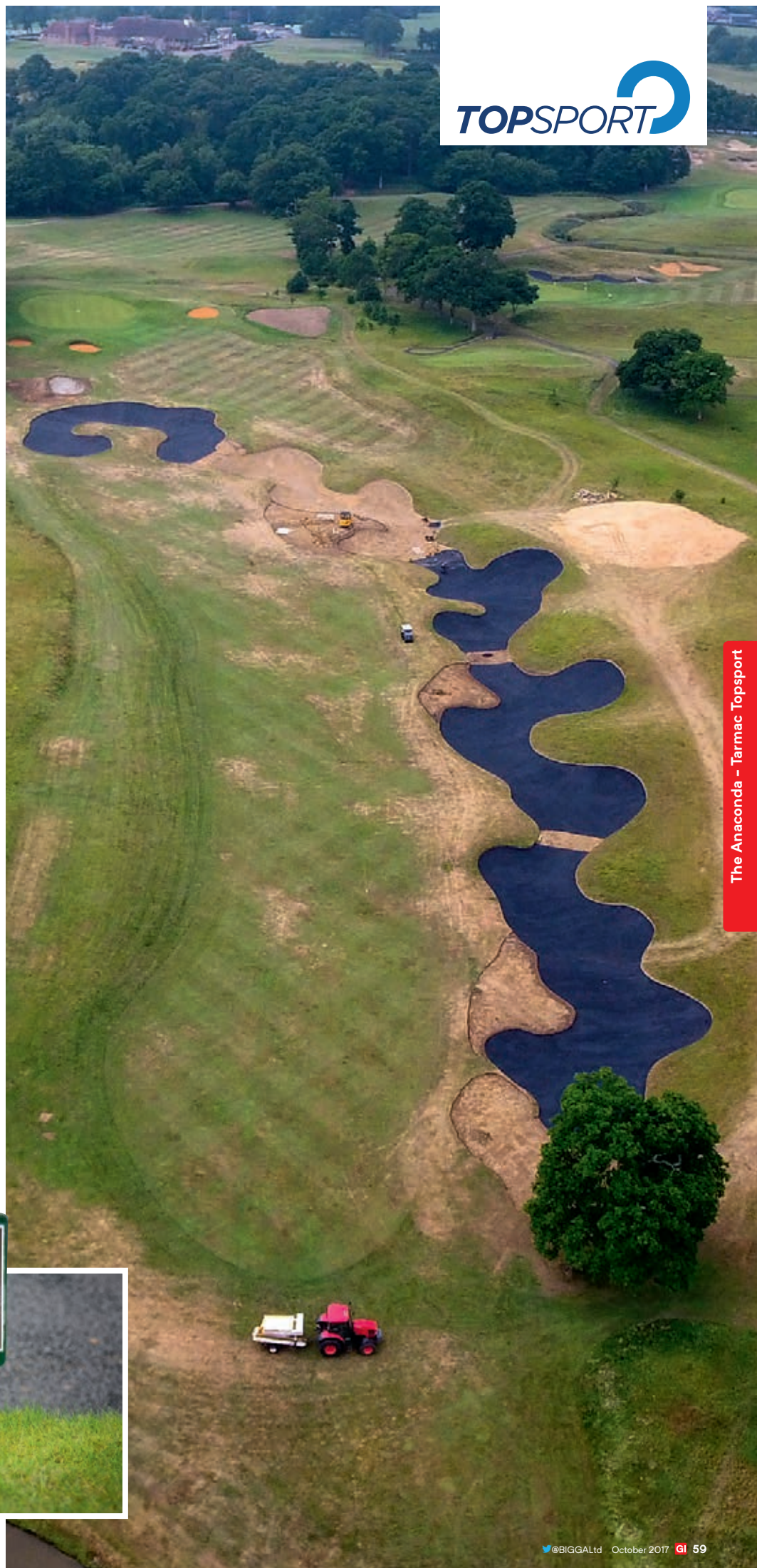
"However, we pride ourselves at Chart Hills on not only the course aesthetics but the playability.

After all, while bunkers are there to challenge a golfer, we want to ensure they have every opportunity to make amends for any wayward shots by having a playable lie. The last thing we'd want would be for consistent ponding or ball plugging to tarnish their memory of playing with us at Chart Hills, so having the knowledge that all our bunkers can freely drain during periods of wet weather is a great comfort.

"Since installing the Topsport lining at Chart Hills we have been able to keep a very large volume of bunkers at a consistently much higher standard of play using the same resource, which can only be of benefit to the courses members and its overall reputation. The sand retention has also dramatically improved, particularly on steep faces, which has had a positive effect on overall maintenance costs. We are in the final stages of sanding the Anaconda, which should be completed by mid-October and will deliver the same high level of standards our members are experiencing on the rest of our Topsport lined bunkers.

"The bunker lining programme is just one aspect of our ongoing investment into the Chart Hills course, and we have further upgrades and renovation projects planned for the future. While it has taken three years to tackle all 98 bunkers here at Chart Hills, it has been a fully worthwhile exercise.

"We've had positive feedback from both members and guests, and I think it's certainly contributed to putting us back where we want to be in the marketplace."



The Anaconda - Tarmac Topsport

Big picture mentality

This month Andy Owen and Henry Bechelet, technical managers at ICL, give us an update on how we can help prevent disease attacks during autumn and winter.

Effective disease control though autumn and winter has become more challenging and more essential in recent years. Recent mild autumn and winter weather has created prolonged periods of ideal conditions for the development of fungal disease. This relentless pressure coupled with the ever increasing expectations from players for smooth putting surfaces means that course managers need to work harder than ever to keep their surfaces free from damaging attacks.

Fungal pathogens infect and feed upon the turf in order to fuel a reproductive lifecycle. It is this parasitic feeding, growth and reproduction that causes the damage we see in the form of patches, scars or dieback. We know the damage these pathogens inflict can persist for months on end to make the putting surfaces pitted and uneven for extended periods. If the reproductive cycle is left unchecked the spores continue to be produced and dispersed and then they develop, feed and multiply. The disease attack quickly escalates and causes widespread turf damage.

The diseases that the majority of us are bothered about at this time (Microdochium patch and anthracnose for Poa annua dominated greens) develop extremely quickly because of the speed of the reproductive cycle when conditions are ideal. It is this rapid development and potential for widespread damage that requires us to be proactive with our control measures during periods of high disease pressure. We can't just sit back and wait.

Our disease control strategy should involve a number of different tactics...

1. Manage the environmental conditions to discourage the development of the disease. Reduce shading, improve airflow, employ dew dispersion, reduce thatch, relieve soil compaction and consider installing drainage.
2. Employ methods that boost plant health to allow it to withstand or recover from attack to help reduce the likelihood of a damaging attack taking hold and developing

(optimal nutrition, considerate mowing, maintain a clean cut with sharp mower blades)

3. Make applications that directly impede the development of the pathogen (the use of fungistats such as Potassium phosphite or sulphate of Iron).

4. Focus on actively killing the pathogen with the correct use of fungicide technologies

So, in essence, we employ our cultural methods and manage the local environmental conditions to reduce the potential for a rapid disease attack, but in a normal year fungicides are also essential if we are to actually control the pathogen population below a level that causes widespread damage.

The thing about fungicides is that they aren't all the same. Some fungicide active ingredients work outside the plant and some work inside. The different fungicide families affect different biochemical processes and work at different stages in the disease lifecycle. These differences mean it is important to know where and how each fungicide works, because if it is not applied early enough, it might be past the stage in the disease lifecycle when the active ingredient is effective and so the disease could develop unchecked, even though a fungicide has been applied.

Some fungicides have multiple active ingredients to broaden the spectrum of attack in order to overcome this issue (Instrata for instance has 3 active ingredients that all work at different stages of the disease lifecycle). It is important to have an understanding of how your fungicides work to ensure effective control.

One of the key requirements for the successful deployment of most modern fungicides is to apply them preventatively. If the fungicide active ingredient works outside the plant and controls fungal spores then an early application will help to take out the inoculum before it has had a chance to develop and infect the plant. Disease control is certainly a lot easier without fungal spores.

If the fungicide active ingredient works inside the plant then it needs to be applied early enough to allow it to be taken up by the plant before infection has taken place and provide protection at the point of attack. Fungicide active ingredients that work inside the plant will control pre-existing infections but they don't magically repair the damage that has already been caused. This is why a preventative approach is always best when using fungicides but you need to know when is best to apply them.

The problem with taking a truly preventative approach is that the disease can infect the plant and cause significant damage inside the turfgrass host before any visual symptoms begin to show. So it may be that you have treated the greens with a fungicide when the greens seem visually unaffected but the infection has actually taken place and the pathogen is already developing unseen inside the plant. This situation might jeopardise the full effectiveness of the fungicide even if applied just a few days late.

To be truly preventative you will need to use all your experience and knowledge of the conditions that cause disease to develop and anticipate your best opportunity to make a successful preventative fungicide application just before the attack starts running. Remember that your cultural methods are helping to delay and slow the onset of attack but fungicides are needed to actively control the pathogen when it is starting to grow and feed.

To anticipate the risk of infection and make a fully effective preventative fungicide application you need to accurately predict when the pathogen will start to develop. Don't worry about soothsaying because for a number of years now Syngenta have provided us with weather forecasting and disease prediction models that can be set for your location.

These are freely available on the Greencast.co.uk website. Using Greencast regularly to monitor the predicted disease risk and also identify the spray windows for the upcoming days can really help to get your fungicide timing right. If you can prevent the attack before it starts then you stand a way better chance of keeping the greens clean. Fungicides coupled with good cultural management to reduce the speed of regeneration makes for a robust and balanced approach to disease control.

Don't forget the pathogen is only responding to conditions for it to proceed with infection and damage.

The increasingly mild and wet weather that we have experienced in recent years create an extremely challenging situation, especially with regard to the development of *Microdochium* patch during autumn and winter. We don't have the luxury of being able to "put the greens to bed" with the advent of hard frosts in October. Last year many courses saw their highest levels of *Microdochium* patch pressure during November, December and January!

You may be hoping that three properly programmed fungicide applications with good cultural management will be sufficient to achieve full control, but if disease pressure is high from September to February then you may need to legislate for further applications. It is a priority for your maintenance plan to get through winter intact and so budgets need to be set to accommodate prolonged periods of disease pressure.

Successful disease control is essential if we are to maintain the playing quality standards that the golfers now expect.

To be successful with your disease management plan, you will need to employ multiple tactics into a coherent integrated disease management plan. These tactics need to be mapped out into a sequential programme to slow down the development of the disease and control it before it has a chance to cause damage. You will need to be able to react to conditions as they develop and use

prediction models to help you keep in front of the situation. Effective fungicide use will require you to deploy the right formulations at the right time. It is important to take a preventative strategy during periods of high disease pressure to keep the greens clean and to ensure that the fungicide actives are working to their optimum.

Independent studies have shown that turf managed with fungicides applied preventatively suffered less scarring and fewer fungicide applications were needed compared to a reactive approach.

Effective disease control these days requires us to have a "big picture mentality".

Inside the Sherriff Amenity Academy

Sherriff Amenity Academy

Growing numbers of BIGGA members have been benefitting from the online Sherriff Amenity Academy, and in turn earning valuable Continued Professional Development credits.

The Sherriff Amenity Academy has become the latest learning resource to support BIGGA's commitment to education, ensuring members can complete online courses and examinations. The academy, which is free to sign-up to, provides in-depth knowledge on Sherriff Amenity's market leading products (product courses), as well as a wide range of areas in turf

management such as turf disease, product application, seed and turf pests (knowledge courses).

The product courses, which consist of videos, case studies and help studying the MSDS label and technical specifications, have been designed so greenkeepers can understand and get maximum benefits from purchased products.



Deputy Head
Greenkeeper
Craig Sisson,
Haverhill GC,
Sherriff Amenity
Academy user

This will, in turn, lead to healthier, better performing turf. With further product courses being added on a regular basis, academy students are guaranteed to have a wide variety to choose from.

Knowledge courses are added frequently, providing a vast range of educational topics, and Sherriff Amenity welcomes suggestions on more topics which users would like to see on the learning platform.

BIGGA is allocating four points for all successfully completed knowledge courses and one point for the product courses

A number of members have been quick to praise the academy.

Paul Selbie, head greenkeeper at Hainault GC in Essex, has been using the Sherriff Academy for three months and believes it provides a perfect opportunity to continue his education in an incredibly simple way.

He explained: "I like the fact that the Sherriff Academy is a simple and easy way to continue my education — each individual section is bitesize so it does not take an excessive amount of time. I can quite easily dip in and out without dedicating a lot of time to just one course.

"It is really user friendly and also easy to navigate around the site to find the next course.

"I feel it has improved my overall product knowledge, kept me up to date on different products, introduced me to new products which could benefit the golf course and I've learnt about product compatibility. Of course, this is all enhanced through the fact that CPD points are available with each section."

Craig Sisson, deputy head greenkeeper at Haverhill GC in Suffolk, has been using the academy for six months. He said he is particularly impressed with the seasonal product section available within the platform.

Craig added: "My product knowledge has improved from using the academy and I find the seasonal product section a useful tool to learn about products that are relevant to the time of year.

"I specifically like the wide range of content available in the academy, not just from a product perspective but also through the many knowledge courses which cover a wide range of greenkeeping practices from overseeding to spreader calibration.

"It is very well laid out, allowing me to easily navigate which specific areas I would like to study. The main thing is that the courses are in manageable sized sections, which allow me to come in and out without having to spend lots of time on a specific course.

"It's a fantastic way of enhancing your education. Myself and two other members have been using the academy on a regular basis and I'm sure a huge number of greenkeepers could benefit from using it.

"With more and more courses being added all the time, I intend on using it for a very long time."

As Craig said, courses will frequently be added to the academy as Sherriff Amenity recognises it is vitally important to be kept up to date with the latest products, legislations and developments. Furthermore, once a student has completed studying their required courses, they will also have the option to top-up their knowledge through the Academy's refresher courses.

These refresher courses are available for all of the product and knowledge modules and are shorter in length, concentrating on a few key test questions. There are a number of refresher courses planned to take place at BTME 2018 — so keep your eyes peeled!

The Sherriff Amenity Academy is absolutely free for the first 12 months, giving access to every course on the platform. In addition, users can register as many staff as required — which is all included in the one fee.

For further information, visit www.sherriffamenityacademy.com

For more news and insightful views, follow Sherriff Amenity on Twitter using @SherriffAmenity.

'I feel it has improved my overall product knowledge, kept me up to date on different products, introduced me to new products which could benefit the course and I've learnt about product compatibility. Of course, this is all enhanced through the fact that CPD points are available with each section.'

Paul Selbie



Complying with washpad legislation need not be costly

Bill Whittingham, ClearWater

The team at The Worcestershire has long been aware of its legal and environmental responsibilities as far as washpads are concerned.

For course manager Steve Lloyd, ensuring the club was compliant was among the club's priorities.

The laws are clear. In England and Wales it is The Groundwater (England and Wales) Regulations 2009, enforced by the Environment Agency, and in Scotland it is The Water Environment (Groundwater and Priority Substances) (Scotland) Regulations 2009, where the Scottish Environment Protection Agency is responsible for compliance.

Why then are there still many courses that continue to flout these regulations?

The regulations clearly state you are breaking the law by washing hydrocarbons such as oils, grease, petrol and diesel into the ground. All are classed as hazardous substances and it is an offence to cause or knowingly permit discharge of these pollutants into the groundwater. Cost may be a stumbling block, but is it worth running the risk of a compliance visit from the EA or SEPA, with possible prosecution and fines?

Why a washpad water recycling system?

Steve Lloyd: We wanted to prevent pollution, be compliant and save water, but desperately needed an effective and efficient wash-off system.

Why choose a ClearWater system?

Steve: We thoroughly researched the options for recycling, had a site visit and quotations. ClearWater was the system we decided upon. Running costs are cheaper than others too. We requested the system be ordered by the club, but at BTME this year, we actually won the system in the prize draw!

OK, this was only the system tank and we paid for all the accessories and commissioning, but it was a great help and enabled us to go ahead without any delay.

Why did you elect to go for a "self-install"?

Steve: This method reduces installation costs dramatically and we were able to carry out the work ourselves and at times to suit us and the greenkeeping work load. Other manufacturers we considered cannot offer the self-install method that ClearWater does.

Having completed the work, was it as straightforward as perceived?

Steve: Yes, it was pretty straightforward and the installation instructions provided by ClearWater were fine.

Is the system living up to expectations?

Steve: Absolutely, better than expected actually! The information said up to 8 Bar water pressure from the water pumps. There's a separate pump for each water gun, by the way. In reality it is so good and shifts the muck far better than anything else we've used.

Did installing the system bring any other advantages?

Steve: Yes, we decided that we'd fill our 800-litre sprayer on the new washpad to prevent any possible pollution incidents, so we installed a purpose designed filling system.

This comprised an IBC with swivelling boom, installed on a block base, and we incorporated a ball valve to shut off supply to prevent overfills. It is most effective and now what took 55 minutes with a hose pipe, takes just five minutes.

Below: The Worcestershire Sprayer filler – what took 55 minutes now takes five



Now we at last have our pollution prevention area, we intend taking matters that bit further. The plan is to install a chemical store on an extended washpad, again ensuring any spills stay in the bunded area and can be treated within the system.

So it seems self-installation of a washpad recycling system certainly has cost-saving benefits and enables the legal compliance box to be ticked.

ClearWater say that 65% of customers now take this option. Typically, a golf club wishing to buy a ClearWater system should budget around £9,600 for the system and kit which includes grass trap, air compressor, two pumps, hoses and water guns and a six metre crash barrier. Commissioning the system, usually a day's work, is included in the price. Add to this the cost of roadstone, concrete, electric supply and some soil pipe.

The civil work carried out may be by greenkeeping staff (as was the example in this article) and within the greenkeeping staff costs, or by a local contractor.

The work entails digging a trench for the system tank, (is a back hoe available?), and preparing and laying a washpad to dimensions to suit the user. Depending on these costs and washpad size, the whole project could come in at around £12-13,000 and far less than turnkey packages.

Also, as ClearWater is a WTL approved system, businesses can write off 100% of their total investment against taxable profits in the year of purchase under the Enhanced Capital Allowance scheme; providing further savings.

The accompanying photographs, mostly taken throughout the installation by Steve Lloyd or colleagues, show installation was not a difficult task.



Washpad legislation - Clearwater

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On the educational front, we have a group of American superintendents, a college lecturer from Michigan State and Jon Kiger of Turfnet across at the end of October on a golf trip. Jon has spoken at BTME the past two years and they're willing to give a presentation on Tuesday 31 October, with the date to be confirmed. Watch out for emails about this, so let us know if your email address has changed.

A busy golfing season for all us greenkeepers in the section. A whole host of Pairs matches were played as you can see below:

Quarter finals

David Gray & Colin Powrie vs Archie Dunn & Charlie MacDonald (won 1up)

Davie Cooper & John Watson (won 19th hole) vs Richard Mackay & Kenny Niven

Kevin Brunton & Richard Jenkinson (won 1up) vs Sandy Reid & Jim Grainger

Euan Kay & Phil Hind (won 3&2) vs Stephen Lawlor & John Reid

Semi finals

David Cooper & John Watson (won 3&2) vs Euan Kay & Phil Hind

Archie Dunn & Charlie MacDonald (won 4&3) vs Kevin Brunton & Richard Jenkinson

The final is David Cooper & John Watson vs Archie Dunn & Charlie MacDonald.

Best of luck to both sets of finalists.

Our autumn meeting was held at Pitreavie. Thanks to them for their hospitality. Results:

Best scratch, BIGGA Trophy: Scott Robertson, Strathmore, 73, 35

Best Stableford, Soutar Cup: Gordon McKie, St Andrews, 35, BIH

1st class, Rigby Taylor Cup: 1st, Graeme Walker, Strathmore, 35; 2nd, Gordon Moir, St Andrews, 34; 3rd, Archie Dunn, Auchterarder, 32



North: Brora Golf Course

2nd Class, SMG Cup: 1st, Jon Methven, St Andrews, 33, BIH; 2nd, Elliott Small, retired, 33, BIH; 3rd, M Kolberg, St Andrews, 33

Rosebowl, best spring & autumn: Scott Robertson, Strathmore, 69, better autumn.

Trade: Ewen Peddie, SGM, 32
Nearest pin: J Methven, St Andrews and G Neill, St Andrews

This question is not just for coring but to all the procedures we do on the course throughout the season.

Please let me know your thoughts, I'd be interested to hear what you think.

North



Neil Sadler

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We have just had our autumn outing at Brora, what a fantastic day. The forecast was not looking good and we were wondering if any golf would be played, but the golfing gods were smiling on us. The first few groups got a bit wet but most of us got around in the dry. The course was in magnificent condition and big thanks must go out to James and his team. Also, we were looked after brilliantly in the clubhouse by the catering staff. So a big thank you to you all at Brora for allowing us to play your

East



Grant Moran

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It's getting to that time of the year where we all get asked the same question: why are you coring the greens when they are perfect? No matter how many times you explain the question, I ask are we doing enough so our beloved members understand why we do all these things?

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on near
you**

See our
events page
for details
of what's
happening in
your region

wonderful course and for keeping us well fed and watered in the clubhouse.

Results:

Nearest the pin on 6: Gary Mcandless
Nearest the pin on 13: George Patterson
Trade winner: Ryan Beck (Aitkens)
Committee winner: Neil Sadler
Best apprentice: Ryan Sherwood
Veteran: John Geddes

Handicap class 3: 3rd, Alistair Morrison;
2nd, Caroline Munro; 1st, Alan Murray
Handicap class 2: 3rd, Billy Craig; 2nd, Scott Aitchison; 3rd, Eoin Riddel
Handicap class 1: 3rd, Craig Mackay;
2nd, Muir Ross; 1st, George Paterson
Best scratch: 2nd, Neil Sadler;
1st, Alexander Macdonald

The 200 club was also drawn and the winners were: May, £30, Billy Craig and Jim McCormack; June, £50, Bill Stevens; July, £30, Phil Pelhem; August, £100, Phil Tasker.

We will be holding our AGM on Thursday 26 October at Murcar Links. We are going to play nine holes on the Strabathie course, which is a fantastic little course. We will then go into the clubhouse for soup and sandwiches and then we will hold our AGM. If we can meet about 10.30 so we can tee off about 11am. The cost of the day will be £10. If there is any of you out there who wish to join us on the committee it would be great to hear from you.

A few notable successes for some of our greenkeepers in our section. Chris Lamb from Trump International Links was part of the winning North East team which won the area team championship held at Newmachar.

George Mitchell was part of Newmachar's winning team in the Aberdeen pennant league.

Paul Sharp will be once again representing Scotland at fishing.

If you have any news or pictures you would like me to share please contact me on Gkneil@sky.com

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North: Brora Golf Course sheep

West



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As we come out of summer and into autumn and winter I have been thinking about my job. We sit on machines cutting for months on end, then come this time of year it's time to build and shape our courses for the next year. It got me thinking are our bodies up to it? Is our body in shape for the job we do? Speaking for my myself, it isn't in good shape or ready for the physical aspect of it, after just turning 40. But I am resolved that it will be. I pulled a muscle the other week changing holes at 5am and it was pointed out to me that if I had stretched well before I started, that might not have happened. So I've decided to change and get my body ready for the job that I do by starting pilates once a week and going regularly to the gym, plus changing my diet. I want to be more flexible and have that stronger core to be able to build bunkers and not be so sore all the time after a day raking bunkers or strimming. I'd be interested to know your thoughts on this if anybody else trains for their job and what sort of things they do.

New Members

Scotland & Northern Ireland

| | |
|------------------|--|
| Jake Gilchrist | GK - Dalmilling |
| Chris Dickson | GK - St Andrews Links Trust |
| David Wade | GK - Prestwick St Nicholas |
| Edward Irvine | GK - Trump International Golf Scotland |
| Lee Sinnamon | GK - Erskine |
| George Paterson | HGK - Fortrose & Rosemarkie |
| Darren Mitchell | AGK - Newmachar |
| Ryan Sherwood | AGK - Moray |
| Jack Morrison | AGK - Canmore |
| Scott Davies | AGK - Pitlochry |
| Thomas Nicholson | AGK - Fortrose & Rosemarkie |

Northern

| | |
|-----------------|------------------------------|
| Stuart Spiers | DHKG - Morpeth |
| Gerry Cramer | GK - Morpeth |
| Iwan Thomas | GK - Abersoch |
| Jamie McDonald | GK - Northumberland |
| Steven Gibson | HGK - Brampton (Talkin Tarn) |
| Brandon Dodd | AGK - Lancaster |
| Scott Mee | AGK - Helsby |
| Anthony Pierson | AGK - Halifax West End |

Central England

| | |
|--------------------|-------------------------------|
| Chris Shuttlewood | CM - Glen Gorse |
| Jake Humes | DHKG - Frilford Heath |
| Mark Carter | DHKG - Norwood Park |
| Alexander Anderson | GK - Spalding |
| Daniel Milgate | GK - Spalding |
| Donna Steele | GK - The Millbrook |
| George Ballard | GK - Welcombe |
| Thomas Grantham | Groundsman - Ascot Racecourse |
| George Spiers | AGK - Sunningdale |
| Andrew Wain | AGK - Llanymynech |
| Julian Ambrose | HGK - Kenwick Park |
| Luke Hutchinson | AGK - Lingdale |
| Nicholas Turner | AGK - Bedford & County |
| Robert Richie | AGK - Wellingford |
| Ryan Frankish | AGK - Spalding |
| Thomas Bird | AGK - Sutton Coldfield |

Continued over

Around the Green Northern



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Regional Administrator

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North East: Bunker Camp returns to Dunstanburgh Castle in November

Thank you to our sponsors:

Bayer, Campey Turfcare Systems, Cheshire Turf Machinery Ltd, F G Adamson & Son, Germinal Seeds and Farmura, Greenlay, ICL, Premier Pitches, Rigby Taylor, Russell Groundcare, Symbio, Turfcare Specialists Ltd, Barenbrug, Turner Groundscare360 Groundcare, Balmers.

North East



Paul Walton

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Well as the dark morning and nights draw in for greenkeepers, this is definitely a sign of winter coming.

The greenkeeping team from Dunstanburgh Castle would like to wish Dan Wilkin all the best in his new role at Arcot Hall.

There are still spaces available for the annual Bunker Camp held at Dunstanburgh Castle. The camp is running between the 13 - 24 November. If you or anyone you know is interested in attending, whether it be for one day

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or a week, contact Course Manager Stuart Imeson on s.imeson.dunstanburgh@live.co.uk or call 07808831172.

Once again the Bunker Camp continues its education day, which is again free with lunch provided. This day is going to be held on 23 November and the Bunker Camp team along with BIGGA NE has secured a great line up for the day, including Adam Newton, STRI, James Bledge, Royal Cinque Ports, James Hutchinson, BIGGA Ecology, Alan Pattinson, Trump Turnberry. Last year proved to be a great event so please don't be disappointed and book your slot. The day is kicking off at 9am with a course walk from Stuart Imeson going over the Bunker Camp work.

The annual autumn golf meeting was held at City of Newcastle GC. I would like to say a big thank you to the green staff as the course was in tremendous condition for this time of year and I would definitely recommend playing there to any reader. We were well looked after by the bar and catering staff, so a big thank you to them. Results: lowest gross, John Scurfield; lowest nett, David Thompson; trade, Glen Baxter. Well done guys and

Glen, it looks like that new swing is working wonders.

As mentioned last month, Tom Alexander from Parklands completed the Great North Run in a impressive time of 1 hour 50 minutes, Tom was running to raise money for the Alzheimer's charity. Even though Tom has already completed his run he has left his just giving page open at www.justgiving.com/tom-Alexander8. Any small donations would make a massive difference, thanks.

North West



Steve Hemsley

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ntlworld.com

A warm welcome back to Steve Stringer, course manager at Boysnope, who has rejoined the section.

It's been a busy period these last two months with, firstly, the PGA Northern Region Championships taking place at Bolton Old Links over two days. Unfortunately, the weather yet again got the better of us for the first day, but eventually the event was completed on the final day. A big thank you to Scott Reeves and James Dobie of Leyland for their assistance in the tournament prep.

This was followed by the return of The Open to Birkdale, where many volunteers from all over the world gave up their time to support the event. It was a great chance to watch the world's leading players up close and to marvel at the condition of the course. Congratulations go to Chris and all his team for the high quality of golf course they presented. The Support Team all enjoyed getting to know one another and forming new networking opportunities. The dedication of all the staff is to be applauded.

In other news, huge congratulations go to Joe Barnes of Royal Lytham and St Annes and his partner Nicola on the safe arrival of Jakob.

Also congratulations must go to Chris Sheehan at West Derby as he will be the BIGGA vice president during 2018.

The committee has been working hard to put together a programme of events at the North West Regional Conference at Garstang on Wednesday 11 October. Make sure you book a place and get involved in what will be a great day.

Also make a date in the diary for the winter golf day to win The Bert Cross Trophy competition and attend the AGM. This takes place at West Lancashire on Thursday 9 November. First tee will be 10.58 with a maximum of 40 entrants. A bacon barm and coffee on arrival, golf, three-course meal including a carvery, all for £25.

Cleveland



Seems like the summer never really started this year, just sunny spells in between the rain! Last week we had 48mm of rain fall in 24 hours and I had the audacity to put a restriction on the use of buggies on my course, only to be told by a visitor that I was discriminating against him as he couldn't play without one. I, like most people, don't like to be told I'm doing things wrong and pride myself in being organised enough to make sure I know where the club and myself stand regarding discrimination, but sometimes you do doubt yourself every now and then and I did wonder if I had missed something. So I turned to my fellow greenkeepers in the world of Facebook to back up what I already knew and they didn't let me down. If you were one of those guys that took the time to reply, thank you. The current status is head greenkeeper 1, disgruntled golfer 0.

Autumn tournament has been rearranged due to low numbers. The new venue will be Richmond Golf Club on Wednesday 11 October. Tees from 10.30-11.30am, cost £16 includes bacon butty and two course meal.

Northern



No doubt everyone has been busy carrying out their autumn renovations.

Due to the vast amount of rain, my club contemplated sowing rice!

No news on movement or projects being carried out at clubs. Anyone doing any projects please get in touch if you fancy sharing the experience!

Our next golf day will be at Bracken Ghyll, so hope to see you all there!

Enjoy the Autumn.

Sheffield



North Wales



Hello everyone, welcome to no weather zone — there will be no mention here!

We kick off by congratulating Jeff Jago for leaving greenkeeping, yet again! Only joking Jeff, congratulations on securing a job with Cheshire Turf Machinery. Jeff wishes Stu Furfie all the very best in becoming the new head greenkeeper at Sutton Hall.

We also wish Adrian Kinsey well in securing a job locally with an industry-related firm.

There have been three other moves but as the people involved haven't sent in the details it doesn't seem fair to mention them. Good luck to all of you in your new roles.

Sadly the golf day at Prenton had to be cancelled due to low numbers.

Hopefully the golf day at North Wales GC on 23 November will draw a bit more support.

Work has started with Conor Walsh at Caldy, where they are rebuilding two greens and creating a short game area. Good luck with that project.

Rhys Butler is busy planning the seminar for next February so if you have some great ideas for presentations please do let him know.

New Members

South East

| | |
|---------------------|-------------------------|
| Stuart McConachie | Affiliate – Aldwickbury |
| Darren Willett | DCM – Belhus Park |
| Ben O'Sullivan | DHKG – Finchley |
| John Coe | DHKG – Cranbrook |
| Colin McCann | FA – Old Thorns Manor |
| Daniel Chaplin | FA – Mid Sussex |
| Christopher Cobbing | GK – Hainault |
| James Brazil | GK – Royal Mid-Surrey |
| Jordan Maslen | GK – The Wentworth Club |
| Kevin Taylor | GK – North Middlesex |
| Thomas Dyson | GK – Wellington College |
| Nicholas Reece-Ford | Mechanic – Maldon |
| Chris Thomas | AGK – South Herts |
| Dane Schofield | AGK – Clandon Regis |

South West and South Wales

| | |
|-------------------|-----------------------------|
| Michael Curtis | Affiliate – Mason Kings |
| Roger Jennings | DHKG – Frilford Heath |
| Harvey Sims | GK – Rowlands Castle |
| Ben Dollery | GK – Skylark |
| Chris Tyszkiewicz | GK – Meyrick Park |
| Samuel Craddock | GK – Rowlands Castle |
| Gareth Abernethy | Groundsman – Southampton FC |
| Jack Jones | AGK – Burghill Valley |
| Andrew Moore | AGK – Lyme Regis |
| David Le Monnier | AGK – Royal Jersey |
| Matthew Humphries | AGK – Ross-on-Wye |

International

| | |
|--------------|------------------|
| John Murray | MIGROS Golf Park |
| Shane Wright | Vero Beach |

Around the Green

Central England



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Regional Administrator

Roger Butler

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roger@bigga.co.uk

BB&O



Craig Earnshaw

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craig@harleyfordgolf.co.uk

As we moved quickly from winter to spring, then to summer and now, boom, straight into winter, we can honestly say it's been a mixed bag of weather this year. Lets hope that the winter is kind.

There are lots of projects starting all over our area and I'm just getting my head around what to start first. At present the grass is still up around our ankles, so I think we will be dealing with this for the next few weeks.

As September is so busy on the golf side it's been mainly manicuring turf for charity days and open events for us. We held the Tyrrell Hatton Junior Masters at the start of September. It was a great privilege to walk the course a few days before the tournament with Tyrrell, talking about hole positions and course setup — it's a different world on the tour. It really was a wonderful experience.

Please remember that we have a Facebook page for the BB&O section, and look out for Ben's T.E.R.P.S on there on a Tuesday evening.

I will have the results of the golf from Goring and Streatley next month as this will have gone to print before the day.

Be sure to save the date for the Turkey Trot this year, to be held at Sandmartins on Thursday 30 November. It will be a 10am shotgun start.

Again, please contact me if there is anything — greenkeeping related or not — to add into this section.

Mid Anglia



Darren Mugford

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**What's
on near
you**

See our
events page
for details
of what's
happening in
your region

Midland



Dave Collins

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Well Mother Nature has not been kind and I hope you're all coping well with your grass factories now the rain is back. August has shown Mother Nature calls the shots in this business.

A massive mention for Mal Mitchell who organised a charity day on behalf of the BIGGA Benevolent Fund and whoa what a day it was! Have a good read in this magazine about the day and a massive thanks to everyone who donated prizes and took part.

Also this month we had a fantastic day at JCB where Euan Grant showed us around what is going to be a fabulous facility in more ways than one. Then a fabulous trip around the factory after a lovely dinner. Thanks to Euan and thanks to Emma Kilby and Henry Bechelet for sponsoring the day

Please if anyone has any news let me know and I'll get it in. See you all soon with news of how the autumn event went and news of the Christmas event.

And come along to a fabulous educational day on November, it will be well worth it. 8 November, autumn seminar at The Chase GC, sponsored by Countrywide Turf and Amenity. Contact Andrew Laing to book places either at
andrew.laing@gaudet-luce.co.uk or on
07870 188619.

East of England



Ian Collett

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rigbytaylor.com

Friday 15 September marked the end of an era at Market Rasen when Head



BB&O: Craig Earnshaw hosted Tyrrell Hatton



East of England: John Hewson

Greenkeeper John Hewson retired after 49 and a half years at the club. John has been at the club since leaving school and took over from the last head greenkeeper when he was 25. John has obviously enjoyed his time at Market Rasen and must be regarded as one of the fixture and fittings. He said he has seen a lot of comings and goings, as well as lots of changes at the club, during his reign. John has nothing planned, apart from a well-earned holiday in a few weeks' time and hopes to attend section golf events in the future. On behalf of the section I would like to wish John a long, happy, and well-earned retirement.

Good luck also to Ben Lowery who is taking over from John at Market Rasen. Will it be another 40+ year stint?

Our next section event will be held at Pottergate on 12 October. This will also be the section's AGM, so please get your name down and get involved — the more the merrier. This event will be sponsored by Amenity Technology and there will be a seminar before the golf takes place. If you would like to play contact Bruce Hicks 07931 714922 or Graham Macdonald 07860 502464.

East Midlands



Paul Fowkes
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 pazza20001@gmail.com

And then there was four. We have our finalists for the Countrywide Pairs. Joining Nigel Colley and Asa English in the final are the pairing of Geoff Fenn of Countrywide and Jamie McGrath of Scraptoft, who came back from four holes down to make it into the final. The date and venue of the final is still to be confirmed.



East Midlands: Nigel Colley and Asa English qualified for the finals of the Countrywide Pairs



East Midlands: Countrywide Pairs semi finals

The annual par 3 event was a great success with eight teams taking part. The winners were the team of Carl Chamberlain, Martin Anderson, Chris Shuttleworth and Asa English, with the score of 87 points. Massive thanks to all the guys at Beedles for presenting the course well and also to Platts Harris for sponsoring it.

I would like to say congratulations to Mitchell Jordan of Lingdale who has just been elected to represent the Central England Region on the Young Greenkeeper's Committee.

Details of the upcoming AGM and autumn golf day at Rufford Park on 19 October will be circulated shortly. Anyone wishing to join the committee should get in touch to discuss the roles available.

Dates for your diary

16 November: Education day at Greetham Valley

7 December: Christmas golf day at Longcliffe

All details we be sent out as soon as possible.

Section News

We want to hear what's been going on in your section

Email your news to Karl@bigga.co.uk



Around the Green South East



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Surrey



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As I sit here and write this article, I am in the middle of setting out the Reps team for our annual event against Surrey's finest greenkeepers. Should we be so lucky to win, there will be an exhausting and comprehensive write-up including photos. If we don't win, don't expect much!

There have been some more movements in Surrey and I would like to congratulate Kris Durrant on his appointment as head at Malden. I believe Kris has started and I am sure we all wish him well from the section.

I would also like to mention belated congratulations to Andy Ewance who has left The Buckinghamshire and is now head at Woking. Andy has left The Bucks in fantastic condition after a huge amount of renovation work and I am sure that he will relish the new challenges that Woking offers.

Apologies to anyone I have missed but if you ever have any news to go in here please contact me and I'll make sure you get into the article!

Kent



Ben Adams

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talktalk.net

Firstly, many congratulations to Nick Machin of Royal Cinque Ports for winning the Toro Student Greenkeeper of the Year 2017. Also to Matthew Bowles of Kings Hill and Christopher Clark, also of Royal Cinque Ports, being worthy Toro Young Student Greenkeeper finalists.

On a personal note, after 13 memorable years, starting as a trainee greenkeeper and progressing to the head greenkeeper position, I have now left the London Golf Club and started a new adventure in my career, crossing the water to sunny Essex and heading a new exciting development, opening in due course. I would like to sincerely thank the London Club for everything over the years. I have shared many great memories and met some amazing, wonderful people along the way. The London Club will always be part of me and helped me reach my potential and career ambitions. It is a wonderful place to work and I wish Lee and his team the very best for the future.

Our next educational event is on 18 October at Canterbury Golf Club. Meeting at 1pm for a 1.30pm start, with the first presentation by Ray Goodsall, Canterbury GC's course manager. This will be followed with a presentation by Richard Owens of Tillers Turf, presenting '60 Shades of Green'. If interested and wanting to attend, email anthony.stockwell@hadlow.ac.uk

East Anglia



Mick Lathrope

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ntlworld.com

Thankfully the weather held for us on Wednesday 20 September for an excellent education and demo day at Wensum Valley, courtesy of Campey Turfcare. Some terrific pieces of equipment were on show, some at the leading edge of technology within the industry and thanks must go to Steve Dun, Ian Pogson and all at Campey for providing us with such an array of machinery. Ian hosted the day magnificently and we thank him for his morning presentation on thatch control, along with Rob Phillips who gave a short educational update on the new Level 2 Certificate in Greenkeeping. It was very kind of

Stephen Curtis and all the staff at Wensum Valley to host us, and their attention to detail didn't go unnoticed.

This is the second educational day organised in the East Anglia Section this year, and although numbers have at times been disappointing, we will continue to try and provide these informative days for our members and would encourage you all to come along to the next one. Networking is a brilliant way of sharing new ideas, making contacts and meeting old friends. The next date for your diaries is our autumn golf day at Ufford Park on 11 October. Further details will be released soon, so keep an eye on the website and Facebook page.

The South East Regional Conference takes place on Thursday 16 November at Writtle College in Essex. It would be great to see a bigger East Anglian contingent at this year's event so book early to avoid disappointment. Email our South East Regional Administrator Kerry Phillips - kerry@bigga.co.uk - to reserve your place.

Finally, our very best wishes to Ollie Kirk, formally of Newmarket Links, who has just embarked on a seven-month work secondment in Australia, working at the prestigious New South Wales. Good luck Ollie, this opportunity is well deserved.

Essex



Ian Wood

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Autumn is approaching and with it the chance to breathe a sigh of relief after a hectic summer — only a club competition and every Sunday to work through September to get past first.

Summer sporting events are reaching their conclusions across the country, the most notable of which is Essex's victory in cricket's County Championship. We all know that all

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happening in
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Sussex: The team at Seaford Head



Sussex: The Seven Sisters, as seen from Seaford Head

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great sporting achievements are built on a foundation of great facilities so congratulations must go to Stuart Kerison and his team at the County Ground in Chelmsford for the part they played in this success.

All hard working groundsmen deserve a chance to relax and it was great to welcome Stuart and his team along to the Essex Section golf day at Thordon Park on 5 September. The weather was kind following the washout of last year and Rob George and his team had prepared an excellent course. The day was well supported and the results are:

1st, Andy Cracknell, 37pts; 2nd, Peter Preston, 36pts; 3rd, George Grimes, 35pts (on countback); 4th, Jack Battersby, 35pts; 5th, Cassidy Steffans, 35pts; 6th, Rob George, 35pts. Guest: Tyler Britton, 36pts. Trade: Michael Fance, 28pts.

Nearest the Pin prizes: Hole 2, Kevin Meyers; Hole 5, Craig Campbell; Hole 12, Jon Selwood; Hole 15, George

Grimes. Longest drive: Dave Briffaut. Straightest drive: Rob George (must have been practising that on set-up). Many thanks to Thorndon Park for their hospitality, to which end a donation of £25 was made to each of the Captains' charities: Men's charity, Great Ormond Street and Ladies', Riding for the Disabled Association.

Our next golf day will be the Par 3 day at Badgers Golf Club. Please look out for details on the website.

London



Kevin O'Neill
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The section gathered for our summer golf day held at The Buckinghamshire, sponsored by Banks Amenity. Results: 1st, Adam Clark, Muswell Hill,

34pts; 2nd, Ryan Bezzant, Ealing, 34pts; 3rd, Paul Davy, Porters Park, 33pts; Best guest, Simon Bolton, 42pts; Nearest the pin: 8th, Ben Goodchild; 9th, Adam Clark; 16th, Greg Evans; Nearest the pin in two on 15th, Adam Clark.

Thanks to Simon Banks for sponsoring the day and all the staff at The Bucks for course presentation and hospitality.

The Turkey Trot will be held at Porters Park on Thursday 14 December, shotgun start at 9am. Entry details will be available soon.

Sussex



Chris Humphrey
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The section held the autumn tournament on 13 September at the challenging cliff top course at Seaford Head. Many thanks go to Simon, Adam, Ben and Nathan for presenting to course in such wonderful condition. Thirty-six greenkeepers from across Sussex enjoyed a full English breakfast in The View restaurant and clubhouse before setting off over the hills in a 45mph wind. It was clear that the course record was not in danger as greenkeepers challenged the conditions and struggled to even stay upright. The rain stayed away until the first group reached the 7th green, but from then on it was horizontal rain for the rest of the afternoon. Greenkeepers being what they are battled on and most finished having really enjoyed the day.

Results:

Division 1: Winner, Anthony Duffield; 2nd, Glynn Pollard; 3rd, Danny Birchell; 4th, Chris Wells

Division 2: Winner, Pete Smith (again!); 2nd, Matt Hutchinson; 3rd, Andy Norman; 4th, Nick Rourke

Division 3: Winner, Dave Whitlock; 2nd, Ben Clarke; 3rd, Dean Franks; 4th, Ciaran

Nearest the pins: Anthony Duffield; Dave Whitlock; Nick Rourke; Tom Cornwell

Thanks as always to the board for all the organising and to sponsors for their support.

The next scheduled event for the section is the Turkey Trot on Friday 1 December at Worthing.

If you have anything of interest for this section, please contact me on chris@collier-turf-care.co.uk or 07912 669457.

Section News

We want to hear what's been going on in your section

Email your news to Karl@bigga.co.uk

Around the Green

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South West



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On Wednesday 18 October we will be gathering at Cumberwell GC for what promises to be a great day of education, golf and a chance to catch up with your fellow greenkeepers from the area. The day will begin with coffee and biscuits at 11am followed by two 15-minute presentations. We will then hold our brief AGM, lunch will follow, and we then have a shotgun start on the recently opened Academy course. Many of you joined us to walk the course a couple of years ago during its construction, so it will be fascinating to get out there and see it finished and how it plays. I'm sure the team at Cumberwell will have it in great condition and the island green will create some fun!

Apologies for the postponement of our recent Turf Club, we had some logistical issues which meant we couldn't bring you the best day possible, so we will pencil it back in the diary and let you know as soon as it's arranged.

Thank you for your applications for the sponsored place at BTME, we will be announcing the winner at Cumberwell. Thank you as always to our patrons, without whom we wouldn't be able to offer this great opportunity.

South Coast



Mike Cartwright

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First up, congratulations Levi Pethick from Stoneham, and Craig Woodman from Bramshaw. They have been awarded runner up places in the Toro Student and Toro Young Student Greekeeper of the Year awards.

Well done to you both, considering how hotly contested this is, being runner up is no mean feat!

The section ran a 'So you want to be promoted' workshop at Stoneham on Wednesday. We had 10 very enthusiastic greenkeepers attend, from a deputy to assistant greenkeeper. One had travelled as far afield as South Wales to attend, which is dedication for you! The presenters were Matt Plested, course manager at Stoneham, Rob Phillips from Oaklands College and Glenn Kirby, course manager at Hockley. It was a very thought-provoking and entertaining session and I think everyone got something out of it. Thanks to the South Coast section for subsidising this so there was no cost to attendees.

The South Coast qualifier for the BIGGA Management Trophy was also played at an excellent Hockley GC in superb weather. There were some great scores on the day, and I'm not usually one to blow my own trumpet, but Highcliffe Castle came out on top. Also qualifying for the final, to be held at Frilford Heath, was the Army GC. It was a really good turnout for this competition. A big thank you to Glen and his team for presenting the course in such good condition.

South Wales



Andrew Hatcher

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msn.com

During early September most of us have had cold evenings with high winds bringing some trees down and removing leaves earlier than anticipated. Most of you have carried out maintenance weeks and we can now we look forward to the winter.

Two greenkeepers, Dan Harden and Huw Morgan, have taken the decision to leave their clubs. We wish you and your families the best for your future.

As in the past, rooms have been secured at the Cairns Hotel, Harrogate for anyone wishing to attend BTME. There are also two sponsored places available. Please put your name forward, or alternatively if you would like to suggest someone, please contact Tracey Walker.

Aberdare will host our autumn golf day and AGM on 12 October, meet at 11.30, tee off 12.30, with a two-course meal after the golf.

Another forthcoming event on 16 November is our regional conference. The location is Somerset County Cricket Ground, Taunton. Cost for the day £30 BIGGA members, non members £34. More information will be sent of by email.

Devon & Cornwall



Neil Rogers

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widefarmers.co.uk

Simon Johnson has left his post at Falmouth to take on a role working for the IOG as regional pitch advisor in the South West. The committee would like to thank Simon for his time spent on the committee and the work he undertook and wish him well in his new role.

Another on the move is Rob Cook, who had been at Bowood Park for 19 years and leaves to take on the role of course manager at Perranaporth. There will be a hand over period with current course manager Billy Mitchell, who is looking forward to a well earned retirement. We wish them both the best of luck.

David Daw has moved across Plymouth from Staddon Heights to Boringdon Park. David is a past graduate of the Future Turf Managers Initiative, which shows that this is a valuable learning experience for future job prospects.

Upcoming events are the section AGM at Teignmouth on 10 October. The November meeting is awaiting confirmation but will have news on this for you next month.

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you**

See our
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of what's
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your region

Upcoming Events

Contact your section secretary to book a place

■ Scotland & Northern Ireland

East: 19 October, Baberton, autumn outing

North: 26 October, Murcar Links, AGM and 9-hole golf

Northern Ireland: 24 October, CAFRE – Greenmount Campus, BIGGA Northern Ireland Launch Day

■ Northern

Northern: 14 October, Pontefract & District, autumn tournament

Northern: 21 October, Penrith, BIGGA Northern Region Championship

North West: 26 October, Northenden, Turf Club

North West: 9 November, West Lancs, Bert Cross Memorial and AGM

North East: 13–24 November, Dunstanburgh Castle, Bunker Camp

Northern: 16 November, Bracken Ghyll, golf tournament

North East: 23 November, Dunstanburgh Castle, YGC education day

North Wales: 23 November, North Wales GC, autumn golf day and AGM

■ Central England

East Midlands: 19 October, Rufford Park, autumn golf day and AGM

East Anglia: 20 October, Wensum Valley, Campey Turfcare demo day

Mid Anglia: 25 October, Woburn, autumn golf day

Midland: 8 November, The Chase, autumn seminar

East Midlands: 16 November, Greetham Valley, education day

Thank you to our section sponsors

■ South East

Kent: 18 October, Canterbury GC, section seminar

Sussex: 18 October, Worpleston, Greenkeepers vs Reps match

Kent: 25 October, Sheerness, autumn competition

South East: 16 November, Writtle University College, BIGGA South East Regional Conference

London: 21 November, Woodcote Park, Symbio Microscope Course 2017

■ South West & South Wales

South West: 14 October, Saltford, Turf Club

South West: 18 October, Cumberwell Park, AGM

SW&SW: 28 October, Bristol & Clifton, BIGGA Golf Management Trophy Qualifier

South Wales: 3 November, Borth & Ynyslas, match v North Wales Section

SW&SW: 16 November, Somerset County Cricket Ground, SW&SW Regional Conference

South Coast: 6 December, South Winchester, Turkey Trot

Upcoming Regional Events

For more information about events log in to the members area of the BIGGA website





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3 Microfine Low S 5-0-15+1.6MgO

4 Premier HG 3-3-32+Te

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Learning & Development

The BIGGA lending library

Sponsored by John Deere

Did you know there is a collection of books
kept at BIGGA House and reserved exclusively
for members?

Intended to help members who are studying towards qualifications, or just for those who are looking to research various practices, the library is an incredible resource of greenkeeping knowledge, located just a click away via the BIGGA Website.

To withdraw books, log in to the Members Area of the website and access the Library
For more information contact Deb Burnett of the Learning & Development team.

Here are some facts about the service:

6 weeks

Members may borrow up to two books
for up to six weeks at a time.

Zero

The service is provided
free to members. The only cost
is return postage by recorded
delivery.

642

There are 642 books and
journals available to
members

18

There are 18 genres of book available,
ranging from BTME recaps, to pesticides
and disease management and golf
course architecture.



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

Jason Brooks, Torquay; Angus Roberts, Roxburghe Hotel & Golf Club; David Collins, Lickey Hills; Stefan Carter, Augusta; Sean Sullivan CGCS, Briarwood; James Hawkins, Newport

Congratulations to the following members who achieved their CPD Milestone this month: David Collins, Lickey Hills; Leigh Powell, Windlesham; Sam Bethell, Chipstead

100

More than 100 reference books are available to read, but which can not be taken from BIGGA House

5

Every book you loan can be rated from 1-5, helping other BIGGA members decide which books to choose when undertaking their own research.

1995

The BIGGA lending library has been in operation since 1995

8

There are eight copies of Golf's Natural Heritage by the Scottish Golf Course Wildlife Group available, more than any other book.

16

A further 16 videos and DVDs can also be viewed

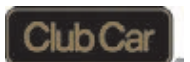


JOHN DEERE

TEXTRON GOLF



Bayer CropScience



BERNHARD



INDIVIDUAL CONTRIBUTORS

Steven Tierney MG, Chris Lomas MG, Andrew Campbell MG CGCS, Richard McGlynn, Jaey Goodchild, Frank Newberry, Greg Evans MG

U.S.A U.S.A FAST TRACK TO THE FUTURE !



Train on a top 100 golf course in the USA! Be part of the crew for a US PGA Tour event! Improve your long term career prospects! Gain valuable experience & knowledge from the best superintendents in America! Guaranteed to get you ahead of the competition

Requirements:

- Clean driving / drug record, must be enthusiastic and motivated
- Must have at least NVQ 2 or one year of full time turfgrass education
- Help with visas, travel plans and insurance placement and accommodation arranged, average wage \$2,200.00 per month
- Optional online turf classes available
- Programs from 6 to 18 months

For more details contact:

Mike O'keeffe at the Ohio Programme
telephone: 001-614-688-5653
E-mail C.V to: okeeffe.1@osu.edu
www.ohioprogam.org/applnow/ia.php

MECHANIC/GREENKEEPER HIGH POST GOLF CLUB

Responsible for the maintenance of turf machinery and maintaining the course to a high standard with the team of greenkeepers, duties will include:

- Preventative maintenance work.
- Servicing, repairing and keeping records for turf machinery
- Maintaining the workshop area in accord with H&S legislation.
- Carry out general green-keeping duties

Qualifications:

- Experience in the maintenance of turf machinery
- Qualified to NVQ level 2 In sportsturf desirable
- Spraying and chainsaw certificates desirable

Benefits include:

- Competitive salary with contributory pension.
- 30 days' holiday per annum (including bank holidays).
- Uniform & PPE.
- The opportunity to play the Course.
- Training opportunities and BIGGA membership.
- Please apply with covering letter and CV to the coursemanager@highpostgolfclub.co.uk

Closing Date: 25/10/2017 Location:
High Post Golf Club — Wiltshire Website:
www.highpostgolfclub.co.uk/

THORNDON PARK GOLF CLUB

Assistant Greenkeeper

Established in 1920 Thorndon Park is a prestigious members club and is situated in Essex 10 minutes from J29 on the M25. Thorndon is a classic Harry Colt design and provides excellent playing and working conditions.



Applicants will be working under direction from the Head Greenkeeper and Deputy Head Greenkeeper and will be able to demonstrate positive and assertive skills and to be able to lead by example work to our very high standards.

The following qualification skills held by the candidate will be an advantage —

- NVQ level 2, aspiring to level 3
- Up to date spraying and Chainsaw certificates
- Knowledge of Health and Safety regulations
- Knowledge of irrigation systems
- Good communication skills
- Good turf management
- Positive attitude and can work well in a team as well as individually

The right person will enjoy a competitive package and an excellent working environment. This is a superb opportunity to join and work closely with a motivated team committed to the highest standards. Salary negotiable depending on experience and qualifications.

Please include your salary expectations with your application. Please apply in writing or email together with C.V to:

Head Greenkeeper, Robert George, Thorndon Park Golf Club
Ingrave, Brentwood, Essex CM13 3RH or
robert.george@thorndonpark.com

GUILFORD GOLF CLUB

Deputy Head Greenkeeper and Assistant Greenkeeper required

Are you itching for a job that will take the brakes off your career? In a beautiful, historic setting with a modern outlook? With a reward package to match?

The oldest club in Surrey, founded on Mero Down in 1886, Guildford Golf Club enjoys a wealth of history and tradition, as well as a fine Taylor and Hawtree designed golf course. Situated high on the Surrey Hills — designated an Area of Outstanding Natural Beauty — on chalk downland bordered by attractive woodlands and with far-reaching views, this is acknowledged to be one of the best all-weather courses in Surrey. Guildford Golf Club wishes to recruit a dedicated and ambitious Deputy Head Greenkeeper to lead a team to meet the challenge of raising and maintaining the high standards required by the Club; and an Assistant Greenkeeper with the skills and enthusiasm to take this unique opportunity to make their mark in the Club's history as we embark on an exciting period of change, including a major bunker programme. Both roles will be key to the course development strategy.

Applicants will need to possess the following qualifications, skills and necessary experience:

Deputy Head Greenkeeper

- A highly motivated, passionate individual with a keen eye for detail, presentation and aesthetics and ability to work on own initiative
- NVQ level 3 or HNC/HND or relevant greenkeeping experience (minimum 5 Years)
- Experienced in the use, daily preparation, operation and maintenance of modern green keeping machinery
- Experience in the use and maintenance of irrigation systems
- Spraying and chainsaw certificates advantageous, but not essential
- Possess the ability to work to, and create, effective work schedules
- A strong team player with excellent communication skills
- A full driving licence

- A high degree of flexibility and willing to 'go the extra mile' if required
- Being an active golf player would be an advantage

Assistant Greenkeeper

- A minimum of 2-5 years greenkeeping experience
- NVQ Level 2 Sports Turf Management essential (Level 3 desirable)
- PA 1,2 and 6 Spraying Certificates would also be an advantage
- CS32 and 33 Chainsaw Qualifications desirable
- Full valid driving licence
- Being an active golfer would be an advantage

The Club is keen to see all staff develop and progress to their full potential, so there will be opportunity to achieve additional qualifications as well as an internal development and training programme.

Remuneration will be dependent on experience and will be within industry standards. 20 days holiday, Full Staff Uniform, Meal provided daily. All applicants are requested to submit a current C.V. with a covering letter to: andy@andykirkgolf.co.uk by 31st October 2017.



Technical Area Sales Managers 1X Scotland and 1X Midlands

Indigrow UK Ltd is a leading fertiliser manufacturer for the sports turf and amenity market. We are seeking to expand our direct sales team throughout the UK.

As a Technical Area Sales Manager you will be tasked with developing our profile in Golf Courses, Sports Stadiums, Private Schools and Universities.

In joining Indigrow UK, you will be responsible for promoting our complete portfolio of products, with the aim of supporting and helping grow our existing customer base and develop new business.

You will have an in-depth knowledge of the requirements of sports / fine turf industry and ideally have experience within the amenity sector.

Previous Sales experience is essential for the successful candidates. A formal BASIS / FACTS or sports turf qualification would be advantageous, however, full training will be provided.

We offer a competitive basic salary with a generous commission structure with no upper limit, and a pension scheme.

How to Apply:

If you feel you have the necessary experience, skills and enthusiasm to succeed within our dynamic team then please send your CV and covering letter to grass@indigrow.co.uk



HEAD GREENKEEPER - SWEDEN

GML Sport AB requires a professional, highly motivated Head Greenkeeper for a busy private members club 45 minutes south of Stockholm. The successful candidate will have the experience and determination to deliver an extensive renovation programme to help the course reach its full potential. Requirements include:

- High standards of workmanship
- Qualification in Sportsturf Management (HNC or higher)
- Management experience with clear leadership and communication skills
- Experience of computerised irrigation systems and course machinery
- Ability to produce top level results within a given budget

The position is full time, initially for 3 years with the opportunity of an extension. Benefits include - competitive salary, 6 weeks holiday, non-contributory pension scheme, accommodation assistance. Interviews/recruitment now underway - start date as soon as possible but no later than 1 January 2018.

Email CV and covering letter to: derek@interactive-management.co.uk.



GREENKEEPERS

Located near Sydney's Northern beaches, Terrey Hills is one of the State's premier Championship golf courses. The club is ideally located, being 10 minutes from the beach and 30 minutes from Sydney's CBD.



The maintenance crew is hiring greenkeepers and seasonal greenkeepers. Visa sponsorship deals for the successful applicants.

The successful applicants will be a positive and motivated individual who is:

- Experienced in all aspects of golf course maintenance
- Able to demonstrate experience in pesticide handling and application
- Able to work weekends on a rotating roster

The successful applicant will possess a strong work ethic and have a passion for presenting superior turf surfaces and a genuine interest in the game of golf.

Applications via email: stuart@terreyhillsclub.com.au

TURF EQUIPMENT MECHANIC GLOBAL TURF EQUIPMENT SUPPLIES

World leader in refurbished golf course equipment, Global Turf Equipment supplies high quality off-lease pre-owned equipment to more than 80 countries worldwide and has now established its European HQ and Operations in Limoges, France as a joint venture with GTF (Global Turf France)

This operation will support the quickly expanding business across Europe and is now looking for an experienced Mechanic / Turf Equipment Technician to complete the new dynamic bi-lingual team.

For a copy of the Job Description or further information, please contact Francois Jullien at f.jullien@globalturf.fr or e.bataillie@globalturf.fr or call Tél. +33 (0) 967 312 934

Or please apply by letter sending a current CV to e.bataillie@globalturf.fr

The successful candidate will receive 1 months training at the GTE HQ in San Antonio, Florida USA.

DEPUTY HEAD GREENKEEPER BROADSTONE GOLF CLUB

Having recently appointed the previous Deputy to the role of Head Greenkeeper, Broadstone are seeking a highly-motivated individual who can assist him in enhancing and improving the golf course. The successful candidate would be hard working and reliable with the enthusiasm to learn and develop their skills further to help the course improve. Previous experience in a similar role is an advantage but not essential, although a thorough agronomic knowledge and the appropriate inter-personal skills are a must.

NVQ level 3 or similar, as well as spraying qualifications are also required.

Expressions of interest should be sent to generalmanager@broadstonegolfclub.com. Interested applicants will be sent an application form to complete. Closing date - Friday 20th October 2017.



FAROL



Professional Golf & Grass Machinery Technicians - Up to £40k OTE

We are looking for highly skilled technicians specialising in commercial grass machinery to join our growing company. Excellent diagnostic skills and experience of working with hydraulics and electrics are required for these roles. Working from one of our 6 depots, you will be both workshop and field based, equipped with the latest diagnostic tools, laptop, mobile phone and company vehicle.

These vacancies are situated at the following locations: Thame (OX9), Byfield (NN11), Shefford Woodlands (RG17), Hinckley (LE10), Midhurst (GU29), Wokingham (RG41)

A competitive package awaits the successful candidate including a salary of up to £40k, pension, up to 25 days holiday and a Personal Development Plan involving extensive John Deere and other manufacturer training.



Please send applications to Farol HR at: careers@farol.co.uk or 01844 278843



9 hole heroes

Celebrating BIGGA's nine-hole greenkeepers

Stuart Hudson | Wombwell Hillies

1. What is your job title?

Grounds maintenance team supervisor

2. How long have you worked in the industry?

Ten years in my current position, I previously worked within the leisure industry as a lifeguard, leisure supervisor, assistant manager, recreation officer, operations manager, before literally being put out to grass on the course. I have spent 40 years with Barnsley Metropolitan Borough Council, later changing to Barnsley Premier Leisure who manage the leisure facilities for the council, and I love it. I wish I'd got into it earlier.

3. I like working on a nine-hole course because...

We get a diverse selection of golfers, from total beginners and very young new starters, through to the very low handicap golfers, and they all play alongside each other.

These days time is of the essence. The majority of people can get away for two hours for nine holes, but not enough people can now spare four or five, not including drinks and food afterwards.

4. What is the most difficult part of your job?

My team is responsible for maintaining Hillies nine-hole course, Dorothy Hyman Sports Centre athletic venue, three football pitches, two bowling greens and the grounds to our flagship site The Metrodome Leisure Complex. So the most difficult part is prioritising the work schedule between high income

venues looking their best and providing the best playing surfaces possible with limited budgets.

Less resources means we have less chance to develop and improve the course.

5. How many staff do you have?

Four staff members including myself aged 59, Derek Smith aged 68 years working part time, Simon Chatterton aged 57 working full time, Jake Coefield aged 22 working full time. Jake has recently gained his Level 3 diploma through his apprenticeship.

6. What machinery do you use?

We have a mixed selection: Toro greens master 3400 Tri-Flex; Jacobsen Tri-king tees, surrounds etc; John Deere 3235b fairways mower; John Deere X740 with deck for semi-rough; Kubota ST30 tractor and trailer; Groundsman

aerator; Denis FT610; John Deere 2635B; Ferris DD; Kubota 1550 athletic venue.

7. What chemicals do you use?

We work closely with Pete Fell at Aitkens for our chemicals, Ultima and Mutri pro, granule feed, for tees, greens and surrounds. Osprey Active liquid wetting agent, Instrata for control of Fusarium and Barclay Holster selective weed killer.

8. What is the strangest comment a golfer has ever said to you?

Did my ball just hit you then?

9. What is the best tip you have received?

If unsure of anything, don't suffer in silence. There are plenty of people out there willing to help you with good advice.

Do you know a greens team you think deserves recognition on 9 Hole Heroes?
Email karl@bigga.co.uk

Below: Jake Coefield, Derek Smith, Simon Chatterton, Stuart Hudson



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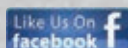
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