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Greenkeeper

International



LLION THE KING

BIGGA National Championship

Llion Kerry hits the headlines at the first tournament ever to be joint hosted by Formby and Formby Ladies

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'The elephant in the room' | Tottenham Hotspurs' training facility
Nairn Dunbar | Sprayer testing | Constructing winter tees





OUTSIDE

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Welcome



Walter and Caroline Woods pictured at BTME in 2018

October began in sad
circumstances as I attended
the funeral of our first
chairman, Walter Woods, in St
Andrews.

As you would expect for
someone who made such an
impact upon the lives of so
many, the church was packed to
the rafters. The ceremony
and ensuing burial and wake
were a fitting celebration of a
life well-lived by a great man
and visionary greenkeeper.

As the association had
played such a major role in
Walter's life, the family asked
whether BIGGA would provide a
eulogy, covering Walter's impact
on greenkeeping. This was an
incredible honour and a daunting
task that our chairman, Scott
Reeves, was pleased to fulfill.

I'm delighted to say that
Scott did BIGGA and the industry
proud with some compelling
and touching words that ensured
everyone in attendance knew
just how influential Walter was
to our profession.

Throughout the day, reference
was regularly made to Walter's
dream of greenkeepers being
the respected and trusted



Chief Executive Jim Croxton

“everyone
knew just
how influential
Walter was to our
profession

professionals their education
and skills deserve.

We continue that cause
32 years on from his term as
chairman and I'm pleased to
say that significant progress is
still being made.

The key issue for many of
our members is how their
facilities are run. Too often
there is a lack of clarity and
consistency in club governance.
This means there are no long-term
strategic plans for the golf course
and its greenkeepers, golfer
expectations are not managed
and unacceptable pressure is

put on the course manager.

The key is improving
governance; well-run clubs
are successful, golfers have
their expectations met and
staff are respected and
rewarded appropriately, while
challenged to excel.

Therefore, it is great news
that the governing bodies of
the sport have, with our
support and involvement,
introduced a substantial guide
to golf club governance,
which will be disseminated
out to all clubs and is
available to download from
our website. Part of this guide
emphatically reinforces
the key role of trained staff
in delivering a viable and
sustainable golf experience.

This may seem a small
step, but I believe it is an
important one. In order for us
to strive towards a standard,
that standard must first be set
and the governance guide
does just that.

At Walter's funeral, it was
clear he was incredibly proud
of the association he was so
instrumental in forming.

It is my sincere hope that
he would be proud of the
work we all continue to do to
achieve his vision of a better
world for greenkeepers.

WHAT'S INSIDE...

Editor's Notes

Greenkeeper International editor, Karl Hansell



As you read this, I'll be setting out on a bit of an adventure as I attempt to trek to Everest Base Camp in Nepal.

For those of you who know, it's going to be an incredible physical challenge for me as I have a chronic shoulder injury due to a serious car crash that I was involved in when I was 22. And on top of that, I made things even trickier by dislocating my foot last year!

In the aftermath of my crash I was told so many times that 'you can't do that any more' because of my injuries and this trip is going to be my opportunity to put all that behind me. After all, if I can trek to the top of the world, I can do anything.

It's going to be one of the most difficult things that I've ever done, but that's kind of the point. After all, as author Roy T Bennett states in the Continue to Learn 2020 brochure: "Great things never came from comfort zones."

In this magazine, there's a bit of a running theme of people stepping out of their comfort zones to try new things. The Young Greenkeepers' Committee column on page 12 is a fantastic example of this, giving you some tips to help you get the most out of networking opportunities if you're heading to BTME 2020 and Continue to Learn for the first time.

We're also proud to announce the BIGGA members who have been selected to take part in the John Deere TPC Sawgrass Volunteer Programme and the BIGGA Delegation to the Golf Industry Show with Bernhard and Company. Each of these members is going to have to be brave and take a huge step outside their everyday greenkeeping comfort zones in order to get the most out of these incredible career development opportunities.

Thank you to everyone who applied to take part in these schemes. If you weren't successful this time, keep making brave decisions and if you get knocked back, learn from experience and try again.



Preparations underway for the opening day of the BIGGA National Championship at Formby Ladies.
Image by Hesketh greenkeeper Andy Bate

With thanks to our contributors

Each month Greenkeeper International is put together with the help of our industry contributors. This month we have features from:



Laurence Pithie

Laurence was the first-ever Master Greenkeeper, yet even he was surprised at how they do things at Tottenham Hotspur



Richard Johnstone

The Nairn Dunbar course manager gave us a tour and showed how the club is working to restore its historic links features



Ian Sumpter

Regular Continue to Learn speaker Ian provided advice on how your club needs to comply with sprayer legislation



Simon Graham

Simon is the head greenkeeper at Lingdale and he talked us through the process of constructing a winter tee

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Where will your thoughts take you?

Time is running out to get your entries in for the 2019 BIGGA Excellence in Communication Awards. **See page 8 for details of how to enter.**

Don't forget you can download the regular and dyslexia-friendly digital versions of Greenkeeper International from the resources section of the BIGGA website.



TALKING POINTS

Facing the elephant in the room

Should you look outside the greenkeepers' shed for your next career move?

Grant Frogley, course manager, gWest International Resort



Do you have a topic that you'd like to discuss? Submit your article to commsawards@bigga.co.uk to be in with a chance of winning a week in Florida!

Organisations such as BIGGA, often supported by some of the larger companies with a presence in our industry, have taken massive strides forward in raising our professional image, promoting career progression and helping to prepare the next generation of greenkeepers for the transition into golf course management.

This is all to be applauded and can only be viewed as a positive, but the elephant in the room remains the same — there are simply not enough course manager jobs to satisfy everyone's ambitions.

It is the nature of our workplace that a career bottleneck is created and the further up the ladder you go, the tighter it gets; so my question is, do you have an exit plan and when should you consider implementing it?

I am not suggesting that people should be turning their backs on greenkeeping in the pursuit of alternative careers, in fact quite the opposite. I view greenkeeping as the nucleus for all industry-related career paths and believe strongly that anybody working in our sector would benefit greatly from

some hands-on experience of the work and challenges that are involved in maintaining a golf course.

I myself have benefited from this, having been faced with this decision almost 10 years ago. Options for progression within my workplace at the time were limited and I considered many possibilities, some of which included leaving the industry altogether. However, with some consideration I eventually decided that my particular skillset would be suited to a move into golf course construction, a move which ultimately allowed me to kick start my career again and on reflection it remains a decision that I would not reverse.

Nevertheless, the problem of 'good guys' leaving the industry has become commonplace, so how do we fix



this problem?

In my opinion we can start by taking the blinkers off and understanding that the road to having a long successful career in the golf and sports turf maintenance industry does not have to be drawn as a simple straight line, starting with apprentice and ending at course manager, with all the boxes ticked in between.

Have you thought about roles in product sales, machinery sales, golf course construction, contractor, mechanic, product research and development, teaching golf course management or ecology?

These are just a few of the potential career paths that spring to mind as I write this, all of which are perfectly achievable and respectable choices for anyone with a good solid background in greenkeeping.

An understanding of the importance and value of the golf course as the core product and a respect for the resources required to maintain it would give any candidate an advantage to perform well in each of these jobs and many more!

It is inevitable that staff will come and

go and, of course, it is always rewarding when they can tell you that they are leaving because they have secured their first deputy or even course manager position. But the reverse is also true in that it is equally disappointing to hear that they are leaving not just their job but the industry as a whole. Perhaps this is due >>

Would it be better if the time and investment that has gone in to gaining this knowledge was retained in our industry, even if not in greenkeeping?





to a lack of opportunities to progress, low wages, unfair pressure from unrealistic member expectations or lack of quality time with family and friends due to unsociable working hours.

These are all perfectly legitimate reasons and concerns for seeking a change in working conditions, but greenkeepers are some of the most resourceful and hard working people I know.

Would it not be better if all of the time and investment that has gone in to gaining this knowledge were retained within our industry, even if not within a traditional greenkeeping role? The alternative is allowing them to walk out the door and have other industries benefit from these attributes, as is currently happening in many cases.

Why shouldn't a greenkeeper become a salesperson, general manager, golf course architect, or even set up their own business as a contractor?

In my opinion, this variation is essential to the success of our industry being viewed by future generations as an attractive career choice and if we are to create more opportunities for young greenkeepers entering our industry to progress themselves and go on to find long term value in their careers, then awareness of these sectors as 'legitimate' options needs to be improved and even encouraged.

An understanding of the importance of the golf course as the core, would give any candidate an advantage to perform well in each of these jobs

As with all opinions, there will be some who agree and there will be some who view any deviation from the path towards becoming a course manager as a failure and that is fine, debate is healthy.

But to conclude, my advice to any greenkeeper out there who feels they are approaching a crossroads in their career is do not ignore the elephant in the room!

Consider your exit plan and work towards achieving a job which will give you satisfaction. It could be that this plan still ultimately leads to becoming a course manager, but before you consider leaving the industry altogether, regardless of the reasons why, ask yourself where your particular skill set lies and what it is about this job that you have a passion for. I am certain that our industry will be diverse enough to provide an opportunity for you to pursue that passion in a different role that is

supported with the skills and values you have gained through greenkeeping.

You might just have to look a little harder to find your opportunity and for some, it may even mean being prepared to look beyond the confines of the greenkeepers' shed!

So you have an article to feature?

To submit an article or nominate any BIGGA member(s), email commsawards@bigga.co.uk

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ACROSS THE BOARD

Chris Sheehan | BIGGA President

When I was standing on the stage at the BIGGA Welcome Celebration in January this year, I spoke about how the thing that I was most looking forward to during my time as president of the association was meeting so many new people.

This year has been a testing one for me and so the timing of becoming BIGGA president couldn't have been more perfect as it allowed my wife, Shirley, and I the opportunity to head out and meet so many fantastic new people.

Even at 66 years of age, I've learnt that you're never too old to try new things and enjoy new experiences. For that alone, I'll be forever thankful to everyone at BIGGA who made this possible and I've been extremely proud to represent the association at events throughout the year.

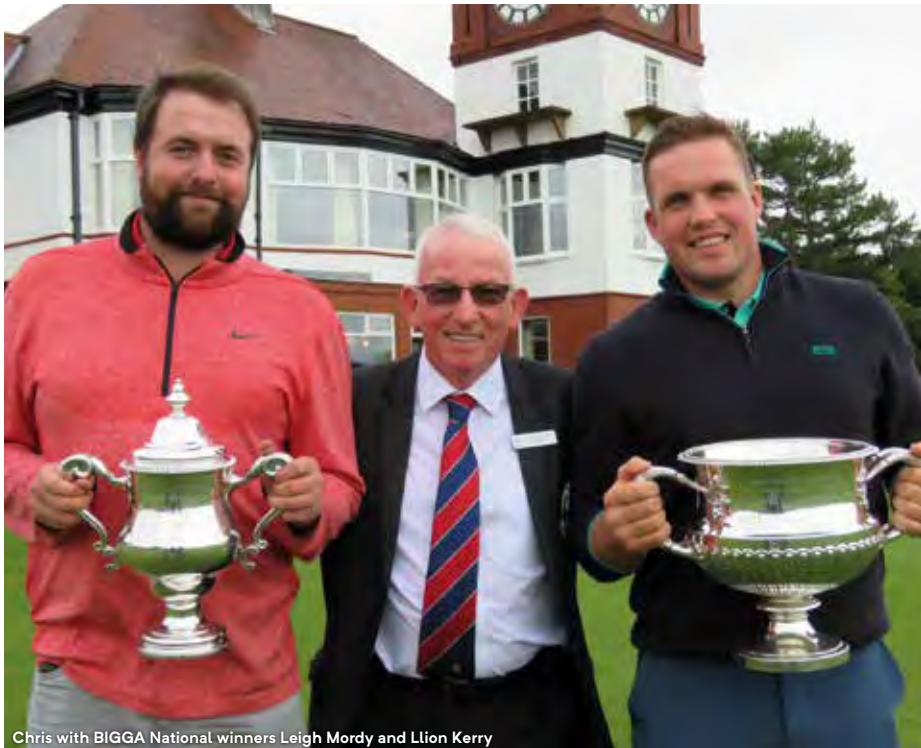
I think back to the start of the year and the Golf Industry Show and, having never attended that event before, I was surprised at how respected BIGGA and its members are elsewhere in the world. We perhaps don't realise just how far we've come in a short time and it's clear that in many ways, British greenkeepers are leading the industry.

We should all be proud of the role we've played in achieving this recognition. There's still a long way to go, but we're getting there!

While at the GIS I met the BIGGA members who were part of the delegation with Bernhard and Company. These 10 members were incredible ambassadors for the association and really did us proud. I'm delighted that this month we've been able to reveal the next round of delegates, who'll be heading to the Golf Industry Show in Orlando.

There's a huge amount of responsibility on the shoulders of these 10 delegates as they will once again be representing BIGGA and its members on a global stage. But I'm certain they'll embrace the opportunity and do us all extremely proud.

In September I attended the BMW



Chris with BIGGA National winners Leigh Mordy and Llion Kerry

PGA Championship alongside the BMW PGA Volunteer Support Team. This was my first time heading to Wentworth and I was blown away by the place.

There's a completely different, almost a more relaxed, atmosphere around the club during the championship, compared to The Open.

Perhaps it's because they host the event every year or they're aware there's a smaller audience due to it not being a Major, but it was fascinating to compare and contrast the two events.

Having spent so many years at West Derby, I'm always blown away when I visit venues such as Wentworth and discover what they're able to achieve. It always gives a fascinating insight into the future of our industry.

And so my year as president is already drawing to a close. This year has met my expectations and I've been incredibly proud to represent you all throughout the past year.

I wanted to meet new people and I've done so. I wanted to find out more about the lives of greenkeepers all over the country and I've had that opportunity.

And I've represented the association at some of golf's largest events, where you'll be happy to know that I've sat beside one member of the sport's governing bodies or another and talked to them at length about the plight of the nation's greenkeepers. Hopefully, they took my words on board and will think twice the next time someone complains about the course or the speed of the greens!

In January I'll pass the baton on to Colin Webber, who I'm thankful to for his support as my vice president throughout this year. Colin, I'm sure, will embrace his presidency with the same gusto and vibrancy that he does in his everyday life at Portmore Golf Park.

I look forward to seeing you all at BTME in January and at any events that take place before then.

HELPING US TO HELP YOU



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YOUNG GREENKEEPER'S COMMITTEE

Sami Strutt | Head of Member Learning | BIGGA

Meeting your peers in person may be one of the most powerful things that you ever do in your career.

The recruitment professionals at Hubspot claim that as much as 85% of jobs are filled via candidates who have been introduced through networking. Perhaps you've been watching on with envious eyes as you've seen other greenkeepers with the same level of talent as you getting that job you wanted or being selected to take part in a volunteering opportunity? The chances are, they've networked at industry events and are now reaping the benefits of all that hard work. Networking doesn't come easy to anyone and rest assured that everyone feels uncomfortable the first time they walk into a room full of people they don't know. But everyone was once in your position and the more you do it, the more industry friends you'll make and you'll soon find doors opening up for you. Here are eight tips for overcoming the nerves and maximising your opportunity to build relationships so the next time a big opportunity arises, you don't miss out.

1. Connect on social media before the event

Janet Murray, engagement expert: "Spending time chatting to other guests ahead of the event will make it much easier to connect with people in Real Life and give you plenty of potential ice breakers. If you want to make the best use of your time, reach out ahead of the event to the people you'd love to connect with and see if they're free for a short meeting outside of the formal event activities."

2. Arrive Early

Dave Roos, HowStuffWorks: "One simple trick for avoiding a networking nightmare is to show up early when there are fewer people. As an early arriver, you

have a chance to engage one-on-one with a few attendees before all the noise and bustle sets in. You also have the luxury of making the first impression in people's minds before they are drowning in business cards and handshakes."

3. Be the one with the memorably great handshake

Josephine Fairley, The Telegraph: "Do people judge, instantly, from a handshake? Oh yes, every time. Firm. Dry. And with a steady gaze right in the eye. I remember people by their handshake years later — and I'm not alone."

4. Smile

Melani Deyto, Forbes: "Not only does smiling make it easier for people to connect with you because you are more open and welcoming, it also helps them remember you. Show interest in what the other person does and ask questions before talking about you. Your smile and authentic self will go a long way toward a positive first impression."

5. Introduce yourself to someone who is a bigger deal than you

Hannah Fleishman, Hubspot: "First and foremost — make sure you have a purpose. Butting into a conversation to tell them you love their work will not invite stimulating conversation. Consider what it is about this person that resonated with you and tie it into your work, projects or philosophy. Approach them with confidence and introduce yourself not as a fan, but as an equal and say something thought-provoking that they can relate to. Give them a chance to admire you, too, by sparking an interesting conversation."

6. Tell a really good story

Lee Price, Monster: "The asking

questions strategy can go bad on you if overused. You might come off as an interrogator. Also, you do need the person to walk away with a memory of you, so you'll need to interject with more than just a 'Mmmmmm' to achieve that. When it's your turn to talk, don't simply rattle off a few facts from your CV. Tell a brief story about a funny or curious thing that happened to you."

7. Set yourself a target

Michael Page team: "A networking event is not a social gathering — you are there to achieve something. Set yourself a target, such as the number of people you want to talk to or be introduced to. If the number is 10 or 15 people, make sure you leave with 10 or 15 business cards."

8. Don't forget the follow up

Vanessa Van Edwards, Science of People: "You could be the master of every networking event you attend, but if you don't follow up, you will fail at truly building connections. People are busy and if you don't connect with them often, you'll be forgotten. Within 24 to 48 hours of meeting someone new, send a brief email reminding them who you are and what you talked about. Doing so opens up a line of communications so you can send them messages in the future."

Check out more tips on networking at: www.btme.org.uk/education/networking-tips/



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LOOKING AHEAD

BIGGA Scotland Annual Awards lunch

Following a difficult year for BIGGA Scotland after the loss of three stalwarts of the Region, the BIGGA Scotland Annual Awards lunch will take place on 11 December.

Each year the Scottish Chairman invites patrons, sponsors and members from around the country who have played a significant role at section or regional level, to attend the lunch, held this year at the Royal Hotel, Bridge of Allan.

Scottish Chairman Robert Patterson will host the event, which will see the presentation of the

Walter Woods Award, the Cecil George Trophy and the Jimmy Neilson Trophy following the deaths of the three legends of the BIGGA Scotland scene this year.

BIGGA's Membership Services Manager for Scotland, John Young, said: "This has been a difficult year for BIGGA Scotland following the loss of this incredible trio of members who were in many ways the heartbeat of the association, not just in Scotland but all over the country. Walter, Cecil and Jimmy were instrumental in the formation of BIGGA

and the development of greenkeeping education all over the United Kingdom and I'm proud that we'll be able to honour their memory at the annual BIGGA Scotland Awards lunch."

Other awards to be handed out at the event are Patron Awards given to one winner from each of the region's five sections, the Harry Diamond Award to Scotland's top student and the Special Recognition Award, given to a member who has helped moved the association forwards.

The Walter Woods Award is given in recognition

of lifetime achievement and contribution to greenkeeping.

Various trophies will also be handed out to the winners of golf events, including the Challenge Cup presented to the Scottish champion and the Scottish Championship Challenge Trophy winner.



The BIGGA Awards Lunch

Don't miss out

Look online to see a full list of the events that are happening near you



Welcome new members

Scotland & Northern Ireland

Harry Jones, Oaklands Amenity, A; Craig Thomson, Brodick, DHGK; Mark Houston, Pollok, FA; Marshall Sloss, Largs, GK; Donald MacLeod, Pollok, HGK; Cameron Shanks, Bothwell Castle, AGK; Ryan Knox, Nairn Dunbar, AGK; Cameron Smith, Gullane, AGK; Laura Sayer-Hall, Ardfin, AGK.

Northern

Alex Boyd, Disley, App; Ben Carroll, Manchester, App; Ben Quinn, St Annes Old Links, App; Daniel Acton, Davyhulme Park, App; Jack Johnson, Prestwich, App; Jamie Ross, Hazel Grove, App; Matthew Mercer, Whitwood, App; Sam Jackson, Prestbury, App; Sophie Stockton, Grimsby, App; Adam Barton, Swinton Park, CM; Richard Hughes, DLF Seeds (Trifolium), Ed; Ben Howarth, Worsley, GK; Ryan Peel, Whalley, HGK; Tim Jones, Wortley, HGK; Max Harland, Kirkbymoorside, AGK.

Central England

Sheila Plant, Scraptoft, A; Ben Simmonds, Royal West Norfolk, App; Mathew Bowers, Glen Gorse, App; Thomas Henry, Overstone Park Resorts, App; David Rhodes, DLF Seeds, Ed; Roger Peacock, DLF Seeds, Ed; Matthew Haycox, Market Drayton, FA; Martyn Metcalfe, Harleford, AGK; Richard Moule, Gaudet Luce, AGK.

South East

Junior Arquimbau, Anderson Roofing Supplies, A; Cameron Makin, Wensum Valley, App; James Lynch, Goodwood, App; Jamie Palmer, Millers Barn, App; Luke Bayliss, Walmer & Kingsdown, App; Nicholas Stevens, Warley Park, App; Owen Clemson, Hintlesham Hall, App; Tom Curtis, Ufford Park, App; Sam Parsonage, Tudor Park, App; Craig Spooner, DLF Seeds (Trifolium), Ed; Michael Sparke, West Malling, FA; Simon Downhill, Maylands, GK; Adam Millward, Warley Park, G; Eliot Blackburn, The Dyke, AGK; Nathan Davis, Bentley, AGK; Dominic Foster, North Hants, AGK; James Boorman, South Herts, AGK; Rob Jones, The Wisley, AGK; Ryan Bone, North Hants, AGK; Tom Neudegg, North Hants, AGK.

South West & South Wales

David Walls, Came Down, GK; Matthew Banning, Exeter, GK; George Mills, Exeter, AGK.

International

Brent Downs, Otter Creek; Eva Sanchez-Caspedes, Real Madrid Training Facility.

Get involved with a BIGGA event near you

Scotland and Northern Ireland

- 1

Learning and Development Day – West of Scotland
Date: 12 November
Location: Haggs Castle GC
- 2

Learning and Development Day – South West of Scotland
Date: 13 November
Location: Gailles Hotel
- 3

Learning and Development Day – Highlands of Scotland
Date: 19 November
Location: Caledonian Stadium,
- 4

Learning and Development Day – North of Scotland
Date: 20 November
Location: Altens Hotel, Aberdeen
- 5

BIGGA Scotland Awards Lunch
Date: 11 December
Location: Royal Hotel, Bridge of Allan

Northern

- 1

North West Section Bert Cross Memorial and AGM
Date: 19 November
Location: The Wilmslow GC

2 North Wales Section Golf Day – AGM and Christmas Tournament

Date: 28 November
Location: Prestatyn GC

3 Cleveland Section Golf Day

Date: 3 December
Location: Cleveland GC

4 Yorkshire Section Christmas Golf Day

Date: 4 December
Location: Rudding Park GC

5 North East AGM and Christmas Competition

Date: 10 December
Location: Foxton GC (Alnmouth)

Central England

1 East of England Autumn Seminar

Date: 13 November
Location: Woodhall Spa

2 BB&O Christmas Golf Day

Date: 6 December
Location: Frilford Heath GC

3 Mid Anglia Christmas Golf Day

Date: 10 December
Location: Dunstable Downs GC

South East

1 SE Regional Conference

Date: 14 November
Location: Ingrebourne Links GC

2 Essex Section AGM and Team Texas Scramble

Date: 5 December
Location: Essex G&CC

3 East Anglia Section Golf Day

Date: 4 December
Location: Wensum Valley GC

4 Sussex Section Turkey Trot

Date: 6 December
Location: East Brighton GC

South West & South Wales

1 SW&SW Regional Conference

Date: 13 November
Location: Somerset County Cricket Ground, Taunton

2 South Coast Turkey Trot

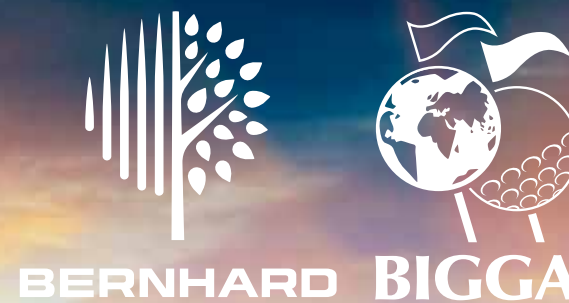
Date: 5 December
Location: Arlesford GC

3 South Wales Turkey Trot

Date: 10 December
Location: Pyle and Kenfig GC

A	Affiliate Member	FA	First Assistant
AGK	Assistant Greenkeeper	GK	Greenkeeper
		G	Groundsperson
AHG	Assistant Head Groundsperson	HGK	Head Greenkeeper
		HG	Head Groundsperson
APP	Apprentice		
CA	College Assessor	I	International Member
CM	Course Manager	L	Life Member
DCM	Deputy Course Manager	M	Mechanic
DHGK	Deputy Head Greenkeeper	S	Student Member
ED	Partner & Education Supporters	R	Retired Member

EXPAND YOUR HORIZONS



Ten BIGGA members have been picked to join the BIGGA delegation to the 2020 Golf Industry Show in Orlando

There are worse places to spend the final week in January than Orlando, Florida.

Ten BIGGA members will represent the UK greenkeeping industry as they network with peers from around the globe and sample the education on offer after being selected to attend the largest turf management exhibition in the world, taking place at the Orange County Convention Center in 2020.

While there, the delegates will benefit from fantastic networking opportunities and have access to the education seminars and workshops hosted by the American golf superintendents' association.

Lucy Sellick is the head greenkeeper at Wenvoe Castle in Wales and the 44-year-old has become

the first female BIGGA member ever to be selected for the delegation, which is sponsored by BIGGA Partner Bernhard and Company.

Lucy said: "I'm a bit overwhelmed to be honest and the first thing I did when I found out was panic about my passport and whether it was still in date!

"I'm over the moon about being selected as everyone talks about the delegation within the industry and how rewarding it is. After cutting fairways this morning while wearing 10 layers because it was only 4 degrees, the thought of going to Florida in January isn't too bad!

"Greenkeeping has always felt like a family and then all of a sudden, 10 of you are going away on this

incredible experience. I'm so grateful for the generosity of Bernhard and Company who are allowing this to take place and for the support of BIGGA who organise these amazing opportunities for members."

The BIGGA Delegation to the Golf Industry Show with Bernhard and Company is one of the leading opportunities available to members and can be truly career-defining. There's not just the experience of attending the show, but the delegates will also visit some of the leading golf facilities in the region and they'll build a close camaraderie that can last for a career. They'll also join the ranks of other BIGGA members who have taken part in the delegation, meeting up at BTME each year and even organising reunions for many years after the event.

Eyemouth head greenkeeper, Keith Burgon, was a delegate in 2019 and reflected upon his experience, saying: "Every part of this trip

is a learning experience and I picked up so many useful tips from the other delegates that I will take back to Eyemouth."

Tom Pattison was also a delegate in 2019 and the Blyth greenkeeper said: "It's hard to pick out a single favourite moment from the trip as the whole thing was amazing; I could not have asked for a better group of people to spend the week with. All the delegates and the Bernhard and BIGGA staff made this trip one of the most memorable experiences of my life."

Bernhard Director Steve Nixon said: "The BIGGA delegation is always a very exciting initiative for Bernhard and Company. Each year we are hugely impressed with the calibre of applications and the candidates this year did not disappoint."

"We are pleased to give these 10 BIGGA members the opportunity of this trip and we're confident that it will be a great step in furthering their careers."

“It's hard to pick out a single moment from the trip as the whole thing was amazing

The 2020 BIGGA delegation are:



Andy Merry,
course manager,
Preston



Callum Goodhind,
deputy course manager,
Prestbury



Jack Sims,
course manager,
Surrey Downs



Jake Boardman,
deputy head greenkeeper,
Roehampton



Peter Robinson,
course manager,
PGA National Ireland at
Slieve Russell



Jonny Peacock,
head greenkeeper,
Rugby



David Roberts,
course manager,
Saddleworth



Chris Sharp,
course manager,
Hampstead



Lucy Sellick,
head greenkeeper,
Wenvoe Castle



Andrew Riley,
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Greenkeepers Legal Assistance
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Human Resources (HR) Helpline
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BIGGAmembers@xactgroup.co.uk



Applications for the 2021 BIGGA Delegation to the Golf Industry Show with Bernhard and Company will be launched early in the New Year. Keep an eye out for updates in Greenkeeper International and online at the BIGGA website.



Continue to Learn preview

An introduction to soil microbiology with Dr Alan Gange, professor of microbial ecology at Royal Holloway, University of London



Alan Gange has been coming to BTME for a quarter of a century and in that time, he's seen greenkeepers move towards becoming highly-educated turf scientists.

Alan's played a role in that shift, regularly presenting research findings at Continue to Learn, where he discusses the importance of soil microbial management and what that means.

"When I first came to BTME in the 1990s, I don't think anyone had ever heard of what I was talking about," explained Alan, professor of microbial ecology at Royal Holloway, University of London. "These days there's a

“ In the early days we were very naïve

lot more awareness and people have begun to realise that it's not just about what you can see above the ground, but the rootzone is just as important to the health of your turf."

In a functioning rootzone, there are five different types of soil microbes, each having different roles in the health of the soil and plants. These are bacteria, actinomycetes, fungi, protozoa and nematodes. Known as the rhizosphere, these microorganisms provide a wider network beyond the plant's roots, enabling it to

take up additional nutrients or changing the chemistry of the host plant to make it more resistant to pests and diseases.

"The plant feeds carbon to its roots and the microbes in the soil benefit from that," explained Alan. "Meanwhile, the microbes obtain nutrients and donate them to the plants, so they grow better. Of course, outside of sportsturf, that's a real benefit, but a greenkeeper doesn't want the plant growing twice as fast because he's going to have to mow it twice as often. However, if you're not as prone

to disease because your turf is rich in microbial flora, then the benefits outweigh the negatives."

Unsurprisingly, the activities of greenkeepers have an impact — both intentional and accidental — upon the overall health of this ecosystem. Aeration and scarification will introduce oxygen into the rootzone, encouraging microbial growth as well as aiding the turfgrass. The addition of traditional fertilisers, such as blood fish and bone or seaweed will provide a foodsource for the microbes. As such, practices that greenkeepers have long been undertaking to boost the health of their turf have also been supporting the microbial community below the surface.

With beneficial fungi playing such an important role in the health of turf, what impact does the application of pesticides to prevent diseases have upon the microbial community? In a test environment, Alan has been able to 'sterilise' a soil with the application of fungicides. However, does that translate to the real world?

Alan said: "Do pesticides reduce microbial growth? Yes. Do they eliminate it entirely? No. I've never seen a fungicide that can kill all the fungi in soil. Yes, they reduce populations, but as to whether that's a bad thing, no one knows yet. If you ask me, my

response is probably not, so long as you've got some microbial growth going on.

"As an ecologist, do I think fungicides are bad for soil microbiology? Well they're not as bad as people make out. Yes, they reduce populations, but some microbes seem remarkably resistant."

There are products that are marketed as supplying additional microbes into the rootzone, for the benefit of the turfgrass. From nematodes to seaweed products or compost teas, this is an area of the industry that is expanding rapidly and, as greenkeepers become aware of the benefits, is becoming highly lucrative.

Alan urged caution, but said with very few downsides currently identified, there's no harm in giving it a go.

"In the early days we were very naïve and thought we could take an off-the-shelf product, throw it on a putting

green and it would 'work', because that's what happened in our experiments. But of course, the experiments »

Find out more: Seminar 2 The Potential and Varied Benefits of Soil Microbial Management

What will you learn?

- / How microbes may influence pest and disease outbreaks
- / Understand when to apply beneficial microbes
- / The concept of Integrated Pest Management
- / Tuesday 21 January, 10.15 to 11.15am, Queen's Suite at the Harrogate Convention Centre
- / Presented by Dr Alan Gange, professor of microbial ecology, and Tamsin Williams, PhD research student, Royal Holloway, University of London

All Continue to Learn seminars are free to attend. Pick up your copy of the Continue to Learn education programme or head to the BIGGA website to find out more.



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contained a nice piece of rootzone that was more or less sterile and that's not true out in a golf putting green, where populations can be constantly replenished by the surrounding area.

"If you want to begin the journey, my best answer is to try it and see. But if you've got a mate down the road on a different course, don't be alarmed if something works on his course, but doesn't work

for you, because the populations of microbes can be hugely different. Truthfully, there's only one way to find out. Is there any harm in applying a seaweed product? I've never seen any

detrimental effects so why not give it a go?"
"Greenkeepers, in a way, are great experimenters. I can only offer advice, but it's up to greenkeepers to find out what works on their course. If you wait for people like me to do things in controlled conditions, you're going to be waiting a long time because these experiments take a while. And don't be put off if something doesn't work first time, because it may be that the conditions weren't right. Give it another try under different conditions and then, if it still doesn't work, fair enough and maybe something else will be better for your course."
To find out more about the microscopic world beneath the surface of your soil, check out the Continue to Learn 2020 Education Programme, where you can find out more information about Alan's talks and all the other wide range of education that is on offer.



BIGGA
CPD Continuing Professional Development

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

James Bruder, East Berkshire;
Richard Johnstone, Nairn Dunbar Golf Links; Richard Ponsford, Clevedon; Stuart Adams, Cardigan; Tom Smith, Milford.

Congratulations to the following members who achieved their CPD Milestone this month:

Graham Burnett, Nairn Dunbar; Kevin Hensman, Rowlands Castle.



How to CPD

Are you wondering what CPD is? Would you like to improve your career prospects, but aren't sure where to start?

BIGGA members have access to a range of educational opportunities and almost every event we host enables you to bank CPD credits. You can claim credits for attending seminars, getting involved with schemes or even by reading Greenkeeper International each month.

To get started with your CPD journey, head to the Members' section of the BIGGA website and select Continuing Professional Development. There you'll find resources, the answers to frequently asked questions and details of how you can get CPD approved.

www.bigga.org.uk/member-homepage/continuing-professional-development.html

FUNDING YOUR FUTURE

BIGGA's Learning & Development Fund supports a vast array of educational opportunities for BIGGA members. From subsidies, scholarships and refunds of fees to seminars, workshops and conferences, the funds generated by BIGGA Education Supporters improve education in the greenkeeping industry every single day. We ask BIGGA members to continue to support those companies that are committed to supporting you on your career journey.



















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



Read this for:

- / Maintenance in other sports
- / Turf renovation
- / Premier League pitch construction

A trip down Hotspur Way

What can we learn from a visit to a state-of-the-art Premier League training ground?

Laurence Pithie MG

After quickly passing through security at the entrance to Tottenham Hotspur's training centre, the most notable initial impression was the standard of presentation and cleanliness throughout this vast complex.

The centre is on a par with a premium golf resort anywhere in the world. It would also be easy to forget that the centre's main purpose is to provide leading professional football players with the best possible training facilities so they can maximise their own playing performance to compete at the highest level. But it is not only the extent of the football pitches that 'catch your eye' as

you drive towards the maintenance centre, but the quality of landscaping that surrounds the site and separates the different training areas. Construction on the Hotspur Way Training Ground started in 2009 on land that was once part of Whitewebbs Sports Ground. An 18 hole golf course bearing the same name is located nearby, so too is Capel Manor College. Work on the main complex was completed three years later and opened for use by Tottenham Hotspur in 2012. There have been further developments since then, including a luxurious 40-bedroom lodge hotel, »



Infinicut rotary mowers help maintain the site

Pitch quality

Hotspur Way

- / 15 grass pitches
- / Four pitches solely for first team training
- / One and a half artificial outdoor pitches with floodlighting
- / Designed with environmental protection in mind, over 150 trees and thousands of plants, hedges and flowers were planted
- / An attenuation pond established a wetland and intermittent wetland habitat
- / ETFE roof over the artificial pitch uses similar material to that used for the biodomes at the Eden Project in Cornwall
- / A sedum 'green' roof provides an ecological covering and enables rainwater harvesting
- / Over 10% of energy is produced using renewable sources, such as solar panels and air-source heat pumps

Lodge hotel where the team can stay



which is frequently used by the team.

Additional training facilities are also planned on adjoining land that the football club owns. The current site is around 77 acres, consisting of 15 pitches, several of which have undersoil heating that allows training to continue 365 days per year.

All pitches are sand-based to a depth of 475mm (18.5"), two of which contain the Desso GrassMaster system. Below the 'sand carpet', pipe drainage is spaced at 5m intervals, along with gravel banding at 400mm (16") in order to maximise drainage of the site and guaranteeing all year-round use.

All drainage leads to a holding pond complete with two water aerifiers. When full, an adjacent wetland area acts as an overflow that ensures only clean water leaves the site. The entire site is irrigated using various types of Hunter sprinklers, such as G900s to water the different areas, including two putting greens. A borehole supplies the club's watering needs; this being stored in two large tanks within the maintenance centre and giving a holding capacity of around 500m³ (110,000 gals).

At the centre of the site is a large indoor training centre, which includes everything a professional footballer requires. The various pitches are divided into segments to cater for different levels, ranging from junior academy players to under 21's and those in the first team; many of whom represent their country at

“Unlike on golf turf, the build-up of organic matter is irrelevant, since the surface is removed every 10 months

international level.

The compound servicing the entire site is located on the south west corner and close to the first team training area.

Within this compound are the two large irrigation tanks, fuel storage and wash-down area, along with space for car parking.

The Grounds Maintenance Building (GMB) features state of the art facilities, including training classroom, offices and drying areas for workwear; all of which are air conditioned. Head of playing surfaces and estates is Darren Baldwin, who is a regular speaker at seminars and conferences on the subject of sports pitch maintenance and renovation.

Darren manages a team of 15 groundsmen, 17 landscapers and two technicians responsible for equipment and irrigation; all of whom are full time employees.

According to Darren, the main

challenges the team are faced with are the ability to deliver five-star turf quality and playing performance throughout the year, especially at times when weather conditions are less favourable. On the turf side, managing nematode damage could be an issue on the sand-based pitches in future, but fortunately, this has not been the case so far.

Perhaps the biggest challenge is one that is common to most turf managers throughout the UK, namely the recruitment and retention of grounds staff. In today's modern world of technology, fewer school leavers are enticed into the world of managing sports surfaces, whether they are football, golf or cricket. This is one area where there needs to be a more concerted effort by the various sporting bodies to highlight the positives of working outside in these types of environments and the opportunities which exist to further personal careers.

While the basic needs of having sufficient levels of air, light and water are the same throughout the turf industry, there are differences in how this is managed on sports turf. Both sunlight and air movement are in abundance on the open expanse of training grounds.

However, the same cannot be said for stadiums, sports arenas or on parts of many golf courses where trees are an integral part of the design and the environment.

Whereas golf courses consist of different varieties of grass, at Hotspur

Way all pitches and the areas between are 100% ryegrass, fully irrigated and cut at 25mm with ride on fairway mowers; Toro being the favoured machinery of choice at present.

All clippings are boxed-off, collected on small trailers and removed to a collection point. Here they are collected by four large eight-wheel lorries each week and taken to a nearby recycling centre; this being one of many fundamental differences when compared to golf.

Fescue is used on landscaped areas around the perimeters and on internal road verges as well as on both putting greens, all of which are irrigated.

Another key difference is nutrient strategy and input. Being ryegrass on a pure sand base, nitrogen-based fertiliser is applied every two weeks using a mix of granular and foliar feeds at different times of the year. Total nitrogen input for the year is around 1,500kg per hectare, which is considerably higher than that used on golf greens, tees or fairways.

Unlike on golf turf, the longer-term build-up of organic matter is largely irrelevant since the surface is removed every 10 months. Whereas a cocktail of fertilisers, soil conditioners and bio-stimulants are widely used on most golf courses, here the requirement is far less varied. Wetting agents are used as required, along with limited use of fungicides; the latter largely for the control of fusarium and to a lesser extent brown patch or pythium.

In terms of cultural practices, deep tining is carried out a couple of times each year, along with more conventional aeration using the Toro Procore on areas where training use has been more intensified, such as on goal mouth areas.

Similar to most high-level sports turf surfaces, those at Hotspur Way are fully renovated each year, which requires total removal of the surface and immediate upper profile to a depth of around 8mm; all of which is collected and removed from site. This is a major undertaking for the club and using the tried and tested Koro system, it takes three months to complete the entire site, starting in May and completed in July.

By the time players return for pre-season training, most pitches are ready for use, with others ready by early August. Once the surface has been 'Koro'd', around 120 tonnes of medium grade sand is spread over each pitch, re-levelled and seeded using Johnston's J Premier Pitch mixture. This contains five different cultivars to maximise the club's



Turf quality and density four weeks after seeding

requirements, such as turf density, wear tolerance, recovery and colour. The sowing rate is between 35 and 50g /m² and at this time of year mowing begins after 20 days.

Full usage can resume in about six weeks from seeding. This is a remarkable achievement and highlights what can be done through good planning and organisation, as well as having the resources to do so. It is also possible at this time of year, with maximum hours of sunlight and warm summer temperatures.

In terms of monitoring playing conditions and recording data, the requirements are a little different from that on golf courses. Clegg readings are taken regularly to ensure pitch firmness is around 80 to 85 gravities, while soil moisture is maintained at around 25%.

Infiltration rates are also regularly monitored to ensure drainage requirements are met.

One interesting point that was explained during my visit was made by Paul Jones, who is Darren's deputy. This concerned the reason for lightly watering pitches prior to kick-off. On a dry surface, the football travels slower when kicked and tends to vary slightly in direction, whereas when the grass surface is moist, the ball travels faster and is more consistent; hence the reason it is required by the better teams to suit their style of fast, accurate passing.



A wildflower meadow sits adjacent to manicured lawns

While footballers and golfers expect good and consistent playing surfaces, there are significant differences in how these are provided and achieved; each with their own challenges.

Golf is perhaps the odd one out when compared to most other outdoor sports played on grass. There are no defined sizes or dimensions and the land can be of any style or shape and seldom ever flat. It is also a game that is played every day, all year round, at least in the UK, and is therefore probably the only one where the playing surfaces are maintained while the game continues.

The size and composition of the ball is also significantly different. There is no 'closed' season for renovation work and this is perhaps the main difference.

The grass or grasses used also vary, as does the mowing height and nutrient input and while maintenance practices and routines on golf courses are usually viewed as part of a long-term strategy within a natural environment, this is not the case on high level football pitches.

However, one aspect which is relevant for both sports and one that is often over-looked, is the skill, passion and dedication by those responsible for producing high quality playing surfaces that we often take for granted.

JOIN THE CONVERSATION ONLINE WITH @BIGGALTD...

Darren Baldwin is on Twitter at @DarrenBaldwin40

BRINGING BACK THE LINKS

How Richard Johnstone is bringing the sand back to Nairn Dunbar

Karl Hansell, BIGGA

Bunkers originated as blown-out dunes, rabbit warrens and scrapes created by animals, such as sheep digging for shelter from cold Scottish winds.

Over time they morphed into the structured bunkers that we see on the course today, whether kidney-shaped, revetted or otherwise. In that progression, many of the original features have been lost, such as marram grass or wildflowers growing up through the sand or the opportunity for invertebrates to make it their home.

Richard Johnstone has only been the course manager at Nairn Dunbar, in the north of Scotland, for three years. But having been at the club for 18 years, by the time he got the top job he was buzzing with ideas about how to restore the links characteristics at the club.

“I’d had visions of what I wanted to do,” said Richard. “Then at the same time as the previous course manager retired and I was appointed, the club was trying to attract more visitors and restore the links qualities of the club. This tied in with what I wanted to achieve, so it enabled me to

get started with some of the ideas I had.”

Old images showed almost no trees or gorse across the whole site. Instead, Nairn Dunbar was a natural links, full of dunes and natural undulations and it was this aspect that Richard and the golf club were united in their desire to restore.

Within this vision was the installation of a 200-yard sandscape habitat, separating the club’s 10th and 11th holes.

Trees and gorse were removed almost completely from the area and a 360-degree excavator used to remove the remaining roots. This left islands of



Looking across from the course to the RSPB reserve of Culbin Sands

Read this for:

- / Links restoration
- / Community engagement
- / Use of data



Richard showing how the area looked before tree clearance took place

natural fescue, while marram was transplanted from another natural system to the bare sand habitat.

In the immediate aftermath of the work, there was a degree of sand blowing on to fairways, but this only served to provide a layer of topdressing, which the grass quickly grew through, while the scrapes were eventually left with a firm layer of sand.

Bare sand scrapes create an extremely valuable habitat for mining bees, digger wasps and rare beetles. These areas recolonise over time and provide a new form of habitat for wildlife. Bare areas counteract natural succession, allowing new plants to establish that would be seen elsewhere on a dune system, but which have been overtaken by the gorse and trees.

“We looked at old images and saw there were bare areas of sand where the sheep used to scrape,” Richard explained. “Up until the 1970s there was grazing on the land and so if we’re trying to restore the historic features on the course, we needed to find a way to replicate those



The proposed sand scrape site prior to the clearance taking place

“We looked at old images and saw there were bare areas of sand where the sheep used to scrape...”

bare areas.”

A similar problem has occurred along the coast at the RSPB reserve of Culbin Sands, once the largest shifting dune system in Britain but where gorse and trees have overtaken the sands, leading

to the loss of this rare habitat. Culbin Sands is also a designated Site of Special Scientific Interest, a Special Protection Area, a Ramsar site and a Special Area of Conservation. Richard has been keen to engage with the reserve managers, helping to build the golf club’s relationships within the community.

To enhance the dunescape appearance, marram grass has been planted. On natural dunes this tall grass species is a familiar sight on windswept coasts and its matted roots help to stabilise the sand, enabling other species to quickly colonise the area.

Richard explained: “We’re hoping that the sandscapes will provide a habitat »



The completed sand scrape with marram plantings

Working together

As part of his efforts to engage with the neighbours of Nairn Dunbar, Richard invited Steph Elliot and Izzy Morgan of the RSPB, who help managed nearby Culbin Sands, to take a look at what’s going on around the course. Joining them was BIGGA’s James Hutchinson and David Slawson of OPAL Explore Nature.

Steph said: “I’m not a golfer, so to come here and see how much nature and wildlife has been taken into account within the golf course setting is really interesting. We’ve only suggested a few tweaks here and there, but seeing a course that’s so forward looking and is taking environmental protection seriously is very interesting.”

Steph, who manages seven nature reserves across the Scottish Highlands, also shared Richard’s sentiments about the need to remove trees to restore habitats, in the face of criticism from

the wider public.

She added: “There can be an attitude among the wider public that trees are always good and that’s not always the case. Open habitats are really valuable in their own right. From a PR point of view, we’ve come up against some difficulties in the areas we manage.”

For Richard, the experience was a positive one as he was not only able to build some relationships, but he also picked up some tips for around the course.

“It’s been an excellent opportunity to invite other people along and share their views about how we can manage the site better for nature and birds and to encourage other things on the site that we aren’t already,” said Richard. “It’s opened my eyes to a few things that we weren’t doing and we can look to the future and work together.”

for ground nesting birds and just something different to what’s out there now. It will provide another habitat to encourage different species to come into the site.”

With a team of just six greenkeepers, including himself, the opportunity to have an area of the course that doesn’t need maintenance provides added cost-saving benefits, allowing the team to concentrate their efforts elsewhere.

Among those other projects underway at the club was the reconstruction of tee boxes on the 10th hole. Over the years a band of alder, larch, gorse and broom had grown up, giving the 9th, 10th and 11th holes a parkland feel and completely blocking the views towards the Moray Firth, natural dune system and dune slack.

By removing these invasive species and creating a new raised teeing area, there’s not only a better tee shot on the 10th, but golfers are also able to better appreciate their coastal surroundings.

“You can’t just sit still as everyone else is moving forwards and you have to move with the times

But for a young course manager just starting out in his first senior role, where does Richard get the inspiration and the confidence to carry out such ideas?

“Probably around four or five years ago, I realised I wasn’t doing enough in my own career,” said Richard. “I started to engage more with BIGGA, which offers so many different opportunities, with the likes of the John Deere TPC Sawgrass Volunteer Programme, FTMI and the delegation to the Golf Industry Show with Bernhard and Company, and I’ve been lucky enough to be selected to take part in those.

“I’ve also taken advantage of funding and scholarships to help me progress, because I thought, you can’t just sit still as everyone else is moving forwards and you have to move with the times.”

While engaging with the association »



The view from the 10th tee to the 11th green was previously obstructed by trees and gorse



The 10th tee has been rebuilt

Your club’s most valuable asset is you

BIGGA members have access to free human resources help and advice to make your workplace a more professional and positive environment. Our advisors can help from the very early stages through to the conclusion of the matter with unlimited telephone and email advice available.

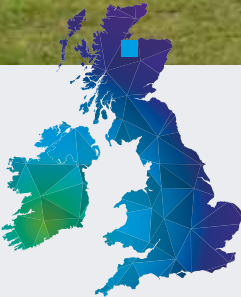
For further information and to contact the service email BIGGAmembers@xactgroup.co.uk Alternatively, call 0330 332 2636.





Nairn Dunbar

IN THE SHED



The Team

- / Richard Johnstone, course manager
- / Brian Tait, deputy course manager
- / Graeme Robbins, assistant greenkeeper
- / Graham Burnett, assistant greenkeeper
- / Michael McInnes, assistant greenkeeper
- / Ryan Knox, apprentice

The Equipment

- / 4 x Toro 3250D Greensmaster
- / Toro 5510D Reelmaster
- / Toro 3100D Reelmaster
- / Toro 4500D Groundsmaster
- / Toro Procore 648
- / Toro Workman
- / 2 x John Deere Gator TX Utility
- / Tru Turf Roller TS48-11
- / Kubota STV36 Compact Tractor
- / Kubota L3600
- / Wiedenmann Super 500 & Terra Rake
- / Wiedenmann Terra Spike XP
- / Hardi 200L Tractor Mounted Sprayer

has boosted Richard's own knowledge and experience, it's also given him the tools to help win over his membership. An example of this has been Richard's diligent keeping of data. It's something that's very much a strategy of the modern course manager, but one that allows him to back up his convictions with facts.

"Yeah, it's key," said Richard. "I've got a members' presentation in a few weeks and the data I've gathered will be key. The committee set me targets when they gave me the role and within a year I'd already blown them out the water.

"Having that data handy, it means when people say 'nothing's changed', I can show them the data and show them how the rough has changed, how much less fertiliser we're using or how much less thatch we have or how much firmer the greens are.

"I keep weather data as well so I can plan ahead with chemical applications. "When you've been taking measurements, you know the poa's going to seed because you've passed 100 growth degree days and so you know it's coming pretty soon. If you have that knowledge, you can apply a silicant to stand up the turf and cut off the seedheads. You know it's coming

because you've been gathering the data, and that means you can order products and have them ready."

The shift into a course manager's position at a 112-year-old links club could prove intimidating for some, but armed with the knowledge and experience that he's gained through taking part in the opportunities provided by BIGGA, Richard and his team have embarked upon some ambitious projects that are not only winning the members over, but also the wider community.

LOOKING FOR MORE?

Contact Richard on Twitter using @CMnairndunbar or on Instagram using @richard_johnstone. There is also more about life at Nairn Dunbar at nairndunbargolfclub.wordpress.com

Turf REWARDS



New and improved Turf Rewards for 2019

Sign up to Turf Rewards and collect points to put towards rewards when you purchase ICL and Syngenta products. Use the best technologies on your turf and get the best rewards for your club.

It's simple, it's rewarding, and it's all at no extra cost.

Join today at turfrewards.com

Benefit from better turf



DON'T JUST HOPE AND SPRAY

If greenkeepers are to continue spraying, complying with legislation is essential

Ian Sumpter, managing director, Mow-Sure Training

As professionals in pesticide application we fully understand that we need to undertake training and pass an assessment to safely use pesticides.

Sadly, some feel this does not apply to them. One of the worse examples I have come across was a business that had a member of staff applying glyphosate. He had no supervision, no licence, no PPE and was using commercial glyphosate much

stronger than the recommended maximum dose rate. There is no part of this that is acceptable and I am pleased to say it was stopped immediately.

Going forward, the member of staff was given training and passed the independent assessment. Adequate PPE was supplied and processes were put into place to ensure safe and correct future application.

Once trained and >>





Left: John Deere sprayer in storage



Right: Sprayer in action

successfully passed an assessment, what are our responsibilities to use pesticides safely and to maintain our own up to date skills and knowledge (continued professional development)?

I always recommend anyone applying pesticides attend refresher training on a regular basis. This will help to increase knowledge and skills and resolve any bad habits that may have been picked up. Refresher training will update the operator on current legislation and support the business in complying with its health and safety obligations. Most importantly, it keeps everyone safe, is best practice and helps safeguard the environment.

When out and about, I still see plenty of occasions where people are spraying weed killer with no PPE. As competent operators, it is our responsibility to comply with the training we received. We have our safe processes in place and follow the chemical manufacturer's instructions

“ If we expect to have a voice on future legislation changes, we need to embrace sprayer testing

when applying pesticides. If some are failing to adhere to wearing the correct PPE it begs the question, what else is not being done correctly?

One of the biggest recent changes to how we apply pesticides has been that the Sustainable Use Directive (SUD) requires that all pesticide application equipment (PAE) is tested on a regular basis. The legal requirements are contained in the Plant Protection Products (Sustainable Use) Regulations 2012. All types of Pesticide Application Equipment must be tested to certain timescales, depending on the age of the machine. Further information can be found within the regulations on the frequency of testing required.

The legislation relates to all sectors, including

agriculture, horticulture, amenity and fruit, and for anyone applying a professional pesticide, the equipment must be tested and requires a National Sprayer Testing Scheme (NSTS) test certificate.

Application equipment that does not currently require an NSTS test are knapsacks, handheld and pedestrian equipment. However, within the Sustainable Use Directive, these need to be inspected by a competent person, repairs made as required and a record kept. There is a check sheet that can be downloaded from the NSTS website and kept as part of your record keeping process.

Only 672 amenity sprayers were tested in 2018, a 30% reduction from 2017. This number reflects, among

others, golf courses, sports grounds, maintenance contractors, schools and weed control contractors. These figures show that as an industry we are falling short of complying with the Sustainable Use Directive.

If we then look at statistics for 2018, only 53% of sprayers tested passed with no faults. That equates to 47% of sprayers tested requiring varying levels of faults corrected to bring them back to being fit for purpose.

The question would be how many sprayers out there that are not tested are currently fit for purpose?

Not having a sprayer tested may in part be due to the confusing phased introduction of testing by the EU and different dates for testing to be completed. The simple way to understand it is, if your sprayer is over five years old, it requires a test.

As an industry we believe that best practice is to have your sprayer tested annually to NSTS certification. Some manufacturers go above and

beyond to comply with best industry practice by supplying new sprayers with an NSTS test certificate as part of the Pre-Delivery Inspection.

If we as an industry expect to have a voice on future legislation changes, we need to address this apathy and embrace sprayer testing to NSTS standards as part of a sustainable strategy for long-term use of pesticides.

Test your sprayer

If you have a sprayer that does not have an NSTS sticker and current NSTS report you can contact a local test centre through the NSTS website nsts.org.uk/Find-your-nearest-Test-Centre.

Or contact Mow-Sure Training directly for further information using mow-sure.co.uk/nsts

EDUCATE EXHIBIT EVOLVE

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BIGGA's dynamic and world-leading education programme returns to Harrogate in January.

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Is your chemical store legal?

How to make sure you're chemically compliant

With the large number of revocations and changes in registrations of pesticide products, it is important to regularly check your store to make sure all the products are still registered for use.

You should also have an up to date inventory of all the full and part used cans you are storing on site.

The important piece of information required to make sure you are legal is the MAPP number. This number, when checked with the HSE database, will let you know if the product is legal to use.

Your first job is to record the contents of the chemical store. You should have an up-to-date accurate inventory that includes the following information:

- / MAPP number
- / Product name
- / Pack size
- / Number of full packs and volume contained in part-full containers
- / Purchase date
- / SDS
- / EIS — Environmental Information Sheet can be



Image 1: When you visit secure.pesticides.gov.uk/pestreg/ProdSearch.asp, you will be able to check if your product is still legal

useful to give to members who ask about a product being used

A downloadable version of this stock/contents sheet can be found on the BIGGA website.

The MAPP number is a five-digit number and is always found on the front of the product label, usually in upper right quarter.

To check the validity of a MAPP number is easy. Just follow the link below to HSE database:

MAPP No.	Product Entry Date	Marketing Company	Product (prop name different/entry dates) description	Authority
0000000000	00/00/00	0000000000	0000000000	0000000000

Image 2: If the product is valid the details will be displayed

secure.pesticides.gov.uk/pestreg/ProdSearch.asp

Type the five-digit MAPP number into the box then click 'Get Results' to the bottom right of the page:

See image 1 above.

If the product is valid, details of the product will be displayed as per image 2 below.

Additional important product information can be found by clicking the product name. These include:

- / Authorisation and marketing name of the

company that registered or markets the product.

/ Active substance plus concentration — this is the active ingredient of the product and the concentration of the formulation. It also indicates the formulation type.

/ Field of use — what type of product it is (herbicide, fungicide, etc.)

/ Crops — this shows the registered crops for this product. Amenity grassland is your roughs, managed



Chemicals should be securely stored when not in use

amenity turf is your greens, tees and fairways.
/ Amateur/Professional — An amateur product can be applied by anyone. However, if being applied by an employee, the person applying these products should still have suitable

certificates. For all professional products, the operator must hold a suitable certificate of competence, such as PA1/PA6.

/ LERAP category — this gives information on how and if products can be applied near to water.

/ Product expiry date — this is the last date a product can be legally used or stored.

If an error message appears, as per image 3, this product is no longer legal to use. This product is now no longer allowed to be used or stored and must be disposed of by a suitable waste contractor.

All pesticide products should be stored, as a minimum, in a sealed or bunged chemical store or

cabinet. This unit should ideally be permanently fixed to a wall and clearly marked and the store should be kept under lock and key.

The contents of the store should be recorded and stored in a safe place. This inventory should be easily available for the emergency service in case of fire, leakage or damage.

Want more information?

Head to the BIGGA website to download a chemical storage template: www.bigga.org.uk/news-listing/isyourchemicalstorelegal.html



Image 3: when the product is no longer legal you will see this message

“I can’t believe I won, it’s quite a surreal experience”

LLION THE KING



Kerry roars to 2019
BIGGA National
crown
Karl Hansell, BIGGA

Participants in the BIGGA National Championship battled through strong winds and rainy showers over the spectacular links at Formby and Formby Ladies as Llion Kerry of Royal St David’s scooped the top prize.



I would like to express the Association's sincere gratitude to our Golf Partner, Rigby Taylor, for their superb support of the National Championship and all our golfing activity.

Jim Croxton, BIGGA CEO



The 6th hole at Formby

Gary Burgess



Chris McGhee



Ben Wiggins



Graeme Hurren

A retained firefighter and rugby player for Bro Ffestiniog, Llion wasn't going to let the pressure of playing in BIGGA's largest annual golfing event get to him and he backed up an opening day six-under par 65 with a 76, to win the BIGGA Challenge Trophy by four shots.

Llion was playing in his debut BIGGA National Championship and said he enjoyed the experience.

"It was great," said Llion. "There's so much camaraderie among the players and it was great to see how many people stayed for the presentation. I can't believe I won, it's quite a surreal experience!"

The 29-year-old is the son of John Kerry who, alongside his twin brother Roger, were head greenkeeper and deputy head greenkeeper at Royal St Davids in Harlech. With his mother also working in the office at the club, it means Llion has grown up around the links environment, setting him up perfectly to do well on the Lancashire coast.

The BIGGA National Championship sponsored by Rigby Taylor is believed to be the first championship ever to be joint hosted by both Formby and Formby

Ladies, with course managers Paul Swift and Rob Sandilands setting an incredible challenge for the participants.

Llion set himself up for success with his opening day's play, which he managed by following a simple ethos. "Don't hit a driver, keep the ball in play," Llion said. "I was told not to hit a driver and I managed to stay out of the heather until the 17th, which kept me going well."

He eagled the 10th hole and a birdie on the 12th put Llion to six-under, which he held for the rest of the round, to give him the overnight lead.

"Formby Ladies is a tough layout, which is great because it shows that you don't have to lengthen a course to make it tougher," said Llion. "Once you get into the heather it can be a very tough course and when I got on the 17th I took my medicine and just played out sideways, so I was able to keep scoring."

Llion's second round at Formby started poorly, with a lost ball and a seven on the second hole. But he kept his head and eked out a couple of shots over the following holes to keep him ahead of the chasing pack. »



Sid Arrowsmith MG, Simon Ashford, Chris Carpenter, Ben Knowles-Jackson, Daniel Milgate, David Dumbleton



Leigh Mordy, Chris Sheehan and Llion Kerry

Prize list

BIGGA Challenge Trophy (Gross)

1st: Llion Kerry, Royal St Davids, 141; 2nd: Noel Crawford, Royal County Down, 145; 3rd: James Hampson, Chester, 146; 4th: Kyle McClung, Gleneagles, 146; 5th: David Simpson, Crieff, 148.

BIGGA Challenge Cup (36-hole Stableford)

1st: Leigh Mordy, Knowle, 70 points; 2nd: Derek McJannet, Matlock, 69 points; 3rd, Ben Lowery, Market Rasen, 68 points.

BIGGA Challenge Plate (18-hole Stableford)

1st: Rob Groves, Spalding, 38 points

Team prize (Best four combined Stableford scores from day one)

Region: Northern. Llion Kerry, Royal St David's; James Hampson, Chester; Andrew Riley, Warrington; Derek McJannet, Matlock. 156 points.

Handicap prizes

Day One: Division 1: Llion Kerry, Royal St David's; Division 2: Richard Devlin, St Andrews Links Trust; Division 3: Ian Lloyd, Fynn Valley
Day Two: Division 1: Kenny Mitchell, St Andrews Links Trust; Division 2: Graham Hurren, St Clements; Division 3: Ian Lloyd, Fynn Valley

BIGGA Challenge Bowl (Trade)

1st: Derek Cunliffe, Rigby Taylor
Nearest the pin prizes: John McLoughlin, Warrington; Ben Lowery, Market Rasen
Longest drive prizes: Noel Crawford, Royal County Down; Ross Surridge, Boyce Hill

"I knew I had one shot on the field anyway and I thought I'd rather lose shots at the start than at the end, because I had 16 holes to fight back," he explained. "I got myself back to two-over after 12, bogied 13 and 14, birdied 17 to get to three-over and then I thought, this is going OK now. But I didn't know what people were doing ahead of me and I didn't want to get ahead of myself."

However, a total of 141 across the two rounds was enough to give the one-handicapper the title of BIGGA National Champion 2019 and Llion is now looking forward to defending his title at Royal Mid Surrey in 2020.



Archie Dunn, Gary Potter and Robert Walker



Billy Merritt and Phil Dewhurst

Rob and Paul reflect on hosting the event

Formby and Formby Ladies joint hosted a tournament for the very first time and at the conclusion of the event, we spoke to both course managers about how they felt it went.

Rob Sandilands, Formby Ladies

Poor weather in the build-up meant the greenkeeping teams worked hard to get the courses in championship condition. Formby Ladies hosted the BIGGA National Championship's opening day and course manager Rob Sandilands praised his team for their efforts.

"Sunday was intense," said the 39-year-old. "I was here 16 hours in the end. It was the end of a hectic week, where we had lots of sporadic rainfall topping up the water levels."

"I thought I would be more nervous than I was. With the weather being the way it was, I thought that if anyone is going to be understanding of the situation, it's other BIGGA members."

"We have a tournament checklist that we work through and we got most of the way through that. Each time we host a tournament we'll add something or perhaps take something off, but it means we don't miss anything out."

"We sat down the day afterwards and we were like five zombies in a room, but asked 'how did it go?', 'what could we do better?' There are always a few bits you



Paul Swift, Llion Kerry and Rob Sandilands

can do to improve, but people were happy that we did everything we could and it's great to have received so many good reactions."

"There is hosting tournaments, but then there's hosting tournaments with your friends and peers and everyone in the industry. I've really enjoyed it and I've passed on everyone's comments to my team, so they're really pleased and proud with how it's gone."

Paul Swift, Formby

Paul Swift has been course manager at Formby since 2008 and so hosting tournaments is nothing new for the

53-year-old. As such, he was relaxed throughout the entire experience.

"It's gone very well, because the forecast was a lot worse than what we got," said Paul. "But then, it wouldn't have mattered if it was blowing a hoolie and pouring down with rain. We'd have got around, one way or another. We may have needed squeegees, but we'd have done it."

"A week before any event, we go into tournament mode. We stop doing things such as spraying or aeration because it takes precious time away. Instead we concentrate on fly mowing, strimming and we divoted the fairways twice last week. The key is repetition, so we mow the fairways each day. It just ties everything together and helps you present the course as best you can."

"I've enjoyed hosting so many BIGGA members. I think it's probably easier because they understand the challenges you face. They know what their course would be like in this weather and we're lucky that we drain well."

"It's been great to speak to so many fellow BIGGA members and catch up with some old friends."

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Read this for:
/ Winter tee construction

HOW TO BUILD YOUR NEXT WINTER TEE

A step-by-step guide

Simon Graham, head greenkeeper, Lingdale

Since joining Lingdale as head greenkeeper, one of the biggest challenges I have faced has been the quality of the tees caused by continued play on small teeing grounds.

Unfortunately, due to year-round play on the small area of the tees, they didn't get chance to recover unless we moved the markers and placed them in the rough in front of the tees. This is something that I do not consider to be an acceptable practice.

For this reason, a plan was made to introduce a winter tee on every hole. This has allowed us to complete much-needed maintenance on the main teeing grounds and to also develop a long-term plan for the redevelopment of all tees throughout the course, which can then be completed with minimum disruption.

The following is a simple guide to help anyone who is thinking about installing winter tees at their club.

I would like to thank the greenkeeping staff at Lingdale for their help in the process of building all the winter tees at the club. It's been a great effort from all.

I would also like to thank Duncan from County Sports Surfaces for his help and advice when purchasing their product (other artificial turf outlets are available).

STEP 1

Mark out an area 3,500mm x 3,500mm where you want your winter tee to be. Using an edging iron, cut along your marked outline and dig out everything inside your square to a depth of about 300mm (no less than 250mm). A mini-digger really helps.



STEP 4

Your next step will be to install your 50mm x 25mm beam, 25mm from the top of the inside of the sleeper on all four sides (two will be 3,000mm long and two will be 2,950mm). The top of the beam must be exactly 25mm from the top. Screw this to the sleeper with five screws on each piece at evenly spread spaces.



STEP 2

Using a 0 to 6mm grit for levelling, install your sleepers (3,125mm x 250mm x 125mm) so the top of the sleepers is level with the surrounding area. Position your sleepers on the outside edge of the previous one installed, so you end up with an inside edge square measurement of 3,000mm x 3,000mm.



STEP 5

Fill the base of the tee with a Type 1 Mot hard-care to half way



STEP 3

When you're happy that your sleepers are in the correct position and level, fix them together using corner brackets and screws in the middle of the sleeper, ensuring enough room is left above to install your 50mm x 25mm beam as in the below picture.



STEP 6

Rake out an even level and with your whacker plate, compact the soil until you end up with a solid firm base



STEP 7

Repeat step 6 until your Type 1 is a couple of millimetres from the top of the beam and whack thoroughly



STEP 8

Apply a very small amount of 0 to 6mm grit to the surface while whacking. This should be a dusting until you reach the top of the beam. If you apply too much grit at this point, there is a good chance your mat will move or sink when installed.



STEP 9

Cut your artificial turf to size (it should be 3,000mm x 3,000mm). For best results, use a piece of chalk to mark the back of the turf. It also cuts very easily with a box cutter knife.



CONCLUSION

This particular turf is from County Sports Surfaces and has a depth of 27mm and holds a tee and ball extremely well. When installed onto your tee base it should sit 2mm above the top of the sleepers' edge.

To tidy up, we filled the outside edge with rootzone and turfed around the edge. We also needed to install an access path but this is optional to your own requirements.



COUNTY SPORT SURFACES | Catering for all artificial golf grass requirements

County Sport Surfaces cater for all artificial golf grass requirements. We have followed the development of the tee grass up to the present non-infill type, which can be seen in the preceding main article that features our County 30 tee grass.

Our very popular County 30 tee grass is a highly durable non-infill tee grass which is also extremely well suited for practice hitting strips. The tee grass will accept all types of tee peg easily; this is due to the dense 30mm pile, which is also ideal to hit the ball directly from while still ensuring a cushioned impact for any mishit shots.

Along with our superb artificial winter tee matting, we supply artificial hitting mats suitable for driving ranges, artificial pathway and putting green grass and fairway mats. We now offer a new product which is a hybrid grass perfect for pathways and tee areas. This has already proved to be a hugely popular eco-friendly alternative to our existing artificial golf grass products.

We like to offer a more personal service than the larger companies and are always on call 24/7 for any advice



needed. Our new larger premises enable us to supply only, or to supply and fit our grass quicker and more efficiently nationwide.

Our aim is to be the first name course managers and greens chairmen think of for all their artificial grass and netting requirements in the UK and Europe.

County Sports Surfaces will be exhibiting at BTME 2020 in Green Zone,

stand 344. For any questions call Duncan Clarkson on 0161 488 4251 or email duncan@countysportsurfaces.co.uk

Article brought to you by



WET & FORGET | Keep your golf club buildings clean as well your greens.

Wet and Forget (W&F) has been used for 40 years to clean any outside surface and remove moss, mould, lichen and algae without using bleach or acids.

Just mix with water and apply our product with a sprayer, just wet the surface and forget it. The wind and the rain will do all the cleaning for you.

Wet & Forget has the same pH as UK tap water and this is why it can be applied to so many different surfaces. We keep a lot of famous buildings and tourist parks clean. This includes the Sydney Opera House, which uses Wet & Forget to keep its beautiful roof and structure clean.

Do you have trouble keeping your greens and fairways clear of moss?

If you do, then Wet & Forget should become part of your treatment process.

Add liquid iron at 30ml per mixed W&F. Therefore to make up 100l of diluted W&F, add 3l of liquid iron.

Reduce the pressure of the agricultural spray gear so it gives a wet spray and not a fine, atomised mist when applying the product.

Wet & Forget works very well on

artificial grass and surfaces, such as tee mats and putting greens. Our product will ensure the surface is not compromised through the congregation of algae, mould or moss, thereby maintaining the high quality playing surface that players expect and deserve.

Wet & Forget keeps your outside surfaces clean while keeping your greens perfectly green.

BIGGA members receive 15% OFF all orders by quoting G15.

Call us today at our 24 hour call centre on 0800 999 3309 or visit: www.wetandforget.co.uk

Article brought to you by



HUXLEY GOLF | Superb tee and practice surfaces all year round

Demand for high quality all-weather golf surfaces has never been greater.

Once frowned upon, all-weather — or artificial — golf surfaces are now being widely and successfully used.

An invaluable asset to greenkeepers, such surfaces are useful in a wide variety of remedial situations where natural grass doesn't thrive or cannot cope with the amount of wear from golfers. Practice tee areas, alternative or winter tee positions, pathways and shaded areas are all circumstances where top quality all-weather surfaces are proven to play a key role in keeping playing standards high and taking the pressure off natural turf greens and tees.

Increasingly, all-weather surfaces are also being specified for proactive reasons.

They can help clubs operate to their fullest potential (through the creation of short game practice areas, for example), to help maximise income, and to support their sustainability goals.

Dedicated all-weather practice and short game areas are becoming commonplace. In some cases, they have even been specifically requested by members, because an all-weather facility



Huxley all-weather golf course tee

enables them to get out and enjoy their club community and facilities all-year round.

Huxley Golf's all-weather surfaces have been developed over 18 years through a continuing research and development programme and with specialist input from greenkeepers and a small number of selected manufacturers with whom they have a very close

working relationship. For more information about Huxley Golf premier all-weather golf surfaces, visit www.huxleygolf.com or call 01730 829 608.

Article brought to you by



BIGGA Health and Safety Management System



Brought to you by Xact

BIGGA's online health and safety management system provides a comprehensive guide to all of the risks faced by greenkeepers during their day-to-day life.

For further help and information contact Xact

T: 0330 332 2636
(Monday to Friday, 9am to 5pm)
E: enquiries@xact.com
W: bigga.xactassist.co.uk



Cathcart Castle hosts Scottish creeping bentgrass trial

Scott Davidson, head greenkeeper at Cathcart Castle to the south of Glasgow, has reinstated a redundant green on his club’s course, with the renovated space acting as a trial site for the latest generation of creeping bentgrasses.

By growing a small selection of cultivars under real world conditions, he hopes to determine whether or not creeping bents are a viable option for greenkeepers in the west of Scotland and, if so, whether these species can be managed with a reduced reliance on fungicides.

Since Scott joined Cathcart Castle nearly four years ago, he and his team have been working hard to reduce the organic content of

the greens on the James Braid-designed course. “We’ve successfully reduced the organic content of our greens from around 12% to less than 6% by introducing a regime of hollow and micro-coring, scarifying and verti-cutting to reduce excessive thatch,” Scott explained. “We’ve also overseeded with a 50:50 blend of AberRegal and AberRoyal browntop bentgrasses to introduce two UK-bred, native species that are able to cope with the challenging conditions associated with our northerly location.

“Both species have performed well for us and have proven more than capable of germinating



By late June the creeping bentgrasses had established a healthy root network enabling them to survive the extremities of Scottish weather — from freezing temperatures post-seeding, to subsequent drought conditions and a period of unseasonably hot weather.

quickly, even when the cold easterly winds that can sometimes dominate our overseeding window bring about unexpected frosts, which would hamper a lot of other grass species.

“But, as happy as I am with the performance of the Aber varieties, I’m always interested in how the next generation of cultivars will perform. I’ve therefore worked with Alan Thomson of Germinal to set up a small-scale trial to see how 007 DSB and 777 DSB can cope with the Scottish climate.”

The trial is being held on a redundant green that was retired following a course redesign 10 years ago. The aims of the trial are three-fold: to prove whether or not creeping bents are a viable option for Scottish courses; to find out if creeping bents can be managed with fewer fungicides; and to assess

nutrient requirements to determine if they are a financially viable option.

“We’re hoping the trial will provide some beneficial findings for our own purposes, while also giving other Scottish greenkeepers the opportunity to see for themselves how creeping bents perform in our colder climate,” Scott added.

“Because we haven’t got our own turf nursery, we’ve earmarked the trial green for this purpose once the trial has finished. In the meantime, we’ve already seen some interesting results, with the two creeping bent plots establishing and growing away significantly more quickly than the bentgrass blend.”

The trial was sown on 2 April, with the first seedlings emerging 20 days later.

“About a week after seeding, we had four days of

heavy frosts with temperatures falling several degrees below freezing,” Scott said. “This was followed by three weeks without any rainfall and a subsequent period of hot weather when temperatures reached 22 degrees. Despite these testing conditions, both of the creeping bents established well and have continued to thrive.

“We’ve purposely avoided giving the trial swards any special attention beyond our normal greenkeeping practices on the rest of the course. Instead, we’ve focused on running the trial under natural conditions, allowing Mother Nature to dictate events.”

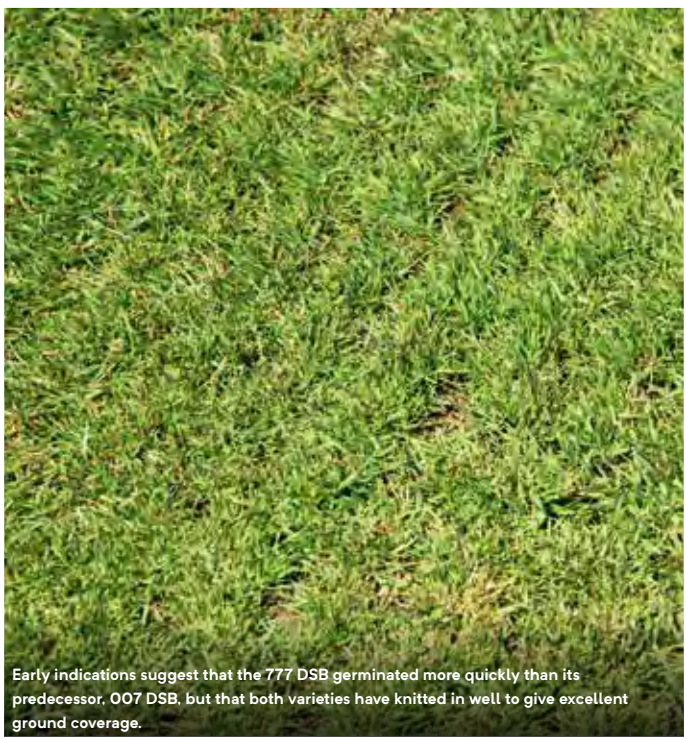
Alan Thomson, technical sales representative for Germinal, said: “Despite the testing early season conditions, all three plots established and grew away

well. The bentgrass plot has performed well, but by comparison the two creeping varieties have produced a noticeably denser sward.

“It’s no surprise that the creeping bents have performed so impressively; after all they are commonplace in parts of the US where temperatures regularly fall to -20°C in the winter, so there’s no reason why they won’t perform in the Scottish climate.

“Theoretically, creeping bents are also more resistant to key diseases such as fusarium, so it’ll be interesting to see how the trial plots fare later in the year and whether Scott can maintain them without the need for a full fungicide programme.”

With phase one of the trial establishment of the plots well underway, Scott is starting to plan phase two: testing a range of fungicide,



Early indications suggest that the 777 DSB germinated more quickly than its predecessor, 007 DSB, but that both varieties have knitted in well to give excellent ground coverage.

fertiliser and turf conditioner protocols to assess their impact on the performance of the creeping bents.

“I’d really like to find a viable way for us to improve disease control through improved greenkeeping practices rather than having to rely on chemicals,” Scott added. “That’s a challenge the whole industry needs to meet and I’m hopeful our

ongoing trial work will, in some small way, enable us to unlock a few answers which we’ll share with the wider industry in due course so that other greenkeepers can benefit from our findings.”

Working in partnership with
Germinal



Alan Thomson (left) and Scott Davidson have set up a creeping bent trial on a redundant green at Cathcart Castle near Glasgow.

Hand cutting at Royal Winchester

As a hands-on head greenkeeper, Andy Barber does a big slice of the greens cutting at the Royal Winchester first thing in the morning.

He is usually to be found doing just that from 5.30am over much of the year.

More often than not, Andy will have walked 10 or more miles by the time most of us have had breakfast. To get it all done on a daily basis, one or two other members of his team will do similar distances on foot, or with a vehicle doing some of the leg work.

The quality and feel of the greens mowers with which they work is, therefore, very important, and it's a task Andy is very happy to assign to the fleet of six Baroness LM56s the club has acquired over recent years from his local dealer, Lister Wilder.

"I always prefer to hand-cut the greens and there is no doubt that it achieves a better playing surface," added Andy. "When we made the decision to hand-cut, we tried several that are in the

“ I always prefer to hand-cut the greens, and there is no doubt that it achieves a better playing surface

market and decided that the Baroness was the best for us. The guys here all say that it has a nice feel to it with a good balance; lightweight and yet very solid and well-made. We also like the simplicity and the fact that it stays on cut."

The LM56 is all gear-driven, with no slippage or lag between the drive and the cutting cylinder. It is built for durability and easy maintenance, with no adjustments needed as with other belt or chain drive systems. It also has what is universally recognised as the sharpest cutting cylinder in the market, made with nickel-chrome-molybdenum.

Andy has been with Royal Winchester for 19 years and said the course, with its majestic views, is now in his blood. "It is a great place to work – for me there is no place better in the early morning light given the views and the wildlife all around," he said. "It is a club with a lot of ambition, and we have made a number of improvements over the years.

"We have progressively improved the greens surfaces as well as doing extensive bunker refurbishment, primary drainage, shaping, tee improvements and tree clearance."

The work is done by a dedicated team of seven, in which Andy is one of four long-servers. The others are Deputy Head Greenkeeper Richard Unsworth, First Assistant James Solloway and Mechanic Martin Cooper.

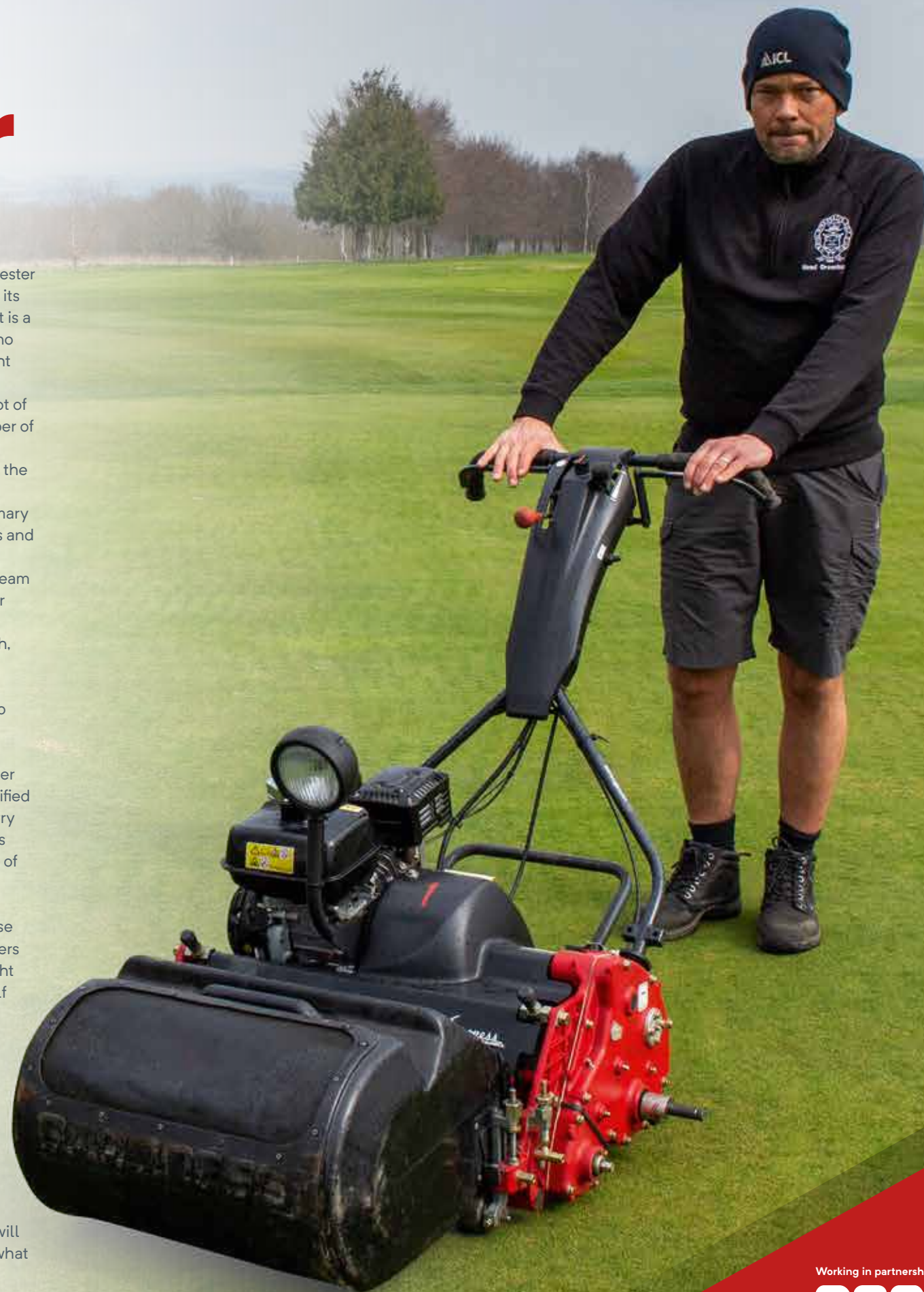
The club was formed 131 years ago and moved to its current site on high ground to the west of Winchester in 1901. The course was set out by former club professional JH Taylor and modified sometime later by the legendary Harry Colt. It extends to nearly 6,400 yards from the back tees and plays to a par of 72, with the fairways laid out across rolling downland.

With chalk down below, the course drains exceptionally well and members are able to enjoy continuous play right through the year. In recent times, golf was halted only by the covering of snow delivered in 2018 by the Beast from the East, when skiing briefly took over!

In the next year or so, the club is looking at improvements designed to encourage the modern short game. With the benefit of a Rescue programme that has eliminated coarse grasses, Andy believes the playing surfaces will continually push the boundaries of what they are able to achieve. The bi-directional front groomers on the Baroness LM56s are very much playing their part in that.



The greens at Royal Winchester are mowed by hand by Andy and his team



Working in partnership with

BARONESS
Quality on Demand

AROUND THE GREEN

Members selected to take part in Sawgrass trip

National

Each year BIGGA and John Deere fly six members out to Ponte Vedra beach in Florida to join the agronomy team at TPC Sawgrass for the Players Championship, and we're delighted to reveal those who have been selected to take part in 2020.

It's an incredible experience, where the volunteers get completely immersed in the hosting of the PGA Tour's flagship event, with flights accommodation and other costs all thrown in.

Previous successful applicants have described the experience as "life changing" and "overwhelming", with 2019 volunteer Jon Gamble saying: "TPC Sawgrass is an amazing venue and is out of this world. Going to Sawgrass has made me want to go back every year now, just to get that buzz from what you experience."

Rory McIlroy won The Players Championship 2019 and will be looking to defend his title when the event returns on 10 to 15 March 2020.

Joining Rory in Florida for this once-in-a-lifetime experience will be:

- / Ben Hunter, deputy head greenkeeper, The Richmond (South East)
- / Mark Tucker, head greenkeeper, Neath (South West & South Wales)



Hand watering the 17th green at TPC Sawgrass

- / Alex Brougham, deputy head greenkeeper, Trentham Park (Central England)
 - / Eddie Irvine, deputy head greenkeeper, Trump International Aberdeen (Scotland)
- The successful member selected from the Northern Region and an International BIGGA member will be revealed in the December edition of Greenkeeper International.

Applications for the volunteer programme open each June, with just one member of each of BIGGA's five regions, plus a member from overseas, selected to be involved. With so few places, competition is tight and some members find it takes a couple of years of applying before they're successful in gaining a place. With that in mind, if you weren't successful, please do try again next year!

Learning Library expands to include architect's resources

National

BIGGA members now have access to a huge range of educational books and resources after the association took stewardship of the library of the European Institute of Golf Course Architects.

More than 1,400 additional books have been added to BIGGA's existing Lending Library, which is available to all UK members.

BIGGA's special projects manager,

Deb Burnett, said: "Joining the BIGGA and EIGCA library gives our members access to over 2,400 books on subjects including turf management, ecology, irrigation, management, self-help and a much larger selection of books on golf course architecture."

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

Books are sent by recorded delivery or tracked courier and the only cost to

members is returning the books by the same method.

You can access the Lending Library in the Members area of the BIGGA website. Alternatively, email Deb Burnett using deb@bigga.co.uk or the Learning & Development team for more information.

BIGGA is working closely with the EIGCA and the association will be presenting sessions at Continue to Learn, as well as exhibiting at BTME in January.

Plymouth Argyle visit

South West & South Wales Region - Devon & Cornwall



The Devon & Cornwall Section visited Plymouth Argyle's Home Park

The Section AGM was held at Plymouth Argyle FC on 16 October in the new supporters' club.

The day began with a tour of Home Park stadium by Head Groundsman Chris Ralph. The section's Neil Rogers said: "He talked to us about his maintenance routines and

how some vary massively from what greenkeepers carry out." Additionally, Chris gave the BIGGA members a tour of the training ground and explained how much work has been carried out to make the ground usable all year round.

Following the tour, the attendees heard a talk from

Phil Helmn MG of Goodwood discussing personality types and how to recognise them.

Neil added: "It was insightful to listen and think about what 'type' of person we are. It was an interactive session and everyone took something away, having gained new knowledge."

Crawford wins at Belvoir Park

Scotland & Northern Ireland Region - Northern Ireland



Gary Crawford won the event and, insert, Rodney Mackay came in second

The BIGGA Northern Ireland Championship was held at Belvoir Castle in Belfast.

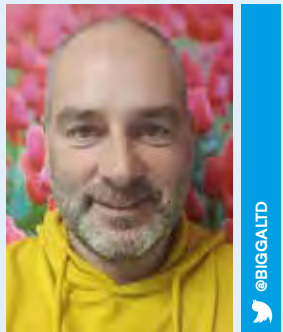
There was a good turnout for the event, with the Northern Ireland Section's Phil Snellin saying: "I've played the course a lot over the years and that's the best I've ever seen it. Well done to Aaron Small and all his staff."

The day was won by Gary Crawford from Royal County Down. Second was Rodney

McKay of Galgorm Castle, which will host the first Northern Ireland outing of 2020. Phil added his thanks to BIGGA's John Young and Howard Swan for his contributions to the day.

TWEET OF THE MONTH

Rothes_gkeeping
@rothes_gkeeping



Meet the tweet, @rothesgolclub Head Greenkeeper John Milne. We're not just Twitter handles, but people and personalities at our small friendly #golf club. Don't hide behind a handle, let us all meet the tweet #morethanjusta golfcourse #inclusivegolfclub

Get in touch with your local Membership Services team

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South East

Chairman
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Clive Osgood
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SHORT PUTTS

Section visits Open's 'home'

Scotland Region - South West Scotland

On Monday 30 September, the South West Section held its autumn golf outing at Prestwick, the birthplace of The Open.

Robert Tosh of Kilmarnock (Barassie) said: "Congratulations to all the winners. It was a fantastic day and a great experience to play at such a historic venue, which was presented in superb condition. We would like to thank the club, greenstaff, catering and clubhouse staff for making it such a wonderful day."

First class and overall winner and recipient of the Harry Diamond Trophy was Ian MacDonald, with Adam Henderson in second.

The second class winner was Alan Madden.

Derek Wilson was the winner of the George Brown Trophy for best score of a course manager.

Bert Cross Trophy

Northern Region - North West

The annual Bert Cross Trophy will be held at Wilmslow on 19 November.

The event is held in memory of former Northern Region chairman and National Board member Bert Cross. Bert died in 2008, the same year he was elected president of the North West Section, after being its secretary for 30 years.

To book a place, contact the section committee.

Emyr Price

Northern Region - North Wales



Royal St David's greenkeeper Emyr Price is celebrating 45 years at the Harlech links.

Emyr, 61, joined the club straight from school and said he enjoys his work today as much as he did in those early years.

Although Emyr was recently diagnosed with multiple sclerosis, he is determined to carry on at Royal St David's until he retires, health permitting.

European meet-up

National



BIGGA's James Hutchinson joined several fellow sustainable golf leaders from federations across Europe at a recent OnCourse Steering Group meeting at The Glen Golf Club in North Berwick.

Organised by GEO Foundation in partnership with The R&A, the group explores ways to promote OnCourse — golf's sustainability programme — as the leading tool to improve and communicate the sustainability of golf clubs and courses in the UK and worldwide.

James said: "I'm hugely happy to be a part of the steering group, which allows me to represent the needs of BIGGA members on a continental scale.

"The OnCourse programme appears to be quite successful across Europe, with many excellent case studies available and I would encourage members to head to the website and get involved."

If you'd like to learn more about how OnCourse can help you unlock the business benefits of sustainability and share your successes, join for your free 30-day trial at getoncourse.golf

Chainsaw training

SW&SW Region - South West



The South West Section is providing members with the opportunity to sharpen up their chainsaw skills and calibrate spraying tickets.

The section has teamed up with Cumberwell Park to offer a variety of training courses. Members can also benefit from a £50 subsidy, offered by the section to assist with any costs.

For more information or to get involved with the training courses, contact Matt James, course manager at Cumberwell Park, on 07967 727104 or email mattj@cumberwellpark.com

Dan lands head role

Northern Region - North West



Former Toro Student Greenkeeper of the Year Dan Ashelby has been appointed the new head greenkeeper at Hartford.

Dan, 26, has had a year to remember since winning the prestigious Toro prize in September 2018. He first secured a position at The Mere and then came top of his class at the University of Massachusetts Winter Turf School, which he attended as part of his prize for winning the student greenkeeper award.

Royal Mid-Surrey to host BIGGA National 2020

National

Royal Mid Surrey has been officially announced as the host venue for the 2020 BIGGA National Championship sponsored by Rigby Taylor.

BIGGA's largest annual golfing event will be held on 28 and 29 September and will see Royal St David's Llion Kerry attempting to defend his title after winning the BIGGA Challenge Trophy for the first time at Formby and Formby Ladies this year.

The venue enthusiastically lives up to its title as a 'Royal' club, with the land it now occupies once being the site of a monastery constructed by Henry V, while George III grazed his sheep over the whole of the Old Deer Park.

Modern royalty bestowed Royal status on the club in 1926 when Edward, the Prince of Wales, was captain. The second Duke of Cambridge was the club's first president.



Royal Mid-Surrey will host the BIGGA National Championship in 2020. Picture by Mike Williams

Under the stewardship of Course Manager Gavin Kinsella MG, Royal Mid Surrey features two courses, the JH Taylor — named after the club's first professional and five-time Open champion who began its construction — and the Pam Barton.

The JH Taylor Course reopened in 2014 after a seven-year renovation that saw the installation of USGA specification greens. The course has held many national tournaments, including the News of the World Matchplay Championship in 1904 and the PGA Championship in 1961 and 1968.

Where will your ideas take you?

Do you use your passion for greenkeeping to inspire change, new media to engage with others or share your experience in the wider community? If so the BIGGA Excellence in Communication Awards with Campey Turf Care Systems are just for you.



BIGGA has teamed up with Campey Turf Care Systems to celebrate BIGGA members who make a positive impact on their working lives and the wider golfing industry through communication. With a trip to Florida available now is your chance to get involved.

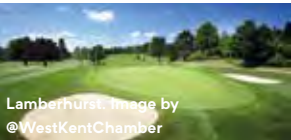
- The Categories are:**
- Thought Leadership and Innovation
 - Outreach
 - New Media

For more information visit bigga.org.uk or to enter email commsawards@bigga.co.uk

SHORT PUTTS

Lamberhurst

South East Region – Kent



The recent golf day held at Lamberhurst was a success, with Wayne Syres of Hadlow College, Danny Dalton and James Murphy of Rochester and Cobham finishing in the prizes.

The section's next golf day is being held at Kings Hill on 22 November and will also include the AGM.

Ringway

Northern Region – North West

Tom Smith, Tacit, won the Summer event at Ringway with a score of 40 points.

Thanks go to Richie and his team for the great condition of the golf course, despite the recent weather.

Warley Park

South East Region – Essex

The Section's third golf day of the year was played at Warley Park, with Adam Millward of the host venue scooping the top prize.

He was closely followed by Ross Surridge of Boyce Hill in second. The trade prize was won by Simon Banks with 41 points. Tony Dineen won both nearest the pin prizes and Bill Whybrow won the longest drive. The section's Wayne Wilson said: "Thank you to Dominic and his team for the excellent course conditions."

Gloucester wins Golf Management Trophy final

National



BIGGA's Jim Croxton and Rigby Taylor's Phil Dewhurst present the prizes for winning the tournament to the team from Gloucester

Just a few short years after saving their club from closure, a team from Gloucester Golf Club combined to win the BIGGA Golf Management Trophy sponsored by Rigby Taylor on 28 October.

Hosted on the Red Course at Frilford Heath, the final of the Golf Management Trophy saw 11 teams qualify from regional events held all over the country.

Gloucester was saved from closure in November 2017 after its members took over the lease of the club. One of the members who was instrumental in the saving of the club was Keith Wood, now general manager, who took part in the event alongside club captain Sean Dunne, president John Stewart and Course Manager Joe Curtis.

"It was a cracking day," said Joe. "I would recommend any club to bring along a team to the Golf Management Trophy.

"I always try and support the event because I feel it's one of the best ones around. You get to talk to the management of your club in a relaxed setting and they asked so many questions about how



In second place was the team from Rowlands Castle

greenkeepers do things. It was a really great day.

"The weather was lovely and the course was in fantastic condition.

"Congratulations to the team at Frilford Heath, who have a lot to live up to after Sid Arrowsmith's retirement.

"The course was in great condition after the weather we have had and it was one of the best courses I have played in a very long time."

Gloucester won the trophy on account of a stronger back nine, having tied on 89 points alongside the team from Rowlands Castle.

Rowlands Castle was represented by Deputy Head Greenkeeper Kevin Hensman, Peter Dore, Mark Wilcox and Steve Doel.

Nearest the pin on the 15th was won by Gloucester's Sean Dunne, while Tom Roberts of Rothley Park won the longest drive prize.



Rushmore turf club

South West & South Wales Region – South Coast



Turf club meeting at Rushmore

Thanks were given to Jaime Acton and Rushmore Golf Club for hosting a turf club event on 2 October.

Attendees were shown the

results of a bunker rebuilding programme, which has been completed in house by Jaime and his team.

Also up for discussion was

Jaime's push for a fungicide-free maintenance regime at the club, with questions asked about how this was achieved.

Committee for Golf Club Salaries

National



Over the past two years, the independent Committee for Golf Club Salaries has undergone a major review of its recommendations.

Under the chairmanship of renowned consultant Eddie Bullock and after substantial industry consultation, the committee has moved away from the previously published salary recommendations.

In their place, the CGCS has created an online salary calculator system with separate tools for course manager, deputy course

manager and assistant greenkeeper roles.

BIGGA CEO Jim Croxton said: "I am delighted with the work Eddie and his committee have put in to modernise the CGCS recommendations.

"The new calculators are excellent tools and properly recognise all the factors that go into determining salaries for our members. I sincerely hope the industry adopts them as a matter of urgency."

These calculators take into account geographic location, scale, reputation and budget

of club, management responsibility and education to produce bespoke and robust recommended salaries.

As part of its deliberations, the committee recommended a salary increase for 2019 of 2.3% for golf club employees.

In future years the recommendations will be applied to the calculators, along with any appropriate changes to their structure due to industry evolution and regulatory issues.

Head to golfclubsalaries.org.uk for more information.

We need your help getting the app up and running

National

Did you know that BIGGA is in the process of designing a smartphone application that will give you easier access to membership accounts, resources and useful information?

We've been working with

developers to create a better and more focussed experience for our members and now we need your help.

We're looking for BIGGA members to act as testers of app, letting us know what they think and offering any ideas

for improvement.

If you're interested in being a beta app tester, send an email to BIGGA's Karen Hughes at karen@bigga.co.uk and we will get in contact with details of how you can get involved.



Name: Murphy
Owner: Ross Ford
Course: St Enodoc
Favourite treat: Dried chicken strips
Favourite spot on the course: Right in the middle of the pond, below the 15th hole
Naughtiest moment: Running away from me and heading straight to the pond (every time!)

SHORT PUTTS

Market
Harborough

Central England Region -
East Midlands



Andy Harding, at centre, celebrating 25 years at Boyce Hill

Boyce Hill course manager Andy Harding has marked 25 years at the club.

In recognition of his dedication to Boyce Hill, the club hosted a celebratory golf day and presented him with a token of appreciation.

Scholarships

National

Rugby deputy head greenkeeper James Evans has received a Higher Education Scholarship supported by Textron Golf.

The scholarship will assist James, 24, as he studies towards a HNC Golf Course Management with SRUC Elmwood.

Other BIGGA members to receive scholarships this month include Tom Smith, course manager at Milford, who is also studying towards a HNC Golf Course Management with Elmwood; Sam Sweetzer, of Queenwood, who is studying towards the MA Sustainable Golf Course Management at Myerscough; and Mark Smith of Phoenix Sports & Social Club, who is studying towards a HNC in Golf Course Management.

Patrons Award winner heads to STRI

Scotland Region - West of Scotland



Patrons Award winner for 2018, Scott McTaggart, won an all-expenses paid trip to BTME and was also invited to attend the STRI Research Day in September.

Scott said: "It was a great experience, getting to catch up with the section winners again and also meeting like-minded greenkeepers."

At the research day, Scott joined greenkeepers and turf professionals who were shown the latest research taking place at the STRI's headquarters in Bingley, with work commissioned by Syngenta, Aquatrols, Bayer, ICL, Headland Amenity, Sherriff Amenity and Airtel.

Scott added: "It was really informative and quite an eye

opener on how much is involved in the research. It was informative and

educational and I would highly recommend this event."



Mark Ferguson, STRI, introduces a research project



ICL's Henry Bechelet

Gurton wins section golf day at Diss

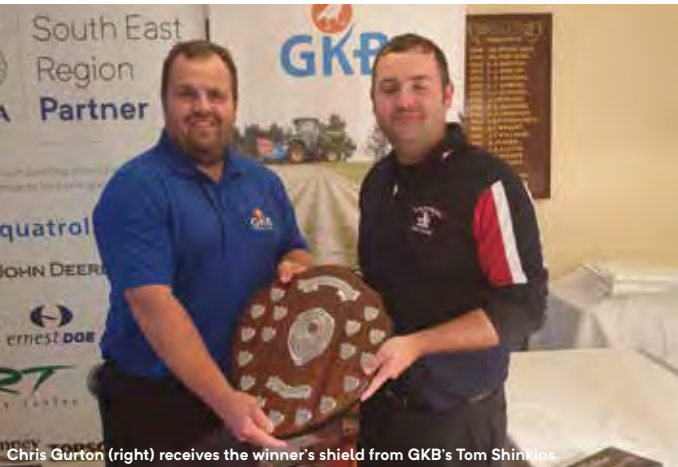
South East Region - East Anglia

The fourth section meeting of the year took place at Diss on 16 October.

Just over 20 trade members and greenkeepers attended the day, which started off wet but improved as the day progressed.

GKB Machines were the main sponsors, with Greensman sponsoring the nearest the pin prizes.

The winner was Chris Gurton of Bury St Edmunds with 41 points.



Chris Gurton (right) receives the winner's shield from GKB's Tom Shinkins



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AROUND THE GLOBE

Tim Leat | Rich River Golf Club | Australia

How would you describe the style of course you manage and what is your club’s claim to fame?

We consist of two 18-hole championship golf courses, both of which would be considered parkland type courses. One has tight, tree-lined fairways, while the other is a little more open, with large bodies of water as its main feature. We have over eight hectares of lakes on the property, but are also located just 1km from Australia’s longest river, the Murray River.

How does greenkeeping in Australia vary from the UK?

The biggest hurdle for us to overcome in Australia is the weather. We have a 12 month golfing season and therefore, trying to maintain superior playing surfaces of both cool and warm season turf in some pretty extreme climates is a challenge.

How does the weather affect your work?

Our seasons are a major challenge. We have extended periods of extreme heat and long dry spells in our summer months. Temperatures reached 47°C last summer and can stay above 40°C for days.

We also have limitations on water due to significant drought conditions, in spite of the large number of lakes on the property. Therefore we are always looking for water saving measures.

Rainfall can vary dramatically from year to year.

We also have severe frost in the winter, when our warm season turf goes completely dormant.

How does the availability of resources, such as chemicals or machinery, impact what you are able to achieve?

We are very fortunate at Rich River that we have fantastic machinery, with a great replacement programme with Toro.

Our reel mowers are turned over and replaced every three years.

Pesticide application regulations differ from state to state in Australia, however we have excellent access to registered pesticides in our area.

What turfgrass species do you grow on your course and how are they impacted by your climate?

We have Pennncross Bentgrass greens and Wintergreen Bermudagrass tees and fairways. Having both cool and warm season grasses can be difficult to manage in our climate.

The climate range varies between maximum daytime temperatures of 45°C in summer and 8°C in winter.

What is greenkeeper training like in Australia and how does that impact recruitment?

We recruit our young turf managers through an apprenticeship programme that consists of four years on the job training. During those four years, the apprentice will attend a technical college, where they receive training in

one-week blocks, staggered across eight blocks a year. At the end of the four years, if the apprentice passes all of their training, they receive a Certificate 3 in Turf Grass Management.

Further to this, turf managers may choose to complete a Diploma of Turf Management for further education, however this is not mandatory.

Like many other countries, we are finding it hard to recruit staff as many people don’t want the early hours or outdoor work.

What interaction do you have with golfers at your club and how are you perceived by them?

We encourage our staff to be as involved in the game as much as possible and have a good understanding of the etiquette and rules of golf.

I personally have a great deal of interaction with the members as I am a keen golfer. Impromptu talks with members are beneficial and give a great range of feedback to help us improve.

Why do you choose to be a BIGGA member?

As a member I love having access to things like Greenkeeper International and

the BIGGA website.
I also love the opportunities for volunteering at events. I have been lucky enough to be selected for two Open Support Teams, in 2016 and 2017, and the networking opportunities at these events are endless.

What have you learnt through being a member of BIGGA?

Having access to how turf management is implemented on the other side of the world is great.

It is also amazing to see how large the greenkeeping community is. In Australia, the industry seems small, but BIGGA has so many great events and educational programmes. It really has renewed my passion for my greenkeeping career.

What tip would you give British greenkeepers that you have learnt?

Don’t be afraid to ask for help. Turf management is a great profession to be a part of. The greenkeeping community in our country is a small, tight-knit group that is always happy to help out others in their times of need.



The 18th hole



Rich River



EDUCATE EXHIBIT EVOLVE

BTME 2020 | 21-23 January 2020
Harrogate Convention Centre | btme.org.uk

More than 5,000 of the best and brightest talent in the sportsturf maintenance industry will be heading to Harrogate this January to discover the latest innovation and exciting product launches.

Make sure you and your golf course stay ahead of the game by joining the industry’s top manufacturers, distributors and end users at BTME 2020.



BIGGA
British and International
Golf Greenkeepers Association



INDUSTRY NEWS

Pitchfix become BIGGA's latest education supporters



Making golfers aware of the importance of repairing pitchmarks often pops up as the number one complaint among greenkeepers when it comes to educating people about golf course etiquette.

Therefore it's fitting that BIGGA's latest education supporter is a leading manufacturer of pitchmark repairers. Pitchfix is the global market leader in switchblade divot tools and other golf products.

Bart Fokke, CEO of Pitchfix, said: "We are elated to be part of the BIGGA family and look forward to a mutually beneficial relationship with a great organisation."

"It's our objective to develop premier products to

provide BIGGA members with the capability to do premium quality work, maintain their golf courses to the highest standards and limit the use of additional environmental resources and manpower."

As an education supporter of the association, Pitchfix will help provide educational opportunities for BIGGA members.

Founded in 2005, Pitchfix is the market leader for switchblade divot tools. The Pitchfix Fusion 2.5 was named 'Best Divot Repair Tool' by Golf Digest in its 2018 Editors' Choice Awards for the second consecutive year. The company has manufacturing facilities in Hong Kong, China, the Netherlands and the USA.

Bernhard Academy

Registration has opened for courses at the Bernhard Academy, which was opened in June.

The centre is intended to become a hub of knowledge for the turf industry and a centre for promoting education to turf experts around the world.

Working in partnership with Mow-Sure Training, the academy will train customers, technicians and distributors'

sales teams to promote turf health, cutting precision and superior playability.

The accredited training will be delivered in several formats, including hands-on training and theory-based or online learning. A range of modular and short courses are also available.

For more information or to register an interest in getting involved, visit bernhard.co.uk/academy

Irrigation installation at Redditch

Golfers at Redditch are seeing the benefits of investing in an up-to-date irrigation system after their greenkeeping team struggled to cope with 2018's record-breaking drought.

Course Manager Karl Williams identified the need for a new irrigation system at the Midlands club in 2015 and following last year's summer, 97% of the club's members agreed to invest in a new Hunter system.

Karl said: "In 2015, we had an appraisal of the old irrigation system, which confirmed the inadequacies and poor reliability of the system. With continuous



bursts and cable breaks, it resulted in an awful lot of hand watering."

A plan was put in place for the system to cover all greens, tees, approaches and green surrounds. Contracting Hunter industries to install the new system, the work was completed within 14 months.

Agrovista UK to acquire Maxwell Amenity

Maxwell Amenity and Sherriff Amenity are to merge following the acquisition of the former by Agrovista UK.

Sherriff Amenity is the professional and landscape division of Agrovista and the new business will combine the skills of their respective teams to provide UK-wide coverage.

Agrovista UK Managing Director Chris Clayton said: "The acquisition is an exciting opportunity to grow the sales of amenity products by Agrovista through acquiring a complementary business."

"The acquisition will allow Agrovista

to extend its reach into customer channels in which it is currently underrepresented and better leverage the combined cost and asset base of both businesses."

The new business will be headed by a combined senior management team, which will work together over the coming months to ensure a smooth integration.

Managing director of Maxwell Amenity, Dave Saltman, said: "We are very excited about the merger as both our teams have highly qualified and knowledgeable staff. Together with the

greater research and product development support that is available, the new business will be a leading force in the professional turf sector, providing all customers with an even greater level of service."

Maxwell Amenity's key activities include e-commerce, agronomic-based field sales, media, training and sports turf contracting.

Existing customers of both brands will be contacted to discuss the prospects the merger will bring. For more information visit www.agrovista.co.uk

BIGGA supports governance guide for golf clubs



BIGGA has worked alongside the governing bodies for golf in the UK to issue a new governance guide for clubs in the ongoing drive to grow and modernise the game.

Key stakeholders across the sport recognise the value of improving the organisation and structures of clubs to maximise their potential for profitability and growth.

BIGGA CEO Jim Croxton said: "Good governance is at

the core of any successful business as it fosters a positive culture of clarity and accountability at all levels.

The management structures at many golf clubs have evolved organically over the history of the sport and so formal structures are often not in place, or adhered to.

All-too-often, this leads to a disconnect between the staff and those in leadership roles, which can lead to conflict

within the workplace.

"We've worked alongside the game's governing bodies and the other organisations involved with golf club staff to create this edition of the golf governance guide, which has now adopted information relating to the correct treatment of staff. I hope that this guide is just the first step towards a better, more prosperous industry for all."

BIGGA is supporting the efforts of golf's governing bodies to inspire good governance within the game, alongside the Golf Club Managers' Association, the Professional Golfers' Association and The R&A to provide this invaluable resource for all clubs.

You can download the governance guide for golf clubs by heading to BIGGA's website and searching in the Resource Library.

SPARE PARTS

Course 'not needed'

A golf course earmarked for closure would cost £3m to bring up to standard, say local authority chiefs in Oldbury, West Midlands.

Sandwell Council has decided that Brandhall Golf Course is no longer needed, due to an "over supply" of golf in the area.

There are more than 30 golf facilities within 20 minutes' drive of the area, according to the Express and Star. Membership at Brandhall has fallen each year since 2016, while the local authority said it is spending £250,000 on maintenance annually.

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Course closures blight the UK



Letham Grange, once dubbed the 'Augusta of Scotland' has shut

Nine golf courses across the UK closed their doors for good during October, according to GolfMagic.com.

Birmingham's Hilltop will close for at least two years, as will Bushey Hall in Herfordshire.

"It has been very challenging," Bushey Hall's manager, Agnes Taylor, told The Golf Business. "What

makes this place so special is the friendships and bonding."

Also to close during the past month were Moor Place in Surrey, Letham Grange in Scotland, Carswell in Oxfordshire, Stanmore and Edgware in north London, Heaton Park in Manchester, Temple Newsam in Leeds and Stoke Albany in Northamptonshire.

The Green Room

On the podcast this month:



Episode 23: The podcast heads to BIGGA calendar regular Camberley Heath in Surrey, where Ross Jones is the course manager.



Episode 24: We visit the team at Saddleworth to discover an innovative way of managing a golf course (and their daytime TV favourites)

Sprayer Operator of the Year winners announced

The category winners of the 2019 Amenity Sprayer Operator of the Year Awards were announced at the Amenity Forum conference on 10 October.

The forum administers the awards, whose main sponsors are ICL and Syngenta.

BASIS registration also offer free training vouchers for the winners.

Professor John Moverley, independent chairman of the forum, said: "The Amenity Forum is the voluntary initiative for this important and essential sector. We promote best practice and these awards are a demonstration of the high professional standards in our sector."

Each category winner received a trophy and framed certificate. The overall winner will be decided upon and announced at BTME in Harrogate in January. The winner of the

Landscape and Industrial, Using Hand Held & Tractor Mounted Equipment category was Ian Millward of Millward Forestry. Daniel Lewis of Manchester City was the runner-up.

The winner of the Sports Turf, Using Tractor Mounted & Hand Held Equipment category was Paul Gator of Caldry Golf Club. The runner-up was Jason Garlick of JMG Amenity.

Also taking place at the conference, the Amenity Standard was introduced, prior to its full formal launch from the beginning of 2020.

This standard is akin to the Red Tractor in food and agriculture. Those operating to the standard and displaying its logo will demonstrate their adherence to recognised assured standards in all tasks.

A spokesperson for the Amenity Forum said: "There is much greater public and

political interest related to weed, pest and disease management, especially linked to chemical use. The reasons why chemical need to be used, as part of a fully integrated approach, in seeking to provide safe, healthy amenity spaces and sports surfaces, is not always clear to the public and stakeholders.

"The wider public users of amenity spaces need to have clear assurances that all those involved in creating and maintaining safe, healthy sports grounds and other amenity spaces, operate at the highest professional standards; and whether using chemical or non-chemical methods, such operations are undertaken by competent, trained personnel following well designed and managed plans."

For more information visit amenitystandard.co.uk

Dundonald



Dundonald Links

Proposals to build a sports and leisure development at Dundonald Links could triple employment at the club.

Members at the Irvine links have been using a temporary clubhouse while awaiting the development of a new facility and the club's new owners. Darwin Leisure Development, have unveiled plans to modernise the facilities.

Planning documents state the 'landmark' clubhouse would improve the offering at the former Mens and Ladies' Scottish Open venue.

Advance Grass Solutions



Jonathan Knowles

Advance Grass Solutions has announced the appointment of Jonathan Knowles and Matt Le Brun to its in-field technical team.

Jonathan is a former greenkeeper at Rufford Park and moved to Myerscough College as a lecturer in the early 2000s. Latterly, he has managed the apprenticeship arm of the college, expanding training provision and contacts across the Midlands.

Sam Honeyborne, MD at AGS, said: "Jonathan has been on our radar for some time and I'm very pleased he has joined



Matt Le Brun

as we head into our third year. "His technical knowledge will compliment the business and in turn offer first class product support within our added value model."

Matt Le Brun joins in a new role as business development manager (sports turf), with a brief to continue AGS's progress in professional football, colleges and private schools. Matt has worked at both manufacturer and distributor level, as well as gaining vital practical experience as a groundsman and trainer.

MTD



Oliver Hall

To support their continued expansion, MTD Specialty Turf Products has announced the appointment of Oliver Hall into its Territory Sales Team.

Oliver joins as sales manager for the Midlands region, a role that will see him providing sales support to dealers and a wide variety of customers, across both the Cub Cadet Infinicut and TMSYSTEM product ranges.

"The opportunity to join MTD was one I just couldn't turn down," said Oliver, a former groundsman and Nene Valley railway volunteer.

Get involved with the Golf Research Enterprise



The STRI's Mark Godfrey and Jim Croxton, BIGGA CEO

As revealed in the October edition of Greenkeeper International, BIGGA has teamed up with STRI Group to provide greenkeepers with the chance to shape an innovative research programme.

The Golf Research Enterprise is aimed at identifying and finding solutions to the problems facing course professionals, now and in the future.

Crucially, the decision as to what the enterprise researches is down to BIGGA members. Tell us your burning issues on your golf course by completing a short questionnaire survey at surveymonkey.co.uk/GREnterprise. The STRI will collate all the responses and present options for research at BTME 2020.

BIGGA's Jim Croxton said: "We've had an incredible

response to the launch of this enterprise after it was announced last month. Thank you to everyone who has filled out the survey so far. If you have a topic you'd like us to look at, get involved today."

Once priority topics are established, GREEN will develop a research programme to investigate priority issues with trials work commencing at STRI's research facility in Bingley.

SPARE PARTS

Sherriff Amenity



Sherriff Amenity has appointed Andrew Norman as amenity specialist, based in Kent and Sussex.

Andrew joins the company from East Sussex National, where he started as a seasonal greenkeeper before working his way up to deputy course manager.

A volunteer firefighter for East Sussex Fire and Rescue Service, the 43-year-old said: "I was keen to start learning about all the other things that are going on in the world of turf across a wide range of sports turf, such as tennis and football."

Robot fairway mower arrives

Turflynx has introduced a robotic electric fairway mower that promises to reduce costs associated with fairway mowing, including labour, fuel and maintenance, by as much as 60%.

As reported by TurfNet, the Turflynx is available in two models, the F312 and F315, which utilises a lithium battery.

Mowing batteries and schedules are set using a web-based interface that also allows each unit to find its way to the next fairway and creates a detailed report after each completed use.

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Here for you

If you notice your mental or emotional state getting worse, or you're worried about someone you know – help is available. You're not alone, so talk to someone you trust as sharing a problem is often the first step to recovery. BIGGA may not be the first place you consider asking for help, but help is at hand when you need it.

BIGGA's Counselling Assistance Helpline
Available 24 hours a day, 365 days a year. Completely confidential and provides you with support by telephone by specialist call handlers and counsellors — 0333 000 2082.

BIGGA Greenkeepers Benevolent Fund
For the benefit of members when times get tough and need financial support by way of a grant, award or a payment. Details available through the members area of the BIGGA website at www.bigga.org.uk

Perennial
Perennial is the UK charity dedicated to helping people who work or have worked in horticulture including greenkeepers. BIGGA works very closely with Perennial to help any member who needs free and confidential advice, support and financial assistance on 0800 093 8543 (general advice) or 0800 093 8546 (debt advice).

Call BIGGA House
and speak to a member of the Membership Team on 01347 833 800, visiting www.bigga.org.uk or by contacting your local BIGGA Membership Services Manager.



Greenkeeper Formby Golf Club

A fantastic opportunity has arisen to join the greenkeeping team at Formby Golf Club, established in 1884.

We are looking for an assistant greenkeeper to help maintain our 18-hole championship golf course.

The vacancy is open to a candidate with or without experience.

Job specification

- / Job Type - Full time.
- / Salary negotiable.
- / Ongoing training provided.
- / Working summer 6am to 2pm.
- / Winter 7.30am to 3.30pm including some weekend mornings.

How to apply

To apply, forward your CV and covering letter to: Course Manager Paul Swift, Formby Golf Club, Golf Road, Formby L37 1LQ

Email: pauls@formbygolfclub.co.uk

Telephone: 01704 872 164



Head Greenkeeper Hazel Grove Golf Club

With our head greenkeeper retiring after 29 years' service, an exciting opportunity has arisen at Hazel Grove for an enthusiastic, hands-on, forward-thinking head greenkeeper to lead our greenkeeping team.

The successful applicant will be responsible for the overall appearance and daily maintenance of the course, agronomy, managing budgets, advising on equipment, course projects and investments to continually deliver improvements and ensure the course is presented to a high standard all year round.

Applicants should be ambitious, self-motivated, organised and hardworking and will need to demonstrate course, man-management and budgeting skills.

Target start: April 2020.

Apply by post or email enclosing a covering letter and full CV to: Michael Jones, chairman HGGC directors@hazelgrovegolfclub.com

Closing date: Thursday 31 October



Course Manager Carus Green Golf Club, Kendal

We seek a fully qualified course manager to work with our strong, established greens team. Applicants will have responsibility for daily maintenance, annual agronomic planning, budgets, team building and presenting the course in the best condition possible.

Carus is a proprietary golf course, a Trilby Tour venue, has a PGA Academy and Range and is known as a progressive, forward thinking golf destination. Candidates should have up to 5 years' experience as course manager or deputy, be qualified to at least NVQ level 3 and have spraying and mechanical certifications. Crucially, the successful candidate must have excellent communication skills and be a true team player.

Salary will be reflected by experience, and in line with CGCS recommendations.

Please apply with your CV to margaret@carusgreen.co.uk



USA - Quality trainee greenkeepers wanted for exciting experience in America

Quality trainee greenkeepers wanted for management training on the best golf courses in the USA. Must be enthusiastic and motivated and have at least NVQ 2 or one year of full-time turfgrass education.

Good wages and plenty of experience on top courses with great managers

- / Programmes from 6 to 18 months.
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- / Optional turf classes available

For more information, please complete the initial enquiry below and include a clean-cut photo and CV: <https://top.osu.edu/internships/inbound-application>

Check out this YouTube video about our programme <https://vimeo.com/320732596> using the password Syngenta

Visit our website: www.top.osu.edu



Assistant Greenkeeper Beaconsfield

Beaconsfield is a prestigious 18-hole private members' golf club with extensive practice facilities.

We wish to recruit an enthusiastic, capable assistant greenkeeper to join the existing team. The position is suited to an individual wishing to develop their career, gaining experience in the preparation and maintenance of a parkland golf course.

The position offers a very competitive salary including overtime and meals. The person will be trained to use all forms of modern machinery including mowers, aerators and mini diggers.

The ideal candidate will have, but not essential:

- / 2 years' greenkeeping or sports turf experience
- / NVQ2 or similar

Please apply in writing to: secretary@beaconsfieldgolfclub.co.uk with CV and covering letter.

Beaconsfield Golf Club, Seer Green Beaconsfield, Bucks HP9 2UR



Head Mechanic Golfclub Erlen, Switzerland

A fantastic opportunity has arisen to join the greenkeeping team at Golfclub Erlen for a head mechanic.

To start by 1 March 2020, you will maintain and upkeep our machine park and properties, helping with course maintenance when required.

A pleasant working atmosphere in a professional team with a modern equipped workshop is available for candidates who have completed training as a mechanic in machinery or in agricultural industries and who have an interest in innovative technology. Accommodation is available with a family house available on site.

Full driver's licence and a high degree of flexibility and teamwork is required.

Interviews held in January in Switzerland or at BTME in Harrogate.

Please send your CV and covering letter to: greenkeeper@erlengolf.ch



Assistant Greenkeeper Belton Woods Golf Club

At Belton Woods, We have 45 holes of golf over three challenging and picturesque courses including the Championship Lakes course, which has hosted one of the oldest PGA tournaments in the world - the Midlands PGA Championships.

We wish to recruit a qualified assistant greenkeeper to join the existing team. The position offers a competitive salary, uniforms and meals on site.

The ideal candidate will have:

- / 2 years' greenkeeping or sports turf experience
- / NVQ2 or similar
- / Proven communication skills.
- / PA1, PA6

Please apply in writing to the Course Manager with CV and covering letter using: Email: amcevoy@beltonwoods.co.uk.

Or by post: Belton Woods Golf Club, Belton, Grantham, Lincolnshire NG32 2LN

Closing date: 20 November

Visit our website: www.beltonwoods.co.uk/golf/



First Assistant Greenkeeper Barrow Golf Club

Barrow Golf Club has an exciting opportunity for an ambitious, qualified, assistant greenkeeper to join the present greenkeeping team. Continual development will ensure that the successful candidate would attain the required first assistant qualifications during their employment.

Reporting directly to the head greenkeeper you will be responsible for delivering the course to the highest standards.

This is a full-time position and candidates must possess a minimum of 3 years' previous experience as an assistant greenkeeper. An NVQ or equivalent PA1, PA2 & PA6 spraying certificates are desired but not essential.

Interested candidates should forward their CV to: enquiries@barrowgolfclub.co.uk

Or: The Secretary, Barrow Golf Club, Rakesmoor Lane, Barrow-in-Furness, Cumbria LA14 4QB by 15 November 2019.



Seasonal Assistant Greenkeeper Tyrifjord Golf Club, Norway

Are you interested in joining our greenkeeping team in Norway and working under our experienced head greenkeeper, Ian Ross (NGA Greenkeeper of the Year 2017)?

An attractive package will be offered to the successful applicant.

Employment to commence April/May 2020

On-site accommodation is available.

Opportunity for subsidised further education/qualifications.

Preferred skills/experience, although not essential.

- / NVQ level 2 or relevant greenkeeping experience (minimum 2 years)
- / Flexible working hours
- / High attention to detail
- / Social, hardworking and reliable

If you are interested in the above position then please apply via email to: ian@tyrifjord-golfklubb.no attaching your CV/covering letter.

Deadline: 5 Dec 2019

Additional information: www.tygtk.no



Head Greenkeeper The West Kilbride Golf Club

Founded in 1893, The West Kilbride Golf Club is an established links golf course in Ayrshire, Scotland and is recognised as being one of the most prestigious in the country.

Due to retirement, a rare opportunity to become head greenkeeper has arisen. This is a tremendous opportunity for an experienced greenkeeper to take this fantastic links course to a new level.

The main responsibilities, duties and required qualifications can be viewed on the BIGGA website.

Please apply by email, sending a covering letter and CV for the attention of Graham MacKenzie, managing secretary, to secretary@westkilbridegolfclub.com

Closing date 30 November 2019.



Great Northern, Denmark

Greenkeeping positions

Great Northern, a Nicklaus designed 27 hole complex, is currently ranked #1 in Denmark and #2 in the Nordic countries. Our ambition is to be ranked #1 in continental Europe with a view to attracting future significant golf tournaments. In light of this, Great Northern is currently greenkeeping staff to join our team from 2020 onwards.

Vacant positions are both full-time and seasonal. Applicants should have previous golf course maintenance experience with a keen eye for attention to detail. Due to our aspirations of constantly striving to maintain the highest possible standards, combined with various project activities, the duties are varied and sometimes labour intensive.

Great Northern offers the most competitive salary rates in northern Europe with ample overtime opportunities. Uniforms and weather protective clothing are included. En-suite self-catering accommodation is provided at a nominal cost.

If you wish to gain experience by working in a progressive, enthusiastic and motivated team environment on a golf course located in one of the world's happiest countries, please apply with a CV to aidan.ohara@greatnorthern.dk

Closing date for applications is 30 November 2019.





ECOLOGY ROUNDUP

James Hutchinson | Membership Services Manager (Ecology & Sustainability)



Do you know where the best place to find amphibians is?

Around the golf course, you'll often find them in irrigation boxes.

I kid you not; frogs, toads and newts appear to be attracted to these low-lying holes. I have no idea why, as the chambers are disturbed regularly and the pipes are normally icy cold. Whatever the reason, here is where you'll find them.

Amphibian means 'two lives', which is quite fitting as these slippery critters spend some of their existence on land and some underwater. Cold blooded as they are, they spend a portion of their life underwater in the murky depths of a pond and so on. This is mainly during the breeding season, while the rest of their time is spent out and about mooching around decomposing log piles and the like, where the rotting timber gives off a small amount of heat.

They feed on a wide range of insects and some plant life and will forage on land and water.

Anyway, back to the irrigation boxes, and here are examples of what I mean. These newts appear to be happy as Larry in these particular boxes and were not at all bothered to see us peering into their homes.



In an attempt to keep them away from the irrigation boxes, it may be an idea to set them up a habitat for yourself. This could be by recycling an old plastic or wooden box by simply digging a hole and burying it. Leave small openings for the newts, so they can come and go, but other than that, the job's a good 'un!

Take a peek the next time you're around an irrigation box and see what you find. Remember though. Great-Crested Newts are protected by law so if you do find them, it's best to leave them where they are.

Images: Newts can often be found hiding in irrigation boxes. These amphibians are protected species so be careful about disturbing them as you go about your duties



Where will your ideas take you?

Do you use your passion for greenkeeping to inspire change, new media to engage with others or share your experience in the wider community? If so the BIGGA Excellence in Communication Awards with Campey Turf Care Systems are just for you.

BIGGA has teamed up with Campey Turf Care Systems to celebrate BIGGA members who make a positive impact on their working lives and the wider golfing industry through communication. With a trip to Florida available now is your chance to get involved.

The Categories are:

- Thought Leadership and Innovation
- Outreach
- New Media

For more information visit bigga.org.uk or to enter email commsawards@bigga.co.uk



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